

COLLECTIVE BARGAINING AGREEMENT

ELWOOD COMMUNITY CONSOLIDATED SCHOOL DISTRICT NO. 203
ELWOOD, WILL COUNTY, ILLINOIS

and

ELWOOD COUNCIL, AFT-LOCAL 604, AFL-CIO

July 1, 2010 – June 30, 2013

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ARTICLE I

Recognition

1. The Board of Education of Elwood Community Consolidated School District #203 of Will County, Elwood, Illinois, (hereinafter referred to as the "Board") recognizes the Elwood Council, AFT-Local 604, AFL-CIO, (hereinafter referred to as the "Council") the sole and exclusive bargaining representative for all part- and full-time teachers (hereinafter referred to as "Teachers") specifically excluding all administrators assigned at least .5 full-time equivalent (50% FTE) to administrative duties.
2. The Board agrees not to negotiate with any other teacher's organization, or individual teacher, with regard to those items contained in this agreement for the duration of this agreement.

ARTICLE II

A. General Working Conditions

1. **Personnel Files:** There shall be only one official file for each teacher. Teachers shall have access to their individual personnel file as provided by law.
2. **Meetings:** Teacher meetings, including all certified staff, may be scheduled at the discretion of the Administration with no less than one week's notice placed in the teacher's mail box. Staff members will be obligated to be present no longer than one hour for any meeting. Meetings will routinely begin ten minutes after school dismissal. Emergency meetings may be called by the Administration.

The following conditions apply to part-time Teachers' participation in Teacher meetings:

- a. For full-day institutes, they will be reimbursed for the time beyond their normal hours at the rate of an outside substitute.
 - b. For half-day and early-release institutes, if they do not meet with their students, they will attend the meeting as their normal obligation. If they meet with their students, they will be compensated for the time beyond their normal hours at the rate of an internal substitute.
3. **Statistical Data:** The Council shall be entitled to full and complete information regarding public records and documents as provided by law.
 4. **Teaching Assignments:** Teachers shall be notified in writing by July 1 of their assignments for the following year as to grade level and/or subject area if changes occur. In the event of a change in a teacher's assignment is thereafter deemed necessary by the Board, the teacher shall be notified of the change as promptly as circumstances permit and thereafter shall have the opportunity to discuss the reassignment with his/her immediate supervisor or resign if such change is not acceptable to him/her.
 5. **Vacancies:** The Superintendent shall post a notice of all vacant teaching positions in the District, as they occur, in the faculty room, and shall send a copy of a said notice to the Council President. No vacancy shall be filled until it has been posted for at least five (5) school days provided that

the vacancy occurs during the school year, or seven (7) calendar days if the vacancy occurs over the summer. Teachers within District #203, applying for such openings and not appointed, shall be notified.

6. **Contractual Continued Service:** Contractual continued service shall be determined in accordance with Article 24-11 of The School Code of Illinois. Teachers shall be released from contractual continued service in accordance with the requirements of The School Code of Illinois and, if applicable, this Agreement.
7. **Teacher Evaluation Plan:** A Teacher Evaluation Committee shall be established. This committee shall be comprised of both teachers and representative(s) of the School Administration. This committee shall provide recommendations to the District Administration regarding a Teacher Evaluation Plan to be implemented in the District.

Such recommendations shall include, but not be limited to:

- a. Criteria and standards of performance
- b. Description of duties and responsibilities
- c. Description of the Rating System
- d. Evaluation Procedures and Instruments
- e. Remediation Plan and Procedures
- f. Consulting Teacher Plan

The teacher evaluation plan will not be changed without negotiations with the Council and unless otherwise dictated by the Illinois School Code.

The evaluation instrument shall include "N/A" as a category.

8. **Reconsideration of Practice:**
 1. Any persons requesting consideration of the use of instructional materials, methods of instruction, basis of student assignments, or other procedures or practices of a teacher in performance of the teacher's duties, curricular or co-curricular, shall follow each step as outlined below:
 - A. Complainants should discuss said complaints in the following order.
 1. Complainant should set up a meeting with the teacher for possible clarification or explanation of said problem.
 2. If the complainant omitted step 1, he/she will be redirected by the Principal to fulfill the obligations of step 1 before proceeding.
 3. If satisfaction is not received from the teacher's explanation, the person (persons) claiming improper use shall submit the complaint to the Principal in writing and signed by the complainant. A copy of the written criticism shall be delivered to the teacher involved.
 4. A meeting within three working days shall follow including the teacher, with a representative of his/her choosing, the author of any criticism, and the Principal or his/her designee. If the complaint involves a student with an IEP, the

respective team shall be involved whenever possible as well.

5. If the complainant is not satisfied with the disposition of the complaint at the Principal's level, the complainant may submit the complaint to the Superintendent. A meeting within five (5) working days shall follow involving the Superintendent and the individuals listed in paragraph 4.
6. If the problem is not resolved by steps 1, 2, 3, 4, and 5, and the board of education holds a closed session review of the criticism with the teacher or the teacher requests a review of the criticism with the board, the teacher and the teacher's representative shall be present and be allowed to speak in defense at such a review.

- B. Any verbal threats from parents or students toward teachers or school personnel may result in a call to the proper authorities immediately.

NOTE: The language in 1A and B above shall be part of the Parent/Student Handbook.

2. Unless a prior meeting takes place between the teacher and Superintendent, no information regarding any criticism arising from the Reconsideration of Practice procedure, which shall be part of the Parent/Student Handbook, shall be entered in the teacher's file, and said criticism shall have no weight in the teacher's final written evaluation.

B. Leaves

1. **Sick Leave:** The Board shall grant all full-time teachers fifteen (15) sick leave days at full pay each school year. If any such teacher does not use the full amount of annual sick leave, the unused amount shall accumulate to a maximum of 355 days. Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness or death in the immediate family or household, as defined by the School Code of Illinois. The Board may require a physician's certificate as a basis for pay during leave after an absence of five (5) consecutive days for personal illness or as it may deem necessary in other cases.
2. **Personal Leave:** Teachers with less than ten (10) years of district-recognized service shall be eligible for two (2) personal leave days per school year. In addition, teachers with ten through fourteen (10-14) years of district-recognized service shall be eligible for three (3) personal leave days per school year. Teachers with fifteen (15) or more years of district-recognized service shall be eligible for four (4) personal days maximum. These days shall be requested of the Administration, in writing, three days in advance and may not routinely be granted on days prior to and following holidays.

Unused personal leave days are cumulative as sick leave days as provided in this agreement.

When more than two (2) teachers request personal leave for the same day, the third and succeeding teacher(s) may be granted personal leave only at the Administration's sole discretion.

3. **Civic Duty Leave:** A teacher shall be excused at full pay for the purpose of performing civic duties such as jury duty and witnessing. The teacher will be allowed to keep any money received

for jury duty. Scheduling of time away from school for civic duty shall be processed through the Administration.

4. **Leave of Absence:** Leave of absence without pay for health or professional study may be granted to a tenured teacher by the Board for a period of one year or less upon recommendation of the Superintendent.

A teacher desiring a leave of absence without pay shall notify the Superintendent, in writing, the reason and duration of said leave at least thirty (30) days prior to the date on which the leave is requested to begin. The Superintendent and teacher shall mutually agree upon the date on which the teacher is to return to work. The teacher on leave shall give written notice of intent to return by registered mail at least ninety (90) days prior to the close of the school term. Failure to provide said notice becomes equivalent to a resignation.

A teacher on leave of absence may keep his/her health insurance in effect during the period of said leave by paying the full premium.

Upon termination of said leave, the teacher shall be returned to a vacancy for which he/she is certified and qualified in accordance with the rules and regulations of the Illinois State Board of Education.

The Board may extend the leave for an additional semester upon written request from the teacher.

A teacher on leave of absence retains any unused accumulated sick leave, usable upon return to regular employment, but does not earn additional sick leave until the employee returns to service.

5. **Child Care Leave:** Leaves of absence without pay for childbearing or adoption/foster shall be granted to a teacher by the Board under the following conditions:

- a. Any teacher requesting such leave must do so at least sixty (60) days prior to the anticipated birth. The teacher shall supply a written statement from her physician indicating that she is medically certified as capable of performing her duties and the anticipated date of delivery. A pregnant teacher shall be allowed to continue teaching as long as she is medically certified as capable of performing her duties. For the birth or adoption of a child, a teacher may use accumulated sick leave for any school day during a six-week period commencing on the day of the birth or adoption. A medical certificate is required indicating the teacher's fitness to return to work after giving birth. The teacher and the Superintendent shall mutually agree upon a plan for commencement and termination of sick leave, if sick leave is being utilized.
- b. The leave shall be for no more than one calendar year plus the remaining portion of the grading period in which the leave commences.
- c. These provisions will also apply to a leave granted for paternity or for foster or adoptive parenthood as follows: In all cases, the administration should be informed early on regarding

pending paternity, adoption, or foster process. Whenever feasible, the teacher will provide the same timely notice that has been agreed upon. However, when unforeseen circumstances relating to the paternity, adoption, or foster process occurs and advance notice is not possible, the teacher will provide the need for leave as soon as is practical.

- d. The teacher shall be eligible for reemployment upon termination of said leave provided that:
 - 1. The teacher notifies the Superintendent in writing by registered mail of his/her intent to resume teaching at least ninety (90) calendar days prior to termination of said leave or prior to the end of the current school year, whichever comes first. Failure to submit said letter shall be treated as an election not to return to employment and a resignation from the District. Failure of the teacher granted said leave to resume his/her duties on the scheduled date of return shall be deemed a voluntary resignation on the part of the teacher.
 - 2. The teacher submits a physician's statement certifying that he/she is medically capable of resuming his/her duties at least thirty (30) days prior to termination of said leave.
- e. Except in cases where the Board decides to decrease the number of employed teachers or discontinue some particular type of teaching service pursuant to the exercise of its dismissal powers under Section 24-12 of the School Code of Illinois, the teacher returning from said leave will be returned to a position for which he/she is legally qualified and certified to teach according to the Illinois State Board of Education and in accordance with Article II, A. 4 of this agreement.
- f. All fringe benefits cease when the leave commences. The teacher involved shall be permitted to continue insurance benefits, at his/her own expense, for the duration of the leave. In order to advance on the salary schedule and accrue seniority, the teacher must work at least one (1) full semester during the course of a school year in which the leave was either granted or terminated.
- g. Disabilities caused or contributed to by pregnancy, childbirth or related medical conditions shall be considered as any other medical disability and the teacher may use sick leave days to the extent that she has them.
- h. A teacher may return at any time through a mutually agreeable arrangement between the teacher and the Board.

6. **Family and Medical Leave:** This contract is intended to comply with the Family and Medical Leave Act of 1993, its regulations, and any future amendments.

7. **Bereavement:** In the case of a death in the immediate family as defined by the School Code of Illinois, or in the case of the death of an aunt or uncle, a teacher shall be given two days per occurrence for the funeral attendance with no loss of pay and no loss of sick or personal days.

Additional bereavement days not covered above may come from Personal Leave, or from sick leave subject to a physician's note and administrative approval.

C. Conditions of Employment

1. **School Calendar:** Opinions and suggestions for the school calendar shall be solicited from the teachers through the administration. The school calendar shall not include more than 180 teacher attendance days.
2. **Teachers' Work Day:** On a normal school day teachers shall be expected to arrive in the building twenty (20) minutes before classes are scheduled to begin, and remain in the building for no less than twenty (20) minutes after student dismissal time. Teachers shall be entitled to a thirty (30) minute duty-free lunch period to be taken from 11:00 a.m. to 1:00 p.m. If the teachers' workday is extended, the salary will be adjusted accordingly. All staff shall assume homeroom and non-classroom duties on a fair and equitable basis. If possible, the Administration will utilize staff without homeroom assignments to perform non-classroom duties.
3. **Payroll Deductions:** Upon the written request/authorization of a teacher, deductions from the teacher's paycheck shall be made for (a) a credit union, (b) union dues, (c) United Fund, (d) other annuities, and (e) other deductions approved by the Board. Deductions for annuities shall be limited to two (2) changes per school year. A list of employees from whom union dues have been deducted and the amount deducted from each shall be forwarded to the Council secretary/treasurer.
4. **Pay Periods:** Teachers shall be paid every other Friday in 22 or 26 payments as determined by the teacher prior to the first pay period.
5. **Insurance:** The Board shall pay the monthly premium for a single coverage policy for each teacher for health medical insurance, dental insurance, and vision care insurance. If the teacher chooses family coverage, the Board will pay the amount equal to single coverage toward the cost of the family coverage. The Board shall also pay the monthly premium for a \$30,000 double indemnity life insurance policy for each teacher. The insurance underwriter for these policies shall be at the discretion of the Board with input from the union. Coverage cannot be changed during the life of this contract 2010-11; 2011-12; and 2012-13 without a memorandum of understanding with the Council. Part-time teachers shall be eligible to receive pro-rated health benefits.
6. **Salary Schedule:** Salary Schedule is included as Appendix A, pages 16-18.
7. **Extra Duty Stipends:** Extra Duty Stipends are included as Appendix B, pages 19-20.
8. **Tuition Reimbursement:** Teachers shall be reimbursed for the actual cost of tuition for any graduate level course which has been approved by the District Superintendent prior to registration and successfully completed. Successful completion shall require at least a course grade of a "B". Each teacher shall be limited to one thousand two hundred thirty-nine dollars (\$1,239) in 2010-11, one thousand two hundred seventy-nine dollars (\$1,279) in 2011-12 and

one thousand three-hundred twenty-one dollars (\$1,321) in 2012-13. The tuition reimbursement year is defined as one (1) year after the start of the current Elwood school year. Teachers in their first year in the teaching profession are not eligible for tuition reimbursement as an encouragement to focus on establishing themselves in the profession without the additional pressures of graduate work.

9. **Professional Development:** Effective professional development organizes adults into learning communities whose goals are aligned with those of the school and district. A variety of professional development models will be supported with a focus on job-embedded learning. It is recognized that at times it will be necessary for teachers to attend workshops and seminars in a reasonable amount throughout the year. All workshops and seminars will be pre-approved at the discretion of the administration and will relate to the individual teaching assignment or subject area. The District will be responsible for the payment of fees associated with this workshop/seminar. Should any circumstances arise that would require additional expenses, in all cases, these costs will be approved in advance by the administration.
10. **Internal Substituting:** Every effort shall be made to secure qualified substitute teachers to assume the duties of regularly employed teachers in their absence. For emergency situations (when no substitute is available) the school shall maintain a list of teachers who would be willing to substitute during their preparation periods. Regular teachers shall be paid \$22 per period for internal subbing. Part-time teachers who substitute outside of their normal workday will be compensated at the rate of an outside substitute.
11. **Extra-Work Compensation:** A teacher who agrees to perform extra work (i.e. curriculum, committees, detention, etc.), beyond the regular work day and who is not otherwise compensated under the terms of this agreement shall be compensated at the rate of \$25 per hour.
12. **Salary Schedule Placement Freeze:** New teachers be granted credit on the salary and extra duty (Appendix A and B) schedule for previous public school teaching experience up to a maximum of five (5) years.

Non-tenured teachers on the BA column (BA+0) have 10 years to complete 9 hours of additional course work and another 10 years to complete another 9 hours or that teacher will be “frozen” at the appropriate step. Non-tenured teachers hired on the BA+9 column have 10 years to complete 9 hours or they will be “frozen” at the appropriate step.
13. **Planning Time:** Teacher planning time shall be 200 minutes a week at 40 minutes a day when possible. Exceptions must be agreed to by union.
14. **Class Size:** A classroom aide may be supplied on an identified need basis after a discussion between the teacher and the Principal. This discussion should focus upon class size, class composition, and teacher-attempted classroom strategies. Should the request for an aide be denied, the teacher may request a meeting with the Superintendent to review both the classroom situation and the decision.

15. **Principal Pro Temp:** A *Principal Pro Temp* is defined as a teacher appointed by the Superintendent to assume the duties of the principal in his/her absence. A stipend of \$350.00 each will be paid annually.

ARTICLE III

Grievance Procedure

1. Any claim by any teacher that there has been a violation, misrepresentation or misapplication of the terms of this Agreement shall be a grievance.
2. A grievance may be initiated and/or conducted by:
 - a. An employee on his/her own behalf
 - b. An employee accompanied by a Council representative
 - c. A Council representative at the employee's request
3. **Class Grievance:** Class grievances involving one or more employees and grievances involving the administrator may be initially filed by the teachers at Step 5.a. below.
4. All references to days shall mean school days, except that between the end of the school term and the beginning of the next school term, days shall mean week days excluding Saturday, Sunday and legal holidays. In summer months, time limits shall be doubled. Grievances submitted fewer than ten (10) days before the close of the school term will follow the summer time limits.
5. **Procedures:** The parties hereto acknowledge that it is usually most desirable for a teacher and his/her immediate supervisor to resolve problems through free and informal communications. If, however, the informal process fails to satisfy a teacher, a grievance may be processed as follows:
 - a. The teacher must present the grievance in writing, within ten (10) days of the date of the event giving rise to the grievance, to the Superintendent or his officially designated representative which grievance shall state the article, section and clause of this Agreement alleged to be violated, misrepresented or misapplied and which grievance shall further state the remedy which is sought. Within five (5) days after receiving the grievance, the Superintendent will arrange for a meeting to take place. Within five (5) days of the meeting, the grievant shall be provided with the Superintendent's or his officially designated representative's written response.
 - b. If the teacher is not satisfied with the disposition of the grievance at Step 5.a. or the time limits expire without the issuance of the Superintendent's written reply, the Council 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 ten (10) days of the date for the Step 5 a. answer, then the grievance shall be deemed withdrawn.
 1. The teacher shall not be permitted to assert any grounds or evidence before the arbitrator which were not previously disclosed to the immediately involved supervisor

and the Superintendent.

2. The arbitrator shall have no power to alter the terms of this Agreement.
3. Each party will pay its own costs of representation and the cost of a transcript of the arbitration proceedings, if requested.
4. The cost of the American Arbitration Association is to be shared equally by the parties.
6. **Bypass to Arbitration:** If the Superintendent and the Council agree, a grievance may be submitted directly to arbitration.
7. **Council Participation - Teacher Represented by Council:** The Board acknowledges the right of the Council's grievance representative to participate in the processing of a grievance at any level.
8. **No Reprisals Clause:** No reprisals shall be taken by the Board or administration of the School District against any teacher because of his or her participation in a grievance.
9. **Released Time:** Should the processing of any grievance require that the grievant be released from his or her regular assignment, then he or she shall be released without loss of pay or benefits.
10. The record of the grievance outcome shall be filed separately from the personnel files of the participant.
11. **Grievance Withdrawn:** The Union has the right to withdraw from any grievance without establishing precedent or placing blame on either party.

ARTICLE IV

Fair Share

All teachers who are not members of the Union, commencing on the effective date of this Agreement, or thirty (30) days after their initial employment, whichever is later, and continuing during the term of this Agreement, and so long as they remain non-members of the Union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to non-members under state and/or federal law.

Such fair share payment by non-members shall be deducted by the Board from the earnings of the non-member teachers and remitted to the Union, provided, however, that:

1. The Union has posted the appropriate notices of imposition of such fair share fee in accordance with the rules and regulations of the Illinois Educational Labor Relations Board (IELRB); and
2. The Union has annually certified in writing to the Board (a) the amount of such fair share

fee and (b) the fact that the notice required in (1) above has been posted.

The Board shall cooperate with the Union to ascertain the names of all non-members of the Union from whose earnings the fair share payments shall be deducted.

The Union shall prepare a notice containing the fair share fee information as required by the rules and regulations of the IELRB, advising that any non-members may file an objection to the fee with the IELRB (with a copy served on the Union) at any time before the expiration of this Agreement, in accordance with the rules and regulations of the IELRB. The parties recognize the right of teachers to object to the amount of the fair share fee and that such objections shall be handled under rules and regulations now in effect or adopted later by the IELRB.

The parties recognize the rights of non-members based upon their bona fide religious tenets or teachings of a church or religious body as provided in Section 11 of the Illinois Educational Labor Relations Act (IELRA). If a non-member teacher asserts the right of non-association under Section 11 of the IELRB, he/she shall be required to pay an amount equal to his/her proportionate share to a non-religious charitable organization mutually agreed upon the teacher and the Union. If the teacher and the Union do not agree on the matter, a charitable organization shall be selected from a list established by the IELRB under its rules.

The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of or by reason of action taken by the Board for the purposes of complying with the above provisions of this Section, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any of such provisions.

ARTICLE V

Effect and Duration of Agreement

1. **Complete Understanding:** The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions contained herein may be modified only through the written mutual consent of the parties.
2. **Savings Clause:** Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, then said article, section or clause shall be deleted here from, but the remaining articles, sections and clauses shall remain in full force and effect.
3. **Term of Agreement:** This Agreement shall be effective July 1, 2010 and shall continue in effect until June 30, 2013.
4. **No Strike Provision:** During the term of this Agreement and any extension thereof, the Board shall not lock out any of its employees covered by the terms of this Agreement. Similarly, no employee, nor the Council nor any person acting on behalf of the Council shall ever or at any time engage in, authorize or instigate any picketing, any recognition of any picket line at the School District premises, any strike, slow down or other refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner in whole or in part the operation of the School District.

In the event of any violation or violations of any provision of this section 4 by the Council, its members or representatives, or by any employee, then:

- a. any violating employee shall be subject to disciplinary action or discharge as determined appropriate by the Board; and,
- b. the Council shall, upon notice from the Board, immediately direct such employee both orally and in writing to resume normal operations immediately and make every other reasonable effort to end any violation(s).

5.Management Rights: It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the School District and the Board of Education which are not limited by the express language of this Agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

6.Ratification of Agreement: This Agreement will not be considered binding until such time as the Council has formally notified the Board, in writing, of official acceptance of this document by the membership and approval by formal Board action at a public meeting.

DATED: This ___ day of _____ 2010.

Elwood Council,
American Federation of
Teachers-Local 604

Board of Education of
Elwood Community Consolidated
School District No. 203

ADDENDUM

Retirement Incentive

The Retirement Incentive Program of Elwood School District #203 has been established to recognize the contributions made by long-term, certificated, full-time employees. The Retirement Incentive Program is designed to complement and supplement the provisions of the Illinois Teachers' Retirement System.

Conditions of the District's Retirement Incentive Program are as follows:

1. Anytime after an eligible employee has reached the age of fifty-five (55) years, a certificated staff member may elect to participate in the Retirement Incentive Program.
2. To be eligible, the person must have completed twenty (20) collective years of full-time employment within the Elwood School District #203 in the state of Illinois immediately preceding retirement, must become fifty-five (55) years of age before the first day of the next school year, and must be a participant in the Illinois Teachers' Retirement System.
3. Participants will choose to enroll in the Elwood Health Insurance Plan or in the Illinois Teachers' Retirement System hospitalization insurance plan for which they are eligible. The District agrees to pay the lesser of the two premiums, single coverage, for five (5) years or upon the death of the participant, or until the participant becomes sixty-five (65) years of age, whichever occurs first.
4. In the retirement year, the teacher will be able to apply 340 days of unused sick leave toward retirement credit with TRS.
5. Any teacher, who retires under the Retirement Incentive Program, shall receive a post-retirement payment of twenty percent (20%) of his/her base salary for five (5) consecutive years.
6. Any full-time teacher eligible to retire under TRS with the required amount of service with Elwood District #203, for whom the board is not required to pay the one-time non-refundable penalty may access the retirement incentives contained herein. The teacher may elect to take a portion—the difference between the average percent of the teacher's raise and 6 percent— of the total five (5) years compensation according to one of the following options:

Option A (one (1) year)—Receive an amount for the last year of teaching equal to a 6 percent increase over the previous year's base salary.

Option B (two (2) years)—Receive Option A for the last year of teaching. For the year previous to the last year, receive an amount equal to a 6 percent increase over the previous year's base salary.

Option C (three (3) years)—Receive Option B for the last year of teaching. For the two years previous to the last year, receive an amount equal to a 6 percent increase over the previous year's base salary.

Option D (four (4) years)—Receive Option C for the last year of teaching. For the three years previous to the last year, receive an amount equal to a 6 percent increase over the previous year's base salary.

A person who wishes to retire under the provisions of the Retirement Incentive Program must notify the Superintendent in writing unless otherwise mutually agreeable, as follows:

Option A (one (1) year) – Before March 1 prior to the last year of employment.

Option B (two (2) years) – Before March 1 prior to the second to last year of employment.

Option C (three (3) years) – Before March 1 prior to the third to last year of employment.

Option D (four (4) years) – Before March 1 prior to the fourth to last year of employment.

These options may extend beyond the duration of this contract period provided notice is given during the duration of this contract.

The amount taken under Option A, Option B, Option C, and Option D shall be subtracted from the total five (5) years compensation. The teacher shall be responsible for the TRS payment on the portion of the compensation that is added to his/her salary under Option A or Option B, Option C, or Option D. The teacher shall receive 20 percent of the remainder of the compensation for five consecutive years in accordance with sub-paragraph five (5) above.

7. Under this provision, the Board shall make any adjustment to a teacher's compensation necessary to limit a salary increase to 6% and thus avoid having to pay a penalty to the Illinois Teachers' Retirement System (TRS). It is recognized by the parties that future adopted rules and regulations by TRS, litigation and/or legislation could void some or all of the above incentives and/or regulations or provide further exemptions. If that situation occurs, then the Board of Education of Elwood Community Consolidated School District #203 is no longer obligated to provide a 6% increase or other affected programs if such benefits would force the district to pay a penalty to TRS for teachers eligible for the retirement incentives described herein or if further exemptions are allowable. In either situation, the Board of Education and the Union shall meet and discuss the impact of such decisions within thirty (30) days of both parties becoming aware of the changes for the purpose of renegotiating these benefits.

Appendix A Elwood 2010-2011

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	EDD, PHD CAS
1	33,988	34,643	35,299	35,953	36,608	37,262	37,917	38,572	39,197
2	35,008	35,683	36,357	37,031	37,706	38,380	39,055	39,730	40,373
3	36,058	36,753	37,448	38,142	38,837	39,531	40,226	40,921	41,584
4	37,140	37,856	38,572	39,286	40,002	40,717	41,433	42,149	42,832
5	38,254	38,991	39,729	40,465	41,202	41,939	42,676	43,414	44,117
6	39,402	40,161	40,921	41,679	42,439	43,197	43,956	44,716	45,440
7	40,584	41,366	42,148	42,929	43,712	44,493	45,275	46,057	46,804
8	41,801	42,607	43,413	44,217	45,023	45,828	46,633	47,439	48,208
9	43,055	43,885	44,715	45,544	46,374	47,202	48,032	48,862	49,654
10	44,347	45,202	46,057	46,910	47,765	48,618	49,473	50,328	51,144
11	45,677	46,558	47,438	48,317	49,198	50,077	50,958	51,838	52,678
12	47,048	47,955	48,861	49,767	50,674	51,579	52,486	53,393	54,258
13	48,459	49,393	50,327	51,260	52,194	53,127	54,061	54,995	55,886
14	49,913	50,875	51,837	52,798	53,760	54,721	55,683	56,645	57,563
15	51,410	52,401	53,392	54,382	55,373	56,362	57,353	58,344	59,290
16					57,034	58,053	59,074	60,094	61,068
17					58,745	59,795	60,846	61,897	62,900
18					60,507	61,588	62,671	63,754	64,787
19					62,322	63,436	64,551	65,667	66,731

Teachers off the schedule will receive a 3.5% increase as well as the appropriate salary adjustment for training and/or degree advancement.

Teachers working toward the MA+27 and advance degree lanes must have their courses approved by the superintendent before they start the course.

Appendix A Elwood 2011-2012

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	EDD, PHD CAS
1	34,153	34,812	35,470	36,127	36,786	37,443	38,101	38,760	39,388
2	35,178	35,856	36,534	37,211	37,889	38,566	39,244	39,922	40,569
3	36,233	36,932	37,630	38,327	39,026	39,723	40,422	41,120	41,786
4	37,320	38,039	38,759	39,477	40,197	40,915	41,634	42,354	43,040
5	38,440	39,181	39,922	40,661	41,402	42,142	42,883	43,624	44,331
6	39,593	40,356	41,119	41,881	42,645	43,407	44,170	44,933	45,661
7	40,781	41,567	42,353	43,138	43,924	44,709	45,495	46,281	47,031
8	42,004	42,814	43,623	44,432	45,242	46,050	46,860	47,669	48,442
9	43,264	44,098	44,932	45,765	46,599	47,432	48,266	49,099	49,895
10	44,562	45,421	46,280	47,138	47,997	48,854	49,713	50,572	51,392
11	45,899	46,784	47,669	48,552	49,437	50,320	51,205	52,090	52,934
12	47,276	48,187	49,099	50,009	50,920	51,830	52,741	53,652	54,522
13	48,694	49,633	50,572	51,509	52,447	53,385	54,323	55,262	56,157
14	50,155	51,122	52,089	53,054	54,021	54,986	55,953	56,920	57,842
15	51,660	52,656	53,651	54,646	55,641	56,636	57,632	58,627	59,577
16					57,311	58,335	59,360	60,386	61,365
17					59,030	60,085	61,141	62,198	63,206
18					60,801	61,887	62,976	64,064	65,102
19					62,625	63,744	64,865	65,986	67,055

Teachers off the schedule will receive a 3.5% increase as well as the appropriate salary adjustment for training and/or degree advancement.

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Appendix A Elwood 2012-2013

Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27	EDD, PHD CAS
1	34,319	34,981	35,642	36,303	36,964	37,625	38,286	38,948	39,579
2	35,349	36,030	36,711	37,392	38,073	38,753	39,435	40,116	40,766
3	36,409	37,111	37,813	38,513	39,215	39,916	40,618	41,320	41,989
4	37,501	38,224	38,947	39,669	40,392	41,113	41,836	42,559	43,249
5	38,626	39,371	40,115	40,859	41,603	42,347	43,091	43,836	44,546
6	39,785	40,552	41,319	42,085	42,852	43,617	44,384	45,151	45,883
7	40,979	41,769	42,558	43,347	44,137	44,926	45,716	46,506	47,259
8	42,208	43,022	43,835	44,648	45,461	46,274	47,087	47,901	48,677
9	43,474	44,312	45,150	45,987	46,825	47,662	48,500	49,338	50,137
10	44,778	45,642	46,505	47,367	48,230	49,092	49,955	50,818	51,641
11	46,122	47,011	47,900	48,788	49,677	50,564	51,453	52,343	53,191
12	47,505	48,421	49,337	50,251	51,167	52,081	52,997	53,913	54,786
13	48,931	49,874	50,817	51,759	52,702	53,644	54,587	55,530	56,430
14	50,399	51,370	52,342	53,312	54,283	55,253	56,225	57,196	58,123
15	51,911	52,911	53,912	54,911	55,912	56,911	57,911	58,912	59,867
16					57,589	58,618	59,649	60,679	61,663
17					59,317	60,377	61,438	62,500	63,512
18					61,096	62,188	63,281	64,375	65,418
19					62,929	64,053	65,180	66,306	67,380

Teachers off the schedule will receive a 3.5% increase as well as the appropriate salary adjustment for training and/or degree advancement.

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Appendix B

Elwood	2010-11	2011-12	2012-13
Sports			
8th Grade Boy's Basketball	1,688	1,743	1,800
8th Grade Girl's Basketball	1,688	1,743	1,800
7th Grade Boy's Basketball	1,125	1,162	1,200
7th Grade Girl's Basketball	1,125	1,162	1,200
6th Grade Boy's Basketball	1,125	1,162	1,200
6th Grade Girl's Basketball	1,125	1,162	1,200
8th Grade Girl's Volleyball	1,324	1,367	1,411
7th Grade Girl's Volleyball	1,040	1,074	1,108
6th Grade Girl's Volleyball	1,040	1,074	1,108
8th Grade Boy's Volleyball	975	1,006	1,039
7th Grade Boy's Volleyball	649	671	692
Cheerleading	1,688	1,743	1,800
Assistant Cheerleading	1,125	1,162	1,200
Boy's Baseball A Team	1,324	1,367	1,411
Boy's Baseball B Team	1,040	1,074	1,108
Girl's Track	975	1,006	1,039
Boy's Track	975	1,006	1,039
Year Round Activities			
Student Council Sponsor	1,559	1,610	1,662
Assistant Student Council Sponsor	1,040	1,074	1,108
Recycling	777	803	829
Assistant Recycling Sponsor	518	535	553
Choir	1,178	1,216	1,256
Activities			
Yearbook Sponsor	649	671	692
Assistant Yearbook Sponsor	433	447	461
Primary Chess Club (3-5)	649	671	692
Junior High Chess Club (6-8)	649	671	692
Drama Sponsor	649	671	692
SOCRATES Program Coordinator	974	1,005	1,038
SOCRATES Assistant (2)	487	503	520
Scholastic Bowl Sponsor	1,040	1,074	1,108
Moderator	15	16	17
Timer	10	11	11
Approved Clubs	649	671	692

per match
per match

Annual Activities				
History Fair Sponsor	339	350	361	
Assistant History Fair Sponsor	169	175	181	
Science Fair Sponsor	339	350	361	
Assistant Science Fair Sponsor	169	175	181	
Book Fair Coordinator	197	204	210	
Outdoor Education Sponsor	744	769	794	
Spelling Bee	169	175	181	
Pronouncer	22	22	23	per match
Judge	19	19	20	per match
Directors				
Athletic Director	3,247	3,353	3,462	
Intramural Director	565	583	602	
Junior High Activity Director	1,559	1,610	1,662	
Committees				
Technology	495	511	527	
Technology Chairperson	620	640	660	
Mentoring	434	448	462	
District Newsletter Coordinator	707	730	754	
Teacher's Assistant Team	591	610	630	
School Improvement	591	610	630	
Curriculum Review	591	610	630	