

COLLECTIVE BARGAINING AGREEMENT

By and Between

BOARD OF EDUCATION
LOSTANT COMMUNITY UNIT
SCHOOL DISTRICT 425

And

LOSTANT FEDERATION OF TEACHERS COUNCIL
AMERICAN FEDERATION OF TEACHERS
LOCAL 604

2016 – 2017
2017 – 2018
2018 – 2019

ARTICLE I INTRODUCTION

1.1 AGREEMENT

This Agreement is entered into this 1st day of July 2016 by and between the Board of Education of Lostant Community Consolidated School District 425, Lostant, Illinois, hereinafter referred to as the "Board" and the Lostant Federation of Teachers Council AFT Local 604, hereinafter referred to as the "Union" which is hereby recognized as the sole and exclusive bargaining agent of the full-time certified persons employed by District 425, with regard to salaries, hours and terms and conditions of employment except exempt employees under the IELRA, including but not necessarily limited to employees in the classifications of administration, and all other managerial, supervisory, confidential, short-term, and professional employees.

1.2 Management Rights. The School District shall retain the sole right and authority to operate and direct the affairs of the School District in all its various aspects, including but not limited to all rights and authority exercised by the School District prior to the execution of this Agreement, except as limited and/or modified in this Agreement provided, however, that the exercise of any of such rights shall not conflict with any of the express written provisions of this Agreement.

1.3 No Strike. Neither the Union nor any officers, agents, or employees covered by this Agreement will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slowdown, sit-down, concerted stoppage of work, concerted refusal to perform overtime, concerted work-to-the-rule situation, mass absenteeism, or any other intentional interruption or disruption of the operations of the School District for the life of the Agreement. In addition, in the event of a violation of this section of this Article, the Union agrees to inform its members of their obligations under this Agreement and to direct them to return to work.

1.4 No Lockout. The School District will not lockout any employees during the term of this Agreement as a result of a labor dispute with the Union.

ARTICLE II WORKING CONDITIONS

2.1. Work Day

The working day for Employees shall consist of 7.5 continuous hours, and shall commence and end at such time as directed by the administration.

Faculty/staff members are expected to be present for evening functions that include the following: Unpack the Backpack Night, Parent/Teacher Conferences, Winter Program, Spring Fair, Graduation, and one home or away athletic event per year.

2.2 Initial Employment

At the time of initial employment in the District, each Teacher not employed for primarily supervisory or administrative duties shall be placed on the salary schedule by the Board at the appropriate step representing teaching experience and educational attainment. Employees shall be placed on the appropriate experience step for a maximum of ten years prior teaching experience of full time service in public school teaching.

2.3 Movement on Salary Schedule

A. **Education Movement.** College credit classes obtained by a Teacher from an accredited institution shall apply towards horizontal advancement on the salary schedule, provided said Teacher has received prior approval in writing from the Superintendent that said course or courses are of value both to the Teacher and to the District.

Horizontal advancement on the salary schedule shall only take place at the beginning of each year. Said Teacher shall be responsible for providing the Superintendent with a properly certified transcript evidencing that such course work has been successfully completed by October 1st. A written notice must be submitted to the Superintendent by June 1st stating movement on the salary schedule is anticipated by October 1st.

B. **Experience Movement.** Completion of a minimum of ninety (90) school days or a full year of continuous, full time employment in the District shall entitle a Teacher to move down one step on the salary schedule.

2.4 Tuition Reimbursement

The Board shall reimburse after completion of coursework, at the sole discretion of the employer, tuition costs for college coursework that has previously been approved by the Board and successfully completed. Successful completion is defined as attainment of a grade of "C" or better and provision of a transcript.

2.5 Staff Development Leave

Each Teacher shall be entitled to attend, without loss of pay, professional development activities with the Superintendent's approval. Employees may be reimbursed for necessary expenses incurred, including but not limited to registration, meals, hotel and travel as determined by the Superintendent based on the needs of the District and District finances.

2.6 Meetings

Should the employee be required to meet with the Superintendent or the Board regarding a matter which may result in disciplinary action, he/she shall be notified of the reasons for the meeting, and shall be entitled to have a representative of the Union present. No non-probationary employee shall be suspended without pay or terminated without just cause, as defined in Illinois law.

2.7 Plan Periods

Each full-time Teacher shall receive a minimum of forty-four (44) minutes of planning time per full day.

2.8 School Year

- A. Employee School Year: The employee work year shall be one hundred eighty (180) work days, unless increased by State statute or administrative rule, in which case the parties agree that employees shall work such extra days for compensation in an amount not less than the per diem rate based on this Contract.
- B. The Union shall serve in an advisory capacity in putting together the school year calendar; however, the Board shall have sole discretion in making all final determinations.

2.9 Mileage Reimbursement

Any employee required by the Board to use his/her personal automobile for District purposes shall be allowed to claim mileage reimbursement from and to the school in the performance of their duties when personal vehicles are used. All mileage claims must be filed with the Superintendent and must be in accordance with district regulations. The rate of reimbursement will be the IRS rate.

2.10 Statistical Data

The Union President, upon request shall be provided the following current information:

- A copy of the annual audit report.
- A monthly statement of financial position.

The Superintendent will give the Union President on or before September 1st of each year a spreadsheet containing the following information as to Teacher's: 1) Salary; 2) Years of Experience; 3) Degree/Education; and 4) Teachers' Names.

The Union will be furnished a complete copy of the agenda for every Board meeting as soon as it is posted. Also a copy of the official Board open session minutes, upon approval, and notices of all Board meetings and Board Committee meetings shall be given to the Union President.

2.11 Personnel Records

Section 1. A personnel file for each Teacher shall be kept in the Superintendent's office. The following information shall be included in the file; however, additional information may be included in the file as appropriate. When information regarding discipline is placed in a Teacher's file, the Teacher will be notified.

- A. Up-to-date official transcripts of all college credits earned.
- B. Up-to-date list of teaching qualifications.
- C. Completed withholding form.
- D. Teacher service record information.
- E. Copy of all teaching certificates.
- F. Evaluation and communications.

Each individual Teacher shall have the responsibility to review the materials listed in subparagraphs (A) through (E).

Section 2. All material to be placed in the official personnel file shall be inserted in a timely fashion.

- A. Upon written request, a Teacher shall have the right to review and have reproduced all materials, with the exception of confidential references used by the Teacher to secure a position, and those items excepted from the employee's right to inspect as contained in the Illinois Personal Record Review Act. Such review shall take place under the supervision of the designated Administrator concerned. Reproduction of the non-confidential materials will be made only by the District.
- B. Rebuttal letter. Employees shall have the right to respond to any materials in their personnel folder and have the response placed in the file.

2.12 Use of School Facility

The Union shall have the right, upon prior notice to Superintendent, to use school classrooms/lounge for Union meetings.

In addition, the Union shall not be denied access to school equipment, including but not limited to computers, copy machines, mailboxes, bulletin boards and fax machines, provided the Union reimburses the School for copy and fax machine costs.

The Union is responsible for any cleaning and/or maintenance caused by their use. Any use of equipment and/or facilities by Union shall not interfere with any schoolwork and/or activities.

2.13 Teachers' Meetings

There will be no more than one mandatory faculty meeting per month called by the Superintendent. These faculty meetings will normally conclude by 4:15 p.m. The District shall provide the Union with a schedule of the yearly faculty meetings on or before the first teacher in-service date of each school year. It is agreed that mandatory Teacher faculty meetings do not include institute days nor half-day school improvement days. Further, Board and/or Superintendent reserves the right to call emergency meetings as needed for durations to not exceed thirty (30) minutes.

2.14 Union/Management Meetings

The Superintendent or his/her designee shall meet at least once a month or as needed during the months of September through May with representatives of the Union at mutually agreed upon times to discuss matters relating to the implementation of this Agreement. Proposed changes in existing policies and procedures and new policies and procedures may be subjects for discussion at such meetings. These meetings shall end by 4:15 P.M. unless mutually agreed otherwise.

2.15 Evaluation

The evaluation process will adhere to Illinois School Code.

2.16 Bus Duty

Teachers of grades 3rd-8th shall perform Bus Duty at the gym doors on the basis of a rotation, two (2) at a time. Teachers of grades K-2nd shall supervise students at the main entrance door. The schedule shall be set by the teachers and submitted to the superintendent for approval.

2.17 Assignments, Seniority and Transfers

- A. Assignment: A Teacher shall be given written notice of his/her tentative assignment on or before the last in-service day of the current school year. If it becomes necessary for the Board to change an assignment, Teacher will be notified as soon as possible.
- B. Posting of Vacancies: When openings occur each certified and qualified Teacher will be notified of such openings by the Administration through placement of vacancy fliers in Teachers' mailboxes. Over summer break the District will mail notices of openings to Teachers who are legally qualified and certified to hold the position. Any Teacher desiring to fill the vacancy shall, within seven business days of notice being sent, express his/her desire to the Superintendent's office. In filling vacancies, the Board will consider such relevant factors as the instructional needs of the District and the educational backgrounds, experiences, achievements and seniority of the candidates.
- C. Voluntary Transfers or Reassignment: Any Teacher may request a transfer or reassignment in the coming school year and may apply in writing to the Superintendent for a reassignment where a vacancy exists. In filling vacancies the Board will consider such relevant factors as the instructional needs of the District and educational backgrounds, experiences, achievements and seniority of the candidates.

- D. Reduction in Force: The Board shall abide by the School Code of Illinois as amended.
- E. Seniority shall be defined as the length of continuous service to the District. Upon employment, each employee shall receive a Seniority Date which shall be the date the Board approved his/her employment or the first day of actual work, whichever is earlier. If two or more employees have the same Seniority Date, the date of the employee's application shall control; whereby the employee with earlier application date shall be senior. If two or more employees still have the same seniority, the Employer or administration shall conduct a drawing of lots witnessed by the affected employees and an authorized Union representative.

2.18 Substitutes

Teachers shall not be required to arrange for his/her own substitute when absent.

2.19 Lesson Plans

Lesson plans for the forthcoming week must be submitted to the Superintendent/Principal on or before each Monday by 3:00 p.m. All lesson plans must be coded to illustrate the connections of each lesson to the Illinois Learning Standards or Common Core Standards. Each Teacher shall have access to a copy of the Illinois Learning Standards and Common Core Standards.

2.20 Purchasing

All purchases to be paid for with school funds require approval in advance from the district superintendent. Unless this approval is obtained, payment and/or reimbursement cannot be assured.

All purchases to be reimbursed to teachers must be submitted to the Superintendent with the original receipt and reimbursement document. One check per month will be written and distributed to the employee(s) the day after the next monthly board meeting.

ARTICLE III LEAVES OF ABSENCE

3.1 Sick Leave

For personal illness, serious illness or death in the employee's immediate family, and/or for birth, adoption or placement for adoption, an employee shall be allowed:

Years 1 – 6	12 days
Years 7 – 13	13 days
Years 14-19	14 days
Years 20 and beyond	15 days

as defined within this Agreement. The limit on the number of sick days an employee may accumulate shall be 340 plus annual allotment (355).

Immediate family as herein used means wife, husband, children, brothers, sisters, father, mother, grandmother, grandfather, grandchildren, aunt, uncle, legal guardians, mother-in-law, father-in-law, brothers-in-law and sisters-in-law. Exceptions may be made by the Superintendent, in his/her sole discretion, for other relatives, who because of special circumstances, would be considered a member of the immediate family.

A physicians' certificate may be required as a basis for pay during leave after an absence of five (5) or more days for personal illness, or as it is deemed necessary in other cases. (Reference: 105 ILCS 5/24-6)

3.2 Personal Leave

Each employee shall be granted three (3) personal days per year without loss of pay or deduction of sick leave. Unused personal leave shall accumulate as sick leave. No explanation is needed.

The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, personal leave requests are to be submitted to the Superintendent/principal at least three (3) days prior to the requested leave date.
2. No personal leave days may be used immediately before or immediately after a holiday without prior approval from the Superintendent/Principal.
3. Personal leave days may not be taken during the first or last five (5) days of the school year or on institute, in-service, or school-improvement days except in cases of emergency or unavoidable situations and only with the approval of the Superintendent.
4. Personal leave may not be used in increments of less than one-half day.
5. Personal leave days are subject to a substitute's availability.
6. Personal leave time may not be used by more than twenty-five percent (25%) of the teaching staff in each building at the same time.
7. In extraordinary and exceptional circumstances, the Superintendent may grant personal leave outside the foregoing limits at his/her sole discretion and any such action shall not be appealable or precedential in any respect.

Any unused personal leave days will be credited to an employee's accumulated sick leave at the end of the school year.

3.3 Bereavement Leave

In the event of the death of a member of an employee's family, such employee shall be entitled to three (3) days of absence without loss of pay and without loss of personal or sick leave. If the death is in the immediate family, the bereavement leave may be extended to a maximum of five (5) days with the additional days charged against unused sick leave. Immediate family as used herein shall be the same as defined in the Sick Leave section.

3.4 Jury Duty

Payment in full by the Board shall be made to an employee on jury duty provided such employee refunds to the Board the amount received as payment for such service, assuming that pay for duty is less than the employee's regular pay. Daily rates received for such duties shall be reimbursed to the Board only for those working days when the employee was absent and do not include any compensation received for food or travel.

Any employee should give at least five (5) days' prior notice of pending duty to the District.

3.5 Child Care Leave

The Board of Education shall provide any full-time Teacher or aide an unpaid child care leave. A written plan shall be submitted to the Superintendent at least sixty (60) calendar days prior to the effective date of the leave. The Superintendent shall present the plan to the Board at their next available Board meeting. The plan shall indicate the last expected working day of the employee and expected date of return to service. An employee on child care leave maintains all rights, benefits, and privileges upon returning from the leave. Notwithstanding the above, the employee will not accumulate seniority during the leave. Upon completion of the child care leave, the Board will consider, but does not guarantee, that the employee will resume the assignment performed prior to the commencement of the leave. All provisions contained in this section shall apply for legal adoption.

3.6 Leave of Absence

A leave of absence for teachers for one year without pay or increment shall be granted for extended personal illness and for caring for a sick member of the immediate family. Similar leave of absence without pay or increment shall be granted for professional study but will be limited to one teacher per year. Applications for such leave must be made in writing to the Superintendent. Leaves granted hereunder are countable toward any federal Family Medical Leave Act allotment.

A teacher returning from approved leave of absence shall be placed on the salary schedule at his/her prior cell unless the certified staff member worked at least ninety (90) school days in the school year in which the leave began, in which event the certified staff member shall be credited with an additional year's experience.

ARTICLE IV COMPENSATION/FRINGE BENEFITS

4.1 Payroll Distribution/Deductions

- A. Teachers shall be paid bi-weekly.
- B. Union Dues Deduction - Union dues of AFT members shall be withheld bi-weekly from salary checks and paid monthly by check to AFT Local 604.

4.2 Extracurricular and Extra Duty Pay

- A. Extracurricular and extra duty pay shall be compensated as set forth in the schedule attached hereto as Appendix B.
- B. All vacant co-curricular activities shall be offered to employees covered by this Agreement prior to seeking persons from outside the school for sponsors.
- C. Payment shall be made on the first paycheck following the conclusion of the season or activity.

4.3 Salary Provisions

- A. The salary schedule(s) as negotiated between the Board and Union can be found in Appendix A of this Agreement.

4.4 Teacher Retirement System

The annual salary set forth in the Salary Schedule (Appendix A) includes the Teachers' TRS contribution. In addition, the Board shall pay the Teachers' TRS contribution to TRS Teacher Retirees' Health Insurance (THIS) no more than 0.88% of the Teachers' annual salary. The TRS contribution shall be excluded from the gross income of the Teacher for income tax purposes and in compliance with IRS Rules and Regulations.

4.5 Retirement Incentive

- A. In order to qualify, employees must have at least 15 years of full-time teaching service in the District at the time of their retirement and be at least 55 years of age by June 1st of the retirement year.
- B. Employees must submit an irrevocable letter of intent to retire from the District by June 1st of the year when their retirement plan is to begin.
- C. Employees may select a plan in length between four (4) years and one (1) year. If the employee selects a five year plan, his/her total creditable earnings during the fifth year before the retirement shall be increased by 6% over what it was the previous year. During the remaining four years of employment, the employee's total creditable earnings shall be 6% more than it was the previous year. For employees selecting a plan less than five years, their total creditable earnings in each of the years remaining until retirement shall be 6% greater than the previous year.
- D. It is the intent of the parties that the Board of Education not be assessed any actuarial costs or other penalties by TRS as a result of employee compensation increases in any of the last four years of employment exceeding 6%. Therefore, the pay increase shall be limited to the amount that is TRS creditable without additional payment by the Board.
- E. The Board has the right to limit the availability of this incentive to not less than one (1) Teacher in any given year.

4.6 Health Insurance

The Board shall pay the following cost of the premium for single health insurance for each Teacher.

2016-2017 up to \$7,000

2017-2018 up to a \$500 premium increase.

2018-2019 up to a \$500 premium increase.

If a member takes health insurance through the District and does not participate in the insurance wellness program, that member will not receive the annual premium increase provided by the Board.

4.7 Life Insurance

The Board shall provide \$40,000 of Life Insurance for each Teacher.

ARTICLE V GRIEVANCE PROCEDURE

5.1 General

A. Definitions

1. Any claim by the Union or an employee that there has been a violation, misinterpretation or misapplication of the terms of this Agreement shall be a grievance.

B. Basic Principles

1. Every Teacher, group of Teachers, or the Union shall have the right present a grievance(s) in accordance with the procedure outlined in this Article.
2. All parties have the responsibility to consider and take action within the periods of time and within the authority delegated to them in this Article.
3. If a Teacher or the Union fails to pursue the appropriate step within the time limits established in the grievance procedure, the alleged grievance shall be dropped. If the Board or its administrator fails to respond within the time limit established, the grievant shall have the right to appeal the grievance to the next step.
4. A grievance may be withdrawn at any level without establishing precedent and, if withdrawn, shall be treated as having never been filed.
5. Teachers involved after the Second Step of the grievance procedure may request Union representation at any grievance meeting.
6. All time limits shall consist of pupil attendance days, except that when a grievable action occurs less than twenty-five (25) calendar days before the end of the current school year, time limits shall then consist of week days (Monday through Friday) with the exception of Federal holidays. Both parties may mutually agree to extend any timelines.

C. Procedure

1. First Step An in-person contact by the grieving party shall be made to resolve any alleged grievance by means of an informal, verbal discussion between the aggrieved and the Superintendent or Direct Supervisor within ten (10) school days of the occurrence of the event that purportedly caused the alleged grievance.
2. Second Step If the alleged grievance cannot be resolved in Step One the Teacher or the Union may present the grievance in writing to the Superintendent or Direct Supervisor within twenty (20) school days of the occurrence of the event that purportedly caused the alleged grievance. The written grievance shall identify the grievant, include a detailed description of relevant facts, identify all provisions of the contract allegedly violated, and describe the remedy requested. The Teacher and the Union shall be provided with the Superintendent or Supervisor's written response within ten (10) school days following receipt of the written grievance.
3. Third Step If the grievance is not resolved in Step Two, the Teacher or Union may appeal the grievance in writing addressed "Grievance to the Board of Education, c/o the Secretary of the Board of Education" and delivered to the Secretary of the Board of Education within ten (10) school days after receipt of the Step Two answer. Further, the Teacher or Union must include in the appeal a detailed description of relevant facts, the remedy requested, and the reasons supporting the position that the alleged grievance represents a violation, misrepresentation, or misapplication of the Board-Union Agreement. The Board shall hear the alleged grievance within fifteen (15) school days with such parties as either group may desire. The hearing shall be closed at the request of either group. The Teacher and Union shall be provided with the written response of the Board within fifteen (15) school days after the hearing.
4. Fourth Step In the event that the grievance has not been satisfactorily resolved in Step Three of the Grievance Procedure, the Union may request in writing within ten (10) school days after receipt of the Step Three answer that the matter go to arbitration. The Board or its designee and the Union shall request a panel of five arbitrators from the Federal Mediation and Conciliation Service. If the Board, or their designee, and the Union are unable to agree upon one of the panel members to resolve the grievance, an arbitrator shall be chosen by each party alternately striking one name from the list until only one name remains. The Union shall strike the first name; the Board shall strike the second name, etc.
 - a. Basis of Decision The arbitrator shall consider and decide only the specific issues submitted to him/her in writing and shall be based solely upon his/her interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented. The Arbitrator shall have no right to amend, modify, nullify, add to, or subtract from the provisions of the Agreement. The Arbitrator shall have no authority to make a decision on an issue not submitted or raised nor one that is contrary to or inconsistent with applicable laws or rules and regulations of administrative bodies that have the force and effect of law.

- b. Arbitration Cost Each party shall pay the cost of expenditures incurred by it in connection with the arbitration. The cost of the arbitration and the arbitrator's copy of the proceedings shall be borne equally by the Employer and the Union. Should either party desire a copy of the proceeding, the party requesting the copy shall pay the cost of the copy but both parties shall have access.

ARTICLE VI FAIR SHARE

- A. All employees covered by this Agreement who are not members of the Union, commencing on the effective date of this Agreement, or upon their initial employment, and continuing during the term of this Agreement, and so long as they remain non-members of the Union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to non-members under state and federal law.
- B. The Union shall certify to the Board a fair share amount not to exceed the dues uniformly required of members in conformity with federal and state law and Labor Board rules.
- C. Such fair share payments by non-members shall be deducted by the Board from the earnings of the non-member employees and remitted to the Union within ten (10) workdays of said deduction unless required to remit a fee to the Labor Board for escrow.
- D. The Board shall cooperate with the Union to ascertain the names of all employee non-members of the Union from which earnings the fair share payments shall be deducted and their work locations and shall provide the Union space to post a notice concerning fair share.
- E. The Union and the Board shall comply with the rules of the Labor Board concerning notice, objections, and related matters contained in its fair share rules.
- F. Upon adoption of any Union internal appeal procedure, the Union shall supply the Board with a copy. In addition, the Union shall advise the Board of subsequent changes therein.
- G. The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished by the Union under any such provisions. The Union shall not be responsible for the attorney's fees of any attorney for the employer other than an attorney employed and supervised or directed by the Union.
- H. If, during the term of this Agreement, the Labor Board or a court of competent jurisdiction rules any part of this Article void or not enforceable, the Union and the Board agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or rulings of said Labor Board or court.

ARTICLE VII TERMINATION

This Agreement shall be effective as of July 1, 2016, and shall remain in full force and effect until June 30th, 2019. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing at least sixty (60) days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than forty-five (45) days prior to the anniversary date.

Notwithstanding any provision of this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after the expiration date and until a new agreement is reached unless either party gives at least ten (10) days' written notice to the other party of its desire to terminate this Agreement, provided such termination date shall not be before the anniversary date set forth in the preceding paragraph.

ARTICLE VIII SAVINGS CLAUSE

In the event that any of the provisions of this Agreement shall be or become legally invalid or unenforceable this shall not affect the remainder of the provisions hereof, and either party, upon written notice, may demand negotiations of the subject held legally invalid or unenforceable.

ARTICLE IX ZIPPER CLAUSE

This Agreement, upon ratification, supercedes all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, constitutes the complete and entire agreement between the parties, and concludes collective bargaining for the term of the Agreement, except for mandatory subjects of bargaining as defined in the Illinois Education Labor Relations Act. In so agreeing, the parties acknowledge that, during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

APPENDIX A

COMPENSATION

2016-17

	BS	BS+15	BS+30	MS	MS+8	MS+16	MS+24
1	31,448	32,241	33,033	33,825	34,618	35,410	36,202
2	32,241	33,033	33,825	34,618	35,410	36,202	36,994
3	33,033	33,825	34,618	35,410	36,202	36,994	37,787
4	33,825	34,618	35,410	36,202	36,994	37,787	38,579
5	34,618	35,410	36,202	36,994	37,787	38,579	39,371
6	35,410	36,202	36,994	37,787	38,579	39,371	40,164
7	36,202	36,994	37,787	38,579	39,371	40,164	40,956
8	36,994	37,787	38,579	39,371	40,164	40,956	41,748
9	37,787	38,579	39,371	40,164	40,956	41,748	42,541
10	38,579	39,371	40,164	40,956	41,748	42,541	43,333
11	39,371	40,164	40,956	41,748	42,541	43,333	44,125
12	40,164	40,956	41,748	42,541	43,333	44,125	44,917
13	40,956	41,748	42,541	43,333	44,125	44,917	45,710
14	41,748	42,541	43,333	44,125	44,917	45,710	46,502
15	42,541	43,333	44,125	44,917	45,710	46,502	47,294
16	43,333	44,125	44,917	45,710	46,502	47,294	48,087
17	44,125	44,917	45,710	46,502	47,294	48,087	48,879
18	44,917	45,710	46,502	47,294	48,087	48,879	49,671
19	45,710	46,502	47,294	48,087	48,879	49,671	50,464
20	46,502	47,294	48,087	48,879	49,671	50,464	51,256
21			48,879	49,671	50,464	51,256	52,048
22			49,671	50,464	51,256	52,048	52,840
23				51,256	52,048	52,840	53,633
24				52,048	52,840	53,633	54,425
25				52,840	53,633	54,425	55,217

Teachers who are “off schedule” shall receive a 2.75% longevity stipend in addition to their previous years’ salary.

2017-18

	BS	BS+15	BS+30	MS	MS+8	MS+16	MS+24
1	31,499	32,313	33,127	33,941	34,755	35,569	36,384
2	32,313	33,127	33,941	34,755	35,569	36,384	37,198
3	33,127	33,941	34,755	35,569	36,384	37,198	38,012
4	33,941	34,755	35,569	36,384	37,198	38,012	38,826
5	34,755	35,569	36,384	37,198	38,012	38,826	39,640
6	35,569	36,384	37,198	38,012	38,826	39,640	40,454
7	36,384	37,198	38,012	38,826	39,640	40,454	41,268
8	37,198	38,012	38,826	39,640	40,454	41,268	42,082
9	38,012	38,826	39,640	40,454	41,268	42,082	42,896
10	38,826	39,640	40,454	41,268	42,082	42,896	43,710
11	39,640	40,454	41,268	42,082	42,896	43,710	44,524
12	40,454	41,268	42,082	42,896	43,710	44,524	45,339
13	41,268	42,082	42,896	43,710	44,524	45,339	46,153
14	42,082	42,896	43,710	44,524	45,339	46,153	46,967
15	42,896	43,710	44,524	45,339	46,153	46,967	47,781
16	43,710	44,524	45,339	46,153	46,967	47,781	48,595
17	44,524	45,339	46,153	46,967	47,781	48,595	49,409
18	45,339	46,153	46,967	47,781	48,595	49,409	50,223
19	46,153	46,967	47,781	48,595	49,409	50,223	51,037
20	46,967	47,781	48,595	49,409	50,223	51,037	51,851
21			49,409	50,223	51,037	51,851	52,665
22			50,223	51,037	51,851	52,665	53,479
23				51,851	52,665	53,479	54,294
24				52,665	53,479	54,294	55,108
25				53,479	54,294	55,108	55,922

Teachers who are “off schedule” shall receive a 2.75% longevity stipend in addition to their previous years’ salary.

2018-19

	BS	BS+15	BS+30	MS	MS+8	MS+16	MS+24
1	31,529	32,365	33,202	34,038	34,875	35,711	36,548
2	32,365	33,202	34,038	34,875	35,711	36,548	37,384
3	33,202	34,038	34,875	35,711	36,548	37,384	38,221
4	34,038	34,875	35,711	36,548	37,384	38,221	39,057
5	34,875	35,711	36,548	37,384	38,221	39,057	39,894
6	35,711	36,548	37,384	38,221	39,057	39,894	40,730
7	36,548	37,384	38,221	39,057	39,894	40,730	41,567
8	37,384	38,221	39,057	39,894	40,730	41,567	42,403
9	38,221	39,057	39,894	40,730	41,567	42,403	43,239
10	39,057	39,894	40,730	41,567	42,403	43,239	44,076
11	39,894	40,730	41,567	42,403	43,239	44,076	44,912
12	40,730	41,567	42,403	43,239	44,076	44,912	45,749
13	41,567	42,403	43,239	44,076	44,912	45,749	46,585
14	42,403	43,239	44,076	44,912	45,749	46,585	47,422
15	43,239	44,076	44,912	45,749	46,585	47,422	48,258
16	44,076	44,912	45,749	46,585	47,422	48,258	49,095
17	44,912	45,749	46,585	47,422	48,258	49,095	49,931
18	45,749	46,585	47,422	48,258	49,095	49,931	50,768
19	46,585	47,422	48,258	49,095	49,931	50,768	51,604
20	47,422	48,258	49,095	49,931	50,768	51,604	52,441
21			49,931	50,768	51,604	52,441	53,277
22			50,768	51,604	52,441	53,277	54,114
23				52,441	53,277	54,114	54,950
24				53,277	54,114	54,950	55,787
25				54,114	54,950	55,787	56,623

Teachers who are “off schedule” shall receive a 2.75% longevity stipend in addition to their previous years’ salary.

APPENDIX B

EXTRA-CURRICULAR / EXTRA DUTY SALARY SCHEDULE

2016-17, 2017-18 & 2018-19

POSITION	
Athletic Director	\$1,900
Baseball	\$800
Volleyball	\$1,800
Boys' Basketball	\$1,800
Cheerleaders	\$1,200
Scholastic Bowl	\$1,200
Track	\$1,200
Girls' Basketball	\$1,800
Student Council	\$800
Webpage Coordinator	\$1,500
Yearbook	\$600
Student Newspaper	\$800
Communication Coordinator	\$800
Substitute Caller	\$900
Internal Substitute	\$24 / period

ACCEPTANCE OF AGREEMENT

Lostant Council AFT Local 604
IFT/AFT/AFL-CIO

Lostant CUSD 425
Lostant, IL

Council President

Board President

Date

Date

APPENDIX A

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