

AGREEMENT BETWEEN
THE BOARD OF EDUCATION OF
SCHOOL DISTRICT 81
AND THE
SCHILLER PARK EDUCATION ASSOCIATION

2021-2022 THROUGH 2025-2026 SCHOOL YEARS

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ARTICLE I – RECOGNITION

100 - Parties to the Agreement.

This Agreement made and entered into by and between the Board of Education of School District 81, Cook County, State of Illinois (hereinafter referred to as the "Board"), Party of the First Part and the Schiller Park Education Association, affiliate of the Illinois Education Association and the National Education Association (hereinafter referred to as the "Association"), Party of the Second Part.

101 - Preamble.

It is the desire of the parties to this Agreement to continue to work together harmoniously and to promote and maintain relations between the Board and the Association which will serve the best interests of all concerned. THEREFORE, the parties hereto agree as follows:

102 - Definition of Unit.

102.1 The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all regularly employed certified teaching personnel, including social workers, speech pathologists, and psychologists, in the District excluding all other employees, including non professional instructional personnel, the Superintendent, Assistant Superintendent, Business Manager, Curriculum Directors, Principals, Assistant Principals, Substitute Teachers and other supervisory, managerial and confidential employees as defined under the Illinois Educational Labor Relations Act.

102.2 The term "teacher" when used hereinafter in this Agreement shall refer to all employees in the unit as defined in Paragraph 102.1.

103 - Board Rights.

103.1 Except as otherwise specifically provided in this Agreement, the determination of educational policy, the operation and management of the schools, and the control, supervision and direction of all certified and non-certified staff are vested exclusively with the Board.

103.2 No provision of the Agreement shall abrogate the constitutional and statutory rights, duties and responsibilities of the Board. The Board also reserves its right to delegate to its administrators the responsibility for the day-to-day management of the School District in its charge.

ARTICLE II - NEGOTIATIONS

200 - Negotiable Items.

The parties agree that the following items shall be considered negotiable:

- A. Salaries
- B. Fringe Benefits
- C. Grievance Procedures and Adjustments
- D. Negotiating Procedures
- E. Working Conditions

201 - Negotiation Procedures.

201.1 Each party to the negotiations shall select its negotiating representatives provided that the Board shall not select a teacher, as herein defined, as its representative.

201.2 During negotiations, agreed upon materials shall be prepared for the negotiating teams of the Board and the Association and signed prior to the adjournment of the meetings at which such tentative agreement was reached.

201.3 When the Association and the Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval.

201.4 The Association shall be furnished on request all regularly and routinely prepared information concerning the financial condition of the School District, including annual financial statement, tentative budget and adopted budget. In addition, the Board and the administration will grant reasonable requests for any other readily available and pertinent information which is relevant to negotiations. Nothing herein shall require the administrative staff to research and assemble information.

201.5 The Association will furnish copies of any pertinent information reasonably required by the Board representatives.

ARTICLE III - NO STRIKE PROVISION

300 - No Strike Provision.

The Association and teachers hereby agree not to strike or to engage in or support or encourage any concerted refusal to render full and complete service to the School District as outlined.

ARTICLE IV - GRIEVANCE PROCEDURE

400 - General Policy.

400.1 The Board of Education recognizes that in the interests of effective personnel management, a procedure is necessary whereby its teachers can be assured of prompt, impartial and fair hearing on their grievances. Such procedure shall be available to all regularly employed teachers, and no action of any kind shall be taken against any teacher for initiating or participating in a grievance procedure.

400.2 It is agreed that no grievance shall be presented hereunder which occurred prior to the effective date of the Agreement.

400.3 A grievance is defined to be a complaint by any teacher within the bargaining unit based on an event or condition which is claimed or considered to be a violation, misinterpretation, or misapplication of the terms of this Agreement.

400.4 Class grievances are defined as grievances which must be resolved above the building level and involve more than one teacher. The Association may initially file these grievances at Step 3.

400.5 Hiring and/or retention of teachers shall not be subject to the grievance procedure.

400.6 Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given a reasonable opportunity to be present at such an adjustment.

400.7 A grievance may be withdrawn at any level without establishing precedent.

400.8 Investigation or processing of any grievance shall be normally carried out on the teacher's own time, after school hours. However, with the approval of the Superintendent, affected personnel may investigate or process grievances on school time.

400.9 The parties hereto acknowledge that it is usually most desirable for a teacher and his/her immediately involved superior to resolve problems through free and informal communications. When requested by the teacher, the Association representative may accompany the teacher to assist in the resolution of the grievance.

400.10 If the grievant and the Superintendent agree, Step 1 and/or Step 2 of the Grievance Procedure may be bypassed and the grievance brought directly to the next step.

401 - Procedure for Grievance.

It is the intent of the parties to this Agreement that any and all disputes and differences concerning the application or interpretation of this Agreement shall be settled in the manner hereinafter set forth.

402 - Step 1.

A teacher who has a grievance should discuss it with the Building Principal with the objective of resolving the matter informally. The grievant may have a representative of the Association present.

403 - Step 2.

If a satisfactory solution cannot be reached through Step 1, the grievance shall be submitted in writing and signed by the complaining teacher on the School District grievance form to the Building Principal within thirty (30) working days from the date of the incident giving rise to the grievance(s) or the date when the grievant might reasonably be expected to have knowledge of the incident. The Building Principal shall within five (5) working days thereafter render a decision in writing

404 - Step 3.

404.1 If a satisfactory solution has not been reached, or if no decision has been rendered within five (5) working days, the written grievance as submitted in Step 2 may within five (5) working days be submitted to the Superintendent.

404.2 Within ten (10) working days thereafter the Superintendent shall meet simultaneously with the grievant and an Association representative for the purpose of resolving the grievance. A record of such meeting shall be kept.

404.3 Within thirty (30) working days of such meeting the Superintendent shall render a written decision with copies to the grievant and the Association.

405 - Step 4.

405.1 If the decision at Step 3 is not satisfactory or if no decision is rendered within the time limit in Step 3, the Association may, within thirty (30) working days of the decision or the expiration of the time limit, submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association which may act as the administrator of the proceedings.

405.2 Each party shall bear the full costs for its representative in the arbitration. The cost of the arbitrator and the American Arbitration Association will be divided equally between the parties.

The arbitrator in his/her decision shall not suggest amending, modifying, nullifying, ignoring, or adding to the provisions of the Agreement. His/her authority will be strictly limited to 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 language of the Agreement.

ARTICLE V - ASSIGNMENTS AND MISCELLANEOUS

500 - Professional Assignment.

500.1 Each teacher is requested to notify the School District of his/her intent to return to the School District the next school year on or before March 1. Each teacher not complying with this Section will not be entitled to the statement as provided for in 500.2, but shall receive a written statement of position, grade level, building and subjects by July 1st.

500.2 By May 15, each teacher following the procedure in 500.1 will receive a written statement of position, grade level, building and subjects.

500.3 Ordinarily, notice of involuntary re-assignment for the coming school year shall be given to the teacher no later than June 1 by the Superintendent or the Building Principal under whom the teacher was assigned prior to his/her re-assignment. Changes in this schedule made after June 1, will be made after consultation with the teacher if he/she is available. The final decision for re-assignment will remain with the Superintendent and/or the Board. If re-assignment is made, the teacher can elect to resign within ten (10) calendar days after receiving such notice of re-assignment.

500.4 Prior to making an involuntary re-assignment during the school year, the Superintendent will discuss the re-assignment with the teacher. The final decision for such re-assignment will remain with the Superintendent and/or the Board.

501 - Involuntary Transfer.

501.1 When the Superintendent deems it essential or necessary to affect a transfer, he/she will reduce to writing the reasons and comments for the transfer. A copy shall go to the teacher and to the Association. Said teacher shall have ten (10) days to comment to the Principal and/or Superintendent and has the right to take the issue to the Board. The transfer shall be based on Good Faith and the best interest of the School District. This provision is non-grievable except for the procedures outlined above.

501.2 For two (2) years following the involuntary transfer, any teacher involuntarily transferred who applied for an opening according to the procedures in 502 below, shall be given an interview and if not selected for that position, shall be given the reasons upon request.

502 - Notification of Teaching Vacancies and Miscellaneous.

502.1 Presently employed teachers shall be allowed to apply for vacancies and new positions, both curricular and extra-curricular, that occur in the school system between the opening and closing of school. Applications shall be made in writing to the Superintendent with a copy to the Building Principal involved.

502.2 As positions become available between the opening day and closing day of school, they shall be publicized to the present teaching staff. Application must be made within seven (7) calendar days of such notice. Any vacancy will result in only one (1) position being advertised even though more than one (1) transfer or re-assignment may occur.

502.3 If positions become available after the close of the school in June and before the opening of the next school year, such positions shall be publicized by mail to each teacher who shall have filed his/her name and area of interest with the Superintendent requesting such notification. The teacher must confirm in writing his/her continued interest within ten (10) calendar days of the date of notification. Such notification shall also be posted in the District lobby for at least seven (7) calendar days.

502.4 During the school year there shall be no more than one (1) involuntary transfer occasioned by the opening of any one (1) position, except in the case of the opening of a new school.

502.5 The final decision on filling vacancies remains with the Superintendent and/or the Board.

503 - Mileage Allowance.

Automobile mileage will be reimbursed for approved travel or regular travel of teachers assigned to more than one building at the current maximum allowable Internal Revenue Service rate per mile under 15,000 miles.

504 - Faculty Rooms.

A facility for a teachers' room shall be provided at each of the schools.

505 - Use of Facilities.

Teachers will be permitted to use school facilities for Association meetings upon forty-eight (48) hours written notice to the Superintendent and based upon Superintendent approval and availability. Other provisions of Board Policy shall also control.

506 - Work Day.

Teachers shall be permitted to arrive and leave fifteen (15) minutes prior to the normal staff day schedule. The normal teacher workday shall be seven and one-half (7.5) hours. However, each teacher shall attend all meetings called by the Administration. Teachers shall also be expected to attend Open House and Parent-Teacher Conferences scheduled after the work day, and eighth-grade teachers shall be required to attend graduation. Any other events (excluding faculty meetings) shall be voluntary. A teacher who agrees to attend a school event scheduled after the workday and who provides instructional assistance and/or supervision during the event

will be paid the supervisory rate, except for events sponsored by the SPEA. The number and qualifications of supervisors or teachers who provide after-hours instructional assistance shall be determined exclusively by the Superintendent or his/her designee. A teacher who is assigned to more than one building will only be required to attend the events at his/her home school.

On days scheduled for early release (currently Wednesdays), no after school programs or practices may be scheduled, except athletic contests for which no alternative date is available. On such early release days, teachers shall be required to attend common plan meetings, either district wide or per individual school site. Teachers serving on District-wide committees should avoid, if possible, scheduling course work before 5:00 p.m. on the days that such committee meets.

507 - Duties.

Effective January 22, 1990, teachers will not be required to supervise bus students at the elementary buildings and playground and cafeteria students at all three (3) schools. Teachers may be assigned one of the above-listed duties during an emergency at the same rate of pay as supervisors. (See Appendix B.)

508 - Parent/Teacher Conferences.

Teaching responsibilities for the second Parent/Teacher Conference Day will be determined in accordance with Section 600 and each of its subparts of this Agreement.

509 - Team Leaders, English Language Coordinators, Mentors and Department Chairs.

The Superintendent or his/her designee shall designate, from those teachers who apply or volunteer, who shall serve as team leaders, and the Superintendent or his/her designee shall have the right to remove team leaders. Team leaders shall be expected to perform those functions assigned to them by the Superintendent from time to time. Team leaders at each school will each be compensated \$700.00 per annum. Half of such compensation shall be paid in the first paycheck of December and the other half of such compensation shall be paid in the second paycheck of May. In addition, a team leader shall not be expected to perform any task regarding student lockers not otherwise historically required of another teacher, except for assigning lockers at the beginning of the school year; and shall not be required to count out individual class sets of materials in preparation for distribution to students, except for standardized tests.

The Superintendent or his/her designees shall designate, from those teachers who apply or volunteer, who shall serve as the English Language Learner Coordinator and the Superintendent or his/her designees shall have the right to remove the English Language Learner Coordinator. The English Language Learner Coordinators shall be expected to perform those functions assigned to them by the Superintendent or his/her designees. The English

Language Learner Coordinators at each school will be compensated based on the number of identified English Language Learners within the building. 1-75 students shall be \$500.00 per annum, 76-249 students shall be \$750.00 per annum and 250+ students shall be \$1,500.00 per annum.

The Superintendent or his/her designees shall designate, from those teachers who apply or volunteer, who shall serve as Department Chair, and the Superintendent or his/her designee shall have the right to remove Department Chairs. Department Chairs shall be expected to perform those to them by the Superintendent or his/her designee from time to time. Department Chairs at each school will be compensated \$700.00 per annum.

The Superintendent or his/her designees shall designate, from those teachers who apply or volunteer, who shall serve as mentors, and the Superintendent or his/her designee shall have the right to remove mentors. Mentors shall be expected to perform those functions assigned to them by the Superintendent or his/her designee from time to time. Mentors at each school will be compensated \$800.00 per annum and \$300.00 for each additional teacher mentored.

510 - Part-time Teachers.

A part-time teacher shall be compensated for a four (4) hour workday which shall not be required to contain a planning period, and shall be compensated at a rate of 6/10ths the rate of a full time teacher in the same lane and step. In no event shall a part-time teacher at Lincoln be assigned more than four (4) teaching periods and a supervisory duty.

511 - Class Size.

The Board's goal is to maintain grade level average pupil ratios of not more than 21 to 1 in grades kindergarten, first and second; 25-26 to 1 in grades third through fifth; and 23-26 to 1 in grades sixth through eighth. If an individual class size exceeds the gra assign a Paraprofessional during instructional minutes. In the event a teacher feels the size or composition of the class does not meet the best interests of the students' educational needs, the Superintendent and the Principal involved will meet and confer with the teacher(s) involved and a representative from the SPEA, to discuss possible alternatives and to explore possible solutions. All reasonable efforts will be made to keep the paraprofessional in his/her assigned classroom in the event a certified sub for another classroom cannot be secured.

512 - Title I, ESL and Bilingual Teachers' Clerical Duties.

No classroom teachers shall be required to perform clerical duties previously assigned to the Title 1 teachers or to ESL teachers or to bilingual teachers. Such clerical duties shall be performed by teachers designated as ESL, bilingual, and/or Title I teachers.

513 - District Policies.

A packet containing an agenda and a copy of any Board of Education Policy to be acted upon by the Board of Education shall be made available to the Association President on the day of each Board of Education meeting.

514 - Staff Development Workshops.

In furtherance of the District's goal to target professional development in the District so that it is linked to school improvement plans, the District shall reimburse teachers who attend out-of-district workshops at the request of the District, provided such attendance has been approved in advance by the Superintendent or his/her designee. Such reimbursement shall be linked to the cost of such workshop. A teacher may initiate a request to attend an out-of-district workshop, subject to advanced approval by the Superintendent or his/her designee and shall be reimbursed as specified above.

515 - Definition of School Year.

For purposes of this Agreement, the term "school year" shall mean the period beginning with the first day of school, and ending the day preceding the next first day of school.

ARTICLE VI - CALENDAR

600 - Calendar Committee.

600.1 The representatives of the Association and the Administration shall meet to establish the proposed school calendar. This meeting can be conducted electronically unless the parties mutually agree that an in-person meeting is necessary. Prior to such meeting, the Association shall survey the membership. The results shall be provided to the Committee and may be used to assist in the decision-making process.

600.2 The committee shall be known as the Calendar Committee and shall consist of up to seven (7) representatives selected by the Association, two (2) from each building plus the Association President, and up to four (4) representatives from the District, to include the Superintendent, who shall act as Chairperson. A representative of the Association shall act as Secretary

600.3 The Committee shall submit a proposed school calendar to the Board and the Executive Committee of the Association for approval, prior to the March meeting of the Board.

600.4 If an agreement cannot be reached by the Committee prior to the March meeting, the Administration shall submit a recommended calendar to the Board which shall include a report covering the areas of disagreement between the Association and the Administration.

600.5 The Board has the final responsibility for establishing the school calendar.

601 - School Closings.

When schools are officially closed, leave and personal business days approved for a teacher shall not be deducted.

ARTICLE VII - PAYROLL DEDUCTIONS AND PROCEDURES

700 - Deductions.

700.1 The Board shall make available to teachers payroll deduction privileges for tax sheltered annuity programs, hospitalization for dependents, credit union, and Association dues. Dues are to be remitted to the Schiller Park Education Association.

700.2 The Association shall annually submit a list of names of those teachers wishing payroll deductions for dues by October 1 of each year. Additional names will be submitted as they become available. The Association and the Business Office shall agree on the number and amount of the payroll deductions.

700.3 Dues deduction shall automatically be suspended during any concerted activity against and/or refusal to render full and complete services to the District.

700.4 All payroll deductions shall be requested in writing and the request may be revoked in writing by the individual at any time.

701 - Pay Periods.

Prior to their first paycheck, teachers shall indicate preference for payment of salaries on a twenty-four (24) payment basis.

702 - Dues Deduction.

702.1 Each bargaining unit member may join the Association.

702.2 In the event any of the above does not pay his/her membership fee directly to the Association by a certain date as established by the Association, the Association shall provide written notification to the District and the Board shall deduct the membership fee from the wages of the individual.

702.3 The Association agrees that it will indemnify and hold harmless the Board from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's compliance with this provision.

702.4 It is expressly understood that this save harmless provision will not apply to any claim, demand, suit, or other form of liability which arises as a result of willful misconduct by the Board.

702.5 The Board agrees to contact the Association in a timely manner and to cooperate with the Association in regard to this provision. The Association agrees to provide its own counsel in regard to defending this matter.

ARTICLE VIII - LEAVES

800 - Sick Leave.

800.1 Full-time certified teachers shall have ten (10) days sick leave per school year for personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption, as provided in 105 ILCS 5/24-6, as amended. These sick days shall accumulate without limit. Unused business days will accumulate as a part of sick leave accumulation. However, teachers upon reaching the tenth year of service in the District shall be given a total of twelve (12) days per year and upon reaching the fifteenth year of service in the District shall be given a total of fifteen (15) days per year. Additional sick leave days shall be granted as follows:

Beginning in year 25	20 days of sick leave per year
Beginning in year 30	25 days of sick leave per year

A teacher may use up to two (2) sick days per year for observance of religious holiday(s), subject to the procedures and criteria for requesting the use of personal business leave.

800.2 Immediate family shall be defined as spouse, party to a civil union (as defined in 750 ILCS 75/10), parents, grandparents, children, step-children, brothers, sisters, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, legal guardian and grandchildren.

800.3 The provisions of the federal Family and Medical Leave Act (29 USC 2601 et seq.) shall be extended to bargaining unit members with the following modifications: All teachers in the bargaining unit shall be eligible for twelve (12) weeks of Family and Medical Leave. This leave shall be calculated from the first day of each school year, with twelve (12) weeks available commencing that date. Employees who are married to other employees shall each be eligible for the twelve (12) weeks leave.

Prior to utilizing FMLA leave, a teacher must use paid sick leave until he/she has exhausted all but five (5) days of his/her accumulated sick leave or until he/she has used a total of thirty (30) days of accumulated sick leave, whichever occurs first. Upon the exhaustion of all but five (5) days of the accumulated sick leave or the thirty (30) days of sick leave, the teacher shall have the option of using his/her FMLA leave. A teacher may utilize any additional accumulated sick leave as part of any FMLA leave, at the teacher's option, but such use of additional sick leave shall run concurrently with such FMLA leave (i.e. one sick day used = one FMLA day used).

800.4 FMLA: Maternity, Newborn Child Bonding or Adoption or Foster Care Leaves. A teacher who is granted FMLA leave for the birth of a child, or to bond with or care for such newborn child, or for the placement of a child with the teacher for adoption or foster care, shall be required to return to work at the conclusion of the FMLA leave, unless additional Parental Leave is granted, pursuant to Section 811 of this Agreement.

In addition, such types of FMLA leave shall be subject to the provisions of 29 C.F.R. § 825.602 and 29 C.F.R. § 825.603.

801 - Death in the Family Leave.

If needed, in each school year, up to three (3) additional days shall be granted for each death in the immediate family. Such days shall not be cumulative.

802 - Death in Non-Immediate Family Leave.

802.1 Such leave shall be granted to a maximum of one (1) day per death. If needed, additional days shall be deducted from accumulated sick leave.

802.2 Non-immediate family shall be defined as grandparents-in-law, guardians of the employee's spouse, step-grandchildren, uncles, aunts, nieces, nephews and first cousins.

803 - Business Day Leave.

Each full-time certified teacher shall be eligible for up to two (2) days leave per school year, non-cumulative without deduction in pay. These days shall be for the purpose of transacting or attending to legal, business, household, medical, religious or family matters, which require absence during school hours and which cannot be attended to at any other time (before or after school, weekends, vacations, etc.). Except in emergencies, the certified teacher shall give his/her Building Principal a written request and his/her reason by category, to take such leave at least three (3) days in advance of the day he/she proposes to be absent. Leave is subject to the final approval of the Superintendent or his/her designated representative. Except by permission of the Superintendent, business days may not be taken the day before or the day after a holiday or vacation.

804 - Sabbatical Leave.

804.1 Qualified teachers shall be eligible to apply for sabbatical leave. Application must be received by February 1 with the recommendations of the Superintendent made to the Board at the March Board meeting. The Board will normally give its decision at the March meeting.

804.2 Each year during the budgetary preparation period, the Board will consider the feasibility of providing funds for this leave.

805 - Educational Leave.

A tenured teacher may be granted leave without pay for no more than one (1) school year for advanced study with approval of the Board,

806 - Government and Professional Service Leave.

A tenured teacher shall be granted leave without pay for an elective or appointive office in government, or in a state or national professional organization. Such leaves shall be for the term of the office. Upon returning, the teacher will be placed on the salary schedule at the next step above the step he/she held prior to the leave.

807 - Military Leave.

A tenured teacher who shall enter into military service shall be granted a leave without pay for the duration of the service. Teachers returning from military service leave shall resume duty only at the beginning of a regular school year, unless a position is open at another time. Upon returning, the teacher shall be placed on the salary schedule at the next step above the step held prior to the leave if the teacher returns in a year subsequent to the year in which the teacher left for military service.

808 - Jury Duty Leave.

The Board will pay full salary during the period of jury duty. The teacher will remit to the District remuneration received from the court for the school days involved minus transportation allowance granted by the court.

809 - Association Leave.

The Board shall provide, at no cost to the Association or individual teacher, five (5) days per school year of release time for handling of Association business.

810 - Conference Leave.

A teacher may be granted time without loss of pay to attend educational meetings. Prior approval must be secured from the Building Principal and the Superintendent.

811 - Parental Leave.

A tenured teacher may be granted a parental leave without pay for a period up to one (1) year with the approval of the Board. A non-tenured teacher who has worked in the District at least two (2) school years shall be eligible for such leave under the same conditions listed above, provided that the term of such leave shall not be considered in computing full-time employment under Section 24 11 of The School Code for purposes of continuous employment necessary to attain contractual continued service status, except that any portions of such parental leave that also qualify under the Federal Family Medical Leave Act that the teacher is required to take until the end of the school term shall be considered days of teaching or participation in the District's educational program. A school term that is not counted toward attainment of contractual continued service shall not be considered a break in service for purposes of determining

whether a teacher has been employed for four (4) consecutive school terms, provided that the teacher actually teaches or is otherwise present and participating in the District's educational program in the following school term. In general, such additional Parental Leave shall need to extend either through the end of winter break or through the end of the academic year in which the most recent FMLA leave was commenced.

812 - Other Leaves.

A tenured teacher may be granted leave without pay for extended illness or emergencies of the home. Approval must be granted by the Building Principal and the Superintendent with final action to be taken by the Board. The maximum term shall be two (2) school years, unless extended by the approval of the Board.

813 - Leaves: General Conditions.

813.1 Upon reinstatement at the beginning of a school year, a teacher shall be returned to his/her former position or a comparable position wherever possible.

813.2 The Board has the power to grant leaves other than those listed above.

813.3 Teachers wishing to return to work, prior to the start or expiration date of their Board-granted leave, may file such a request with the office of the Superintendent. Requests will be considered in filling vacancies.

814 - Accident or Injury Leave.

Absence due to injury or accident incurred in the course of the teacher's employment shall be charged one-third (1/3) day against the teacher's sick leave days. The Board shall continue the teacher's wages and benefits in full until Workers' Compensation payments begin. The Employer shall pay to such employee the difference between his/her contractual salary and all benefits received under the Illinois Workers' Compensation Act for the duration of such absence.

815 - Compensatory Days.

Teachers earning compensatory days pursuant to this Agreement shall be required to use such compensatory days in the semester in which they are earned. No compensatory days may be accumulated from semester to semester or from academic year to academic year. Except in emergencies, the certified teacher shall provide his/her Building Principal a written request to use a compensatory day pursuant to this section at least three (3) days in advance of the day he/she proposes to be absent.

ARTICLE IX - INSURANCE

900.1 All full-time teachers shall be covered by a twelve (12) month comprehensive preferred provider hospitalization, surgical, major medical plan, vision and a dental plan. Both commence September 1, annually. The Board will pay the entire cost of the premiums for individual teacher coverage in the PPO plan, vision and dental plan during this period.

The Board will make a Section 125 cafeteria plan available to all full-time and part-time teachers in the bargaining unit who work thirty (30) hours a week. The PPO plan shall have benefits as outlined on the Schedule of Benefits attached to this Agreement as Appendix C.

900.2 The Board of Education will contribute thirty-seven and one-half percent (37.5%) of the difference between the individual and family premium for full-time teachers employed and enrolled in the District's dependent vision, health and medical insurance PPO program (i.e. the District pays full single vision, health, medical insurance PPO program and the District pays 37.5% of the District's dependent, vision, health and medical insurance PPO program after the full single vision, health, medical insurance PPO premium is deducted). The Board of Education will make available to all full time teachers a dependent dental plan with premiums paid by the teacher.

900.3 Teachers on leave may remain in the group by paying the entire cost of the premium if approved by the carrier.

900.4 Teachers who retire from the District shall be eligible to remain in the District comprehensive hospitalization, surgical, major medical plan and dental plan by paying the entire cost of the premium, so long as the teacher remains eligible pursuant to COBRA, not to exceed eighteen (18) months after the date of retirement. Teachers who retire from the District shall be eligible to remain in the District dental plan by paying the entire cost of the premium.

900.5 Replacement teachers rehired as of June 30 as a full-time teacher for the fall term will be provided with insurance during July and August preceding that fall term. This will be the same insurance coverage provided for all full-time teachers as outlined in 900.1.

900.6 The District will schedule an annual meeting during non-work hours with a representative from the health insurance carrier, for teachers to attend on a voluntary basis.

900.7 The parties agree that the Board may take actions to comply with or exempt itself from the provisions of the Health Insurance Portability and Accountability Act (HIPAA).

ARTICLE X - COMPENSATION

1000 - Tuition Reimbursement.

The Board shall pay one-half (1/2) of tuition costs up to a maximum reimbursement of Two Thousand (\$2,000.00) Dollars with a minimum base of One Hundred (\$100.00) Dollars per credit hour per year for course work, under the following conditions:

- A. Course work is taken at an accredited college or university and has the prior approval of the Superintendent of schools. In the event the course work is toward achieving a degree in administration, the teacher shall meet with the Superintendent prior to the Superintendent determining whether to approve or deny the request for tuition reimbursement.
- B. Course work is toward the next higher degree and/or job related to the education of elementary school children.
- C. Course work beyond the requirements for a Master's Degree to be awarded shall be reimbursed at 50% of the regular reimbursement rate, unless such course work is toward obtaining an additional Master's Degree or additional endorsements, then the regular reimbursement rate would apply.
- D. Once any advanced degree is obtained, unless course work is for the purpose of obtaining additional endorsement(s) or to comply with State mandates, all further credits for horizontal movement on the salary schedule must be at least at the Graduate level.
- E. This tuition reimbursement is not for student fees, book costs and/or other technology fees/equipment needed for approved coursework.

Should the cost per credit hour be less than One Hundred (\$100.00) Dollars, the employee shall be reimbursed in an amount equal to that cost per credit hour.

Reimbursement will be made within sixty (60) days after the submission of official transcripts showing a grade of A or B or better and the completion of the District form for tuition reimbursement. For teachers who complete National Board certification, and for classes which are pre-approved as part of a course of study for an advanced degree, documentation of successful completion of courses offered on a pass/fail basis shall be sufficient for reimbursement. Teachers receiving reimbursement for over six (6) credit hours per contract year must teach in the School District the following year for a complete school year or reimburse the District in the amount received for that contract year.

1001 - Summer Workshop.

Teachers new in the District shall be required to attend no more than four (4) workshop days to

be held at the last week prior to the opening of school. All teachers shall have the major part of one (1) day for classroom preparation. The salary herein set forth includes full pay for the days of pre-school workshop that precede the first day of pupil attendance. Teachers shall be paid at the rate of Thirty-Five (\$35.00) Dollars per day for all days in excess of the above-mentioned pre-school workshop days.

1002 - Extended School Year.

Extended school year classes will be held at the discretion of the Board of Education. Teachers employed by the Board of Education shall receive Thirty-One (\$31.00) Dollars per hour for the extended school year programs. Teachers will normally work a four (4) hour day during summer school. Leaves and grievance procedures are not in effect during the summer school program.

1003 - Retirement Fund Contributions.

The Board shall pick-up and pay the teachers' contribution to the State of Illinois Teachers' Retirement System (not to exceed a factor of .098901).

1004 - Extra-Curricular and other Differentials.

- A. See Appendix B
- B. For the duration of this Agreement, the stipends and rates contained in Appendix B shall remain at the same rate as provided in the 2020-2021 school year.

1005 - Determining Compensation.

1005.1 Salary Schedules. The salary schedules attached hereto as "Appendix A" shall only apply to teachers in the BA lane having six (6) years or less experience, to those teachers in the having eight (8) or less years' experience and to those teachers in all MA lanes having twenty-five (25) or less years' experience.

1005.2 Teachers Off the Salary Schedule.

- A. No horizontal lane movement for teachers off the salary schedule. Teachers off the salary schedule shall be defined as those teachers who are beyond Step 6 in the BA lane, beyond Step 8 in the BA+15 lane, or beyond Step 25 in either of the MA, MA+15 or MA+30 lanes. Teachers off the salary schedule cannot move to another lane except as outlined in subsection (C). Only teachers who have a Master's Degree can move to the MA+15 or MA+30 lane. As of the 2009-2010 school year, no additional teachers may be designated "off the salary schedule"; rather, teachers shall remain in Step 6 in the BA lane, Step 8 in the BA+15 lane, or Step 25 in either the MA, MA+15 or MA+30 lane, as applicable.

- B. Compensation when no lane movement is made. Teachers who are off the salary schedule, and who have not made a horizontal lane movement shall receive a lump sum payment as detailed in Appendix B.

All of the lump sum payments described hereinabove shall be payable in December of the applicable year.

- C. Discretionary three (3) year extension for teachers who have made progress. The Board of Education may grant an additional three (3) years to move horizontally across the salary schedule to teachers who are in their last step on the salary schedule, based upon the recommendation of the Superintendent and the Board of Education finding that exigent circumstances have prevented the teacher from making the horizontal lane movement within the time specified in Paragraph (A) herein, and further provided that such teacher has completed at least one half (2) of the required credit hours necessary for such lane movement.
- D. Teachers who can be placed on salary schedule after a lane change. Teachers who are off the salary schedule but who make a lane change pursuant to Paragraph (C) above shall be placed upon the appropriate lane and step consistent with their experience.
- E. Teachers on the MA+30 lane. Teachers on or off the salary schedule in the MA+30 lane will receive an annual salary enhancement of Five Hundred (\$500.00) Dollars for each fifteen (15) credit hours earned in excess of the thirty (30) credit hours which entitled such teacher to entry onto the MA+30 lane.
- F. Advanced degrees or certificates. Any teacher who earns a C.A.S. or equivalent degree or who earns National Board Certification will receive an annual salary enhancement of One Thousand (\$1,000.00) Dollars. Any teacher who earns a PhD or equivalent degree will receive an annual salary enhancement of Two Thousand (\$2,000.00) Dollars. Teachers earning compensation under this paragraph shall not be entitled to any compensation under Paragraph (E) above.
- G. Lane Movement Certification. Any coursework taken prior to the conferment of a Master's degree will not apply towards any Master's lane changes.

1005.3 New Teachers.

All new teachers shall receive a salary as approved by the Board of Education. Such salary shall not exceed the amount provided on the salary schedule according to actual years of teaching service and credit hours.

1006 - Retirement.

1006.1 Salary Bonus.

Teachers who retire through the Illinois Teacher's Retirement System (TRS) and who have a minimum of fifteen (15) years of teaching service in the District and who will be at least fifty-five (55) years of age at the date of retirement and who submit a letter of retirement year by May 15 of the year which is not more than four (4) years and not less than one (1) year in advance of retirement a Service Recognition Bonus (SRB) equal to \$2,500.00. Part of the SRB will be used to increase the teacher's salary to six percent (6%) over the teacher's TRS creditable earnings for the previous school year in each of the last year(s) of employment after such notice has been provided (not more than four (4) years and not less than one (1) year). Such increases shall be inclusive of step and lane movements, compensation for no lane movements, salary enhancements, and any other compensation which is deemed as salary by TRS for pension calculations for those years. In consideration of such salary increases, the teacher shall continue to perform such extra-duties and any additional extra-duties performed by the teacher after submission of the retirement notice, as were excluded in calculating the teacher's SRB payments, unless the superintendent approves the teacher's discontinuation of the extra-duty for good cause shown. In no event shall the total SRB exceed \$2,500.00 ("Maximum SRB Payments"). If there is any remainder of the SRB which is less than such Maximum SRB Payments, the remainder shall be paid to the teacher in a lump sum the month following retirement.

1006.2 Post Retirement Insurance.

Upon retirement from the District, the Board will pay up to One Thousand Eight Hundred Dollars (\$1,800.00) per year for up to five (5) consecutive years to the Illinois Teachers Retirement System for TRS post-retirement health insurance. To be eligible for said post-retirement payment to TRS for TRS health and/or vision/dental insurance, the teacher must (1) retire from the District with the Illinois Teacher's Retirement System (TRS), (2) have a minimum of fifteen (15) years of teaching service in the District and be at least fifty-five (55) years of age at the date of retirement, (3) enroll in the TRS health and/or vision/dental insurance immediately upon retirement and (4) be not otherwise Medicare eligible. If a teacher elects TRS coverage that is less than One Thousand Eight Hundred Dollars (\$1,800.00) per year, the District shall only be required to pay the lesser amount. If the coverage selects is more than One Thousand Eight Hundred Dollars (\$1,800.00) a year, the District shall only be required to pay TRS up to One Thousand Eight Hundred Dollars (\$1,800.00) per year. Said payment shall be made directly to TRS. The District shall provide payment upon receipt of teacher notification and proof of election.

ARTICLE XI - EVALUATION

1100 - Teacher Evaluation.

1100.1 The teacher evaluation plan shall be consistent with the School Code and all applicable regulations. The Evaluation Committee shall study and make recommendation(s) as it may deem necessary to insure District compliance with the appropriate provisions of the School Code of Illinois and applicable regulations as it pertains to teacher evaluation.

1100.2 The Evaluation Committee shall make its recommendation(s) to the Superintendent and the Association Bargaining Committee. The Superintendent will then submit the recommendation(s) to the Board of Education for action at the next Board meeting.

1100.3 During the month of January, the Association or the Administration may notify the other party in writing that they wish to consider making changes in the Teacher Evaluation Procedure and Document. Upon receiving the written notice, the Evaluation Committee shall commence a meeting within forty-five (45) calendar days. The Committee shall be composed of no more than four (4) representatives selected by the Association and no more than four (4) members selected by the Superintendent, shall have co-chairpersons; one (1) person from the Association and one (1) person from the Administration. The Association team shall have one (1) vote and the Superintendent's team shall have one (1) vote. It shall be required that both teams cast their one (1) vote in favor of all proposed changes in the plan before the plan is considered approved by the Committee.

The Committee's recommendation will be submitted to the Superintendent. The Superintendent shall then submit the Committee's recommendations to the Board of Education for consideration and approval. After the plan is approved by the Board it shall not be used to evaluate teachers until the start of the next school year.

If the Board does not approve the Committee's recommendations, they will return the plan to the Committee with a note regarding their concerns.

Teachers on remediation will not be subject to a change in evaluation instruments during the period of remediation,

1100.4 In order to be included in a teacher's evaluation, parental complaints must comply with the provisions set forth in Section 1101 of this Agreement.

1101 - Parental Complaints.

All written parental complaints shall be dealt with in the following manner.

1101.1 The parent(s) must meet with the teacher unless the parent(s) refuse(s).

1101.2 If a satisfactory solution is not reached then the parent(s) may meet with the teacher and the immediate supervisor.

1101.3 If further consideration is necessary, the parent(s) may meet with the teacher, the immediate supervisor and the Superintendent.

1101.4 Parental complaints which are acted upon as a basis for disciplinary action will be presented in writing to the involved teacher. The involved teacher will be given a reasonable opportunity to respond to the alleged charges.

1102 - Pupil Discipline.

1102.1 Pupil discipline procedures and guidelines in each building shall be reviewed annually by the Building Principal in consultation with his/her teaching staff.

1102.2 Copies of written complaints from parents will be given to teachers.

1102.3 Suggested changes in guidelines will be forwarded to the Superintendent.

1102.4 Teachers will receive copies of the rules governing discipline for their building.

1103 - Teacher Assaults.

A case of assault upon a teacher while on duty for the school system shall be promptly reported to the Superintendent or his designee.

ARTICLE XII - EFFECT OF AGREEMENT

1200 - Effect of Agreement.

The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties.

ARTICLE XIII - DURATION OF THE AGREEMENT AND SAVINGS CLAUSE

1300 - Duration of Agreement

This Agreement shall be effective upon signing and shall remain in effect until the last day before the first day of the 2026-2027 school year.

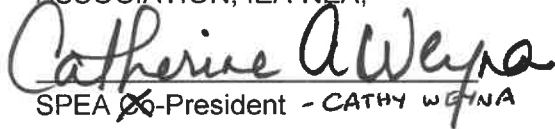
1301 - Savings Clause

Should any Article, Section or Clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, Section or Clause shall be automatically deleted from this Agreement to the extent that it violates the law.

1302 - Signatures

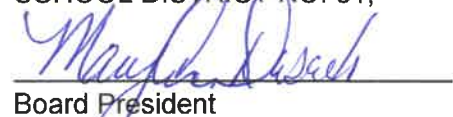
IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this 18th day of August, 2021.

SCHILLER PARK EDUCATION
ASSOCIATION, IEA-NEA,


SPEA ~~Co~~-President - CATHY WEYNA

SPEA Co-President

THE BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 81,


Board President


Board Secretary

FY 22	BA	BA+15	MA	MA+15	MA+30
1	\$ 42,005	\$ 43,353	\$ 45,755	\$ 47,254	\$ 48,759
2	\$ 43,035	\$ 44,415	\$ 46,877	\$ 48,412	\$ 49,954
3	\$ 44,089	\$ 45,504	\$ 48,025	\$ 49,598	\$ 51,177
4	\$ 45,169	\$ 46,618	\$ 49,203	\$ 50,812	\$ 52,429
5	\$ 46,276	\$ 47,761	\$ 50,408	\$ 52,057	\$ 53,714
6	\$ 47,409	\$ 48,931	\$ 51,643	\$ 53,333	\$ 55,030
7		\$ 50,130	\$ 52,908	\$ 54,639	\$ 56,376
8		\$ 51,358	\$ 54,204	\$ 55,977	\$ 57,759
9			\$ 55,531	\$ 57,348	\$ 59,173
10			\$ 56,891	\$ 58,755	\$ 60,624
11			\$ 58,286	\$ 60,194	\$ 62,108
12			\$ 59,714	\$ 61,669	\$ 63,629
13			\$ 61,176	\$ 63,177	\$ 65,189
14			\$ 62,675	\$ 64,727	\$ 66,784
15			\$ 64,210	\$ 66,314	\$ 68,422
16			\$ 65,784	\$ 67,937	\$ 70,097
17			\$ 67,396	\$ 69,602	\$ 71,816
18			\$ 69,045	\$ 71,307	\$ 73,575
19			\$ 70,737	\$ 73,053	\$ 75,377
20			\$ 72,469	\$ 74,844	\$ 77,224
21			\$ 74,246	\$ 76,677	\$ 79,115
22			\$ 76,065	\$ 78,555	\$ 81,055
23			\$ 77,926	\$ 80,479	\$ 83,040
24			\$ 79,837	\$ 82,451	\$ 85,074
25			\$ 81,794	\$ 84,473	\$ 87,159

FY 23	BA	BA+15	MA	MA+15	MA+30
1	\$ 42,820	\$ 44,194	\$ 46,643	\$ 48,171	\$ 49,705
2	\$ 43,869	\$ 45,277	\$ 47,786	\$ 49,351	\$ 50,923
3	\$ 44,944	\$ 46,386	\$ 48,957	\$ 50,560	\$ 52,170
4	\$ 46,045	\$ 47,523	\$ 50,157	\$ 51,798	\$ 53,446
5	\$ 47,173	\$ 48,687	\$ 51,385	\$ 53,067	\$ 54,756
6	\$ 48,329	\$ 49,880	\$ 52,645	\$ 54,368	\$ 56,097
7		\$ 51,102	\$ 53,934	\$ 55,699	\$ 57,470
8		\$ 52,354	\$ 55,255	\$ 57,063	\$ 58,879
9			\$ 56,609	\$ 58,461	\$ 60,321
10			\$ 57,995	\$ 59,895	\$ 61,800
11			\$ 59,416	\$ 61,362	\$ 63,313
12			\$ 60,872	\$ 62,866	\$ 64,864
13			\$ 62,363	\$ 64,403	\$ 66,454
14			\$ 63,891	\$ 65,983	\$ 68,080
15			\$ 65,456	\$ 67,600	\$ 69,749
16			\$ 67,060	\$ 69,255	\$ 71,457
17			\$ 68,704	\$ 70,953	\$ 73,209
18			\$ 70,384	\$ 72,690	\$ 75,002
19			\$ 72,110	\$ 74,470	\$ 76,839
20			\$ 73,875	\$ 76,296	\$ 78,722
21			\$ 75,686	\$ 78,164	\$ 80,650
22			\$ 77,540	\$ 80,079	\$ 82,627
23			\$ 79,438	\$ 82,040	\$ 84,651
24			\$ 81,385	\$ 84,051	\$ 86,724
25			\$ 83,380	\$ 86,112	\$ 88,850

FY 24	BA	BA+15	MA	MA+15	MA+30
1	\$ 43,475	\$ 44,870	\$ 47,356	\$ 48,908	\$ 50,465
2	\$ 44,541	\$ 45,970	\$ 48,517	\$ 50,106	\$ 51,702
3	\$ 45,632	\$ 47,096	\$ 49,706	\$ 51,334	\$ 52,968
4	\$ 46,750	\$ 48,250	\$ 50,925	\$ 52,590	\$ 54,264
5	\$ 47,895	\$ 49,432	\$ 52,172	\$ 53,879	\$ 55,594
6	\$ 49,069	\$ 50,643	\$ 53,450	\$ 55,200	\$ 56,956
7		\$ 51,884	\$ 54,759	\$ 56,552	\$ 58,349
8		\$ 53,155	\$ 56,101	\$ 57,936	\$ 59,780
9			\$ 57,475	\$ 59,355	\$ 61,244
10			\$ 58,882	\$ 60,811	\$ 62,745
11			\$ 60,326	\$ 62,301	\$ 64,282
12			\$ 61,803	\$ 63,828	\$ 65,856
13			\$ 63,317	\$ 65,388	\$ 67,470
14			\$ 64,868	\$ 66,992	\$ 69,121
15			\$ 66,457	\$ 68,635	\$ 70,816
16			\$ 68,086	\$ 70,315	\$ 72,550
17			\$ 69,755	\$ 72,038	\$ 74,329
18			\$ 71,461	\$ 73,802	\$ 76,150
19			\$ 73,213	\$ 75,610	\$ 78,015
20			\$ 75,005	\$ 77,463	\$ 79,927
21			\$ 76,844	\$ 79,360	\$ 81,884
22			\$ 78,727	\$ 81,304	\$ 83,891
23			\$ 80,654	\$ 83,296	\$ 85,946
24			\$ 82,631	\$ 85,337	\$ 88,051
25			\$ 84,656	\$ 87,429	\$ 90,210

FY 25	BA	BA+15	MA	MA+15	MA+30
1	\$ 44,245	\$ 45,665	\$ 48,194	\$ 49,773	\$ 51,358
2	\$ 45,329	\$ 46,783	\$ 49,376	\$ 50,993	\$ 52,617
3	\$ 46,440	\$ 47,930	\$ 50,586	\$ 52,242	\$ 53,905
4	\$ 47,577	\$ 49,104	\$ 51,826	\$ 53,521	\$ 55,225
5	\$ 48,743	\$ 50,307	\$ 53,095	\$ 54,833	\$ 56,578
6	\$ 49,937	\$ 51,540	\$ 54,396	\$ 56,177	\$ 57,964
7		\$ 52,802	\$ 55,728	\$ 57,553	\$ 59,382
8		\$ 54,096	\$ 57,094	\$ 58,962	\$ 60,838
9			\$ 58,492	\$ 60,406	\$ 62,328
10			\$ 59,924	\$ 61,887	\$ 63,856
11			\$ 61,393	\$ 63,403	\$ 65,420
12			\$ 62,897	\$ 64,957	\$ 67,022
13			\$ 64,438	\$ 66,546	\$ 68,665
14			\$ 66,016	\$ 68,178	\$ 70,345
15			\$ 67,633	\$ 69,849	\$ 72,070
16			\$ 69,291	\$ 71,559	\$ 73,834
17			\$ 70,989	\$ 73,313	\$ 75,645
18			\$ 72,726	\$ 75,109	\$ 77,498
19			\$ 74,509	\$ 76,948	\$ 79,395
20			\$ 76,333	\$ 78,834	\$ 81,341
21			\$ 78,204	\$ 80,765	\$ 83,333
22			\$ 80,120	\$ 82,743	\$ 85,376
23			\$ 82,081	\$ 84,770	\$ 87,467
24			\$ 84,093	\$ 86,847	\$ 89,610
25			\$ 86,154	\$ 88,977	\$ 91,807

FY 26	BA	BA+15	MA	MA+15	MA+30
1	\$ 44,864	\$ 46,304	\$ 48,869	\$ 50,470	\$ 52,077
2	\$ 45,964	\$ 47,438	\$ 50,067	\$ 51,707	\$ 53,353
3	\$ 47,090	\$ 48,601	\$ 51,294	\$ 52,974	\$ 54,660
4	\$ 48,243	\$ 49,791	\$ 52,551	\$ 54,270	\$ 55,998
5	\$ 49,425	\$ 51,011	\$ 53,838	\$ 55,601	\$ 57,370
6	\$ 50,636	\$ 52,261	\$ 55,158	\$ 56,963	\$ 58,775
7		\$ 53,541	\$ 56,509	\$ 58,358	\$ 60,214
8		\$ 54,853	\$ 57,893	\$ 59,787	\$ 61,690
9			\$ 59,311	\$ 61,252	\$ 63,201
10			\$ 60,763	\$ 62,754	\$ 64,750
11			\$ 62,253	\$ 64,291	\$ 66,336
12			\$ 63,778	\$ 65,867	\$ 67,960
13			\$ 65,340	\$ 67,477	\$ 69,626
14			\$ 66,941	\$ 69,132	\$ 71,330
15			\$ 68,580	\$ 70,827	\$ 73,079
16			\$ 70,261	\$ 72,561	\$ 74,868
17			\$ 71,983	\$ 74,340	\$ 76,704
18			\$ 73,744	\$ 76,160	\$ 78,583
19			\$ 75,552	\$ 78,025	\$ 80,507
20			\$ 77,402	\$ 79,938	\$ 82,480
21			\$ 79,299	\$ 81,896	\$ 84,500
22			\$ 81,242	\$ 83,901	\$ 86,572
23			\$ 83,230	\$ 85,957	\$ 88,692
24			\$ 85,271	\$ 88,063	\$ 90,864
25			\$ 87,361	\$ 90,222	\$ 93,092

Appendix B

	FY 22	FY 23	FY 24	FY 25	FY 26
Clubs Proposed Yearly	Super Rate	Super Rate	Super Rate	Super Rate	Super Rate
IMSA	Curric Rate	Curric Rate	Curric Rate	Curric Rate	Curric Rate
Extended School Year - ESY	Curric Rate	Curric Rate	Curric Rate	Curric Rate	Curric Rate
Career Fair (TBD Grant Reimburse)	\$655.50/TBD	\$655.50/TBD	\$655.50/TBD	\$655.50/TBD	\$655.50/TBD
BACH	\$545.00	\$545.00	\$545.00	\$545.00	\$545.00
Washington Musical Choreographer	\$1,010.00	\$1,010.00	\$1,010.00	\$1,010.00	\$1,010.00
Washington Musical Director	\$1,277.00	\$1,277.00	\$1,277.00	\$1,277.00	\$1,277.00
Art Club	\$1,540.24	\$1,540.24	\$1,540.24	\$1,540.24	\$1,540.24
Cross Country	\$1,880.00	\$1,880.00	\$1,880.00	\$1,880.00	\$1,880.00
Math Club	\$1,924.00	\$1,924.00	\$1,924.00	\$1,924.00	\$1,924.00
Chess Club	\$1,924.00	\$1,924.00	\$1,924.00	\$1,924.00	\$1,924.00
Science Club	\$1,924.00	\$1,924.00	\$1,924.00	\$1,924.00	\$1,924.00
Assistant Coach	\$1,950.00	\$1,950.00	\$1,950.00	\$1,950.00	\$1,950.00
Yearbook Sponsor	\$2,268.00	\$2,268.00	\$2,268.00	\$2,268.00	\$2,268.00
Washington Beginner Band	\$2,294.00	\$2,294.00	\$2,294.00	\$2,294.00	\$2,294.00
Jazz Band	\$2,294.00	\$2,294.00	\$2,294.00	\$2,294.00	\$2,294.00
Washington Chorus	\$2,294.00	\$2,294.00	\$2,294.00	\$2,294.00	\$2,294.00
Kennedy Singers	\$2,294.00	\$2,294.00	\$2,294.00	\$2,294.00	\$2,294.00
Newspaper (6 Issues)	\$2,316.00	\$2,316.00	\$2,316.00	\$2,316.00	\$2,316.00
Cheerleading Coach	\$2,553.00	\$2,553.00	\$2,553.00	\$2,553.00	\$2,553.00
Intramurals Coach	\$2,709.00	\$2,709.00	\$2,709.00	\$2,709.00	\$2,709.00
Lincoln Leaders	\$2,740.00	\$2,740.00	\$2,740.00	\$2,740.00	\$2,740.00
Athletic Director	\$2,755.00	\$2,755.00	\$2,755.00	\$2,755.00	\$2,755.00
Lincoln Musical Director	\$2,781.00	\$2,781.00	\$2,781.00	\$2,781.00	\$2,781.00
Scholastic Bowl Coach	\$2,800.00	\$2,800.00	\$2,800.00	\$2,800.00	\$2,800.00
Softball Head Coach	\$3,212.00	\$3,212.00	\$3,212.00	\$3,212.00	\$3,212.00
Soccer Head Coach	\$3,212.00	\$3,212.00	\$3,212.00	\$3,212.00	\$3,212.00
Lincoln Chorus	\$3,824.00	\$3,824.00	\$3,824.00	\$3,824.00	\$3,824.00
Concert Band	\$3,824.00	\$3,824.00	\$3,824.00	\$3,824.00	\$3,824.00
Symphonic Band	\$3,824.00	\$3,824.00	\$3,824.00	\$3,824.00	\$3,824.00
Volleyball Head Coach	\$4,599.00	\$4,599.00	\$4,599.00	\$4,599.00	\$4,599.00
Basketball HeadCoach	\$4,764.00	\$4,764.00	\$4,764.00	\$4,764.00	\$4,764.00
Internal Sub Work Rate	\$35.63	\$37.06	\$38.35	\$39.69	\$40.89
Curriculum Rate	\$39.74	\$41.33	\$42.77	\$44.27	\$45.60
Supervision Rate	\$22.86	\$23.77	\$24.61	\$25.47	\$26.23
Mentor	\$400.00	\$400.00	\$400.00	\$400.00	\$400.00
Department Chair or Team Leader	\$700.00	\$700.00	\$700.00	\$700.00	\$700.00
Curriculum Facilitator	\$2,400.00	\$2,400.00	\$2,400.00	\$2,400.00	\$2,400.00
National Board Certified	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Doctorate	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
BA Lump	\$0.00	\$503.00	\$546.00	\$422.00	\$424.00
BA 15 Lump	\$0.00	\$544.00	\$592.00	\$457.00	\$460.00
MA Lump	\$2,147.00	\$1,685.00	\$1,643.00	\$1,465.00	\$1,378.00
MA 15 Lump	\$2,217.00	\$1,740.00	\$1,696.00	\$1,513.00	\$1,424.00
MA 30 Lump	\$2,288.00	\$1,795.00	\$1,750.00	\$1,561.00	\$1,469.00
MA 45+	\$500.00	\$500.00	\$500.00	\$500.00	\$500.00

APPENDIX C

SCHEDULE OF BENEFITS

The Schiller Park School District 81 Health Plan is a Grandfathered Plan according to the provisions of the Affordable Care Act. As such, it may not contain all the protections provided in the Act, such as 100% coverage of all Preventive Services recommended by the United States Preventive Services Task Force.

MAJOR MEDICAL BENEFITS		MAXIMUM
Benefits		Unlimited
➤ Benefit for Inpatient Treatment of Mental or Nervous Disorders and/or Chemical Dependency		Same as any other illness, 10% coinsurance In Network; 40% Non-Network
➤ Benefit for Outpatient Treatment of Mental or Nervous Disorders and/or Chemical Dependency		Same as any other illness, 10% coinsurance In Network; 40% Non-Network
➤ Benefit for Treatment of Temporomandibular Joint Dysfunction Syndrome		Covered based on type and place service is rendered. Some services may be considered under the Dental Plan.
➤ Benefit for Routine Health Care (per person over the age of 3)		\$500 per Calendar Year; subject to Deductible and Coinsurance thereafter.
➤ Well-Child Care (per person birth to age 3)		\$1,500 per person maximum for use between birth and age 3; subject to Deductible and Coinsurance thereafter.
DEDUCTIBLES	NETWORK PROVIDER (You will pay the least)	NON-NETWORK PROVIDER (You will pay the most)
➤ Calendar Year Per Individual Per Family	\$250 \$500	\$500 \$1000
OUT OF POCKET LIMITS		
➤ Calendar Year (Excluding Deductible and Copays) Per Individual Per Family	\$2,000 \$4,000	\$4,000 \$8,000
➤ Emergency Room Deductible	\$75 copay, then deductible and 100%	

COPAYMENT / COINSURANCE	NETWORK PROVIDER	NON-NETWORK PROVIDER
➤ Physician / Specialist Office, Home and Clinic Visits	\$25 per visit copay plus 10% coinsurance; no deductible	40%
➤ Emergency Medical Transportation	20%	
➤ Medical Supplies and Equipment	10%	40%
➤ Prescription Drugs	Generic/ Preferred Brand /Non-Preferred Brand \$5 / \$20 / \$35 Limit of \$1,000 annually for all prescription drug copays	Generic/ Preferred Brand /Non-Preferred Brand \$5 / \$20 / \$35 Limit of \$1,000 annually for all prescription drug copays
➤ Mail Order Prescriptions	\$10 / \$40 / \$70 Limit of \$1,000 annually for all prescription drug copays	N/A
➤ Other Covered Expenses	10%	40%

NOTES:

1. Benefits for all Hospital confinements are subject to the Mandatory Pre-admission Review and length of stay provisions (see COST CONTAINMENT PROVISIONS in the General Information Section).
2. The \$75 emergency room copay is waived if the covered individual is admitted to the Network Hospital directly from the ER.
3. Any amount applied to the Calendar Year Deductible and Out of Pocket limits for Network Providers also apply to the Calendar Year Deductible and Out of Pocket limits, respectively, for Non-Network Providers, and vice versa.
4. Some services may require Prior Authorization per the terms of the Plan.
5. Changes resulting from State or Federal legislation will be implemented as required.