

Contract Agreement

Board of Education
Carrollton Community School District No. 1
And
Carrollton Education Association
Illinois Federation of Teachers, Local 3997

July 1, 2021- June 30, 2025

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ARTICLE I
RECOGNITION

Article 1, Section 1

The Board of Education of Carrollton Community Unit School District No. 1, Greene County, Illinois, hereinafter referred to as the “Board”, hereby recognizes the Carrollton Education Association, IFT-AFT, Local 3997, hereinafter referred to as the “Union”, as the sole and exclusive bargaining representative of all full time and regularly employed part-time contracted professional teaching personnel, excluding building administrators, district administrators, supervisors, technology director, curriculum coordinator and transportation director.

Article 1, Section 2

Contracted regularly employed part-time teachers shall be included in the bargaining unit and subject to the terms and conditions expressed in this agreement except their salaries and benefits shall be based on their fractionalized employment status.

Article 1, Section 3

The term “employee(s)” or “teacher(s)”, as used throughout this Agreement, shall be defined in accordance with the definition of the recognition of the recognized bargaining unit in Article 1.1.

ARTICLE II
RIGHTS OF THE BOARD

Article 2, Section 1

The Board, on its own behalf and on behalf of the electors of the District, hereby reserves and retains unto itself, without limitations, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of Illinois and the United States.

ARTICLE III
UNION AND TEACHER RIGHTS

Article 3, Section 1 Workspace

Each teacher shall have an assigned room and desk as deemed feasible by the Board.

Article 3, Section 2 Representation

The Union agrees to represent equally and without prejudice all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment and the settlement of grievances.

Article 3, Section 3 Publications

The Board agrees to furnish the Union President the following documents after they have become available to the public:

- A. Agendas for all regular Board of Education Meetings.
- B. Unofficial minutes of open Board of Education meetings.

- C. Monthly budget summaries.
- D. Board policy manual revisions and updates.
- E. Annual auditor's report.
- F. Working Budget.

The Board further agrees to provide the Union President with statistical information, not to include teacher names, pertaining to teacher step placement, teacher salary lane placement, and present teacher insurance coverage. All information to be furnished to the Union President shall be provided in electronic format when available.

Article 3, Section 4 Evaluation

Evaluation is a management function designed to improve teaching. It is viewed as a means of encouraging, recognizing, and promoting qualities associated with good teaching, namely: classroom management, instructional planning and methods, professional ethics, personal qualities, competency in subject matter taught, attendance in the classroom and others.

The employer in cooperation with the Union shall form a committee composed of employee/ employer representatives to review the evaluation procedure and instrument at two-year intervals or more frequently as circumstances may require. Any changes in the evaluation procedure or structure must be collaboratively developed and agreed to by both the Union and the District as required by law.

Article 3, Section 5 Appeals Process

Members shall have the right to utilize the appeals process for "unsatisfactory" ratings under Section 24A-5, pursuant to Section 24A-5.5 of the School Code, and in accord with the process developed by the PERA Joint Committee.

Article 3, Section 6 Building Level Consultation

The building representative shall meet with the building principal at the request of either party to discuss matters of concern. At such time it may be mutually agreed to include involved teacher personnel and the superintendent.

Article 3, Section 7 District Level Consultation

A Consultation Committee shall be formed, composed of two members from the Board, two members from the Union and the Superintendent. The committee shall meet a minimum of two times per year. The Consultation Committee shall have discretion whether to receive matters that have not been discussed prior at the building level or with the Superintendent. Either party has the right to call additional meetings at a mutually agreed upon time and to add additional members as needed.

Article 3, Section 8 Administration Interviews

When the field of candidates for superintendent or building principal has been narrowed to the finalists requiring personal interviews, each candidate will be requested to appear before an interview committee comprised of administrators and of teachers(s) to discuss his/her views and to answer questions.

When the building principal has narrowed the field of candidates for a teaching position to the finalists requiring personal interviews, each candidate will be requested to appear before a committee of teachers from the appropriate grade or curriculum area, to discuss his/her views and to answer questions.

The committee shall be allowed to express their opinions in writing individually or collectively to the building principal prior to awarding the position to the applicant. The comments from the teacher committee shall remain in the confidence of those persons (building principal) to whom the comments are directed.

Article 3, Section 9 Dismissal

Each tenured, non-tenures, regularly employed, full-time and part-time teacher, and each teacher responsible for an extra-curricular activity, shall be afforded procedural due process prior to any suspension or dismissal for just cause from his/her teaching or extra-curricular duties. This section does not apply to year-end dismissals of regularly employed, part-time teachers or non-tenured teachers based on evaluations or Reduction in Force.

Article 3, Section 10 Seniority

Seniority Definition: Seniority shall be defined as total years of continuous service in the District. Pro-rate seniority credit shall be given for less than full-time service. Unpaid leaves of absence and layoff periods during which recall rights exist shall not be counted in determining seniority but shall not be deemed a break in continuing service. Seniority is lost upon an employee's resignation, dismissal, or retirement from the district. Service in the district shall be deemed to have started on the first day the teacher begins his/her teaching duties or is required to be at school to start a particular school year.

Seniority Tie Breakers: If the total years of continuous service in the district are equal between two or more employees, then seniority shall be determined by reference to the following tie breakers:

- A. Total service in the district, whether or not continuous
- B. Placement on the salary schedule
- C. Hiring date
- D. Lottery

ARTICLE IV GRIEVANCE PROCEDURE

Article 4, Section 1 Definitions

- A. A "grievance" shall be defined as a claim by an employee or the union that there has been an alleged violation of the terms of this Agreement.
- B. The term "days" as used herein shall mean days in which school is in session, except that between the end of the school year and the beginning of the next school year, "days" shall mean calendar days, excluding Saturdays, Sundays, and July 4th.

- C. If an employee does not file a grievance in writing with his or her supervisor within fourteen (14) days of the alleged occurrence of the event giving rise to the grievance, or within fourteen (14) days of the time the grievant should have known of such event, then the grievance shall be deemed waived and time barred.

The Board may raise the time bar as a defense at any step of the grievance procedure.

Article 4, Section 2 Procedure

The parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the employee, a formal grievance must be processed as follows.

Step A. The grievant shall present the grievance in writing to his or her immediate supervisor within fourteen (14) days of the occurrence of the event giving rise to the grievance, or within fourteen (14) days of the time the grievant should have known of such event. The supervisor shall provide a written answer to the grievance within ten (10) days of the receipt of the grievance.

Step B. If the grievance is not resolved at Step A, the grievant may refer the grievance to the Superintendent or official designee within ten (10) days after the receipt of the Step A answer. The Superintendent shall arrange for a meeting to take place within ten (10) days of his/her receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response.

Step C. If the Association and grievant are not satisfied with the disposition of the grievance at Step B or the time limits expire without the issuance of the Superintendent's written reply, the grievant may submit the grievance to mediation by utilizing the services of the Federal Mediation Conciliation Service. If a demand for mediation is not filed within thirty (30) days of the date for the Step B answer, then the grievance shall be deemed withdrawn.

Step D. If the Association and grievant are not satisfied with the disposition of the grievance at mediation, the grievant may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the mediation date, then the grievance shall be deemed withdrawn.

1. The arbitrator may interpret this agreement and apply it to the particular case submitted to him; but he shall, however, have no authority to add to, subtract from, or in any way modify the terms of this agreement; nor shall he have any authority to formulate or add any policies, practices or rules, except as they involve an application of this agreement; nor substitute his discretion for the Board's discretion in cases where the Board is given discretion by this Agreement.
2. Each party shall bear the full costs for its representation in the grievance procedure.
3. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Union.

4. Each party shall share equally the cost of the arbitrator and the American Arbitration Association.

Article 4, Section 3 Constraints

- A. Failure of an employee or Union to act on any grievance within the prescribed time limits will bar any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits may be extended by mutual consent in writing.
- B. Any investigation, handling, or processing of any grievance by the grievant shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.
- C. Step A of the grievance procedure may be bypassed, and the grievance brought directly to Step B if mutually agreed upon by the employee and the Superintendent.
- D. If a grievance involves a class of employees, the Union may initially file the grievance at Step B.
- E. Employees shall have the right to be represented by a Union representative, if one is requested, at Steps A through C of Article 4.2.
- F. With the Superintendent's approval, the grievant may be released from his/her regular assignment without loss of pay or benefits to attend the meetings specified in Article 4.2 A-C.
- G. All records related to a grievance shall be filed separately from the personnel files of the teachers.
- H. A grievance may be withdrawn at any level without establishing precedent.

ARTICLE V TEACHER ASSIGNMENTS AND LIST OF VACANCIES

Article 5, Section 1 Assignments

Organization, re-organization, and assignment of instructional responsibilities in all facets of curriculum is expressly reserved to the District. Teachers shall be given notification of their tentative teaching assignments for the forthcoming school year on or before July 1. The board may change teaching assignments as it deems necessary within a teacher's certification area and/or an area in which the teacher is highly qualified but shall consult with the teacher involved before instituting such a change.

The language hereinabove notwithstanding, the Board may assign a teacher on a temporary basis not to exceed a partial semester or semester length, to teach a class outside his/her area of certification or an area in which he/she is highly qualified after consultation with the teacher if:

1. The Board has been unable to hire a qualified teacher at the start of the school year or semester, but continues the hiring process for the position; or
2. A teaching position becomes unexpectedly vacant due to resignation during the school year or a resignation after July 1, illness, a disability, a leave of absence or death.

A teacher may affirmatively consent to teach the newly assigned subject class longer than a semester or partial semester.

Article 5, Section 2 Vacancies

A list of vacancies for professional staff positions, including grant-funded positions and/or extra-curricular positions shall be posted in each building in the teacher's lounge for a minimum of three (3) working days. This does not include opportunities for writing grants or administering grants. Any salaries or stipends (if known at the time of posting) attached to the position shall be posted in the vacancy notice. A vacancy is defined to be any newly created professional staff position or any unfilled professional staff position, including summer school. Professional teaching personnel shall be considered for said vacancies. However, this does not guarantee that the professional teaching personnel will be selected for the vacancy. Professional staff positions are those positions defined in Section 1.1 herein and such positions may only be filled by individuals having the required qualifications for the posted opening. Extra-curricular vacancies shall be posted in the same fashion as professional vacancies.

ARTICLE VI LEAVES

Article 6, Section 1 Sick Leave

The normal annual allotment of sick leave for certified teachers shall be as follows:

1. Sick leave shall accumulate to a maximum of 340 days.
2. Twelve (12) days of paid sick leave will be awarded at the start of each school year.
3. Teachers who have reached an accumulation of eighty (80) days of sick leave at the end of a school year will be entitled to a normal annual allotment of fifty-two (52) sick leave days at the start of the next school year. For each school year after a teacher is awarded the fifty-two (52) day normal annual allotment of sick leave, the teacher will receive a normal annual allotment of twelve (12) days until the teacher accumulates one hundred eighty (180) days.
4. Teachers who have reached an accumulation of one hundred eight (180) days of sick leave at the end of a school year will be entitled to a normal annual allotment of fifty-two (52) days at the start of the new school year. For each school year after a teacher is awarded the fifty-two (52) day normal annual allotment of sick leave, the teacher will receive a normal annual allotment of twelve (12) days until the teacher accumulates 280 days.

5. Teachers who have reached an accumulation of two hundred eighty (280) days of sick leave at the end of a school year will be entitled to a normal annual allotment of fifty-two (52) days at the start of the next school year. For each school year after a teacher is awarded the fifty-two (52) day normal annual allotment of sick leave, the teacher will receive a normal annual allotment of twelve (12) days.
6. A teacher that reaches an accumulation threshold of 80, 180, and 280, which results in awarding the teacher a normal annual allotment of fifty-two (52) sick leave days after reaching those thresholds and then falls below the threshold number of 80, 180, or 280, will only be entitled to twelve (12) days of normal annual allotment upon reaching those threshold numbers a second or subsequent time.
7. Teachers that have accumulated more than the aforementioned thresholds at the end of the 2020-2021 school year will be awarded their sick days starting with the 2021-2022 school year. Example: Should a teacher at the end of the 2020-2021 school year have between eighty (80) and one hundred seventy-nine (179) accumulated sick days, fifty-two (52) additional sick days will be awarded at the start of the 2021-2022 school year. Should a teacher at the end of the 2020-2021 school year have between one hundred eighty (180) and two hundred seventy-nine (279) accumulated sick days, fifty-two (52) additional sick days will be awarded at the start of the 2021-2022 school year. Should a teacher at the end of the 2020-2021 school year have at least two hundred eighty (280) accumulated sick days, that teacher will be awarded fifty-two (52) additional sick days at the start of the 2021-2022 school year.

Each teacher shall be given notice via email or other means of electronic notification of his/her total accumulated sick leave credit at the beginning of each school year and no later than September 1st. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness in the immediate family.

For the purposes of sick leave, "immediate family" shall include parents, spouse, brothers, sisters, children, foster children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Sick leave may be used for absence associated with death. Up to (5) five days per occurrence may be taken upon the death of an immediate family member with the days to be deducted from sick leave.

The Superintendent and/or his or her designee shall monitor the use of employees' sick leave. Upon an absence of three (3) or more consecutive days for personal illness, the employee may, at the Superintendent's and/or his or her designee's discretion, be required to furnish a physician's certificate of treatment.

Excessive absenteeism or a recurring pattern of absenteeism under this clause shall be reviewed by the Superintendent and/or his or her designee. The Superintendent and/or his or her designee may, in his or her own discretion, request at any time a physician's statement from an employee suspected of abusing sick leave.

Article 6, Section 2 Maternity/Paternity Leave

Following the birth or adoption of the unit member's child, a unit member may use leave according to the Family Medical Leave Act. FMLA sets leave at up to twelve (12) workweeks during the first twelve (12) months the child was born or adopted. Unit members should contact TRS/IMRF regarding service credit reported during leaves.

Following the birth of the unit member's child, the birth parent may use thirty (30) school days of accrued sick leave immediately following the birth within the school year of the child's birth. A unit member, recovering from surgery related to the birth, may use an additional ten (10) school days of accrued sick leave. If medical complications arise related to the birth of the child, additional sick leave may be used.

A unit member may use up to thirty (30) days of sick leave for adoption or the placement of adoption according to 105 ILCS 5/24-6.

Article 6, Section 3 Personal Leave

Upon request to the Superintendent or his/her designee, teachers shall be allowed two (2) personal days per school year, subject to the following conditions.

- A. At least five (5) days prior written notice must be given to the principal via Employee Access of Skyward. The Superintendent or his/her designee will provide a written response within two (2) working days from the date of request. In extraordinary circumstances a phone call to notify the immediate supervisor may be used, but it shall be the teacher's responsibility to record the absence on Skyward immediately upon his or her return to work. At the end of the school year, any unused personal leave days may be carried over to the following school year. The maximum amount of accumulated unused personal leave for any bargaining unit member is four (4) days. If a bargaining unit member is unable to carry over unused personal leave to the following year due to having reached the maximum accumulation, then the unused personal leave days shall be accumulated as sick days.
- B. Personal leave days can only be used for essential personal business, which cannot be completed after the regular workday or on weekends. Under no circumstances can personal leave days be taken for secondary employment.
- C. Unused personal leave shall be added to the teacher's accumulated sick leave on or before June 30 of each year. In no case shall accumulation of sick leave exceed the days stated in paragraph 6.1.
- D. No personal leave days may be taken immediately before or immediately after a holiday or any vacation period unless prior approval is granted by the Superintendent. Teachers with five (5) or more years of experience in the District may be allowed to use personal leave immediately before or after a holiday or vacation period for events beyond the employee's control and with the approval of the Superintendent.
- E. Personal leave days cannot be taken during the first week and the last week of the school year without special advance written permission of the Superintendent. The Superintendent retains the right to approve or disapprove such requests.
- F. All personal leave days granted must be taken in increments of at least one half-day at a time.

- G. All personal leave days are subject to the availability of a substitute. The principal shall be the sole judge of whether such substitutes are available.
- H. No more than three (3) teachers may be granted personal leave on the same day.
- I. In the case of an emergency, the above listed conditions may be waived, at the sole discretion of the Superintendent or his/her designee.

Article 6, Section 4 Family Medical Leave

Teachers shall be granted family and medical leave in compliance with the Family and Medical Leave Act. In areas where the contract enhances the law, the contract will be followed. In areas where the contract is silent, the Family Medical Leave Act will be followed.

Article 6, Section 5 Sick Leave Bank

The Board agrees to allow the Union to establish and operate a Sick Leave Bank for certified teachers of the district.

The purpose of the Sick Leave Bank shall be to provide extended sick leave for teachers who have exhausted their personally accumulated sick leave and, due to personal or immediate family catastrophic illness or injury, are unable to return to work.

Participation in the Sick Leave Bank shall be voluntary. Each teacher shall be given an authorization form at the beginning of each school year. Any teacher desiring to participate shall sign the authorization and return it to his/her building representative. No teacher, who is regularly certified and submits application within time limits specified below, shall be denied membership. In the first year of operation and in subsequent years, if the number of days in the Bank falls below 80 days, each participating teacher shall contribute two days to the Bank. If the number of accumulated days in the Bank falls between 80 to 120 days, each participating teacher shall contribute one day to the Bank. Copies of new authorizations from each participating teacher shall be submitted to the Superintendent. Upon receipt of copies of authorizations, the Superintendent shall be empowered, on behalf of the Board, to deduct either one (1) or two (2) days from each applicant's personally accumulated sick leave and add the difference subtracted to the total in the Sick Leave Bank.

New employees in the district who become participants in the Sick Leave Bank shall contribute two (2) days. Employees already in the district, who become participants in the bank, shall contribute two (2) days.

The number of days transferred for each applicant shall be determined by the Sick Leave Bank Committee to be appointed by the Union from its membership. The number of days contributed shall not exceed two (2) days per applicant per year. The Committee shall inform the superintendent of the number of days to be transferred per applicant no later than two weeks following the first day of school. No new memberships shall be allowed after that date. The School Board will not be held liable for any days transferred except as provided for below and will not contribute additional days to the Bank.

Only members of the Sick Leave Bank shall be allowed to withdraw days from it. No member shall be allowed to withdraw more than twenty-five (25) days during one school year. Days deposited

shall not be withdrawn when a teacher ceases to be a member of the Bank. The number of days accumulated at the end of one year shall carry over to the following year. Should the total of days withdrawn from the Bank equal the balance at any time, the Bank will cease operations until it can be replenished at the start of the next school year.

Operational Guidelines

The Sick Leave Bank Committee shall govern the operation of the Sick Leave Bank. It shall consist of three members appointed by the Union. A teacher who has exhausted his/her personally accumulated sick leave may make written application to the Committee for withdrawal of days from the Bank. Should the teacher be unable to make application, he/she shall state the reason for the inability to work and the number of days requested from the Bank. Before granting the request, the Committee must elicit affirmative answers to the following:

1. Is the teacher listed as a current member of the Sick Leave Bank?
2. Has the teacher exhausted his/her personally accumulated sick leave?
3. Is the absence from work due to prolonged illness or injury to the teacher or member of his/her immediate family? (Examples would include, but not be limited to: heart attack, cancer, car accident, major surgery, etc. This program would not be used for short-term illness.)

The Committee shall be able to affect such other operational guidelines as necessary to carry out the intent of this article.

Upon approval of the Sick Leave Bank Committee, the School Board agrees to pay full teaching salary at the teacher's regular rate of pay for all days granted from the Sick Leave Bank. The number of days paid shall be subtracted from the balance in the Sick leave Bank.

Exhaustion of the Bank - Should the bank be dissolved for any reason with days remaining in the bank, the days shall be returned to all the currently participating teaching staff on a prorated basis. The days returned will be rounded off to the closest one-half day.

ARTICLE VII WORK CONDITIONS

Article 7, Section 1 Duty Free Lunch

All teachers shall have a duty-free lunch period in accordance with the School Code 105ILCS 5/24-9.

Article 7, Section 2 Planning Time

Each teacher shall have time to conduct instructional planning each day, except that not more than one day per week may be used for other normal and routine school matters during the designated planning time, including faculty building meetings. When possible, the District will attempt to provide forty-eight (48) hours advance notice of said meetings. If a regularly scheduled class is held during this period, the planning time shall be scheduled during another time in the school day.

Teachers who teach seven (7) periods a day with no instructional planning time shall receive a stipend in exchange for the seven (7) period assignment. Said stipend shall be calculated utilizing the following formula: 1) divide the teacher's base salary by the total number of teacher work days, 2) divide this daily rate by the number of class periods taught each day [7], and 3) multiply this class period rate by the number of student attendance days.

Article 7, Section 3 Curriculum

When the administration anticipates a curriculum change requiring Board of Education approval, advice of the teachers (or a representative sample) involved in the eventual implementation will be solicited.

Article 7, Section 4 Heat Dismissal

School shall be dismissed at least one hour early the first full two weeks of school if the Superintendent determines that current temperatures warrant early dismissal pursuant to guidelines set-forth in the District's administrative procedures.

Article 7, Section 5 Guidance Counselor

The Guidance Counselor shall be on a nine and one-half (9 1/2) month contract for each school term. The rate of pay of the half month shall be prorated as per his/her individual placement on the salary schedule. The Guidance Counselor shall submit a schedule for approval by the building principal documenting the days that will be worked beyond the regular school year.

Article 7, Section 6 Agricultural Teacher

The Agricultural Teacher shall be on a nine and one-half (9 1/2) month contract for each school term. The rate of pay of the half month shall be prorated as per his/her individual placement on the salary schedule. The Agriculture Teacher shall submit a schedule for approval by the building principal documenting the days that will be worked beyond the regular school year.

Article 7, Section 7 Meetings

Teachers required to work outside the normal school day to attend meetings on curriculum and/or school improvement, shall be compensated at the rate of \$20.00 per hour. This provision shall not apply to faculty building meetings that extend beyond the workday.

Article 7, Section 8 Internal Substitute

Teachers who are asked to substitute internally during their planning time, and accept that assignment, shall be compensated at the rate of \$25.00 per class period substituted.

ARTICLE VIII
SALARY AND FRINGE BENEFITS

Article 8, Section 1 Salary Schedule- Appendix A

The salary schedules for school years 2021-2025 are attached as Appendix A.

Extra-Curricular Stipend Schedule - Appendix B

For school years 2017-2021, Bachelor's Step 0 on the 2007-2008 salary schedule will be increased by 1.5% and the resulting figure will be used to calculate extra-curricular stipends (\$27,974 X 1.5%=\$28,395). A bargaining unit member will be considered for all extra-curricular positions before hiring a non-bargaining unit member.

Limitation on Creditable Earnings

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

Article 8, Section 2 Insurance

Board shall contribute 90% of the individual health insurance premium and 100% of the individual life insurance premium for all bargaining unit members employed full-time and working at least 35 hours per week.

The Board shall contribute 47.5% of the individual health insurance premium for bargaining unit members employed less than full-time but working at least 20 hours per week.

Employees who are eligible for Board paid health insurance under this provision may waive entitlement to insurance coverage and receive a monthly bonus payment of \$282.48 per month as long as they provide proof that they are enrolled in a health plan providing "minimum essential coverage". Reenrollment in the insurance plan shall be subject to the insurance carrier's policies, rules and provisions. The cash option benefit will be terminated for new employees beginning in FY05; however, employees who opt out of the Board provided health insurance must provide proof that they are enrolled in another health plan providing "minimum essential coverage." Employees who currently receive the cash option are grandfathered in at the current rate. Employees who currently take the health insurance option may not switch to the cash option.

Patient Protection and Affordable Care Act

If at any time during the term of this agreement, a change in federal or state laws or regulations becomes effective which affects the cost of availability of any of the employee benefits offered under this agreement, the parties hereto agree to reopen the Agreement for the express limited purpose of renegotiating the affected provision.

At least one Board member will serve on the Insurance Committee. During July of each year, the Insurance Committee will conduct a market search.

Article 8, Section 3 Teacher Retirement

The Board agrees to contribute to the Teacher Retirement System, from the established salary schedule, 9.00% for the retirement contribution and 1.24% for the THIS (insurance) contribution, of each employee's gross creditable earnings as a tax-sheltered contribution. Should these figures change during the life of this contract, the board agrees to tax shelter the updated contributions.

Article 7, Section 4 Lane Movement

Additional educational preparation must be directed toward an advanced degree and will be subject to approval by the Superintendent pursuant to the parties' past practice. To be counted toward salary increase, transcripts of credits earned must be filed with the superintendent prior to September 10th of the school year. If transcript is not available by the above date, other temporary proof may be submitted.

Graduate work shall be earned in a field of education that is part of the district's curriculum.

Credit for graduate hours beyond the Master's degree level must be earned after the Master's Degree has been awarded.

Article 8, Section 5 Pay Periods

Payroll stubs shall be issued electronically via Employee Access on the 28th day of the month.

Current employees shall have the option of receiving their salary in the month that it is earned or deferring their compensation over 12 (twelve) months. Those employees electing to defer their salary over 12 (twelve) months must indicate their intent to do so in writing before the first day of the school year. The election will be irrevocable for the remainder of the year. New teachers starting with the 2012-2013 school year must defer their salary over twelve (12) months. A first-year teacher may defer his or her first-year salary over thirteen (13) months.

ARTICLE IX
EFFECT OF AGREEMENT

Article 9, Section 1 No Strike

The Association and bargaining unit members agree that they will not, during the period of this Agreement, directly or indirectly, engage in or assist in a strike.

Article 9, Section 2 Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of this agreement

Article 9, Section 3 Zipper Clause

The terms and conditions set forth in this agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the mutual consent of the parties.

Article 9, Section 4 Term of Agreement


The duration of this contract shall be for school years 2021-2025.

This Agreement is signed this day ____ of May 2021. In witness thereof:

For the Carrollton Education Association

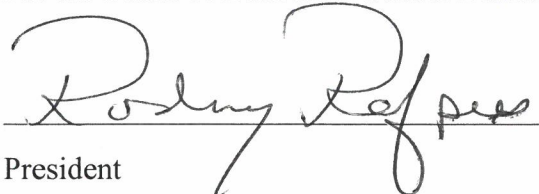


President

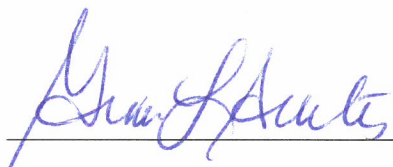


Secretary

For the Board of Education School District #1



President



Secretary

APPENDIX A
SALARY SCHEDULES

2021-2022

	B	B+8	B+16	B+24	M	M+8	M+16	M+24	M+32
A	36,000	36,750	37,500	38,250	39,000	39,750	40,500	41,250	42,000
B	36,510	37,271	38,033	38,794	39,555	40,316	41,078	41,839	42,600
C	37,028	37,800	38,573	39,346	40,118	40,891	41,664	42,436	43,209
D	37,553	38,337	39,122	39,906	40,690	41,474	42,259	43,043	43,827
E	38,086	38,882	39,678	40,474	41,270	42,066	42,862	43,659	44,455
F	38,628	39,436	40,244	41,052	41,860	42,667	43,475	44,283	45,091
G	39,177	39,997	40,817	41,637	42,457	43,277	44,098	44,918	45,738
H	39,735	40,567	41,399	42,232	43,064	43,897	44,729	45,561	46,394
I	40,301	41,146	41,990	42,835	43,680	44,525	45,370	46,215	47,060
J	40,875	41,733	42,590	43,448	44,305	45,163	46,021	46,878	47,736
K	41,458	42,329	43,199	44,070	44,940	45,810	46,681	47,551	48,422
L	42,050	42,934	43,817	44,701	45,584	46,468	47,351	48,234	49,118
M	42,651	43,548	44,444	45,341	46,238	47,135	48,031	48,928	49,825
N	43,261	44,171	45,081	45,991	46,901	47,812	48,722	49,632	50,542
O	43,880	44,804	45,727	46,651	47,575	48,499	49,423	50,346	51,270
P	44,508	45,446	46,383	47,321	48,259	49,196	50,134	51,072	52,009
Q	45,146	46,097	47,049	48,001	48,952	49,904	50,856	51,808	52,759
R	45,793	46,759	47,725	48,691	49,657	50,623	51,589	52,555	53,521
S	46,450	47,430	48,411	49,391	50,372	51,352	52,333	53,313	54,294
T	47,116	48,112	49,107	50,102	51,097	52,092	53,088	54,083	55,078
U		48,803	49,813	50,823	51,834	52,844	53,854	54,864	55,874
V		49,505	50,531	51,556	52,581	53,606	54,632	55,657	56,682
W		50,218	51,259	52,299	53,340	54,381	55,421	56,462	57,503
X			51,997	53,054	54,110	55,166	56,223	57,279	58,335
Y			52,747	53,819	54,892	55,964	57,036	58,108	59,180
Z			53,509	54,597	55,685	56,773	57,861	58,950	60,038
AA			54,281	55,386	56,490	57,595	58,699	59,804	60,908
BB				56,187	57,308	58,429	59,550	60,671	61,792
CC				56,999	58,137	59,275	60,413	61,551	62,689
DD				57,824	58,979	60,134	61,289	62,444	63,599
EE				58,662	59,834	61,006	62,179	63,351	64,523
FF					60,701	61,891	63,081	64,271	65,461
GG					61,582	62,790	63,997	65,205	66,413
HH					62,476	63,702	64,927	66,153	67,379
II					63,383	64,627	65,871	67,116	68,360

Anyone off schedule will receive the maximum for that column, plus a \$250 longevity bonus will be added to those who have been at the maximum figure in any column for at least one year.

2022-2023

	B	B+8	B+16	B+24	M	M+8	M+16	M+24	M+32
A	38,000	38,750	39,500	40,250	41,000	41,750	42,500	43,250	44,000
B	38,510	39,271	40,033	40,794	41,555	42,316	43,078	43,839	44,600
C	39,028	39,800	40,573	41,346	42,118	42,891	43,664	44,436	45,209
D	39,553	40,337	41,122	41,906	42,690	43,474	44,259	45,043	45,827
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H	41,735	42,567	43,399	44,232	45,064	45,897	46,729	47,561	48,394
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R	47,793	48,759	49,725	50,691	51,657	52,623	53,589	54,555	55,521
S	48,450	49,430	50,411	51,391	52,372	53,352	54,333	55,313	56,294
T	49,116	50,112	51,107	52,102	53,097	54,092	55,088	56,083	57,078
U		50,803	51,813	52,823	53,834	54,844	55,854	56,864	57,874
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W		52,218	53,259	54,299	55,340	56,381	57,421	58,462	59,503
X			53,997	55,054	56,110	57,166	58,223	59,279	60,335
Y			54,747	55,819	56,892	57,964	59,036	60,108	61,180
Z			55,509	56,597	57,685	58,773	59,861	60,950	62,038
AA			56,281	57,386	58,490	59,595	60,699	61,804	62,908
BB				58,187	59,308	60,429	61,550	62,671	63,792
CC				58,999	60,137	61,275	62,413	63,551	64,689
DD				59,824	60,979	62,134	63,289	64,444	65,599
EE				60,662	61,834	63,006	64,179	65,351	66,523
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GG					63,582	64,790	65,997	67,205	68,413
HH					64,476	65,702	66,927	68,153	69,379
II					65,383	66,627	67,871	69,116	70,360

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2023-2024

	B	B+8	B+16	B+24	M	M+8	M+16	M+24	M+32
A	40,000	40,750	41,500	42,250	43,000	43,750	44,500	45,250	46,000
B	40,510	41,271	42,033	42,794	43,555	44,316	45,078	45,839	46,600
C	41,028	41,800	42,573	43,346	44,118	44,891	45,664	46,436	47,209
D	41,553	42,337	43,122	43,906	44,690	45,474	46,259	47,043	47,827
E	42,086	42,882	43,678	44,474	45,270	46,066	46,862	47,659	48,455
F	42,628	43,436	44,244	45,052	45,860	46,667	47,475	48,283	49,091
G	43,177	43,997	44,817	45,637	46,457	47,277	48,098	48,918	49,738
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CC				60,999	62,137	63,275	64,413	65,551	66,689
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2024-2025

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C	41,028	41,800	42,573	43,346	44,118	44,891	45,664	46,436	47,209
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HH					66,476	67,702	68,927	70,153	71,379
II					67,383	68,627	69,871	71,116	72,360

Anyone off schedule will receive the maximum for that column, plus a \$250 longevity bonus will be added to those who have been at the maximum figure in any column for at least one year.

APPENDIX B
EXTRA-CURRICULAR STIPEND SCHEDULE

See Article 8, Section 1 for computation. Salary will be rounded to the nearest dollar.

High School			
Position	Stipend Experience		
	1-2 Years	3-5 Years	6-7 Years
Head Football	14.5%	16.5%	18.5%
Assistant Football	10.2%	12.2%	14.2%
Head Basketball	14.5%	16.5%	18.5%
Assistant Basketball	10.2%	12.2%	14.2%
Head Volleyball	14.5%	16.5%	18.5%
Assistant Volleyball	10.2%	12.2%	14.2%
Head Softball/Baseball/Track	10.2%	12.2%	14.2%
Assistant Softball/Baseball/Track	7.2%	9.2%	11.2%
Wrestling	14.5%	16.5%	18.5%
Assistant Wrestling	10.2%	12.2%	14.2%
Junior High			
Head Basketball	10.2%	12.2%	14.2%
Head Volleyball	8.9%	10.9%	12.9%
Head Track/Softball/Baseball	7.2%	9.2%	11.2%
6 th Grade Basketball	6.9%	8.9%	10.9%

Experience does not carry over from one sport to another sport. Experience does carry over from Assistant to Head assignment or from Junior High to Senior High within the District.

Other	Stipend	
District Athletic Director	\$5,000	
High School Cheerleader Sponsor	6.0%	(1 Person)
Junior High Cheerleader Sponsor	3.0%	(1 Person)
Yearbook Sponsor	6.35%	(1 Person)
Reading Clinic Supervisor	5.08%	(1 Person)
Pep Band	8.88%	(1 Person)
Special Needs Coordinator - High School	1.5%	(1 Person)
Grade School Student Council	1.0%	(1 Person)
Grade School Safety Patrol	1.0%	(1 Person)
Science Club	1.0%	(1 Person)
Freshman Sponsor	1.0%	(2 People)
Sophomore Sponsor	1.0%	(2 People)
Junior Sponsor	3.0%	(2 People)

Senior Sponsor	1.0%	(2 People)
Student Council	2.0%	(1 Person)
National Honor Society	2.0%	(1 Person)
High School Scholastic Bowl	6.0%	(1 Person)
Middle School Scholastic Bowl	3.0%	(1 Person)
FBLA	2.00/4	(1 Person)
FCCLA	2.0%	(1 Person)
FFA	2.0%	(1 Person)
Spanish Club	1.0%	(1 Person)
WYSE	1.0%	(1 Person)
High School Art Club	1.0%	(1 Person)
High School Creative Writing! Club	1.0%	(1 Person)
High School Civics Club	1.0%	(1 Person)
Robotics Club	10.2%	(1 Person)
Math Contest Sponsor	1.0%	(1 Person)
PLC Team Leader	\$20 per hour up to 2 hours per month	
Homebound Instruction	\$20 per hour	
Summer Band/ Recreation	\$20 per hour	
Summer School Teacher	\$20 per hour	
Summer School Teacher (If State Funds Available)	\$25 per hour	
Driver Education - Extra Driving (Summer)	\$20 per hour	
Musical Coach	\$1,500	(1 Person)
Drama Coach	\$500	(1 Person)

All full-time, high school contracted professional teaching personnel, teaching four or more class periods at the high school each day, shall be on a rotation list for class sponsorship.

Extra-curricular positions that were voluntary for the 2015-2016 school year shall remain voluntary for the duration of the agreement.

APPENDIX C
RETIREMENT BONUS

Section 1

Any teacher who has been employed by District #1 for twenty (20) or more years and who will be TRS eligible for retirement, upon his or her last day of service to the District, will be eligible for a retirement incentive under the following program:

1. A teacher shall submit a written, irrevocable notice of intent to retire to be effective after the conclusion of the teacher's final school year.
2. The notice of intent to retire shall be submitted no later than March 1 of the year payments under this incentive will begin, up to the fifth year prior to the effective date of retirement. For example, notice must be submitted no later than March 1, 2022, for a retirement to be effective at the conclusion of the 2021-2022 school year.

Section 2

The severance payments shall be paid as follows:

1. An eligible teacher shall receive a retirement incentive payment equal to a 15% increase over the base salary of the eligible teacher in the year that the retirement incentive payments would begin payable at the conclusion of each year of the retirement bonus period until the entire payment has been received.
2. For the first year of the plan, approved participants shall be paid with the applicable salary and extra duty schedules attached hereto and made a part hereto. In addition, participants shall receive a retirement incentive bonus equal to the difference between the participant's previous year's credible earnings times up to 106%. In each subsequent year, a retirement bonus equal to up to the difference between the participant's previous year's earnings times up to 106% but not more than the remaining amount of the total 15% increase of the base salary determined at the start of the retirement incentive.
3. Notwithstanding paragraphs 1 and 2 of this section, any portion of the incentive payment that would cause the teacher's credible earnings to exceed 6% over the previous year's credible earnings shall be held and paid post retirement in a lump sum 30 days after the receipt of the teacher's last paycheck in the teacher's year of retirement.

Section 3

In the event the teacher retires or otherwise leaves employment with the district prior to the date stated in the teacher's notification of retirement, the teacher shall forfeit all of the retirement stipend not previously paid to the teacher. This section shall not apply in the event of the death of a teacher.

Section 4

The Board and the Union agree to reopen and renegotiate Appendix C of this contract if, during the duration of the contract, the Illinois legislature or the Illinois Teacher's Retirement System change the provisions regarding the retirement of teachers.

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