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2002-2006

AGREEMENT FOR NEGOTIATIONS

BETWEEN

67 pp.

THE BOARD OF EDUCATION

PLAINFIELD COMMUNITY CONSOLIDATED SCHOOLS

DISTRICT 202

WILL AND KENDALL COUNTIES

AND

THE ASSOCIATION OF PLAINFIELD TEACHERS

Duration: 7/1/02 - 6/30/06

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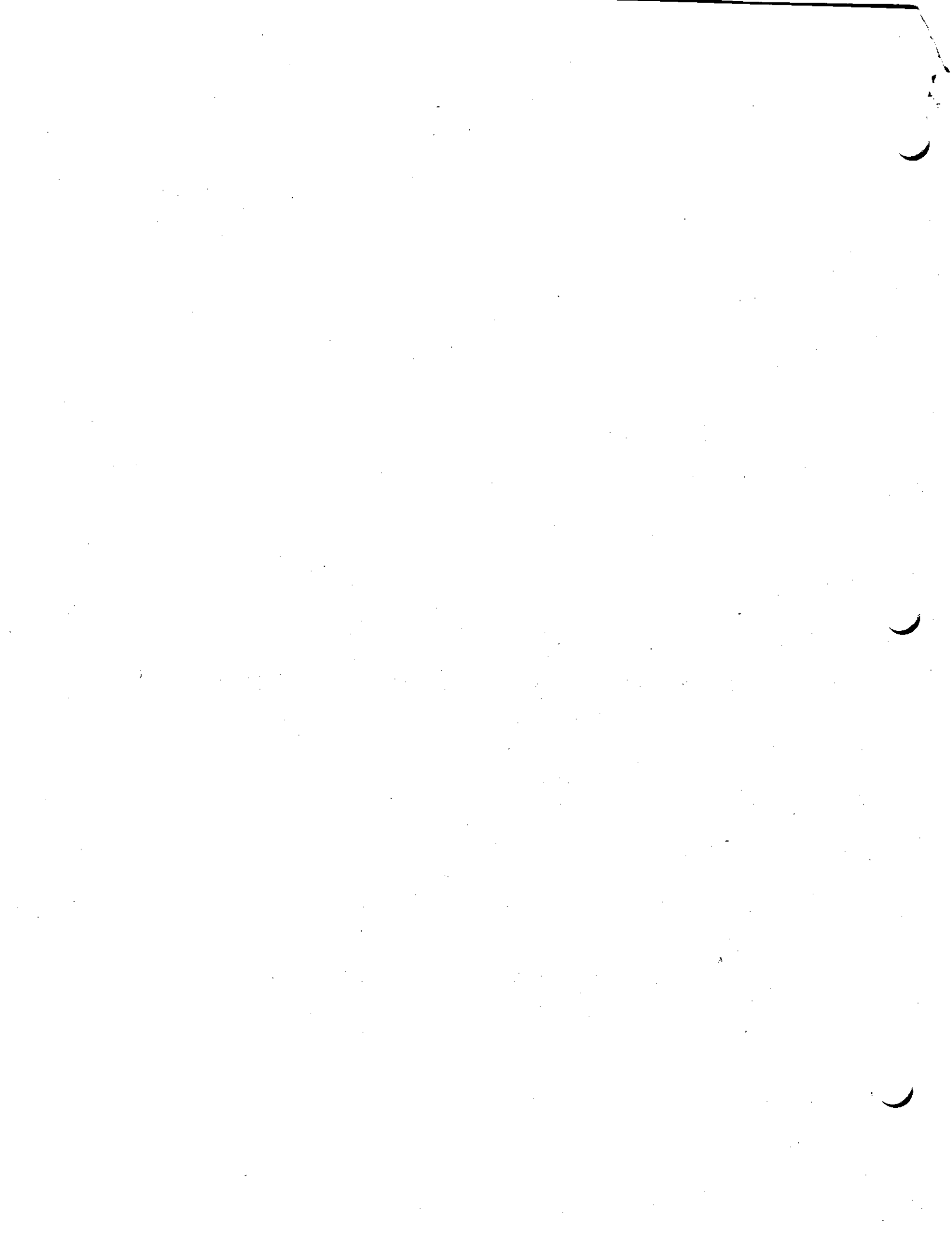


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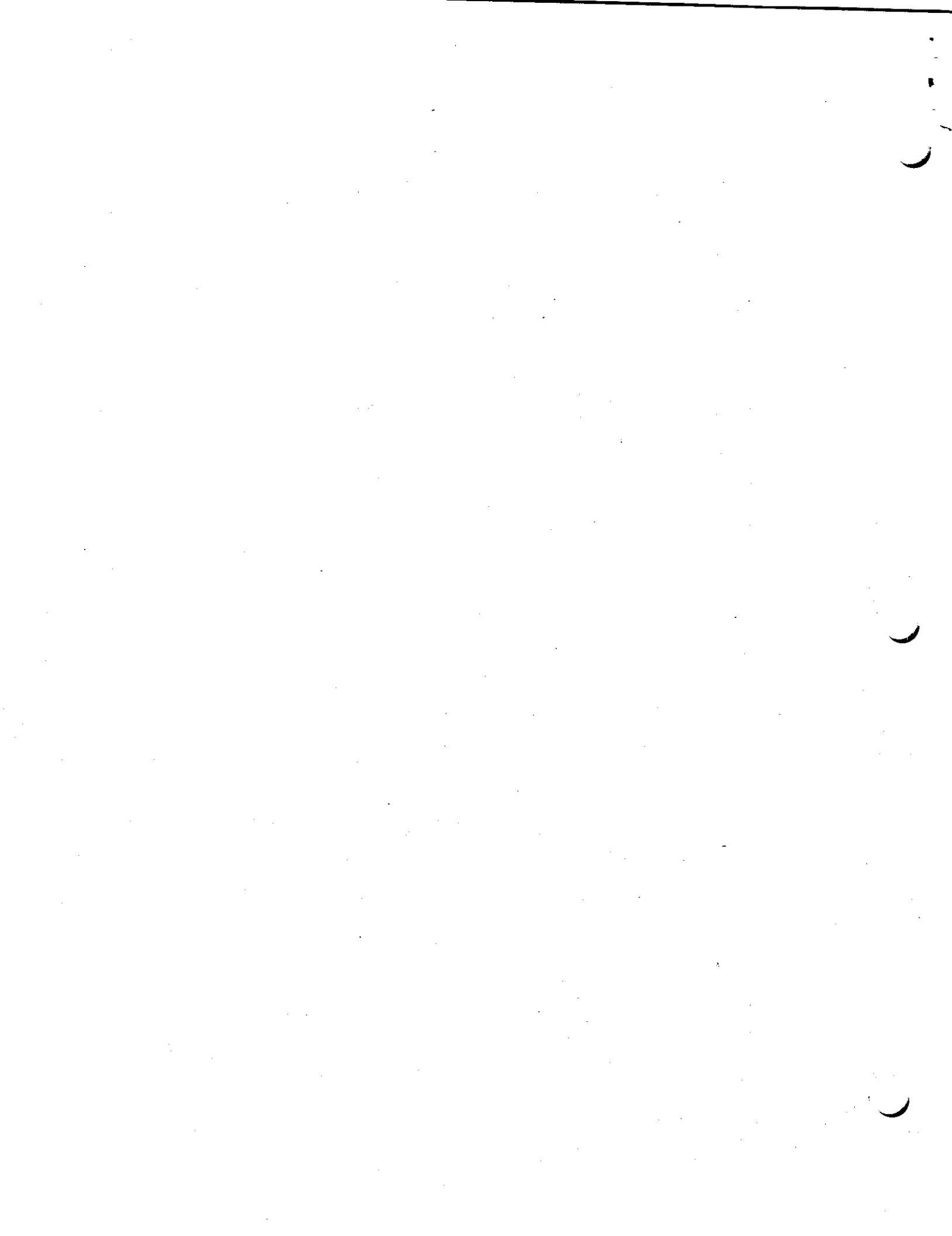
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ARTICLE I: RECOGNITION

1.1 Association Recognition

The Board of Education of Plainfield Community Consolidated Schools, District 202, of Plainfield and Will and Kendall Counties, Illinois, hereinafter referred to as the "Board," hereby recognizes the Association of Plainfield Teachers, hereinafter referred to as the "Association," affiliated with the Illinois Education Association and the National Education Association, as the exclusive and sole negotiations agent for all District 202 employees requiring teacher certification except District and building level supervisors/managers, as defined in the Illinois Educational Labor Relations Act.

1.2 Contract Recognition

This Agreement and its provisions shall terminate and supersede any and all prior negotiated agreements.

1.3 Contract Copies

The Board will provide the Association with a copy of the current teachers' contract and the related statement of salary.

Any contract between the Board and a certified teacher as defined in Article 1.1, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement.

ARTICLE II: RESERVED RIGHTS

2.1 Teachers

Teachers shall have the right to form, join or assist professional organizations for the purpose of negotiating with the Board through representatives of their own choosing according to the terms of this Agreement.

2.2 Board

All management rights and functions, except those which are elsewhere abridged by this Agreement, shall remain vested exclusively in the Board. It is recognized that such rights and functions include, but are not limited to:

- a. The control of property and the composition, assignment, direction, and determination of the size and type of staff.

- b. The right to determine the work to be done and the standards to be met by the employees covered by this Agreement.
- c. The right to change or introduce new programs and courses of instruction, methods, processes, means and facilities.
- d. The right to hire.
- e. The right to determine the qualifications of employees, and to suspend, discipline, and discharge employees for cause, and otherwise to maintain an orderly, effective and efficient operation; no such management rights and functions shall be in violation of state or federal law.
- f. The Board agrees to participate in negotiations for the purpose of reaching decisions in the areas defined in this agreement.

2.3 Board-Staff Relations

The Board of Education both encourages communication with staff and recognizes the need for clearly delineated channels of communication. Responsible policy-making demands that the Board of Education be well informed. To that end, formal and informal communication with staff is encouraged. Recognized and accepted principles of efficient and effective organizational operations suggests that the first level of problem resolution occur closest to the point of its origin; hence, classroom teachers, building level supervisors and district level administrators can expect to have an opportunity to resolve problems before the issue is taken to a higher level. This process will not be available for matters relating to individual employee discipline.

ARTICLE III: CONDUCT OF NEGOTIATIONS

3.1 Negotiations Representatives

The Board shall have the right to designate its negotiations committee from its members and the administration. The Association shall have the right to designate its negotiations committee from its members. Each committee shall be limited to ten (10) members who shall be identified at the first negotiation session. Of the ten (10), no more than five (5) may be at the table, with the others serving as observing non-participants. Each committee may have, in addition to its ten (10), an outside negotiator. At each session, one of the committee members shall be designated as spokesperson.

3.2 Commencement of Negotiations

Meetings between the Negotiations Committees to discuss provisions of this Agreement may be called upon the written request of the President of the Association or the Superintendent of Schools for the Board. Meetings shall be within fifteen (15) calendar days of said request. Requests for meetings must specify matters to be discussed and shall be directed to the Superintendent of Schools or the President of the Association. Negotiations for a new agreement shall begin no later than March 30 of the year the agreement expires unless both parties agree to an alternate date. Subsequent meetings shall be held as necessary at times and places agreed to by both parties.

3.3 Scope of Negotiations

The Board and the Association agree that negotiations will include wages, hours, terms, and conditions of employment as well as the impact thereon and procedures for the resolution of grievances.

- a. The following areas shall be excluded from negotiations for the term of the collective bargaining agreement provided, however, that the parties do not waive any right to raise any subject in negotiations for a successor collective bargaining agreement and consistent with Section 3.3d of the current collective bargaining agreement: Curriculum, curriculum methodology and textbook selection; the school budget (excluding salary and fringe benefits); school activity programs; student assignments; student discipline; student promotion; student retention; student evaluation; length of students' school day; and personnel allocation and selection.
- b. The Board acknowledges the important and significant role that staff must play regarding the development, implementation, and evaluation of curriculum; hence, staff are strongly encouraged to actively participate in the above functions.
- c. The Association and the Board further agree that the scope of negotiations for any one year shall be determined at the first meeting of the Negotiations Committees. At that time, an agenda for the negotiations shall be adopted and shall remain in effect until negotiations are concluded.

3.4 Agenda for Meetings

The agenda for each meeting shall be established at the beginning of each meeting. Only matters included on the agenda shall be discussed unless both parties agree to add an item (or items).

3.5 Conduct of Meetings

The Board and Association agree to exchange facts, opinions, and proposals during the meetings in order to reach agreement on matters being negotiated.

3.6 Tentative Agreements

Items agreed upon by the Negotiations Committees shall be recorded in writing by a designated member from the committees and signed by the respective spokesperson indicating tentative agreement.

3.7 Communications

Communications to the Board shall be made to the Board through the Superintendent; communications to the Association shall be made to the President; communications to the Superintendent shall be made to him/her or his/her designated representative. The aforementioned communications shall be in writing.

3.8 Exchange of Information

The Board and Association agree to make available, upon written request, information pertinent to items being negotiated. Nothing herein shall require either the Board or the Association to research and assemble the information requested.

3.9 Requests for Assistance

The participants may call upon competent professional or lay representatives to consider the matters under discussion and to make suggestions.

Each participating team may utilize the service of consultants during the deliberations. The costs and fees for consultants shall be assumed by the organization utilizing them.

3.10 Final Approval

When the Negotiations Committees reach tentative agreement on all items on the agenda for negotiations, the Articles agreed upon shall be submitted in writing to the Board and the Association for consideration.

If ratified by the Association and approved by the Board, they then become a part of the Agreement and the minutes of the Board.

3.11 Declaration of Impasse

If tentative agreement is not reached within forty-five (45) days of the scheduled start of the forthcoming school year, either party may declare that an impasse has been reached. Such declarations shall be in writing to either the Board or the Association, with notification made to the Illinois Educational Labor Relations Board.

3.12 Alternate Bargaining Process

In the event that the Association and the Board agree to utilize an alternative bargaining process, the parties may agree to conditions other than those outlined in this article.

ARTICLE IV: IMPASSE PROCEDURE

4.1 Notification

If tentative agreement on all items under negotiations is not reached:

- a. Ninety (90) days before the scheduled start of the forthcoming school year, the parties shall notify the Illinois Educational Labor Relations Board (IELRB) concerning the status of negotiations.
- b. Within forty-five (45) days of the scheduled start of the forthcoming school year and if impasse has been reached, either party may petition the IELRB to initiate mediation. Declaration of impasse shall be in writing to the other party and the IELRB.

If after ten (10) calendar days, agreement is not reached, either party may notify the other in writing that an impasse persists and call for the selection of a mediator.

- c. If the parties engaged in collective bargaining fail to reach an agreement within fifteen (15) days of the scheduled start of the forthcoming school year and have not requested mediation, the Illinois Educational Labor Relations Board will be notified.

4.2 Mediation

a. Selection of a Mediator

Either party may petition the IELRB to initiate mediation. If both parties agree that an impasse has been reached, then a request for a mediator signed by both parties shall be made to the Federal Mediation and Conciliation Service with notification to the IELRB.

b. Authority of Mediator

The mediator shall have the authority to confer separately or jointly with the parties, review pertinent data and make suggestions and recommendations in an effort to bring about agreement on items being negotiated. If agreement is not forthcoming, the mediator will then file a report with both parties. The final disposition on the use of the report shall be as determined by the individual parties.

c. Attendant Costs

Any costs for the mediator shall be shared equally by the Board and the Association.

4.3 Return to Negotiations

If agreement cannot be reached through deliberations with a mediator within thirty (30) calendar days from the declaration of impasse, negotiations will be reopened and conducted according to the procedures set forth in Article III.

ARTICLE V: GRIEVANCE PROCEDURE

5.1 Definition

A grievance shall be a written claim by the Association, an employee, or a group of employees that an alleged violation, misinterpretation or misapplication of the terms of this Agreement has occurred.

5.2 Statement of Basic Principles

- a. In accordance with the IELRB, nothing in this article shall prevent any individual teacher or group of teachers from presenting grievances to the Board and have them adjusted without the intervention of the Association as long as the adjustment is not inconsistent with the terms of this Agreement while in effect, provided that the Association has been given an opportunity to be present at such adjustment. This section shall not apply to the Fourth Step of Section 5.3.
- b. A teacher who participates in these grievance procedures shall not be subject to discipline or reprisal because of such participation.
- c. The failure of a teacher or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- d. Any teacher has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussion when the administration and/or the Association deems it necessary. When the presence of a teacher at a grievance hearing is requested by either party, illness or other incapacity of the teacher shall be grounds for any necessary extension of the grievance procedure time limits.
- e. In any instance where the Association is not represented in the grievance, the Association will be notified of the final disposition of said grievance. Said disposition shall not be in conflict with any of the terms or conditions of the Agreement.

Final disposition of the grievance through Step 3, if alleged by the Association to be in conflict with this Agreement, then said disposition shall be grievable by the Association.

- f. Hearing and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and will be held insofar as possible after regular school hours or during non-teaching time of personnel involved. When such hearings and conferences are held at the option of the administration, during school hours, the time of said conference shall be mutually agreeable and all employees whose presence is required shall be excused with pay for that purpose.
- g. It is agreed that any investigation or other handling or processing of a grievance by the grieving teacher or the teacher Association representatives shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.
- h. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall then consist of all weekdays in order that the matters may be resolved before the close of the school term or as soon thereafter as possible. School days for the purpose of the grievance procedure shall mean teacher employment days.
- i. All documents, communications, and records dealing with the processing of a grievance shall be filed in files designated for grievance purposes only.

5.3 Grievance Procedure

a. Informal Step

- 1. An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her immediate supervisor.
- 2. Any teacher who has a grievance may first present the grievance to the Executive Board of the Association who will counsel the teacher regarding the validity of the grievance.

b. First Step

If the grievance cannot be resolved informally, the grievant of the Association may file the grievance in writing to the principal who will arrange for a meeting to take place within seven (7) days after receipt of the grievance. The Association's representative, the grievant, and the principal shall be present for the meeting. Within seven (7) days of the meeting, the grievant and the Association will be provided with the principal's written response, including the reasons for the decisions.

The filing of the grievance at the First Step must be:

1. Within thirty (30) days after the alleged violation, misinterpretation, or a misapplication of the terms of the Agreement: or
2. Thirty (30) days following the beginning of the succeeding school term should the alleged violation have occurred during the summer recess.

c. Second Step

In the event a grievance has not been satisfactorily resolved at the First Step, the grievant may file, within seven (7) days of the principal's written decision or answer at the First Step, the grievance with the Superintendent. Within seven (7) days after such written grievance is filed, the grievant, and/or a representative of the grievant as desired, the principal, and the Superintendent or his/her designee shall meet to resolve the grievance. The Superintendent or his/her designee shall file an answer within seven (7) days of the Second Step grievance meeting and communicate it in writing to the grievant, the principal, and the Association.

d. Third Step

If the grievance cannot be settled at the Second Step, the grievance shall be submitted within seven (7) days of the Superintendent's written decision or answer at the Second Step, to the Board to be considered in as timely a fashion as the schedule of Board meetings and the agenda therefore permit. Thirty (30) calendar days, shall be the time allowed for this step. The grievant, or representative of the grievant as desired, may present a written brief to the Board and may request an oral hearing on the grievance. The hearing will be granted and conducted by either the full Board or by a subcommittee of the Board, as the Board may designate, at a time convenient to both the Board and the grievant. The Board shall inform the Association of its decision by responding in writing within fourteen (14) days after the meeting with the Board.

e. Fourth Step

If the Association is not satisfied with the disposition of the grievance at Step Three, the Association may submit the grievance to final and binding arbitration. If a demand for final and binding arbitration is not filed with the Board within thirty (30) days of the date of the Step Three answer, then the grievance shall be deemed withdrawn. If a request for final and binding arbitration is filed with the Board, then a joint request in writing from the Board and the Association shall then be submitted to the American Arbitration Association which shall act as the administrator of the proceedings.

f. **Bypass Procedures**

If the Superintendent and the Association agree, a grievance may be submitted to any step or directly to arbitration.

5.4 Expenses

Expenses for the arbitrator's services and the expenses which are common to both parties to the arbitration, including the costs of a court reporter, shall be borne equally by the Board and the Association. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

5.5 Authority and Arbitrator

The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the Board and the Association and his/her decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

5.6 Expedited Arbitration

At the mutual request of the Board and Association, the Expedited Arbitration Rules of the American Arbitration Association shall be used.

ARTICLE VI: PROHIBITED ACTIVITY

6.1 Nondiscrimination

The Board shall not impose or threaten to impose reprisals on professional employees or to discriminate or threaten to discriminate against professional employees in regard to hiring, promotion, assignment, salary increment, termination of contract, tenure of service or any other term of conditions of service by reason of their exercise of the legal rights provided by this Agreement.

6.2 No Strike

The Association or any of its members shall not engage in a strike except under the conditions outlined in Section XIII of the Illinois Educational Labor Relations Act.

6.3 Noncoercion

The Association shall not cause or attempt to cause a Board member or member of the central administrative office staff to engage in conduct in violation of the Agreement, provided that this paragraph shall not impair the right of the Association to prescribe its own rules with respect to the acquisition or retention of membership.

6.4 No Reprisals

No members of the administration shall violate or encourage any member of the Board or any professional employee to violate the provisions of the Agreement. Nor shall any administrator impose or threaten to impose reprisal on professional employees, to coerce or interfere with the lawful activities by professional employees, or to discriminate or threaten to discriminate against professional employees in regard to hiring, promotion, assignment, salary increment, termination of contract, tenure of service or any other term or condition of service by reason of their exercises of the rights guaranteed by this Agreement.

ARTICLE VII: EVALUATION PLAN

7.1 Performance Evaluation Plan

The Board shall maintain in cooperation with the Association the state-mandated performance evaluation plan for teachers in contractual, continued service. Procedural aspects shall be cooperatively developed and agreed upon. Standards of Performance will be shared with the Association's representatives in order to ensure understanding. A committee of representatives from both parties shall be convened on an as needed basis to review and to reach agreement on procedural changes and to receive information from the administration regarding changes in the Standards of Performance.

7.2 Consulting Teacher

If a consulting teacher is supplied by the Association, said teacher will receive a stipend of \$250.00. Any release days may be used in half-day portions. These days must be requested forty-eight (48) hours in advance and approved by the Superintendent.

ARTICLE VIII: ASSOCIATION RIGHTS

8.1 Reasonable Access

The Association shall have access at reasonable times to work areas of those professional employees which it represents. Instructional time shall not be infringed upon.

8.2 Use of Facilities

The Association shall be permitted the use of institutional bulletin board space designated for Association business, mail boxes, or other communication media to publicize the activities of the Association or to distribute information pertinent to the operations of the Association. The Association shall be permitted the use of institutional facilities at reasonable times for their meetings. Requests for the use of space for a meeting of all of the Association's members in an individual building or of all buildings must be made through the Superintendent or his/her designee. Request for individual building meetings will be made through the building principal. Any out-of-pocket expenses to the Board will be borne by the Association.

8.3 Continuation of Standards

The Board and the Association are committed to the continuation of a quality educational offering that is delivered by a competent, certificated staff within the limits of the resources available.

8.4 Fair Share Fee

- a. Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties of the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association, including local, state, and national dues.
- b. In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, the Board shall deduct the fair share fee from the wages of the non-member.
- c. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

- d. The Association shall indemnify and hold the employer harmless against any and all claims, demands, suits, and other forms of liability including liability for reasonable counsel fees, and other legal costs and expenses that may arise out of, or by reason of any action taken or not taken by the employer in conformance with the administration of this article. The Board will cooperate, whenever possible, with the Association in making available relevant information.
- e. The obligation to pay a fair share fee will not apply to any Association member who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment in behalf of the employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

8.5 Release Time

The Association President shall be allowed to utilize up to eight (8) days per year for Association matters within the Plainfield School District upon two (2) days notification to the Superintendent. Pay for the substitute teacher for those days will be compensated by the Association. At the discretion of the Association President, a portion of those days can be used by the Association President Elect when working with the President on District 202 business. (Release days for conference attendance will continue to follow the present procedures.)

At such time the Association deems it necessary to have a full time released president, the guidelines as set forth below shall be followed.

The Association president or designee may be released from full-time teaching responsibilities in order to be available to conduct Association business. This full-time release entitlement is subject to the following conditions:

- a. Only one (1) individual annually will be released for this purpose.
- b. The individual released must have achieved tenure status prior to the start of the release assignment.
- c. APT shall reimburse the Board the full cost of salary and benefits for the individual in the release assignment.
- d. APT will annually notify the Superintendent of the identity of the individual to be released. Such notice shall be provided in writing by April 1 of the year preceding implementation of the release assignment.

- e. The individual so released shall not experience a break in service or seniority during the release assignment and shall be compensated pursuant to the Negotiated Agreement.

ARTICLE IX: LABOR RELATIONS COMMITTEE

For purposes of maintaining communications and allowing for discussion of issues of mutual concern, the parties shall form a Labor Relations Committee, which shall meet at least three (3) times during the school year. This Committee shall be composed of representatives appointed by the APT President and Assistant Superintendent for Human Resources, respectively, who shall discuss, prior to each meeting, the committee agenda. Minutes of each meeting will be recorded by a secretary appointed by the Committee. A copy of all minutes approved by the Committee will be available in each building.

ARTICLE X: DURATION

This agreement will be effective as of July 1, 2002, and continue in effect through June 30, 2006, provide that APT and the Board will reopen this agreement to negotiate the following compensation topics for the 2004-05 and 2005-06 school years:

- 1) Salary
- 2) Health Insurance
- 3) Retirement
- 4) Tuition Reimbursement
- 5) Supplemental Pay
- 6) Division Chairs/Athletic Supervisors
- 7) Hourly Pay Rates
- 8) Internal Substitutes
- 9) Appendix B (Extra Curricular)
- 10) Association President Release Time

In the event the APT and Board are unable to reach agreement on the above compensation topics relative to the 2004-05 and 2005-06 school years, each party reserves its rights under Illinois law regarding the final two years (2004-05 and 2005-06) of this agreement.

For the 2002-03 school year, Salary (Appendix A) and Extra Curricular (Appendix B) rates shall be retroactive, where relevant, to July 1, 2002.

ARTICLE XI: SALARY AND RELATED PROVISIONS

11.1 Salary Schedule

The salary schedules of this agreement are set forth in Appendix A.

11.2 Withholding of Increments

This salary schedule and salary policy are based upon the consideration and combined opinion of the Board and the Superintendent that the teacher is performing his or her duties at minimal, an average performance level. The Board reserves the right to withhold salary increases for cause shown. Cause may be interpreted as being within the limits of the conditions outlined in the School Code of Illinois, Chapters 105 ILCS 5/10-22.4 and 105 ILCS 5/24-1, 5 and 11 which also include the legal basis for such action.

11.3 Prior Experience Credit

Upon initial employment, a teacher shall be credited with experience credit for prior teaching service. Such credit will not be available for substitute teaching, part-time or partial year teaching service, teaching service provided without a valid state teaching certificate, teacher assistant experience, or other unrelated work experience.

Credit for prior military service shall be provided for up to two (2) years of such service, provided the teacher had some teaching experience prior to such military service.

11.4 Salary Schedule Placement Upon Initial Hire

Upon initial employment, a teacher shall be placed on the relevant salary schedule based upon recognized experience credit (pursuant to Section 11.3) and degree/graduate semester hours earned after the Bachelor's degree.

In order to receive credit for degree or graduate semester hours earned, the following requirements must be met:

- a) Any such degree or graduate semester hours claimed must have been earned subsequent to the attainment of a Bachelor's degree.
- b) A copy of the transcript evidencing attainment of the degree or successful completion of graduate semester hours claimed must be provided to the Department of Human Resources no later than the first day duties are performed. An official transcript evidencing attainment of such degree and/or successful completion of such courses must be provided to the Department of Human Resources no later than November 1 for employment beginning prior to that date.

April 1 for employment beginning between November 1 and April 1.

The failure to provide the official transcript by these dates shall cause the teacher to forfeit salary payments required by the claimed placement until the start of the next school year; additionally the teacher shall reimburse the District for that portion of salary payment received but not verified with official transcripts as required above.

Effective July 1, 2002, when employing school psychologists and speech therapists, the Board shall pay the market rate required to fill such positions. Once hired and placed on the relevant salary schedule (Appendix A), individuals shall thereafter progress on the salary schedule in the same manner as other members of the bargaining unit under the provisions of this Agreement.

In the event people new to the district in these positions are hired at a salary higher than that paid to existing school psychologists and speech therapists, the salaries of such existing employees shall be equalized to that pay to the new hires. Any such adjustment shall occur during the 2002-2003 school year, only. Similarly, thereafter these existing employees shall progress on the relevant salary schedule (Appendix A) in the same manner as other members of the bargaining unit.

11.5 Salary Schedule Advancement

With respect to salary schedule advancement beyond initial employment salary schedule placement, the requirements of Section 11.6 of this Agreement shall apply. In order to receive salary schedule credit for course work completed, claimed course credit must be submitted for pre-approved graduate courses or pre-approved required undergraduate prerequisite courses, with successful proof of completion with a grade of at least "B" (or "Pass" or "Credit" where relevant). Such successful completion must be verified through an official transcript filed with the Assistant Superintendent for Human Resources, according to the following:

- a. Official transcript submitted by November 1 will allow appropriate adjustments retroactive to the beginning of the school year.
- b. Official transcript submitted by April 1 will allow appropriate adjustments retroactive to the beginning of the second semester of the school year.

In order for course credit to be applicable to salary schedule advancement, it must be earned after the last highest earned degree. Likewise, eligible teachers may not advance more than one salary lane/column within a school year (July 1–June 30) unless this teacher attains a Master's or Doctor's degree, in which case the teacher will be moved to the relevant degree lane. Likewise, teachers shall move only one (1) step vertically each year, regardless of the number of years a teacher remains on a given step.

The above provisions notwithstanding, the following special rules shall apply to salary schedule advancement:

- a. Teachers employed after July 1, 1969 with four or less years of salary schedule experience credit in the Bachelor's or Bachelor's plus fifteen columns, shall be permitted to advance beyond step 9 on the relevant salary schedule only after successful completion (as defined above) of fifteen (15) semester hours of graduate course credit or undergraduate prerequisite credit. All such credit must have been earned beyond the Bachelor's or Bachelor's plus fifteen column, whichever applies to the affected teacher's placement.
- b. Teachers hired after July 1, 1969, with more than four years experience in either the Bachelor's or Bachelor's plus fifteen columns shall be permitted to advance no more than four (4) steps on the relevant salary schedule until successful completion (as defined above) of fifteen (15) pre-approved semester hours of graduate credit or undergraduate prerequisite course credit beyond the Bachelor or Bachelor plus fifteen column, whichever is relevant to the affected teacher's placement.
- c. Teachers wishing to qualify for lane/column placement after the Bachelor's lane/column for course work completed after but not applicable to the Bachelor's or Master's degree are subject to the requirements found below:

| <u>Desired Lane Placement</u> | <u>Applicable Non-Degree Hours</u> |
|-------------------------------|---|
| BA/15 BA/30 | <ul style="list-style-type: none"> • 12 undergraduate hours beyond BA degree <li style="text-align: center;">Or • Graduate hours required for appropriate placement beyond the BA degree |
| MA/15 MA/30 | <ul style="list-style-type: none"> • 12 undergraduate hours beyond MA degree <li style="text-align: center;">Or • Graduate hours required for appropriate placement beyond MA degree |
| MA/45 | <ul style="list-style-type: none"> • Graduate hours required for appropriate placement beyond MA degree |

In order for courses to be approved pursuant to the chart above, such courses must have been completed after September 1, 1993. No retroactive course approval will be available. Teachers wishing to achieve such placement as noted above, shall provide an official transcript indicating the conferring of either the Bachelor's degree or Master's degree, whichever is relevant, indicating courses taken for such degree.

In the event such transcript is unavailable, the teacher may, in lieu of a transcript, provide a listing of courses included in the relevant Bachelor's or Master's degree program, signed by the major advisor at the institution conferring such degree.

- d. In order to achieve placement in the doctoral lane/column, a teacher must have earned such advanced degree in the field of education and/or the subject area in which teaching service shall be provided.

11.6 Course Credit and Reimbursement

In order to receive course credit and/or course reimbursement, a teacher must complete the form entitled, "Pre-Approval for Course Work", and submit the form to the Assistant Superintendent for Human Resources for authorization prior to actual enrollment. For coursework completed during the summer recess, a teacher must return to District employment at the start of the next school year in order to be eligible for course credit and/or course reimbursement.

The Board of Education will pay \$75.00 per semester hour for pre-approved residence or extension college credit acceptable toward the following:

- a. The completion of a degree.
- b. Additional State of Illinois certification or endorsement in subject areas, specialist areas, supervision or educational administration.
- c. Professional renewal in areas of assignment or existing certification.
- d. Professional development through college course credit programs that are recommended and approved by the District for on-going instructional improvement.

Personal improvement courses, i.e. Stress Management, will not be approved for course credit or reimbursement, unless pre-approval requests are accompanied by official college or university verification of course content applications to student instruction and/or for learning. Acceptable verification may be in the form of a course syllabus or catalogue course description.

Course credit and/or reimbursement will be provided for a pre-approved graduate course or pre-approved required undergraduate prerequisite course when proof of completion, with a grade of at least a "B" (or "Pass" or "Credit" where relevant) is verified through an official transcript filed with the Assistant Superintendent for Human Resources according to the following:

- a. Official transcripts submitted by November 1 will allow appropriate adjustments retro-active to the beginning of the school year.
- b. Official transcripts submitted by April 1 will allow appropriate adjustments retroactive to the beginning of the second semester of the school year.
- c. No credit and/or reimbursement will be provided when the required transcript is submitted beyond the semester immediately following course and/or credit completion.

11.7 Professional Growth Credit

Salary credit for professional growth shall be given by the Board of Education to full-time instructional staff.

- a. A form entitled, "Report of Non-Transcript Credit Participation", must be filed with the Office of the Assistant Superintendent for Human Resources prior to enrollment or participation, where applicable, in order to receive credit.
- b. The Board will award one professional growth credit for each pre-approved sixteen (16) clock hours of programs completed in any one or combination of categories.
- c. Clock hours will be cumulative, and documented as they accrue.
- d. Validation of sessions attended must be recorded on the Report of Non-Transcript Credit Participation form, and submitted to the Office of the Assistant Superintendent for Human Resources within one semester immediately following the completion of the session in order to receive credit.
- e. The maximum number of credits per calendar year that can be earned through Professional Growth will be three (3) credits, (48 clock hours).
- f. The cumulative maximum number of credits that can be earned through Professional Growth is eighteen (18) credits, (288 clock hours).
- g. Teachers who obtain approval for registration fee reimbursement, or are paid a stipend, shall not be eligible to receive professional growth credit for the same program or activity.
- h. Teachers shall have the right to choose professional growth credit or monetary reimbursement/compensation, when applicable.

Any of the following may be utilized for professional growth credit:

Category 1: Pre-approved workshops, clinics, inservice, conferences, and other short training sessions that are held outside of the contractual day.

Category 2: Participation on a district curriculum committee or other committees approved and authorized by the Superintendent are eligible for professional growth credit.

Category 3: Significant and outstanding leadership as an officer in a professional education organization on the local, state, regional or national level.

- a. A written request for credit, outlining the essential facts, must be made at the end of the period of service.

- b. A statement from a responsible official of the organization, certifying successful performance in the position, shall be filed with the Assistant Superintendent for Human Resources.
- c. The maximum credit for Category 3 shall be one credit per person, per year, and shall reflect a minimum of sixteen (16) hours of service.

11.8 Longevity Increments

Effective July 1, 2002, no additional teachers shall be eligible to receive longevity increments. Teachers who were paid longevity increments for the 2001-02 school year shall continue to receive an additional increment of \$675.00 for creditable service as determined by the Superintendent and the Board of Education, at the completion of the 15th, 20th, and 25th years of creditable service.

11.9 Payroll Distribution - Dates and Schedules

Salaries will be distributed over twenty-six (26) pay periods on a twelve (12) month basis unless the alternate plan outlined below is selected:

Certificated teachers who are employed for either the regular school term or for an extended period of time up to and including ten (10) months may request a lump sum salary payout to be made after all services have been rendered. The request for the receipt of this lump sum payout must be made on or before October 15 and will remain in effect during ensuing years unless a request to terminate the lump sum payout is received by the Business Office on or before October 15 in the fiscal year effected. At no time will employees receive any form of final payment until all service has been rendered.

The lump sum payout will be made on the second regularly scheduled payday in June, provided all services have been rendered in which case the lump sum will be paid on the regularly scheduled payday following the date all services have been rendered.

11.10 Supplemental Pay

- a. The schedule of supplemental pay is set forth in Appendix B. The Board shall not delete from, add to, or modify Appendix B unless done so through consultation with the Association.

b. Extra Activities

1. IHSA related events: announcer, scorer, timer, ticket takers.
\$11.43 per hour. (\$15.00 per hour beginning 2003-2004)

Where the need arises for supervisors of after school and weekend events and support staff employees are not available to fulfill such need, the Administration may seek and select volunteers from among the teaching staff to fill such assignments at the \$11.43 hourly rate set forth in Section 11.10.b.1, with payment as provided for in Section 11.10.b.2 and 3.

2. All duties shall be paid for within the month of said duty.
3. Compensation for extra-curricular activities received over the 26 pay periods will begin with the first (1st) check of the school year. If a person elects to receive his or her compensation in a lump sum, an option will be added so that the individual will be paid the entire sum within one month of completion of season or duty.
4. Any individual returning to the district will be notified by the last day of the school year of his or her assignment for the following year.
5. Nothing in this Agreement obligates the administration to offer such assignments to teachers or prevents assignment of such duties to outside contractors or employees not in any District bargaining unit. Further, nothing in this Agreement requires teachers to accept such assignments.

c. Approved Student Organizations

The Board and Association acknowledge that there are a number of student activities, clubs, and societies worthy of support. It is also agreed that certain criteria should be met for a student organization to receive approved status by the Board of Education and qualify for supplemental pay. The criteria which will be generally applied is as follows:

1. A minimum membership of fifteen (15) students.
2. A minimum of six (6) meetings per school year.

This agreement recognizes that there are legitimate exceptions to the criteria, including such organizations as *Green & White Review* and National Honor Society, which qualify as approved student organizations.

Evaluation of the viability of existing organizations or proposed new organizations will be made at the end of each school year before approval for the next year from a report of the supervising instructor or proposed sponsor for any new organization.

The number of organizations approved each year will be based upon the ability to find qualified sponsors and available funds. Preference will be given to organizations previously approved and funded.

- d. Except as covered in b above, if a position is not filled and an individual assigned in the activity is assuming the responsibilities to said position, that individual(s) will be reimbursed fifty percent (50%) of the base amount for the unfilled position.

- e. Committee Work

The input of committee members is valued and sought. Input will be shared with members of the committee, the staff, and the Superintendent.

Since curriculum development is a concern of all teachers, the District will continue to strive to distribute assignments to all members of the staff.

It is important to recall that the primary function of the staff is classroom teaching and that committee assignments are important but secondary to the necessary preparation for daily instruction. Therefore, the District will strive to limit the demands made on this time.

Committees will continue to develop a work plan, establish a timeline, and strive to reach a consensus regarding meeting times at the first session.

- f. Outdoor Education

The Board and Association recognize the significant time commitment teachers make to outdoor education, and agree to provide: release time for the equivalent of 1.0 day for the essential members of the core planning team, for the purpose of outdoor education curriculum planning and preparations.

11.11 Divisional Chairpersons/Athletic Program Supervisors

Effective for the 2002-2003 and 2003-2004 School Years:

a. Divisional Chairpersons

| <u>Supervision of Certified Personnel</u> | <u>Stipend</u> | <u>Supervisory Released Time</u> |
|---|----------------|----------------------------------|
| *16+ FTE | \$ 2,625 | 3 ½ PERIODS |
| 8.0 – 15.9 FTE | \$ 2,100 | 2 ½ PERIODS |
| 5.0 - 7.9 FTE | \$ 1,785 | 1 ½ PERIODS |
| Under 5.0 FTE | \$ 1,470 | 1 PERIOD |

For 2002-2003, the stipend for continuing Division Chairpersons shall be increased 5%. The stipend paid in 2002-2003 for Division Chairpersons shall be the same in 2003-2004. The Division Chairpersons shall receive an extended contract that provides three (3) days at the beginning of the school year, to coincide with new teacher orientation days, and two (2) days at the end of the school year.

*Applies only to Divisional Chairpersons with teaching assignments.

b. Athletic Program Supervisors

For the 2002-2003 and 2003-2004 school years the stipend for the High School Athletic Directors and Assistant High School Athletic Directors shall be as follows:

| <u>Supervisor</u> | <u>Stipend</u> | <u>Supervisory Released Time</u> |
|---|----------------|---|
| High School Athletic Director | \$ 3,725.00 | 3 Supervisory released time periods plus one month extended contract. |
| High School Assistant Athletic Director | \$ 3,150.00 | 3 Supervisory released time periods plus 15 days extended contract. |

For 2002-2003, the stipend for the continuing High School Athletic Directors and Assistant Athletic Directors shall be increased 5%. The stipend paid in 2002-2003 shall be the same in 2003-2004.

11.12 Board Contribution to the Illinois Teacher Retirement System

In addition to the teachers' taxable earnings and extra duty earnings as specified in Appendices A & B, the Board shall contribute to the Teachers' Retirement System of the State of Illinois, on behalf of each teacher, 8.6957% of the full employee contribution due the Teachers' Retirement System on all creditable earnings in accordance with 16-152.2 of the Illinois Pension Code as of the effective date of this Agreement. Such payment shall be paid on all creditable earnings and at the above rate as defined in the Employer Guide to the Teachers' Retirement System. The balance of any TRS payments required of each teacher shall be the responsibility of the effected teacher.

Although designated by the Illinois Pension Code as teacher contributions, the amounts herein required to be contributed by the Board are being paid by the Board in lieu of contributions by the employee. Teachers shall not have the option of choosing to receive directly the amounts contributed to the TRS by the Board on behalf of each teacher nor any right or claim to the contribution so remitted except as such may subsequently become available in accordance with the Illinois Pension Code and other applicable law.

11.13 Indemnity/Hold Harmless Clause

It is hereby agreed that the Association shall hold the Board harmless and indemnify the Board against all liability, loss and expense of whatever nature arising out of the Board's agreement to make payments on behalf of each teacher to the Illinois Teacher Retirement System. It is further agreed that the Board may, in its sole discretion, deduct from each teacher's paycheck on a pro rata and otherwise reasonable basis any amounts, including penalties, which the Board is obligated to pay as a result of the improper or incorrect withholding of income or other taxes or contributions to the Illinois Teacher Retirement System, or the improper or incorrect reporting thereof, arising out of the Board's agreement to make payments on behalf of each teacher to the Illinois Teacher Retirement System. However, the Board shall not deduct for penalties which result from its negligence in withholding or reporting as required in 11.12 above.

11.14 Retirement

A retirement program will be available for eligible Teachers during the first two years (2002-2003) and (2003-2004) of this Agreement. This program will be available only during this period and only for retirements which occur no later than June 30, 2004. The program will have the following components:

A. Eligibility

To be eligible for participation in this program, a Teacher must meet all of the following requirements:

- a) Completed, as of the date of retirement, at least 10 years of full-time teaching experience in School District 202; and
- b) Accumulated at least 20 years of service credit in the Teachers' Retirement System of the State of Illinois ("TRS"); and
- c) Met the age and service requirements for participation in the TRS Retirement Program; and are not participating in the Early Retirement Option (ERO) Program of the TRS.
- d) Submitted to the Board of Education, prior to either February 1, 2003 or February 1, 2004, a request to retire agreeing to retire at the end of the 2002-2003 or 2003-2004 school year.

The Board may limit the number of teachers participating in this program to thirty percent (30%) of those eligible. Any such limitation shall be imposed on the basis of seniority as determined by the District seniority list in effect at the time the limitation is invoked by the Board.

B. Stipend

As a voluntary retirement benefit for Teachers meeting the eligibility requirements above, the Board shall increase each eligible teacher's final year's salary by twenty percent (20%). This increase will include any increase paid to the teacher over the prior year's salary, including increases resulting from changes to the salary schedule, RTS, or longevity.

For purposes of this stipend the term "final year's salary" shall mean the Teacher's compensation as reflected on the relevant salary schedule or longevity pay, if applicable.

C. Benefits

1. The Board shall reimburse an eligible retiree for the cost of TRS health insurance for a period of two (2) consecutive years from the effective date of retirement. Such reimbursement will be provided for the cost coverage (individual or dependent) in effect as of the date of retirement.
2. The Board will pay a stipend of \$30.00 for each unused, accumulated sick leave day in excess of 170 up to 220, at the time of retirement.

The availability of this program shall end on June 30, 2004.

11.15 Hourly Salary Rates

The following hourly wage categories will be paid the following rates for the duration of this agreement:

| | | |
|----|---|-----------------------|
| a. | Behind-The-Wheel Rate | \$27.69 |
| b. | Homebound Tutorial Rate | \$22.81 |
| c. | Summer Curriculum | \$23.65 |
| d. | Permanent Substitute Rate | \$89.61/105.12/182.45 |
| e. | Discipline Study Hall Rate (MS)/(HS) Rate | \$27.69 |
| f. | Summer School Teachers | \$26.46 |

Staffing for all positions listed above will be sought first from full-time APT members.

11.16 Repeating Top Step (RTS) and Off The Schedule (OTS)

Those teachers placed on the RTS Step of the 2001-2002 salary schedule shall be placed as follows for 2003-2004:

| | |
|------|---------|
| BA30 | Step 22 |
| MA | Step 23 |
| MA15 | Step 24 |
| MA30 | Step 24 |
| MA45 | Step 24 |
| PHD | Step 24 |

Teachers placed as "OTS" on the 2001-2002 salary schedule shall be paid a salary increase for 2002-2003 of 6% and 6% for 2003-2004.

ARTICLE XII: LEAVE

12.1 Sick Leave

Full-time tenured teachers will be granted fifteen (15) days annually for absences classified as sick leave. Full-time non-tenured teachers shall be granted ten (10) days annually.

Sick leave shall be defined as absence due to personal illness, quarantine at home or serious illness or death in the immediate family or household. Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

The Board may require a physician's certificate as a basis for pay during leave should the absence exceed ten (10) days in any year or use of all accumulated unused days.

Unused days shall be cumulative to two hundred and twenty (220) days.

Sick leave which otherwise would have accumulated beyond the 220 day cap will be granted to a teacher upon resignation for the purpose of retirement into TRS. These additional days will be usable as sick leave upon Board action on the resignation.

12.2 Sick Leave Bank

a. Accumulation

1. Each teacher shall donate one (1) day of sick leave at the beginning of each school term.
2. Upon employment, each new teacher will donate one (1) day to the sick leave bank.
3. Such donation of days shall be waived in any year in which there is a balance of three hundred (300) or more days in the sick leave bank prior to the first teacher employment day of the school term.

b. The following conditions shall control the operation of the sick leave bank and the right of the teachers to utilize the bank:

1. A teacher must have exhausted all individual accumulated sick leave and been absent from employment without pay at least three (3) days as a consequence of the illness or disability.

2. The illness or disability must have caused absence from employment for at least ten (10) consecutive working days or at least twenty (20) total days, whichever shall be the lesser.
 3. A teacher who qualifies may draw from the bank up to ninety (90) days.
 4. The teacher shall not have to pay back in any manner the number of days borrowed from the bank.
 5. If the bank shall become exhausted during the school term, teachers may donate additional days. If the bank is still deficient, the Board shall advance the requisite number of days to permit all teachers who qualify to draw from the bank during such term, but in no event shall the Board be required to advance more than one hundred (100) days in a given year. Such days shall be repaid to the Board when the bank is replenished at the start of the next school year.
 6. The bank shall be applicable only to the illness of the teacher.
 7. The bank shall not be applicable for elective surgery which may be safely deferred until a vacation or recess period.
 8. A committee comprised of the Superintendent, or his appointee, and two (2) Association representatives will administer the sick leave bank.
 9. The President of the Association shall be notified by the committee when sick leave bank days are granted to an employee.
- c. The Board and the Association acknowledge that the utilization of days from the sick leave bank results in the expenditure of funds that would not otherwise be required.

12.3 Personal Leave

Each full-time teacher shall be entitled to two (2) days of absence per year without loss of pay for "personal business." Unused days shall be cumulative to four (4) days. When at the end of any school term the number of accumulative unused personal days exceeds two (2) days, the excess shall be transferred to the accumulated unused sick leave total of the individual.

Requests for use of personal business days shall be granted on a first come, first serve basis and limited in use on any given day by building to one (1) for each fifteen (15) teachers or major fraction thereof serving said building, except that each building shall have a minimum of two (2) such leaves available per attendance day.

Personal leave will not be available on District in-service, staff development or institute days.

12.4 Professional Growth Leave

Previously accrued personal days which have been transferred to sick leave may be used for professional growth leave upon request and approval by the Board. Maximum permissible in any given year is five (5) days. Accrual begins with the 91/92 school year.

12.5 Child-Care Leave

Any tenured teacher may be permitted child-care leave, without pay, for up to one (1) full school term plus the remainder of the term in which the leave commences as a result of the birth, adoption of a child under school age, or special care of a child. A tenured teacher adopting a school age child shall be granted leave of five (5) consecutive days. A tenured teacher desiring a child-care leave must notify the Board at least ninety (90) days prior to the anticipated birth of the child, or upon making application for adoption of the child.

Such leave shall commence upon: (1) the date mutually agreed upon by the Superintendent and the teacher, (2) the actual date of delivery/custody or (3) the date upon which the childbearing teacher is required to leave employment because she is unable to perform her duties as certified by the attending physician. The leave shall be through the end of the current school term and, if requested, may be extended for one additional school term.

No later than March 1 or fifteen (15) days after the start of the leave, all teachers on child-care leave shall advise the Superintendent of his/her intention either to return to work for the next school term or request an extension of the leave.

Child-care leave is granted on the condition that the teacher taking such leave will not engage in alternate employment which is in any way equivalent in either income or career potential to the teacher's position in the District.

Upon reinstatement the teacher will be paid according to the salary schedule in effect. No experience credit on the salary schedule will be given for the period the teacher was on leave except if the leave commences after the ninetieth (90th) school day of the school year, the teacher will be credited with a full year of experience on the salary schedule (Schedule A).

The teacher will, in addition, be credited with the number of years of seniority as they have when the leave begins and retain tenure status.

Sick leave shall not be applicable during the period of the leave. Any accumulated sick leave available at the beginning of the leave shall be credited to the teacher upon reinstatement within the district.

12.6 Bereavement Leave

Each full-time teacher shall be entitled to use two (2) paid bereavement days annually for death in the immediate family or household, as defined in Section 12.1. Additionally these teachers may access unused, accumulated, available sick leave for additional time needed to attend to death in the immediate family or household, as defined in Section 12.1

ARTICLE XIII: INSURANCE

13.1 Health, Major Medical, Hospitalization and Dental

a. Everyone pays according to the following schedule:

| Single | | Family | |
|-----------------|-----------|-----------------|-----------|
| Yrs. Of Service | 2002-2004 | Yrs. Of Service | 2002-2004 |
| 0, 1, & 2 | \$27 | 0, 1, & 2 | \$75 |
| 3 | \$22 | 3 | \$60 |
| 4 | \$17 | 4 | \$45 |
| 5+ | \$12 | 5+ | \$30 |

Stated contributions are based on 26 pay periods (each dollar amount is per pay).

- b. The insurance coverage of an employee whose employment is terminated by the Board shall remain in effect for thirty-one (31) calendar days following the effective date of the termination.

The insurance coverage of employees who submit a resignation which is accepted and approved by the Board shall end on the last day service is rendered.

- c. Spouse/dependent health and major medical insurance coverage (excluding life insurance) will be provided to the spouse/dependents by the Board for a period of ninety (90) days following the death of an employee while in active service to the School District. The spouse/dependent will have an option to continue the insurance coverage for a period of up to 36 months by paying monthly the premium charged the School District for this provision. Should the spouse remarry or should the dependents become of the age not covered by this insurance policy, then this provision will not apply.
- d. In the event two teachers married to each other both elect medical insurance coverage, the family coverage will be based on the most senior employee's years of service.
- e. Effective at the start of the 1999-2000 school year, the Board shall make available dental insurance coverage, both individual and family coverage, at the Teacher's expense. Effective with the start of the 2001-2002 school year, the cost of the individual dental insurance premium shall be shared equally (i.e. 50-50) by the Board and the Teacher electing such coverage. The cost of family coverage shall be the responsibility of the Teacher electing such coverage.
- f. The Board will continue to inform staff of a change in the carrier.
- g. Teachers wishing to drop insurance coverage may do so at any time by providing written notice to the Benefit Coordinator.

13.2 Life Insurance

The Board agrees to pay the entire premium cost for full-time employees for a term life insurance policy whose worth will be \$50,000.00. Full-time employees have been defined as those who work for five (5) or more hours per day for at least thirty-six (36) weeks.

13.3 Temporary Disability

Teachers assigned to salary steps 0, 1, or 2 will receive 50% of their salary for up to ninety (90) working days of absence following the utilization of all accumulated sick leave.

13.4 Insurance Committee

The Association (the "APT") and the Board of Education (the "Board") agree that a District Insurance Committee (the "Committee") shall be formed by October 1 of each school year.

The Committee shall make recommendations to the Board no later than February 1 each year regarding the District's insurance carrier(s), scope of benefits, premises, reimbursement process, or any other aspect or manifestates of the District's insurance program or its impact on the District and the District's employees. The Committee shall have the authority to review all District financial and personnel records that pertain to the District's insurance program.

The Board shall review the recommendation by April 1 of each year. If the Board fails to adopt any of the Committee's recommendations, it shall inform the Committee in writing of their decision and the reasons, therefore, within thirty (30) days of their decision. There must be an acknowledgment that changes in the insurance program are a working condition and subject to bargaining.

The Committee shall be composed of eleven (11) members. Two (2) to be appointed by the Superintendent; six (6) by the APT; and three (3) from the PASS Association. Each appointment shall be for a four (4) year term. However, the initial appointments shall draw for one (1), two (2), three (3), four (4), or five (5) year terms so that two (2) Committee member terms shall expire each year. Annually, the Committee shall appoint a chairperson and vice chairperson. A quorum of seven (7) must be present in order to make final decisions. Final recommendations will be made by consensus.

ARTICLE XIV: WORKING CONDITIONS

14.1 Class Load

- a. More than two (2) preparations shall seldom be required of teachers at the 9-12 level. Should this occur, their agreement shall be sought, and actual student load may be adjusted to compensate for the additional preparation expectations.
- b. Excluding a self-contained classroom organization, more than four (4) preparations shall seldom be required of teachers at the 6-8 level. Should this occur, their agreement shall be sought, and the actual student load may be adjusted to compensate for the additional preparation expectations.

14.2 Class Size

The parties acknowledge that while the Board may exercise its authority to set the size of classes, there exists a definite relationship between the size of a class and the needs of the students in it. Current efforts to limit class size at the elementary level and student load at the junior high and secondary levels will be continued, realizing that limitations in financing and facilities must be to a degree a governing factor.

14.3 Duty-Free Lunch

Duty-free lunch/recess periods shall be provided for all teachers and for teachers of self-contained classrooms at the same time as the children in their own homeroom. In no case shall the duty-free lunch time be less than thirty (30) minutes.

Committee meetings over the lunch hour will be discouraged to protect the integrity of that duty-free time. There may be emergency circumstances in which a particular department or committee chooses to meet over the lunch hour, but it is the strong recommendation that such meetings occur after school or at other times as determined by committee members. Toward that end, the contract now contains language which would permit professional growth credit to be earned for inservice which is held after the contractual day.

14.4 Released Time

- a. Released time for participation in institutes, meetings, and workshops sponsored by organizations outside the local school structure can be made available on a special request basis. The requests are to be submitted in writing to an appropriate administrator for evaluation and written approval or disapproval. When applicable, expenses incurred for out-of-district travel shall be reimbursed according to existing policy.
- b. Released time may also be granted for local curriculum study pending the availability of money/substitutes.
- c. Released time should be provided for conferences.
- d. The District shall provide one-half (1/2) day of the mid-year institute day for all teachers for the completion of instructional responsibilities related to the end of the first semester.

14.5 Preparation Time

- a. The Association and the Board recognize the need for having a number of professional meetings for the purpose of discussing issues of curricular and general education concern. Building administrators shall be expected to schedule the regular faculty meetings at the beginning of the school year and to make every effort to notify teachers of any special meetings at least one (1) week in advance. Similarly, meetings shall be scheduled in such a manner as to reserve as much time as possible during the school day for teacher preparation.
- b. Acknowledging the importance of allocated time on student learning and the related demands for preparation at the elementary level, the Board will strive to maintain a proper perspective between these two issues when scheduling student learning time and teacher preparation time. Effective January 19, 1999, Elementary teachers grades 1-5 will be provided with a total of 50 minutes of daily planning time. This plan time will be derived from the addition of a 35 minute-per-week special and an additional 20 minutes from non-instructional student contact time during the then regular student attendance day (i.e. student lunch time, student recess, etc.).

14.6 Calendar Committee

A committee of teachers shall be chosen from the membership of the Association by its President to serve on a Calendar Committee. Those teachers selected shall include a representative from each building. The purpose of this committee is to provide input to the Superintendent for this school calendar. The deadline for a recommendation from this committee shall be by November 30th of each year. The calendar shall be posted in all buildings following its adoption by the Board.

14.7 Extracurricular Assignments

Any teacher employed beginning and including the 1978-79 school year may be assigned one (1) extracurricular duty for a period not to exceed eight (8) years. Nothing shall prohibit a teacher from accepting another assignment should they so choose.

Documented medical reasons or other extenuating circumstances shall be considered by the Board as a basis for release from the assignment.

14.8 Unsafe and Hazardous Conditions

Teachers who encounter conditions which are likely to endanger the safety or health of teachers or students or interfere with the student's educational process shall promptly report the condition to their principal. The principal shall promptly investigate the report and seek to remedy the situation and notify the appropriate district officials.

No Association member shall be requested to enter a building alone or remain alone in a building.

14.9 Grades

In the event that the Administration deems it necessary to change a grade given by a teacher, the Administration shall make written note of the change and bear all legal responsibility for the change.

14.10 Jury Duty

Any employee called for jury duty shall be paid his/her full compensation for such time with no loss of any leave, seniority, or loss of any other benefits; however, the remuneration received through the court system shall be forwarded to the Board less cost for parking and mileage.

14.11 Bomb Threat

In those instances where conditions exist which may jeopardize the well being of those housed in a school, the established district procedure shall be implemented. The procedure will not include a search by teachers for a bomb; however, staff will be asked to complete a visual inspection of their present duty station and report all foreign or unusual objects or situations to the appropriate supervisor.

14.12 Internal Substitutes

Employees may be required to work as internal substitutes. The principal shall make these assignments only when the services of outside substitutes cannot be retained. In addition, the remuneration for internal substituting shall be remitted within forty-five (45) calendar days and shall be twenty dollars (\$20.00) per assignment. Elementary teachers who cover their own class when scheduled art, music, physical education or other special classes does not take place shall be compensated as internal substitutes.

14.13 Alleviation of Paperwork

The Administration shall strive to develop efficient procedures for collection of lunch, milk, pictures, yearbooks, field trip monies, and the scheduling of parent conferences. The procedures shall be designed to minimize the obligation of teachers and maximize the available time for instruction.

14.14 Length of the Work Day/Work Year

1. The number of hours per week of student contact time per teacher shall be:

| <u>Level</u> | <u>Hours Per Week</u> |
|------------------|-----------------------|
| Elementary | |
| Pre-Kindergarten | 26.5 |
| Kindergarten | 26.5 |
| Grades 1-5 | 25.8 |
| Middle School | 23.2 |
| High School | 25.8 |

The length of each class may vary in length, within the total assignable student contact time for each teacher.

In addition to the student contact hours listed above, and a duty-free lunch period, the regular teacher work week may include time for training and staff development, curriculum development, supervision, building/grade level/departmental meetings, common consultation tutorials, self-directed time, and other student contact and non-student contact activities.

2. On those work days when students are not in attendance (e.g., Institute Days, In-Service Days, etc.) the teacher work day shall be six (6) hours, including lunch, with scheduling to be determined by the Building Leadership Team.
3. Supervisory duties (i.e. bus duty, door duty, hall supervision, etc.) may be assigned beyond the student contact time. Required supervision time prior to the regular student day, may not exceed 15 minutes for elementary teachers.
4. In addition to the student contact hours, a teacher may be required to attend no more than 240 minutes per month for required meetings at the building level.

The following meetings are not included within the 240 minute restriction:

- a) special education meetings required by law and regulations
- b) meetings requested by parents or guardians
- c) meetings requested by student(s)

5. Teachers may be required to annually attend no more than (three) 3 after school or evening events outside of conferences. Teacher participation in additional after school/evening events shall be voluntary.
6. The length of the teacher work year shall be 187 days. The official school calendar shall contain five (5) emergency days which if unused shall reduce the length of the teacher work year.
7. The Board and APT acknowledge and agree that recent and continuing growth in student enrollment may require consideration of changes to the requirements of this Article 14.14, (overlap shifts, split shifts, year round school, etc). The Board and APT agree that in the event such changes are suggested by the Board or the Administration during the term of this Agreement, the Board and APT will enter into good-faith negotiations on the change(s) suggested.

14.15 Reimbursement for Personal Property

If damage occurs to a teacher's personal property that has been brought onto school property for instructional purposes, any loss, damage, or destruction of the personal property which is not caused by the negligence of the teacher and which is not covered by insurance carried by the teacher shall be reimbursed by the School District to a maximum of \$750.00, subject to \$100.00 deductible.

Teachers bringing personal property onto school property for instructional purposes shall compile an inventory of all such property and shall submit a copy of the inventory, and receipts (if possible) verifying the value of said inventory. This inventory must be turned into the principal's office by September 15 of each school term. The inventory shall be kept on file for use by the District's insurance carriers, and shall be updated from time-to-time as property is brought onto or removed from school property. Property which is not listed on the teacher's inventory shall not be eligible for the reimbursement set forth above.

14.16 Personnel File

a. Conditions and Procedures for Placement of Material in File

When a written complaint or letter or reprimand is lodged against a teacher, the teacher will be notified if the written complaint is placed in the teacher's personnel file.

b. Right to Respond to Materials in File

Within thirty (30) days following the date any material is entered into the employee's personnel file, the employee shall have the right to respond and his or her response shall be attached to the file.

c. Right to Examine File

An employee shall have the right to examine his/her personnel file and to have a representative of the Association accompany him/her in such review.

d. Right to Reproduce Materials in File

Upon written request, the employer will reproduce one (1) copy of any or all materials in the employee's personnel file. The copy will be provided by the end of the second business day following receipt of the request.

e. Right to Grieve Materials in File

In the event any file materials are determined to be inaccurate by legal or grievance procedures, such portion of materials will be removed or corrected.

14.17 Conferences

During the week of conferences, each individual teacher at all levels will have the option to schedule conferences within a flexible schedule. The conference schedule for the week shall equal ten (10) hours, keeping in mind that three (3) hours of attendance is required on the final day of conferences. The teacher will provide the building principal with a copy of his/her conference schedule.

Each building principal shall arrange the equivalent of one (1) extra day of conferences for kindergarten teachers who teach two classes and teachers on an overload. Such teachers shall be given release time proportionate to the additional time spent beyond the regular teacher workday. Such release time shall not reflect more than the required hours of total scheduled conference time.

14.18 Teaching Assistants

- a. The Board will utilize the following guidelines in the provision of teaching assistants:

| | | | |
|-----------|---|----------------------|---------------------|
| Grade K-2 | = | 27 students or above | 2 1/2 hours per day |
| 3-5 | = | 28 students or above | 2 1/2 hours per day |
| Art 6-8 | = | 32 students or above | 1 hour per section |

- b. The Board may also consider other alternatives of instructional assistance in response to recommendations brought forth by principals and building leadership teams.

The Board and Association agree that option A or some alternative of option B shall be implemented.

14.19(a) Overload

Classroom teachers and teachers in art, music, physical education, and information literacy who give up their regular planning period in order to teach an additional class period or section will be paid an additional stipend equal to one-sixth ($1/6$) of their placement on the salary schedule. This stipend will be paid to teachers who give up their plan period for the duration of the overload assignment.

When filling these positions, volunteers will be sought first, then new hires will be considered before teachers are assigned.

14.19(b) Before/After School Teaching Assignments

Teachers who teach a class either before or after school as part of their regular teaching load will be paid a stipend of \$500.00 per semester. These teachers will be released at the end of their workday. Meeting attendance which conflicts with the teacher's instructional assignment will be optional. An administrator will be present in the building during the period such classes are offered.

When filling these positions, full-time volunteers will be sought first, then part-time volunteers will be considered before teachers are assigned.

14.20 Extension of the School Day

When the Board decides that it is financially feasible to consider a seven-period day, the Superintendent will notify the Association President in writing at least six (6) months before the planned implementation of the seven-period day. This notice will act as an invitation to the Association to enter into negotiations on this sole issue unless this request is during the year scheduled for the regular bargaining process. In this event the seven-period day will be negotiated simultaneously within the regular contract negotiations process.

14.21 Worker's Compensation

An employee absent due to injury on the job shall be entitled to keep any Worker's Compensation check to which he or she is entitled under the Worker's Compensation law and also receive the difference between the check and full pay from the School District, less applicable deductions. An employee shall be eligible to receive the pay in addition to the Worker's Compensation only for so long as the employee has sick leave available and shall be charged one-third of a day of sick leave for each day absent. An employee may alternately choose to receive full pay, with a proportionate sick leave deduction, as long as sick leave is available and on the condition that any Worker's Compensation checks payable for the period during which sick leave is used are endorsed to the School District. It is the intention of this section to afford employees not more than full pay by way of sick leave and Worker's Compensation benefits for injuries on the job.

14.22 Special Teachers

A special teacher is defined as a teacher not assigned to regular academic classes, but required to provide the same amount of student contact time as regular classroom teachers. If the program exists, the following parameters will apply to special teacher assignments:

- a. A standard time will be applied to all buildings for intra-district travel.
- b. A minimum of four-minute passing period will exist between classes except on special scheduling days.
- c. All special teachers will receive a duty-free lunch period exclusive of travel time.

All special teachers traveling between buildings will be provided a sufficient amount of time to secure a teaching station, move to the next building, and prepare the new teaching station for instruction. The Association will review proposed schedules prior to implementation.

Staff are asked to utilize the chain of command to resolve concerns and may elect to engage the assistance and support of the Association at any level.

14.23 Administration of Medication

- a. Acknowledging that occasionally a medication must be administered during the school day, a certified school nurse, or registered nurse, if available, shall administer the medication. If the nurse is unavailable, a building administrator or a teacher holding an administrative certification and who volunteers may either:
 - 1) supervise the self-administration of the medication,
 - 2) administer the medication himself or herself.
- b. Any District personnel holding administrative certification who volunteers to give medication will be fully indemnified by the District in the event of any legal action.

It is the intent of this section to fully protect such volunteers and, therefore, the District assumes full liability in this regard.

- c. Any certified employee may administer medications in emergency situations if, under the circumstances, the certified school nurse, registered nurse, licensed practical nurse, certified administrator or emergency medical personnel cannot be available in sufficient time and the student cannot reasonably self-administer the medication.

14.24 Contract Waivers for Alternative Education

At the start of the 2002-2003 school year, the Board will implement an alternative education program for high school students who have traditionally not experienced success in the regular education program. The future needs of such students and the future implementation of this program were unknown at the time of initial implementation. However, the Board and APT anticipate that the nature of the program may require that teachers in the program will work with students in ways different than the general high school populations. As a result, the implementation of the program in the future may require the waiving of certain provisions of this agreement relative to terms and conditions of teacher employment.

In the event the administration or teachers in the program seek to initiate educational arrangements for the alternative program which would require waivers of specific provisions of this agreement, any such waiver must be in writing and must specify the provision waived, the nature and duration of the waiver, and the employees affected by the waiver. The proposed waiver must be approved by at least 75% of the teachers affected by the waiver. Thereafter, approval of the waiver must be granted by both the Board of Education and the APT. The waiver, if approved, shall be considered a temporary memorandum of understanding and appended to this agreement.

14.25 Probationary Period

- a. All teachers employed full time in the Plainfield Schools on or after January 1, 1998 shall be eligible for tenure upon completion of four (4) consecutive years of teaching in the system.
- b. The Board and the APT shall annually convene a standing committee to evaluate and modify the probationary teacher program no later than the beginning of the second semester of the school year. This committee shall consist of eight (8) members: four (4) appointed by the APT, three (3) administrators, and one (1) central office administrator. Committee members shall be eligible for professional growth credit pursuant to Category 2 of Section 11.7 of this Agreement.

At a minimum, the program to be developed shall require, with no additional compensation, additional workdays for probationary teachers as follows:

| | | |
|--------------------------|---|-------------------------------|
| First probationary year | = | three (3) additional workdays |
| Second probationary year | = | two (2) additional workdays |
| Third probationary year | = | one (1) additional workday |

In addition to accommodating such additional workdays requirements, the program must also incorporate, with no additional compensation, in-service hours required for probationary teachers during each probationary year as follows:

| | | |
|--------------------------|---|--|
| First probationary year | = | fifteen (15) additional in-service hours |
| Second probationary year | = | ten (10) additional in-service hours |
| Third probationary year | = | five (5) additional in-service hours |

In evaluating or modifying such a program, the committee should also take into consideration the following issues:

- a. The provision of visitation days to allow probationary teachers to observe staff members identified by the administration as appropriate teaching role models.
- b. Distinguishing requirements between newly-hired probationary teachers who have prior experience or have achieved tenure through previous school district employment, versus newly-hired probationary teachers who have no previous teaching experience or no obtainment of tenure through previous employment.
- c. The scheduling of such additional days and hours as either within or outside of the regular workday or work year, or a combination of days and hours both within and beyond the regular workday and work year.

- d. The requirement that attendance at all such additional days and hours be mandatory.
- e. The value of creating a mentor teacher program as part of the probationary teacher program.
- f. Other issues as identified by the committee.

ARTICLE XV: VACANCIES, ASSIGNMENTS AND REDUCTIONS IN FORCE

15.1 Vacancies and Promotions - Posting

The Board shall have posted in all school buildings and District website (when operational) and shall send to the Association a notice of all vacancies not involving internal transfers as they occur. Such notice shall be accompanied by a description of the position and statement of minimum qualifications.

During the summer, notice of all vacancies shall be posted in the central administration building and placed in the Association mailbox.

Any teacher may apply for a posted vacancy for which he/she is qualified by submitting a letter of interest and resume to the Department of Human Resources.

15.2 Notification of Assignments

All teachers shall be given notice of their tentative assignments for the forthcoming year no later than the last day of the employee's regular work year. In the event changes are to be made in such assignments after the last day of the teacher's regular work year, the teachers affected and the Association shall be notified in writing through the Employee Record Form. The teacher shall be granted a conference with the building principal or his/her designee to discuss the change if the affected teacher requests this conference within five (5) days of receipt of the notification of the change.

15.3 Change Of Assignments

A change in a teacher's assignment which is initiated by the Administration will be preceded by a conference between the affected teacher and the Administrator initiating the change. At this conference the Administrator will explain the rationale for the change and permit the teacher to share his/her reaction to the approved change.

For purposes of this Section the term "change of assignment" shall include, but not be limited to, assignment to a different building, department, grade level, category, or subject area.

15.4 Reduction in Staff

All reductions in the certified teaching force shall be made in accord with Chapter 105 ILCS 5/24-11 of the Illinois School Code.

Continued contractual service teachers released because of a decrease in the work force shall be called back on the basis of seniority and their qualifications for the vacancies as determined by Document I.

ARTICLE XVI: VALIDATION OF NEGOTIATIONS

16.1 Validity

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

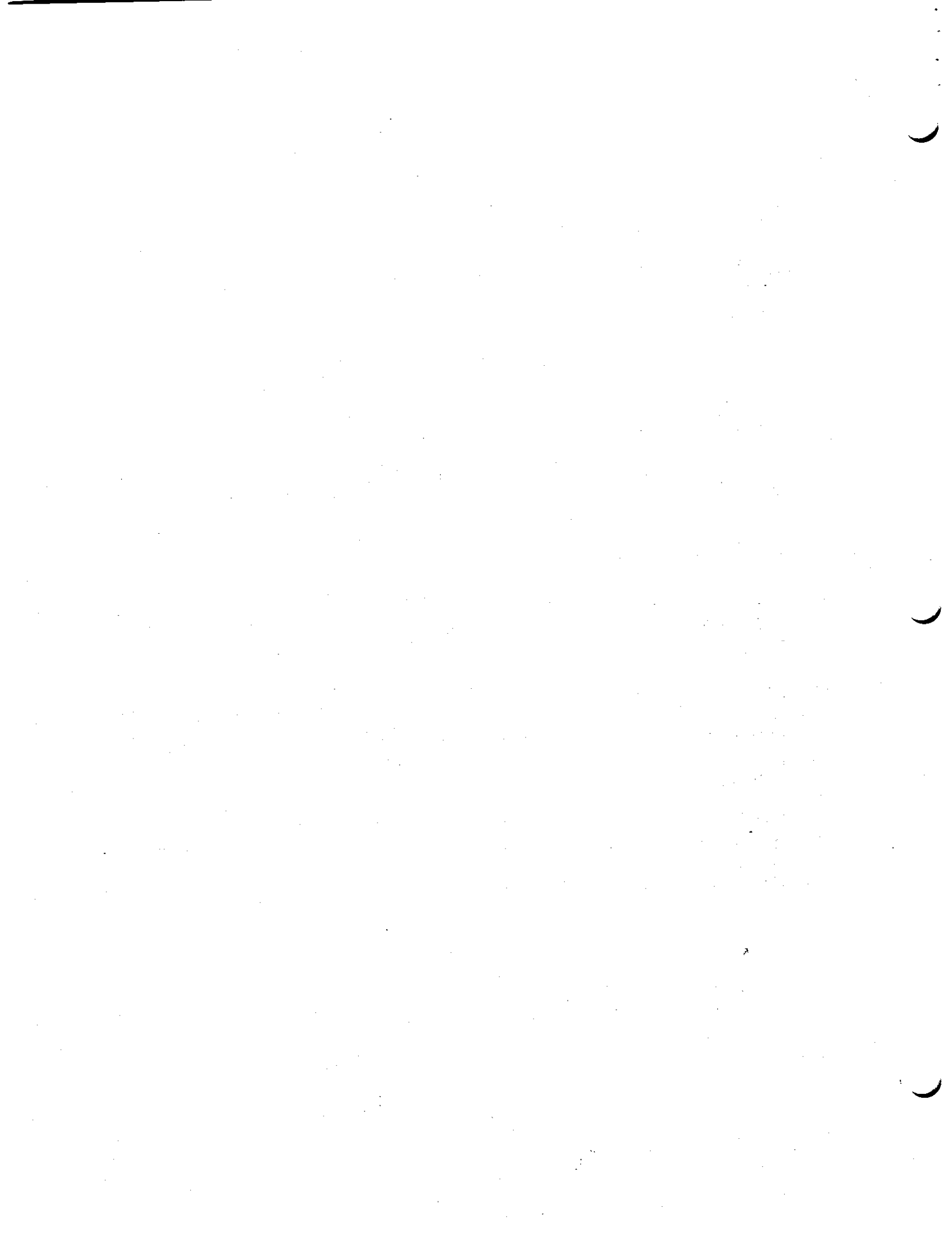
16.2 Effect of Agreement

Terms and conditions of this Agreement represent the full and complete understanding between the parties which shall neither be added to, deleted from, nor modified in any way without the approval of both parties.

If during the term of this Agreement, the laws of the State of Illinois or the United States are changed to mandate items applicable to this Agreement, such mandates shall supersede and become a part of this Agreement as of their effective date.

16.3 Affirmation

We hereby affirm and attest that the statements contained herein are a true and accurate record of the agreement reached through the combined efforts of the Negotiations Committees of the Board of Education of the Plainfield Community Consolidated Schools and the Association of Plainfield Teachers.



This document is signed by the duly authorized representatives of the parties on the
Fourth day of November, 2002.

Linda J. Schultz
Linda Schultz, President

Kari Beck
Kari Beck

David Jackson
David Jackson

Gerald Boe
Gerald Boe

Holly Weigel
Holly Weigel

Teno Geritano
Teno Geritano

Jodie Gammon
Jodie Gammon

Susan Peterman
Susan Peterman

Kevin Mueller
Kevin Mueller

Jim Woltman
Jim Woltman

Victoria Eggerstedt
Victoria Eggerstedt, President

Michael Kelly
Michael Kelly, Vice President

John Renzi
John Renzi, Secretary

Rick Fiddle
Rick Fiddle

Rod Westfall
Rod Westfall

Shelley Falconer
Shelley Falconer

Ronald Kazmar
Ronald Kazmar

John Harper
John Harper, Acting Superintendent

Approved at the regular meeting of the Board of Education of the Plainfield Community Consolidated School District #202, held on, November 4, 2002

ATTESTED TO:

For the Association of
Plainfield Teachers

Linda J. Schultz
President

Kelley A. Pennington
Secretary

For the Board of Education

Victoria Eggerstedt
President

John Renzi
Secretary

APPENDIX A

Plainfield Community Consolidated School District No. 2020
Full TRS Salary Schedule and After TRS Pension Salary Schedule
2002-2003

| | BA | BA15 | BA30 | MA | MA15 | MA30 | MA45 | PHD |
|-----|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 0 | 32,000 (29,120) | 32,928 (29,964) | 33,883 (30,833) | 34,866 (31,728) | 35,877 (32,648) | 36,917 (33,595) | 37,988 (34,569) | 39,089 (35,571) |
| 1 | 32,576 (29,644) | 33,521 (30,504) | 34,493 (31,388) | 35,493 (32,299) | 36,522 (33,235) | 37,582 (34,199) | 38,671 (35,191) | 39,793 (36,212) |
| 2 | 33,162 (30,178) | 34,124 (31,053) | 35,114 (31,953) | 36,132 (32,880) | 37,180 (33,834) | 38,258 (34,815) | 39,367 (35,824) | 40,509 (36,863) |
| 3 | 33,759 (30,721) | 34,738 (31,612) | 35,746 (32,529) | 36,782 (33,472) | 37,849 (34,443) | 38,947 (35,441) | 40,076 (36,469) | 41,238 (37,527) |
| 4 | 34,378 (31,612) | 35,746 (32,529) | 36,782 (33,472) | 37,849 (34,443) | 38,947 (35,441) | 40,076 (36,469) | 41,238 (37,527) | 42,434 (38,615) |
| 5 | 35,746 (32,529) | 36,782 (33,472) | 37,849 (34,443) | 38,947 (35,441) | 40,076 (36,469) | 41,238 (37,527) | 42,434 (38,615) | 43,665 (39,735) |
| 6 | 36,782 (33,472) | 37,849 (34,443) | 38,947 (35,441) | 40,076 (36,469) | 41,238 (37,527) | 42,434 (38,615) | 43,665 (39,735) | 44,931 (40,887) |
| 7 | 37,849 (34,443) | 38,947 (35,441) | 40,076 (36,469) | 41,238 (37,527) | 42,434 (38,615) | 43,665 (39,735) | 44,931 (40,887) | 46,234 (42,073) |
| 8 | 38,947 (35,441) | 40,076 (36,469) | 41,238 (37,527) | 42,434 (38,615) | 43,665 (39,735) | 44,931 (40,887) | 46,234 (42,073) | 47,575 (43,293) |
| 9 | 40,076 (36,469) | 41,238 (37,527) | 42,434 (38,615) | 43,665 (39,735) | 44,931 (40,887) | 46,234 (42,073) | 47,575 (43,293) | 48,955 (44,549) |
| 10 | 41,238 (37,527) | 42,434 (38,615) | 43,665 (39,735) | 44,931 (40,887) | 46,234 (42,073) | 47,575 (43,293) | 48,955 (44,549) | 50,374 (45,841) |
| 11 | 42,434 (38,615) | 43,665 (39,735) | 44,931 (40,887) | 46,234 (42,073) | 47,575 (43,293) | 48,955 (44,549) | 50,374 (45,841) | 51,835 (47,170) |
| 12 | 43,665 (39,735) | 44,931 (40,887) | 46,234 (42,073) | 47,575 (43,293) | 48,955 (44,549) | 50,374 (45,841) | 51,835 (47,170) | 53,338 (48,538) |
| 13 | | | 47,575 (43,293) | 48,955 (44,549) | 50,374 (45,841) | 51,835 (47,170) | 53,338 (48,538) | 54,885 (49,945) |
| 14 | | | 48,955 (44,549) | 50,374 (45,841) | 51,835 (47,170) | 53,338 (48,538) | 54,885 (49,945) | 56,477 (51,394) |
| 15 | | | 50,374 (45,841) | 51,835 (47,170) | 53,338 (48,538) | 54,885 (49,945) | 56,477 (51,394) | 58,115 (52,884) |
| 16 | | | 51,835 (47,170) | 53,338 (48,538) | 54,885 (49,945) | 56,477 (51,394) | 58,115 (52,884) | 59,800 (54,418) |
| 17 | | | 53,338 (48,538) | 54,885 (49,945) | 56,477 (51,394) | 58,115 (52,884) | 59,800 (54,418) | 61,534 (55,996) |
| 18 | | | 54,885 (49,945) | 56,477 (51,394) | 58,115 (52,884) | 59,800 (54,418) | 61,534 (55,996) | 63,319 (57,620) |
| 19 | | | 56,477 (51,394) | 58,115 (52,884) | 59,800 (54,418) | 61,534 (55,996) | 63,319 (57,620) | 65,155 (59,291) |
| 20 | | | 58,115 (52,884) | 59,800 (54,418) | 61,534 (55,996) | 63,319 (57,620) | 65,155 (59,291) | 67,044 (61,010) |
| 21 | | | 59,800 (54,418) | 61,534 (55,996) | 63,319 (57,620) | 65,155 (59,291) | 67,044 (61,010) | 68,989 (62,780) |
| 22 | | | 61,534 (55,996) | 63,319 (57,620) | 65,155 (59,291) | 67,044 (61,010) | 68,989 (62,780) | 70,989 (64,600) |
| 23 | | | | 65,155 (59,291) | 67,044 (61,010) | 68,989 (62,780) | 70,989 (64,600) | 73,048 (66,474) |
| 24 | | | | 68,989 (62,780) | 70,989 (64,600) | 72,767 (66,218) | 75,088 (68,330) | 77,991 (69,152) |
| RTS | | | 60,855 (55,378) | 66,497 (60,512) | 70,442 (64,102) | 72,767 (66,218) | 75,088 (68,330) | 77,991 (69,152) |

The first salary shown in each cell reflects the Board contribution of eight percent 8.6957% of the teacher's required TRS payment, the balance of which is paid by the teacher.

The second salary shown in each cell reflects the teacher's annual base salary after payment of all required TRS retirement contributions.

Teachers in the BA lane, BA15 lane or former LASEC employees, whose salaries are not shown on this schedule, shall receive the following annual increases:

2002-2003 - 6%, 2003-2004 - 6%. Such increase shall be over the salary amount earned by each such teacher during the previous year.

APPENDIX A

Plainfield Community Consolidated School District No. 2020
Full TRS Salary Schedule and After TRS Pension Salary Schedule
2003-2004

| | BA | BA15 | BA30 | MA | MA15 | MA30 | MA45 | PHD |
|----|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 0 | 34,093 (31,025) | 35,082 (31,924) | 36,099 (32,850) | 37,146 (33,803) | 38,223 (34,783) | 39,332 (35,792) | 40,472 (36,830) | 41,646 (37,898) |
| 1 | 34,707 (31,583) | 35,713 (32,499) | 36,749 (33,441) | 37,815 (34,411) | 38,911 (35,409) | 40,040 (36,436) | 41,201 (37,493) | 42,396 (38,580) |
| 2 | 35,331 (32,152) | 36,356 (33,084) | 37,410 (34,043) | 38,495 (35,031) | 39,612 (36,047) | 40,760 (37,092) | 41,942 (38,168) | 43,159 (39,274) |
| 3 | 35,967 (32,730) | 37,010 (33,679) | 38,084 (34,656) | 39,188 (35,661) | 40,325 (36,695) | 41,494 (37,760) | 42,697 (38,855) | 43,936 (39,981) |
| 4 | 37,010 (33,679) | 38,084 (34,656) | 39,188 (35,661) | 40,325 (36,695) | 41,494 (37,760) | 42,697 (38,855) | 43,936 (39,981) | 45,210 (41,141) |
| 5 | 38,084 (34,656) | 39,188 (35,661) | 40,325 (36,695) | 41,494 (37,760) | 42,697 (38,855) | 43,936 (39,981) | 45,210 (41,141) | 46,521 (42,334) |
| 6 | 39,188 (35,661) | 40,325 (36,695) | 41,494 (37,760) | 42,697 (38,855) | 43,936 (39,981) | 45,210 (41,141) | 46,521 (42,334) | 47,870 (43,562) |
| 7 | 40,325 (36,695) | 41,494 (37,760) | 42,697 (38,855) | 43,936 (39,981) | 45,210 (41,141) | 46,521 (42,334) | 47,870 (43,562) | 49,258 (44,825) |
| 8 | 41,494 (37,760) | 42,697 (38,855) | 43,936 (39,981) | 45,210 (41,141) | 46,521 (42,334) | 47,870 (43,562) | 49,258 (44,825) | 50,687 (46,125) |
| 9 | 42,697 (38,855) | 43,936 (39,981) | 45,210 (41,141) | 46,521 (42,334) | 47,870 (43,562) | 49,258 (44,825) | 50,687 (46,125) | 52,156 (47,462) |
| 10 | 43,936 (39,981) | 45,210 (41,141) | 46,521 (42,334) | 47,870 (43,562) | 49,258 (44,825) | 50,687 (46,125) | 52,156 (47,462) | 53,669 (48,839) |
| 11 | 45,210 (41,141) | 46,521 (42,334) | 47,870 (43,562) | 49,258 (44,825) | 50,687 (46,125) | 52,156 (47,462) | 53,669 (48,839) | 55,225 (50,255) |
| 12 | 46,521 (42,334) | 47,870 (43,562) | 49,258 (44,825) | 50,687 (46,125) | 52,156 (47,462) | 53,669 (48,839) | 55,225 (50,255) | 56,827 (51,713) |
| 13 | | | 50,687 (46,125) | 52,156 (47,462) | 53,669 (48,839) | 55,225 (50,255) | 56,827 (51,713) | 58,475 (53,212) |
| 14 | | | 52,156 (47,462) | 53,669 (48,839) | 55,225 (50,255) | 56,827 (51,713) | 58,475 (53,212) | 60,171 (54,755) |
| 15 | | | 53,669 (48,839) | 55,225 (50,255) | 56,827 (51,713) | 58,475 (53,212) | 60,171 (54,755) | 61,916 (56,343) |
| 16 | | | 55,225 (50,255) | 56,827 (51,713) | 58,475 (53,212) | 60,171 (54,755) | 61,916 (56,343) | 63,711 (57,977) |
| 17 | | | 56,827 (51,713) | 58,475 (53,212) | 60,171 (54,755) | 61,916 (56,343) | 63,711 (57,977) | 65,559 (59,659) |
| 18 | | | 58,475 (53,212) | 60,171 (54,755) | 61,916 (56,343) | 63,711 (57,977) | 65,559 (59,659) | 67,460 (61,389) |
| 19 | | | 60,171 (54,755) | 61,916 (56,343) | 63,711 (57,977) | 65,559 (59,659) | 67,460 (61,389) | 69,416 (63,169) |
| 20 | | | 61,916 (56,343) | 63,711 (57,977) | 65,559 (59,659) | 67,460 (61,389) | 69,416 (63,169) | 71,429 (65,001) |
| 21 | | | 63,711 (57,977) | 65,559 (59,659) | 67,460 (61,389) | 69,416 (63,169) | 71,429 (65,001) | 73,501 (66,886) |
| 22 | | | 65,559 (59,659) | 67,460 (61,389) | 69,416 (63,169) | 71,429 (65,001) | 73,501 (66,886) | 75,632 (68,826) |
| 23 | | | | 69,416 (63,169) | 71,429 (65,001) | 73,501 (66,886) | 75,632 (68,826) | 77,826 (70,821) |
| 24 | | | | | 73,501 (66,886) | 75,632 (68,826) | 77,826 (70,821) | 80,083 (72,875) |

The first salary shown in each cell reflects the Board contribution of eight percent 8.6957% of the teacher's required TRS payment, the balance of which is paid by the teacher.
The second salary shown in each cell reflects the teacher's annual base salary after payment of all required TRS retirement contributions.
Teachers in the BA lane, BA15 lane or former LASEC employees, whose salaries are not shown on this schedule, shall receive the following annual increases:
2002-2003 - 6%, 2003-2004 - 6%. Such increase shall be over the salary amount earned by each such teacher during the previous year.
RTS has now become the last step in columns BA30 through PHD.

EXTRA-CURRICULAR STIPEND SCHEDULE

APPENDIX B

- a) The list of extra-curricular position, by category, is found on Appendix B(1).
- b) Sponsors/coaches who are newly appointed to an extra-curricular position will be placed on Appendix B(2) in the appropriate column based upon each verified, completed year of experience in a comparable position, up to a maximum of ten (10) years experience.
- c) Sponsors/coaches who are returning to a District 202 position will be paid the stipend found on Appendix B(3).

Sponsors/coaches returning to a District #202 position, following a hiatus of one full year or more, will receive a 2.5% increase above the designated base stipend for each verified, completed year of experience in the position.
- d) Assistant coaches, lead coaches/sponsors moving to head position in 2002-03 and 2003-04 will receive credit for all previous "assistant" experience in District 202.
- e) Staffing levels will be determined by immediate past practice, the impact of decisions related to equity in staffing levels in programs for boys and girls, and equity in program opportunities associated with the establishment of Timber Ridge Middle School. The Board reserves the right to determine and approve the staffing levels for each activity on an annual basis. Consideration will be given to participation levels, safety, equity, and the availability of financial resources.

EXTRA-CURRICULAR STIPEND SCHEDULE
APPENDIX B1
2002-2006

Category A: High School

Athletic Trainer
Band/Color Guard
Head Baseball
Head Basketball (Boys)
Head Basketball (Girls)
Head Cheerleader
Chorus
Musical Director
Head Football
Head Pom Pons
Head Soccer (Boys)
Head Soccer (Girls)
Head Softball
Speech Director
Head Track (Boys)
Head Track (Girls)
Head Volleyball (Boys)
Head Volleyball (Girls)
Head Wrestling

Category B: High School

Asst. Athletic Trainer
Asst. Band Director
Head Badminton (Girls)
Head Bowling (Boys)
Head Bowling (Girls)
Head Cross Country (Co-ed)
Fall Play Director
Head Golf (Boys)
Head Golf (Girls)
National Honor Society
Head Swim (Boys)
Head Swim (Girls)
Head Tennis (Boys)
Head Tennis (Girls)
Yearbook (+ one release period)
Asst. Baseball
Asst. Basketball (Boys)
Asst. Basketball (Girls)

**Category B: High School
(continued)**

Asst. Choir
Asst. Cheerleader
Asst. Football
Asst. Musical Director
Asst. Pom Pons
Asst. Soccer (Boys)
Asst. Soccer (Girls)
Asst. Soccer (Freshman)
Asst. Softball
Asst. Speech Director
Asst. Track (Boys)
Asst. Track (Girls)
Asst. Volleyball (Boys)
Asst. Volleyball (Girls)
Asst. Wrestling
Weight Trainer

Category C: High School

Asst. Badminton (Girls)
Asst. Bowling (Boys)
Asst. Bowling (Girls)
Approved Clubs
Asst. Cross Country
Asst. Fall Play Director
Asst. Golf
Asst. National Honor Society
Class Sponsor – Junior
Math Competition
Newspaper (+ one release period)
Orchestra Spring Musical
Pep Band
Set Design – Fall
Set Design – Spring
Student Council
Asst. Swim (Boys)
Asst. Swim (Girls)
Asst. Tennis (Boys)
Asst. Tennis (Girls)

**Category C: High School
(continued)**

Asst. Yearbook
Intramurals

Category D: High School

Asst. Student Council
Class Sponsor – Freshman
Class Sponsor – Sophomore
Class Sponsor – Senior
Green & White Review
Blue & White Review

Category E: Middle School

Athletic Coordinator
Band
Yearbook

Category F: Middle School

Basketball 7-8 (Boys)
Basketball 7-8 (Girls)
Chorus
Drama/Production
Intramurals
Student Council
Wrestling 7-8

Category G: Middle School

Approved Clubs
Cheerleader
Cross Country 7-8
Asst. Drama/Production
Soccer 7-8
Track 7-8 (Co-ed)
Volleyball 7-8

Category H: Elementary School

Choir
Student Council

Plainfield Community Consolidated School District No. 202
 Extra-Curricular IRS Stipend Schedule
 For New Sponsors and Coaches Assigned after June 30, 2002

Appendix B2
 2003-2004

2002-2003 IRS Stipend Schedule
 Years of Creditable Experience

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Category A: High School | \$3,813 | \$3,908 | \$4,006 | \$4,106 | \$4,209 | \$4,314 | \$4,422 | \$4,533 | \$4,646 | \$4,762 | \$4,881 |
| Category B: High School | \$2,715 | \$2,783 | \$2,853 | \$2,924 | \$2,997 | \$3,072 | \$3,149 | \$3,228 | \$3,309 | \$3,392 | \$3,477 |
| Category C: High School | \$2,258 | \$2,314 | \$2,372 | \$2,431 | \$2,492 | \$2,554 | \$2,618 | \$2,683 | \$2,750 | \$2,819 | \$2,889 |
| Category D: High School | \$1,126 | \$1,154 | \$1,183 | \$1,213 | \$1,243 | \$1,274 | \$1,306 | \$1,339 | \$1,372 | \$1,406 | \$1,441 |
| Category E: Middle School | \$2,715 | \$2,783 | \$2,853 | \$2,924 | \$2,997 | \$3,072 | \$3,149 | \$3,228 | \$3,309 | \$3,392 | \$3,477 |
| Category F: Middle School | \$2,258 | \$2,314 | \$2,372 | \$2,431 | \$2,492 | \$2,554 | \$2,618 | \$2,683 | \$2,750 | \$2,819 | \$2,889 |
| Category G: Middle School | \$2,043 | \$2,094 | \$2,146 | \$2,200 | \$2,255 | \$2,311 | \$2,369 | \$2,428 | \$2,489 | \$2,551 | \$2,615 |
| Category H: Elementary School | \$779 | \$798 | \$818 | \$838 | \$859 | \$880 | \$902 | \$925 | \$948 | \$972 | \$996 |

2003-2004 IRS Stipend Schedule
 Years of Creditable Experience

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Category A: High School | \$3,908 | \$4,006 | \$4,106 | \$4,209 | \$4,314 | \$4,422 | \$4,533 | \$4,646 | \$4,762 | \$4,881 | \$5,003 |
| Category B: High School | \$2,783 | \$2,852 | \$2,923 | \$2,996 | \$3,071 | \$3,148 | \$3,227 | \$3,308 | \$3,391 | \$3,476 | \$3,563 |
| Category C: High School | \$2,314 | \$2,372 | \$2,431 | \$2,492 | \$2,554 | \$2,618 | \$2,683 | \$2,750 | \$2,819 | \$2,889 | \$2,961 |
| Category D: High School | \$1,154 | \$1,183 | \$1,213 | \$1,243 | \$1,274 | \$1,306 | \$1,339 | \$1,372 | \$1,406 | \$1,441 | \$1,477 |
| Category E: Middle School | \$2,783 | \$2,852 | \$2,923 | \$2,996 | \$3,071 | \$3,148 | \$3,227 | \$3,308 | \$3,391 | \$3,476 | \$3,563 |
| Category F: Middle School | \$2,314 | \$2,372 | \$2,431 | \$2,492 | \$2,554 | \$2,618 | \$2,683 | \$2,750 | \$2,819 | \$2,889 | \$2,961 |
| Category G: Middle School | \$2,094 | \$2,146 | \$2,200 | \$2,255 | \$2,311 | \$2,369 | \$2,428 | \$2,489 | \$2,551 | \$2,615 | \$2,680 |
| Category H: Elementary School | \$798 | \$818 | \$838 | \$859 | \$880 | \$902 | \$925 | \$948 | \$972 | \$996 | \$1,021 |

The TRS factor is 8.6957%

EXTRA-CURRICULAR STIPEND SCHEDULE FOR RETURNING SPONSORS AND COACHES APPENDIX B3

| ACTIVITY | 2001-2002 STIPEND W/O TRS | 2002-2003 | 2003-2004 | SEASON |
|--------------------------------|---------------------------------|-----------|-----------|-------------|
| CATEGORY A: HIGH SCHOOL | | | | |
| Athletic Trainer - Fall | \$ 4,008.73 | \$ 4,309 | \$ 4,524 | Fall |
| Athletic Trainer - Fall | \$ 3,547.00 | \$ 3,813 | \$ 4,004 | Fall |
| Athletic Trainer - Spring | \$ 4,008.73 | \$ 4,309 | \$ 4,524 | Spring |
| Athletic Trainer - Spring | \$ 3,547.00 | \$ 3,813 | \$ 4,004 | Spring |
| Athletic Trainer - Winter | \$ 4,008.73 | \$ 4,309 | \$ 4,524 | Winter |
| Athletic Trainer - Winter | \$ 3,547.00 | \$ 3,813 | \$ 4,004 | Winter |
| Chorus | \$ 4,008.73 | \$ 4,309 | \$ 4,524 | Full Year |
| Chorus | \$ 3,547.00 | \$ 3,813 | \$ 4,004 | Full Year |
| Head Basketball (Boys) | \$ 5,998.59 | \$ 6,448 | \$ 6,770 | Winter |
| Head Basketball (Girls) | \$ 4,167.73 | \$ 4,480 | \$ 4,704 | Winter |
| Head Cheerleader | \$ 3,547.00 | \$ 3,813 | \$ 4,004 | Fall/Winter |
| Head Football | \$ 4,417.27 | \$ 4,749 | \$ 4,986 | Fall |
| Head Soccer (Girls) | \$ 3,547.00 | \$ 3,813 | \$ 4,004 | Spring |
| Head Track (Boys) | \$ 3,547.00 | \$ 3,813 | \$ 4,004 | Spring |
| Head Track (Girls) | \$ 4,596.83 | \$ 4,942 | \$ 5,189 | Spring |
| Musical Director | \$ 4,008.52 | \$ 4,309 | \$ 4,524 | Spring |
| Musical Director | \$ 3,547.00 | \$ 3,813 | \$ 4,004 | Spring |
| Speech Director | \$ 3,724.35 | \$ 4,004 | \$ 4,204 | Winter |
| Speech Director | \$ 3,635.68 | \$ 3,908 | \$ 4,103 | Winter |
| CATEGORY B: HIGH SCHOOL | | | | |
| Assistant Baseball | \$ 2,652.30 | \$ 2,851 | \$ 2,994 | Spring |
| Assistant Baseball | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Baseball | \$ 2,904.90 | \$ 3,123 | \$ 3,279 | Spring |
| Assistant Basketball (Boys) | \$ 3,315.38 | \$ 3,564 | \$ 3,742 | Winter |
| Assistant Basketball (Boys) | \$ 2,925.49 | \$ 3,145 | \$ 3,302 | Winter |
| Assistant Basketball (Boys) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Winter |
| Assistant Basketball (Boys) | \$ 2,841.75 | \$ 3,055 | \$ 3,208 | Winter |
| Assistant Basketball (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Winter |
| Assistant Basketball (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Winter |
| Assistant Basketball (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Winter |
| Assistant Basketball (Girls) | \$ 2,854.94 | \$ 3,069 | \$ 3,222 | Winter |
| Assistant Basketball (Girls) | \$ 2,758.39 | \$ 2,965 | \$ 3,113 | Winter |
| Assistant Basketball (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Winter |
| Assistant Football | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Assistant Football | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Assistant Football | \$ 2,997.34 | \$ 3,222 | \$ 3,383 | Fall |
| Assistant Football | \$ 2,827.75 | \$ 3,040 | \$ 3,192 | Fall |
| Assistant Football | \$ 3,167.27 | \$ 3,405 | \$ 3,575 | Fall |
| Assistant Football | \$ 3,167.27 | \$ 3,405 | \$ 3,575 | Fall |
| Assistant Football | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Assistant Football | \$ 2,904.90 | \$ 3,123 | \$ 3,279 | Fall |
| Assistant Football | \$ 2,758.39 | \$ 2,965 | \$ 3,113 | Fall |
| Assistant Football | \$ 3,315.38 | \$ 3,564 | \$ 3,742 | Fall |
| Assistant Football | \$ 4,270.15 | \$ 4,590 | \$ 4,820 | Fall |
| Assistant Football | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Assistant Football | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Assistant Musical Director | \$ 2,854.94 | \$ 3,069 | \$ 3,222 | Spring |

EXTRA-CURRICULAR STIPEND SCHEDULE FOR RETURNING SPONSORS AND COACHES APPENDIX B3

| ACTIVITY | 2001-2002 STIPEND W/O TRS | 2002-2003 | 2003-2004 | SEASON |
|---------------------------------|---------------------------------|-----------|-----------|-----------|
| Assistant Musical Director | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Soccer (Boys) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Assistant Soccer (Boys) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Assistant Soccer (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Soccer (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Softball | \$ 2,589.15 | \$ 2,783 | \$ 2,922 | Spring |
| Assistant Softball | \$ 2,652.30 | \$ 2,851 | \$ 2,994 | Spring |
| Assistant Softball | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Softball | \$ 2,652.30 | \$ 2,851 | \$ 2,994 | Spring |
| Assistant Speech Director | \$ 2,718.61 | \$ 2,923 | \$ 3,069 | Winter |
| Assistant Track (Boys) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Track (Boys) | \$ 3,789.00 | \$ 4,073 | \$ 4,277 | Spring |
| Assistant Track (Boys) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Track (Boys) | \$ 3,192.75 | \$ 3,432 | \$ 3,604 | Spring |
| Assistant Track (Boys) | \$ 3,249.06 | \$ 3,493 | \$ 3,668 | Spring |
| Assistant Track (Girls) | \$ 2,784.92 | \$ 2,994 | \$ 3,144 | Spring |
| Assistant Track (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Track (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Track (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Assistant Volleyball (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Assistant Volleyball (Girls) | \$ 2,652.30 | \$ 2,851 | \$ 2,994 | Fall |
| Assistant Volleyball (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Assistant Volleyball (Girls) | \$ 2,652.30 | \$ 2,851 | \$ 2,994 | Fall |
| Assistant Volleyball (Girls) | \$ 2,854.94 | \$ 3,069 | \$ 3,222 | Fall |
| Assistant Volleyball (Girls) | \$ 2,652.30 | \$ 2,851 | \$ 2,994 | Fall |
| Assistant Wrestling | \$ 3,167.28 | \$ 3,405 | \$ 3,575 | Winter |
| Assistant Wrestling | \$ 2,652.30 | \$ 2,851 | \$ 2,994 | Winter |
| Assistant Wrestling | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Winter |
| Assistant Wrestling | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Winter |
| Assistant Wrestling | \$ 2,715.45 | \$ 2,919 | \$ 3,065 | Winter |
| Badminton (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Spring |
| Fall Play Director | \$ 2,854.94 | \$ 3,069 | \$ 3,222 | Fall |
| Fall Play Director | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Head Bowling (Girls) | \$ 3,148.74 | \$ 3,385 | \$ 3,554 | Winter |
| Head Bowling (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Winter |
| Head Cross Country (Co-Ed) | \$ 4,596.83 | \$ 4,942 | \$ 5,189 | Fall |
| Head Cross Country (Co-Ed) | \$ 2,841.75 | \$ 3,055 | \$ 3,208 | Fall |
| Head Golf (Boys) | \$ 2,652.30 | \$ 2,851 | \$ 2,994 | Fall |
| Head Golf (Boys) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Head Golf (Girls) | \$ 2,652.30 | \$ 2,851 | \$ 2,994 | Fall |
| Head Golf (Girls) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Fall |
| Head Tennis (Boys) | \$ 3,878.57 | \$ 4,169 | \$ 4,377 | Spring |
| National Honor Society | \$ 2,854.94 | \$ 3,069 | \$ 3,222 | Full Year |
| Weight Trainer - 1st Semester | \$ 2,758.35 | \$ 2,965 | \$ 3,113 | Full Year |
| Weight Trainer - 2nd Semester | \$ 2,758.35 | \$ 2,965 | \$ 3,113 | Full Year |
| Yearbook (+ one release period) | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Full Year |

EXTRA-CURRICULAR STIPEND SCHEDULE FOR RETURNING SPONSORS AND COACHES APPENDIX B3

| ACTIVITY | 2001-2002 STIPEND W/O TRS | 2002-2003 | 2003-2004 | SEASON |
|----------------------------------|---------------------------------|-----------|-----------|-------------|
| CATEGORY C: HIGH SCHOOL | | | | |
| Assistant Bowling (Girls) | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Spring |
| Assistant Cross-Country | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Fall |
| Assistant Cross-Country | \$ 2,362.50 | \$ 2,540 | \$ 2,667 | Fall |
| Assistant Golf (Boys) | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Fall |
| Assistant Tennis (Boys) | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Fall |
| Assistant Volleyball (Boys) | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Spring |
| Assistant Volleyball (Boys) | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Spring |
| Assistant Volleyball (Boys) | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Spring |
| Assistant Yearbook | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| Asst. National Honor Society | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Full Year |
| Class Sponsor - Junior | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| Class Sponsor - Junior | \$ 2,205.00 | \$ 2,370 | \$ 2,489 | Full Year |
| Class Sponsor - Junior | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| Math Competition | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Full Year |
| Math Competition | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Full Year |
| Math Competition | \$ 2,205.00 | \$ 2,370 | \$ 2,489 | Full Year |
| Math Competition | \$ 2,205.00 | \$ 2,370 | \$ 2,489 | Full Year |
| Newspaper (+ one release period) | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| Newspaper (+ one release period) | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| Set Design - Fall | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Fall |
| Set Design - Fall | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Fall |
| Set Design - Spring | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Spring |
| Student Council | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Full Year |
| Student Council | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| Approved Clubs: | | | | |
| Art Club | \$ 1,050.00 | \$ 1,129 | \$ 1,185 | |
| Chess Club | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | |
| Drama Club | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Full Year |
| Key Club | \$ 2,293.20 | \$ 2,465 | \$ 2,588 | Full Year |
| Key Club | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| Math Club | \$ 1,186.73 | \$ 1,276 | \$ 1,340 | Full Year |
| Math Club | \$ 1,186.73 | \$ 1,276 | \$ 1,340 | Full Year |
| Multi-Cultural Club | \$ 1,050.00 | \$ 1,129 | \$ 1,185 | Full Year |
| Multi-Cultural Club | \$ 1,102.50 | \$ 1,185 | \$ 1,244 | Full Year |
| Multi-Cultural Club | \$ 2,293.20 | \$ 2,465 | \$ 2,588 | Full Year |
| Interact Club | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | |
| Peer Mediation Club | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | |
| Peer Mediation Club | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | |
| Scholastic Bowl | \$ 1,076.25 | \$ 1,157 | \$ 1,215 | Fall/Winter |
| Scholastic Bowl | \$ 1,102.50 | \$ 1,185 | \$ 1,244 | Fall/Winter |
| Scholastic Bowl | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Fall/Winter |
| Science Club | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Full Year |
| Science Club | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| Solution Sponsor | \$ 1,102.50 | \$ 1,185 | \$ 1,244 | Full Year |

EXTRA-CURRICULAR STIPEND SCHEDULE FOR RETURNING SPONSORS AND COACHES APPENDIX B3

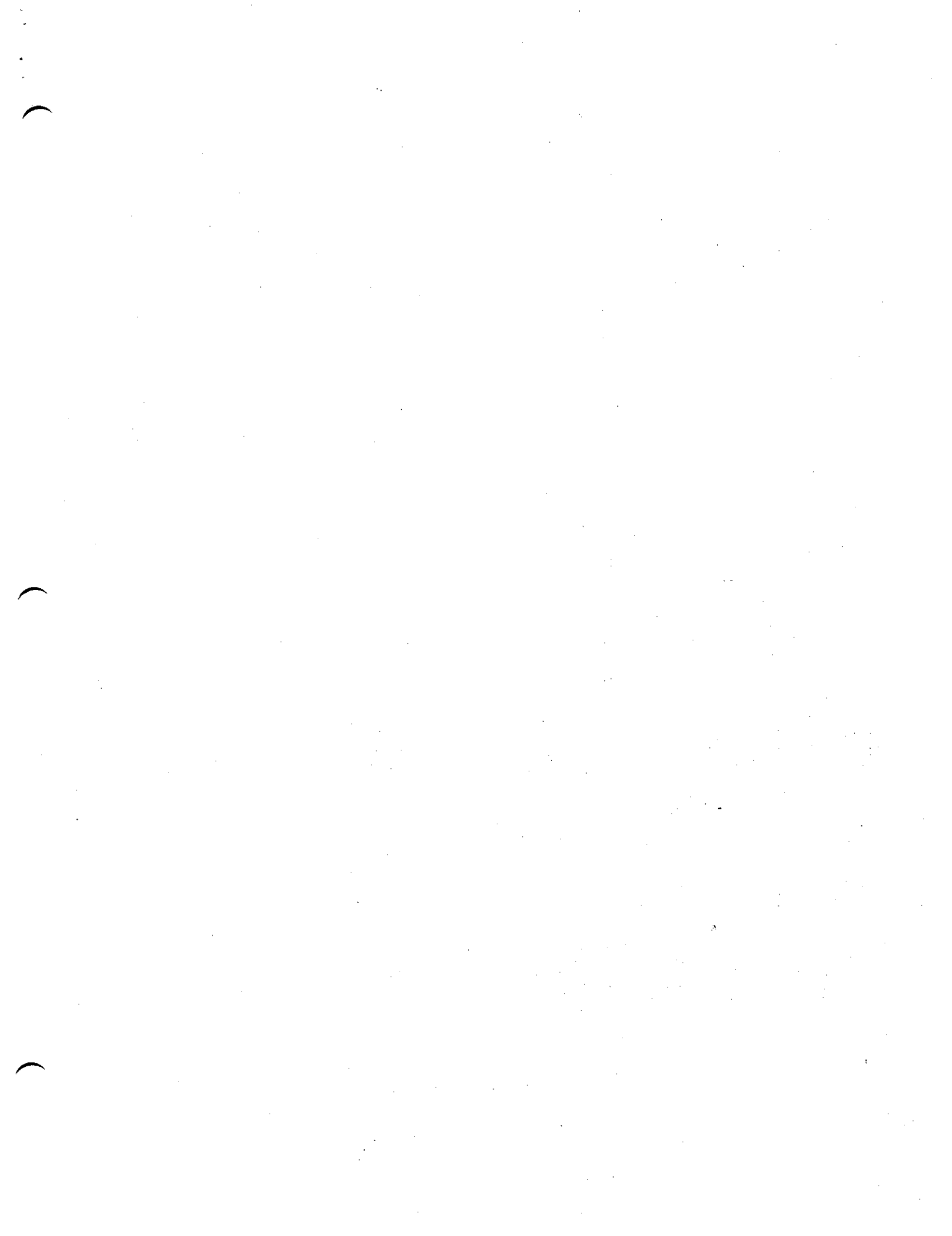
| ACTIVITY | 2001-2002 STIPEND W/O TRS | 2002-2003 | 2003-2004 | SEASON |
|----------------------------------|---------------------------------|-----------|-----------|-------------|
| Solution Sponsor | \$ 1,102.50 | \$ 1,185 | \$ 1,244 | Full Year |
| Solution Sponsor | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Fall/Winter |
| Spanish Club | \$ 1,102.50 | \$ 1,185 | \$ 1,244 | Full Year |
| French Club | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| French Club | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| German Club | \$ 2,205.00 | \$ 2,370 | \$ 2,489 | Full Year |
| German Club | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| CATEGORY D: HIGH SCHOOL | | | | |
| Assistant Student Council | \$ 1,047.00 | \$ 1,126 | \$ 1,182 | Full Year |
| Class Sponsor - Freshman | \$ 1,047.00 | \$ 1,126 | \$ 1,182 | Full Year |
| Class Sponsor - Freshman | \$ 1,143.32 | \$ 1,229 | \$ 1,290 | Full Year |
| Class Sponsor - Freshman | \$ 1,099.35 | \$ 1,182 | \$ 1,241 | Full Year |
| Class Sponsor - Freshman | \$ 1,047.00 | \$ 1,126 | \$ 1,182 | Full Year |
| Class Sponsor - Senior | \$ 1,047.00 | \$ 1,126 | \$ 1,182 | Full Year |
| Class Sponsor - Senior | \$ 2,129.28 | \$ 2,289 | \$ 2,403 | Full Year |
| Class Sponsor - Sophomore | \$ 1,047.00 | \$ 1,126 | \$ 1,182 | Full Year |
| Class Sponsor - Sophomore | \$ 1,099.35 | \$ 1,182 | \$ 1,241 | Full Year |
| Blue & White Review | \$ 1,047.00 | \$ 1,126 | \$ 1,182 | Spring |
| CATEGORY E: MIDDLE SCHOOL | | | | |
| Athletic Coordinator | \$ 2,758.39 | \$ 2,965 | \$ 3,113 | Full Year |
| Athletic Coordinator | \$ 2,926.31 | \$ 3,146 | \$ 3,303 | Full Year |
| Athletic Coordinator | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Full Year |
| Bands | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Full year |
| Bands | \$ 3,569.23 | \$ 3,837 | \$ 4,029 | Full Year |
| Bands | \$ 2,526.00 | \$ 2,715 | \$ 2,851 | Full Year |
| Yearbook | \$ 2,758.39 | \$ 2,965 | \$ 3,113 | Full Year |
| CATEGORY F: MIDDLE SCHOOL | | | | |
| Basketball 7-8 (Boys) | \$ 2,293.20 | \$ 2,465 | \$ 2,588 | Winter |
| Basketball 7-8 (Boys) | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Winter |
| Basketball 7-8 (Boys) | \$ 2,152.00 | \$ 2,313 | \$ 2,429 | Winter |
| Basketball 7-8 (Boys) | \$ 3,192.76 | \$ 3,432 | \$ 3,604 | Winter |
| Basketball 7-8 (Boys) | \$ 2,421.22 | \$ 2,603 | \$ 2,733 | Winter |
| Basketball 7-8 (Girls) | \$ 1,050.00 | \$ 1,129 | \$ 1,185 | |
| Basketball 7-8 (Girls) | \$ 1,050.00 | \$ 1,129 | \$ 1,185 | Winter |
| Basketball 7-8 (Girls) | \$ 2,522.52 | \$ 2,712 | \$ 2,848 | Winter |
| Basketball 7-8 (Girls) | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Winter |
| Basketball 7-8 (Girls) | \$ 2,421.22 | \$ 2,603 | \$ 2,733 | Winter |
| Chorus | \$ 2,476.82 | \$ 2,663 | \$ 2,796 | Full Year |
| Chorus | \$ 1,050.00 | \$ 1,129 | \$ 1,185 | Full Year |
| Drama/Production | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Full Year |
| Intramurals - Fall | \$ 2,293.20 | \$ 2,465 | \$ 2,588 | Fall |
| Intramurals - Fall | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Fall |
| Intramurals - Spring | \$ 2,293.20 | \$ 2,465 | \$ 2,588 | Spring |
| Intramurals - Winter | \$ 2,293.20 | \$ 2,465 | \$ 2,588 | Winter |
| Intramurals - Winter | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Winter |

EXTRA-CURRICULAR STIPEND SCHEDULE FOR RETURNING SPONSORS AND COACHES APPENDIX B3

| ACTIVITY | 2001-2002 STIPEND W/O TRS | 2002-2003 | 2003-2004 | SEASON |
|----------------------------------|---------------------------------|-----------|-----------|-----------|
| Student Council | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Full Year |
| Student Council | \$ 2,205.00 | \$ 2,370 | \$ 2,489 | Full Year |
| Wrestling 7-8 | \$ 2,293.20 | \$ 2,465 | \$ 2,588 | Winter |
| Wrestling 7-8 | \$ 2,535.75 | \$ 2,726 | \$ 2,862 | Winter |
| Wrestling 7-8 | \$ 2,373.46 | \$ 2,551 | \$ 2,679 | Winter |
| Wrestling 7-8 | \$ 2,100.00 | \$ 2,258 | \$ 2,371 | Winter |
| Wrestling 7-8 | \$ 2,421.22 | \$ 2,603 | \$ 2,733 | Winter |
| Wrestling 7-8 | \$ 2,205.00 | \$ 2,370 | \$ 2,489 | Winter |
| CATEGORY G: MIDDLE SCHOOL | | | | |
| Assistant Drama/Production | \$ 1,995.00 | \$ 2,145 | \$ 2,252 | Full Year |
| Assistant Drama/Production | \$ 2,074.80 | \$ 2,230 | \$ 2,342 | Full Year |
| Assistant Drama/Production | \$ 2,044.88 | \$ 2,198 | \$ 2,308 | Full Year |
| Assistant Drama/Production | \$ 2,147.42 | \$ 2,308 | \$ 2,423 | Full Year |
| Cheerleader | \$ 1,800.00 | \$ 1,935 | \$ 2,032 | Full Year |
| Cheerleader | \$ 950.00 | \$ 1,021 | \$ 1,072 | Full Year |
| Cross-Country 7-8 | \$ 1,995.00 | \$ 2,145 | \$ 2,252 | Fall |
| Cross-Country 7-8 | \$ 2,235.86 | \$ 2,404 | \$ 2,524 | Fall |
| Soccer 7-8 (Boys) | \$ 1,900.00 | \$ 2,043 | \$ 2,145 | Fall |
| Soccer 7-8 (Boys) | \$ 1,995.00 | \$ 2,145 | \$ 2,252 | Fall |
| Soccer 7-8 (Girls) | \$ 1,995.00 | \$ 2,145 | \$ 2,252 | Spring |
| Track 7-8 (Co-ed) | \$ 2,074.80 | \$ 2,230 | \$ 2,342 | Spring |
| Track 7-8 (Co-ed) | \$ 2,074.80 | \$ 2,230 | \$ 2,342 | Spring |
| Track 7-8 (Co-ed) | \$ 2,074.80 | \$ 2,230 | \$ 2,342 | Spring |
| Track 7-8 (Co-ed) | \$ 1,995.00 | \$ 2,145 | \$ 2,252 | Spring |
| Track 7-8 (Co-ed) | \$ 2,147.42 | \$ 2,308 | \$ 2,423 | Spring |
| Track 7-8 (Co-ed) | \$ 2,094.75 | \$ 2,252 | \$ 2,365 | Spring |
| Track 7-8 (Co-ed) | \$ 2,147.42 | \$ 2,308 | \$ 2,423 | Spring |
| Volleyball 7-8 | \$ 2,074.80 | \$ 2,230 | \$ 2,342 | Fall |
| Volleyball 7-8 | \$ 1,900.00 | \$ 2,043 | \$ 2,145 | Fall |
| Volleyball 7-8 | \$ 2,280.00 | \$ 2,451 | \$ 2,574 | Fall |
| Art Club | \$ 2,147.42 | \$ 2,308 | \$ 2,423 | Full Year |
| Art Club | \$ 2,074.80 | \$ 2,230 | \$ 2,342 | Full Year |
| Computer Club | \$ 2,147.42 | \$ 2,308 | \$ 2,423 | Full Year |
| Computer Club | \$ 1,037.40 | \$ 1,115 | \$ 1,171 | Full Year |
| Computer Club | \$ 2,074.80 | \$ 2,230 | \$ 2,342 | Full Year |
| Math Competition | \$ 950.00 | \$ 1,021 | \$ 1,072 | Full Year |
| Math Competition | \$ 1,073.71 | \$ 1,154 | \$ 1,212 | Full Year |
| Math Competition | \$ 1,073.71 | \$ 1,154 | \$ 1,212 | Full Year |
| Science/Garden Club | \$ 997.50 | \$ 1,072 | \$ 1,126 | Full Year |
| Science/Garden Club | \$ 997.50 | \$ 1,072 | \$ 1,126 | |
| Ski/Snowboard Club | \$ 1,995.00 | \$ 2,145 | \$ 2,252 | Winter |
| Spirit/POM Squad | \$ 1,995.00 | \$ 2,145 | \$ 2,252 | |
| Team Club | \$ 997.50 | \$ 1,072 | \$ 1,126 | |
| Team Club | \$ 997.50 | \$ 1,072 | \$ 1,126 | |
| STARS | \$ 1,995.00 | \$ 2,145 | \$ 2,252 | Full Year |

EXTRA-CURRICULAR STIPEND SCHEDULE FOR RETURNING SPONSORS AND COACHES APPENDIX B3

| ACTIVITY | 2001-2002 STIPEND W/O TRS | 2002-2003 | 2003-2004 | SEASON |
|-------------------------------|---------------------------------|-----------|-----------|-----------|
| CATEGORY H: ELEMENTARY | | | | |
| Choir | \$ 881.57 | \$ 948 | \$ 995 | Full Year |
| Choir | \$ 725.00 | \$ 779 | \$ 818 | Full Year |
| Choir | \$ 761.25 | \$ 818 | \$ 859 | Full Year |
| Choir | \$ 791.70 | \$ 851 | \$ 894 | Full Year |
| Choir | \$ 761.25 | \$ 818 | \$ 859 | Full Year |
| Choir | \$ 819.42 | \$ 881 | \$ 925 | Full Year |
| Student Council | \$ 362.50 | \$ 390 | \$ 410 | Full Year |
| Student Council | \$ 362.50 | \$ 390 | \$ 410 | Full Year |
| Student Council | \$ 409.71 | \$ 440 | \$ 462 | Full Year |
| Student Council | \$ 410.76 | \$ 442 | \$ 464 | Full Year |



**Blue Cross and Blue Shield Of Illinois
PPO Benefits Highlight Sheet**

APPENDIX C 2002 - 2006

2-Tier Rx

| Plainfield Community Consolidated School District #202 Group #P57149 | | |
|--|--------------------------------------|--|
| Lifetime Comprehensive Major Medical Coverage | \$2,000,000 | |
| | PPO | Non-PPO |
| Deductible – separate deductibles for PPO and Non-PPO. Family deductible is on an aggregate basis. | Individual: \$150 Family : \$300 | Individual: \$250 Family: \$500 |
| Out-of-Pocket Expense (OPX) Limitation The maximum amount of money an individual contributes toward covered medical services during any one calendar year, including the deductible. (Elective MSA copayment, charges in excess of the Scheduled Maximum Allowance and other benefits noted below with an asterisk (*) do not apply to the out-of-pocket limitation.) Family OPX limit is on an aggregate basis. | Individual: \$500 Family: \$1,000 | Individual: \$2,500 Family: \$5,000 |
| Hospital | PPO | Non-PPO |
| Inpatient Hospital Services Room allowance is based on the hospital's most common semi-private room rate. Pre-Admission Testing, Skilled Nursing Facilities, Hospice and Coordinated Home Health Care are also paid on the same basis. Per admission deductible applies: No | 90%+ | 70%+ |
| Outpatient Surgery and Diagnostic Tests Includes X-rays, blood tests, CAT scans, MRIs, annual routine and diagnostic mammograms and PSA tests performed at a hospital. | 90%+ | 70% |
| Outpatient Hospital Service Including Radiation and Chemotherapy. | 90% | 70% |
| Hospital Emergency Medical/Accident Care Initial treatment in hospital of accidental injuries or sudden and unexpected medical conditions with severe acute symptoms. If an inpatient admission occurs, MSA must be contacted within two business days or benefits will be reduced. | 100%+ | 100%+ |
| Mental Health and Chemical Dependency Services (Payment for Professional Services will be based on SMA Schedule of Maximum Allowances) | PPO | Non-PPO |
| Maximum Lifetime Benefits | Plan Lifetime Maximum | Plan Lifetime Maximum |
| Mental Health/Chemical Dependency Outpatient Mental Health/Chemical Dependency (30 visits/calendar year) Inpatient Mental Health/Chemical Dependency (30 days/calendar year) | 60%* 90%* | 50%* 70%* |
| Serious Mental Health Services Outpatient Mental Health (35 visits/calendar year) Inpatient Mental Health (45 days/calendar year) Are Mental Health and Chemical Dependency combined? Yes | 90%* 90%* | 70%* 70%* |
| Professional Services (Based on SMA Schedule of Maximum Allowances) | PPO | Non-PPO |
| Wellness Care (routine physical exam, diagnostic test & immunizations) limited to \$250 per benefit period | 90%+* | 70%* |
| Medical Benefits or Inpatient Physician Services Includes radiologist's, anesthesiologist's and surgeon's charges. | 90% | 70% |

* Copayments / coinsurance amounts do not apply to any out-of-pocket expense limitation.

+ Deductible does not apply.

^ Includes all brand name drugs, even brand name drugs that do not have a generic equivalent.

Note: This sheet only highlights the general program. Specific program details are contained in the Master Policy issued to the Group.

Date:

Rev: November 4, 2002

Effective

**Blue Cross and Blue Shield Of Illinois
PPO Benefits Highlight Sheet**

APPENDIX C 2002 - 2006

2-Tier Rx

| | | |
|---|---|---|
| Well Child Care Benefits To age 16, including physical exams, diagnostic tests and immunizations. Limited to \$500 per calendar year per dependent. | 90%+* | 70%* |
| Muscle Manipulation Limited to \$1,000 per calendar year | 90%* | 70 %* |
| Outpatient Surgery and Diagnostic Tests: including diagnostic X-ray and lab | 90+% | 70% |
| Physical, Speech, and Occupational Therapy Maximum \$2,000 per calendar year per therapy | 90%* | 70%* |
| Other Covered Services | | |
| <ul style="list-style-type: none"> • Ambulance • Durable Medical Equipment and Prosthetics (Rental price covered up to the purchase price) • Blood and blood components • Leg, arm, and neck braces • Private duty nursing* Maximum \$1,000 per month • Naprapathic Service Maximum \$1,000 per benefit period • Temporomandibular Joint Dysfunction (TMJ)* Lifetime Maximum \$2,500 • Oxygen (includes administration) • Surgical dressings, casts and splints • Diabetes Self Management Training and Education | 80% | |
| Prescription Drugs: | | |
| Drugs paid at 100% after copay at participating pharmacies Drugs paid at 100% after copay through home delivery for maintenance drugs. (90 supply) Drugs paid at 75% after copay at non-participating pharmacy | Participating <u>Retail</u> \$5 copay for generic*+ \$15 copay for brand*+ ^ <u>Home Delivery</u> \$10 copay for generic*+ \$30 copay for brand*+ ^ | Non-Participating 75% covered after the allowable charge \$5 copay for generic*+ brand*+ \$15 copay for brand*+ ^ |
| Basic Provisions | | |
| Medical Services Advisory (MSA): | Notification required prior to all elective admissions. Emergency and Obstetric Admissions: Notification required within 2 working days of admittance. If employee elects not to notify MSA Advisor or follow advice given, hospital benefits will be reduced by \$250. | |
| Transplant Coverage: | Cornea, Kidney, bone marrow, heart valve, heart, heart/lung, pancreas, and pancreas/kidney, muscular-skeletal or parathyroid human organ or tissues. Transplants are paid as any other condition but must have prior procedural and facility approval by MSA. | |
| Vision: | Subscriber and all covered family members are eligible for substantial discounts on eye examinations, prescription lenses and eyewear at participating vision centers. To find the nearest location, call the Vision Care Service Center at 1-800-334-7591. | |
| Dependent Eligibility: | To age 19. If full-time student, to age 23. | |
| Coordination of Benefits: | This program coordinates benefits with other group plans. | |
| Pre-existing Conditions/ Waiting Period: | Standard HIPAA applies. | |

* Copayments / coinsurance amounts do not apply to any out-of-pocket expense limitation.

Deductible does not apply.

Includes all brand name drugs, even brand name drugs that do not have a generic equivalent.

Note: This sheet only highlights the general program. Specific program details are contained in the Master Policy issued to the Group.

Date:

Effective

Rev: November 4, 2002

APPENDIX D

RESOLUTION OF ISSUES RELATED TO APT STRIKE OF OCTOBER 28-31, 2002

1. Retroactivity of Pay.

Both salary and extracurricular schedule appendices shall be paid retroactive to the start of the 2002-2003 school year. Employee insurance contributions as required by Section 13.1 shall take effect upon final ratification of the contract by the Board of Education on November 4, 2002. No reductions shall be made in extracurricular stipends as a result of the APT strike.

2. Make-Up Days.

All student attendance days lost as a result of the strike shall be made up during the 2002-2003 school year. The scheduling of such days will be determined by the Superintendent and approved by the Board of Education. The Superintendent shall solicit input from the APT President regarding scheduling of such days before making his recommendations to the Board of Education.

3. Non-Reprisals.

The APT and its individual members and the Board of Education and its individual members shall take no reprisals nor threaten any such reprisals against any person, student or group involved in or who were affected by the strike. Such non-reprisal shall apply to participation or non-participation or non-support of the activities on behalf of, or other conduct related to, the strike, including, but not limited to, any and all collective action, demonstrations, and other activities undertaken from the start of negotiations until the return to normal working conditions following the conclusion of the strike.

No adverse action, including, but not limited to, discrimination with respect to hiring, discharge, promotion, demotion, transfer, assignment, discipline, wages, benefits, hours, leaves or any other condition of employment, grades, or participation in activities shall be taken against any teacher or support staff or against any student, parent, board member, exempt employee, contractor or administrator based upon participation in or non-participation or non-support of the strike or other related activities undertaken from the start of negotiations. No probationary teacher at the time of the strike shall be denied tenure in whole, or in part, based on participation in the strike or the events leading to it.

APPENDIX E

INTRODUCTION TO MEMORANDA OF UNDERSTANDING

- 1) The attached memoranda are for informational purposes only. They are clearly not part of the Agreement between the parties but merely serve to provide a common understanding of part of the history of the collective bargaining process between the parties.
- 2) The attached memoranda of understanding were accomplished during past periods of negotiations which led to negotiated Agreements, with the understanding that the memoranda would not be in the Agreement. However, the parties agreed to include the memoranda following the last official page of the Agreement only as a convenience to the Association and the Board, with the original intent remaining permanent and that these memoranda are not a part of the negotiated Agreement and as such, the substance of these memoranda are not subject to the contractual grievance process.
- 3) It is not the intent, nor is it the representation of the parties, that the attached memoranda represent each and all of the memoranda of understanding reached during the history of the relationship between the parties.

MEMORANDA OF UNDERSTANDING

- 1) The Board of Education reaffirms the commitment to elementary art, music and physical education, reading specialist, and media specialist and pledges that no changes in current levels will be made unless extraordinary circumstances arise, which would warrant renegotiation with the Association pursuant to a change in working conditions. An example of extraordinary circumstances would be in the district being placed on the state certified watch list.
- 2) Effective at the start of the second semester of the 1998-99 school year the Board shall implement a new special class at the elementary level. This class shall initially focus on health and wellness education.

- 3) Effective November 29, 1999, The Board and APT recognize that master's degrees in the areas of social work, counseling, and speech therapy often require 15, 30, or 45 hours of course and practicum work beyond the usual 30 to 36 hours required for a master's degree in other fields. Retroactive to the start of the 1999-2002 collective bargaining agreement, speech therapists, counselors and social workers, who have earned or earn master's degrees fitting the above description will be placed at either the MA + 15, the MA + 30, or the MA + 45 lanes of the salary schedule as appropriate to the hours taken in connection with the counselors', social workers', or speech therapists' master's degree program.
- 4) During negotiations for the new APT Negotiated Agreement, the Board and APT representatives worked to establish more consistently and regularly scheduled planning, preparation and student assessment time for teachers in the District's Early Childhood ("E.C.") Program. The parties reached the following agreement:
 - a. 2002-2003 School Year.

E.C. teachers will be able to use part of the scheduled staff development days for planning, preparation and student assessment activities. The days scheduled for these activities and staff development are reflected on the District calendar on November 27, 2002, January 17, 2003, February 29, 2003, and May 16, 2003. The E.C. Program Administrator, after soliciting teacher input, will determine the schedule for planning, preparation and student assessment activities on each noted day.

Additionally, E.C. teachers will receive additional time for planning, preparation and student assessment through the use of substitute teachers, who will relieve E.C. teachers of their regular duties for these activities. Substitutes will provide E.C. teachers such relief for ½ day in each of the following months: September, 2002; October, 2002; December, 2002; March, 2003; and April, 2003. The scheduling of substitutes on these dates will be the responsibility of the E.C. Program Administrator.

Finally, during the 2002-2003 school year, the schedule noted below will be implemented in order to provide additional time for E.C. teacher planning, preparation and student assessment:

| | | |
|---------------------|------------------------|---------------------------------|
| 8:15 AM – 8:30 AM | Teacher A Teacher B | Planning Time Planning Time |
| 8:30 AM – 9:30 AM | Teacher A Teacher B | Combined Class Planning Time |
| 9:30 AM – 10:30 AM | Teacher A Teacher B | Planning Time Combined Class |
| 10:30 AM – 11:00 AM | Teacher A Teacher B | Planning Time Planning Time |
| 11:00 AM – 12:00 PM | Teacher A Teacher B | Planning Time Planning Time |
| 12:00 PM – 12:30 PM | Teacher A Teacher B | Lunch Lunch |

The above schedule will be implemented one day each week (repeated in the afternoon), except for those days were teachers are required to attend meetings mandated by law.

b. 2003-2004 School Year

Effective at the start of the 2003-2004 school year, the E.C. program for students will be scheduled 4.5 days per week, with scheduled student contact sessions of 2.75 hours each. The remaining ½ day each week will be used for teacher planning, preparation and student assessment activities. Scheduling of such teacher activities will be determined by the E.C. Program Administrator, after soliciting teacher input.

All other activities listed in paragraph 1, above, for purposes of providing planning, preparation and student assessment time will be suspended due to the implementation of the program scheduled explained herein.

5. During the negotiations which lead to the 2002-2006 Agreement for Negotiations between the Board of Education and the Association of Plainfield Teachers, the parties agreed to amend Section 13.1 (Health, Major Medical, Hospitalization and Dental) to include a new subparagraph G. This subparagraph provides:

“Teachers wishing to drop insurance coverage may do so at any time by providing written notice to the benefit coordinator”.

By this Memorandum of Agreement, the Board and APT evidence their mutual intent that such language is applicable to employee health insurance only.

