

Collective Bargaining Agreement

Between

The Board of Education of North Wamac
School District #186

And

The North Wamac Education Association

2023-2024

2024-2025

2025-2026

ARTICLE I

RECOGNITION

- A. The Board of Education of School District #186, Clinton County, Illinois, hereinafter referred to as the "Board" recognizes the North Wamac Education Association, hereinafter referred to as the "Association", as the sole and exclusive negotiating agent for all regularly employed teaching personnel.

ARTICLE II

EMPLOYEE ASSOCIATION AND BOARD RIGHTS AND RESPONSIBILITIES

- A. Both parties agree to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter-proposals and to see tentative agreement. Tentative agreements shall be reduced to writing and initialed to the Association for ratification and subsequently to the Board for adoption.

- B. The Board shall deduct from each employee's pay the current dues of the Association, provided that the Board has an employee executed authorization for the continuing dues deduction, the amount of which shall annually be certified by the Association. The authorization shall remain in effect from year to year, except that the employee may revoke it between September 1st. and September 15th of any year. Severance of employment automatically terminates dues deduction arrangements.

The Association agrees to indemnify and save the Board harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with any of the provisions of this article in reliance of any assignment furnished under the provision of this article.

- C. The Association shall not be denied the following provided it does not interrupt any curricular and/or extra-curricular activities of the District:
 - 1. The use of the school building for meetings.
 - 2. The use of employee mailboxes, inter-school mail, and faculty bulletin boards for the purpose of internal communication.
 - 3. The use of school business equipment, e.g., computers, printers, copy machines at the per cost charge.
- D. Teachers assigned to sell tickets at basketball games will be paid at the rate of \$75.00 per night. Teachers assigned to detention duty will be paid at the rate of \$25.00 per night. Ticket Taking and After-School Detention will be assigned in a rotation among teachers starting with senior members first. After school tutoring will be paid \$25.00 per hour.
- E. The Association agrees that matters relating to Supervisor/Teacher or Board/Teacher relationships shall not be discussed in the presence of Students.

- F. The Association will be placed on the Board agenda.
- G. Teachers shall be given a copy of any material that is to be placed in the personnel file. Teachers shall have the right to access their files in the presence of an administrator, provided all the teacher's other classes and assignments have been met that day.
- H. The Administration will hold a teachers meeting or meetings each month to facilitate communications.
- I. This Agreement may become null and void at any time by mutual agreement of both parties.
- J. The Board will pay the teachers' share toward retirement to the Illinois Teachers' Retirement System.
- K. Personal leave of three (3) days each year for all full time personnel (part-time personnel will be prorated to their percent of full time) during the duration of the current contract which is not accumulative, shall be granted to each full time employee who is employed at the beginning of the school year. A twenty-four (24) hour notice will be required from all personnel when the employee asks for a day of personal leave, and no personal leave may be used on a Friday or Monday immediately before or after a vacation period or holiday or when the number of personal leave requests for a particular day or days would interrupt the curricular and extra-curricular activities of the district. Any allowable exception to the above stated requirements left to discretion of the Superintendent. Personnel will be reimbursed for unused personal leave days, or they may transfer them into sick days. If they choose to be reimbursed for their personal days, they will be reimbursed at the substitute rate for the current school year.
- L. In the event personal leave days are exhausted, at the discretion of the Superintendent, an employee may have time off by reimbursing the school for the cost of hiring a substitute during the current school year.
- M. Full time teachers will have 13 sick days. Part time teachers will be prorated to their percent of full time. Teachers may accumulate up to 360 sick days.
- N. Teaching summer school shall be voluntary. Seniority in the District shall determine placement if more than one teacher volunteers for the assignment. Teachers shall be compensated at the rate of \$15.97 per hour.
- O. Teachers' workday shall be from 20 minutes before the beginning of the student day until 15 minutes after the student day.
- P. Teachers shall be notified of their teaching assignments for the next school year no later than August 1st. Assignments shall not be changed except in the case of emergency, as determined by the Superintendent.
- Q. School will be dismissed early on the last school day before the Christmas Break, Thanksgiving Break and Easter Break.
- R. Severance pay accumulation ceased effective at the end of the 2003-2004 school year. Any severance pay accumulated up to that point will be recorded in the employee's personnel file. The employee will only be paid the accumulated amount if the employee retires from the North

Wamac School District or if the employee is RIF'ed. Full and complete payment is to be made within 30 days of the retirement date or reduction in force date or can be paid over the last 4 years prior to retirement in order to limit TRS salary increases to a maximum of 6%.

S. Retirement Incentive

An employee tendering an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive in up to each of his/her final two years of teaching.

To be eligible, the employee must:

1. Be at least sixty (60) years of age by the last day of service in the school: or
2. Be at least fifty-five (55) years of age with at least thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the school district: and
3. Submit an irrevocable letter of resignation on or before April 1st of the year the incentive is to commence.

If an employee gives the Board an irrevocable notice of retirement by April 1st two (2) years prior to the school year of retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining two (2) years of service.

If an employee gives the Board an irrevocable notice of retirement by April 1st one (1) year prior to the school year of retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of all other increases in TRS creditable compensation, for his/her remaining year of service.

If, after submitting an irrevocable notice of retirement by April 1st, the employee resigns from, or is dismissed from duties for which the employee was paid a stipend or additional compensation the previous year, the retirement incentive for that employee will be recalculated accordingly.

Once an employee submits an irrevocable notice of retirement by April 1st, that employee shall be removed from the salary schedule contained in this Agreement. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the submission of the irrevocable notice of retirement. Once the employee submits an irrevocable notice of retirement an employee's creditable earnings shall be increased by six percent (6%) of the previous year, but in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year.

Teachers qualifying for both R and S will be given the opportunity to choose one option.

T. Bereavement Days

An employee will receive a maximum of 3 bereavement days per year, and it would apply to bereavement for father, mother, grandparents, siblings, spouse, and children only. The bereavement days would not carryover, nor would they be cumulative.

ARTICLE III

EMPLOYMENT CONDITIONS

- A. The Board shall set up a school calendar in accordance with requirements by the State. This calendar will be prepared in cooperation with other Boards in the County. Input from the Association shall be considered but will not be binding when this calendar is being formed. If emergency work days are a part of the calendar, and these days are not used for emergency purposes, they will not be designated by the Board as work days.
- B. The Board agrees to pay one hundred percent (100%) of each teacher's individual hospitalization insurance plan cost not to exceed \$10,000.00. The additional cost for the family plan may be paid for the member's family by payroll deduction. If a teacher elects not to participate in the school district insurance plan, then 50% of the benefit (\$5,000.00) will be offered as a stipend to the teacher in lieu of the insurance benefit.
- C. Salary for all certified employees for the 2023-2024, 2024-2025 and 2025-2026 school years shall be as follows on the attached salary schedule.

In the event that a member of the bargaining unit cannot be found to fill one of the extra-curricular positions as set forth on Appendix D, the Board may fill the position with someone outside of the bargaining unit at a rate of pay to be negotiated with that party.

- D. The Board of Education will make a decision based on whom they feel will be the best qualified to fill the positions listed on the extra duty list if the position(s) are made available for the upcoming school year (i.e., Scholar Bowl, Student Council).
- E. The Board agrees to pay each teacher a stipend not to exceed \$500.00 per year for reimbursement of classes taken to further their education. However, the Board stipulates that classes must be taken in an approved program leading to a Reading Endorsement, Middle School Endorsement, or some type of Technology Course that will lead to better instruction. The Superintendent must approve all classes for reimbursement.
- F. Dual Class Stipend
The Board of Education agrees to pay a stipend of \$2,500.00 for full-time teachers in combined classes.

ARTICLE IV

REDUCTION IN TEACHERS

Whenever it is deemed necessary by the Board to reduce personnel, the reductions shall be made pursuant to Section 24-12 of The School Code of Illinois.

- A. Distribution of Order of Honorable Dismissal List: The proposed Order of Honorable Dismissal List will be provided to the Association President no later seventy-five (75) calendar days prior to the last student attendance day, along with a notification to each Employee of the placement(s) for which they are qualified. The final list will be provided to the President no

later than forty-five (45) days before the last student attendance day with a notice to any individual whose placement on the list has changed from the placement on the proposed list.

- B. Meeting with Affected Employees: The administration will meet with the employee or employees for whom a notice of honorable dismissal or reduction will be presented to the Board prior to the Board meeting at which it will be adopted to advise the employee of the proposed reduction or honorable dismissal. A representative of the Association will be allowed to attend such meetings.
- C. Recall notice and response shall be as set forth in Section 24-12 of The School Code.

ARTICLE V

GRIEVANCE PROCEDURE

Definitions

- A. Grievance shall be:
 - a. Any claim by the Association, a teacher, or group of teachers that there has been an alleged violation, misrepresentation, or misapplication of any of the specific provisions of this Agreement.
 - b. All time limits consist of school days except when a grievance is submitted fewer than (10) days before the close of the current school term then time limits shall consist of all week days. Time lines may be extended by mutual written consent.

B. Procedures

The parties acknowledge that a teacher and an Administrator may resolve problems through free and informal communications. The informal disposition of problems in no way prohibits the Association from filing a grievance nor does it establish a precedent. However, a grievance shall be processed as follows:

- Step I. The grievant shall present the grievance in writing, signed, dated and specifying the remedy sought to the immediately involved administrator within ten (10) days of the occurrence, or date the grievant had knowledge of the occurrence, whichever is later, stating the Article and Section of the Agreement alleged to have been violated. The administrator will arrange for a meeting to take place within ten (10) days of receipt to the grievance. The Association's representative, the grievant, and the immediately involved administrator shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the Administrator's written response, including the reasons for the decision.
- Step II. If the grievance is not resolved at Step I, then the Association shall refer the grievance to the Superintendent or the Superintendent's official designee within ten (10) days after receipt of the Step I answer. The Superintendent shall arrange with the Association's representative for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

- Step III. If the Association is not satisfied with the disposition of the grievance at Step II, the Association may submit the grievance to binding arbitration with the American Arbitration Association, which shall act as the Administrator of the proceedings. If a demand for arbitration is not filed with the Board within thirty (30) days of the date of the Step II answer, then the grievance shall be deemed withdrawn.
- a. Neither the Board nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party.
 - b. The arbitrator shall have no power to alter the terms of this agreement.
 - c. Each party shall bear the full costs for its representation in the grievance procedure.
 - d. The fees and the expenses of the arbitrator shall be shared equally by the parties.
 - e. If only one party requests the presence of a court reporter, that party shall bear the cost of the reporter. If both parties request a court reporter, they shall share the costs.
 - f. If only one party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

Step IV. The arbitrator's decision within thirty (30) days of the date of his written decision with the findings of fact and conclusions of law may be appealed to the Circuit Court of Clinton County.

- C. By mutual agreement, any step of the grievance procedures may be bypassed.
- D. Class grievance involving one or more teachers or one or more supervisors, and grievance involving an administrator above the building level may be initially filed by the Association at Step II.
- E. A grievance may be withdrawn at any level without establishing precedent.
- F. No reprisals shall be taken against any teacher because of the teacher's participation in a grievance.
- G. By mutual agreement, a grievance may be settled at any step without establishing precedent.

ARTICLE VI

EFFECT OF AGREEMENT

A. Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. It is understood that all rights, powers and authority of the

Board or its Administrative Staff not specifically limited by the language of the Agreement are retained by the Board. The Board, however, shall not take any action which shall violate any of the specific provisions of this Agreement.

B. Recognition of this Agreement

This Agreement supersedes and nullifies all previous written and verbal negotiation agreements between the Board and the Association.

C. Separability

Should any article, section, or clause of this Agreement be declared by a court of competent jurisdiction, then that part shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in effect. Any modification or change in this Agreement shall be mutually agreed to in writing.

D. No Strike

During the term of this agreement, no member of the Association shall participate in any refusal to work, mass resignation, work slowdown or strike. Any member violation of this provision may be subject to discharge from employment by the Board.

E. Duration

This Agreement shall become effective on August 1, 2023 and shall continue in effect until July 31, 2026. All certified employees will receive their step on the salary schedule, plus a 8% salary increase on the salary schedule for 2023-2024, their step on the salary schedule, plus a 5% salary increase on the salary schedule for 2024-2025 and their step on the salary schedule, plus a 3% salary increase on the salary schedule for 2025-2026. When either party executes written notification to the other party prior to April 1st of the year the contract terminates and it wishes to renegotiate the Agreement, the Board shall meet with the Association no later than May 31st to receive the Association's proposal and negotiations shall continue in an effort to reach an agreement.

This Agreement is signed the _____ day of _____ 2023.

In witness thereof:

For the North Wamac
Education Association

For the Board of Education
North Wamac School Dist. #186

PRESIDENT

PRESIDENT

SECRETARY

SECRETARY

Appendix A

North Wamac Grade School
Salary Schedule 2023-2024

Exp.	BS	BS+8	BS+16	BS+24	MS	MS+8
1	37871	38559	39295	40031	40765	41507
2	38552	39250	40019	40770	41510	42266
3	39233	39941	40743	41509	42255	43025
4	39914	40632	41467	42248	43000	43784
5	40595	41323	42191	42987	43745	44543
6	41276	42014	42915	43726	44490	45302
7	41957	42705	43639	44465	45235	46061
8	42638	43396	44363	45204	45980	46820
9	43319	44087	45087	45943	46725	47579
10	44000	44778	45811	46682	47470	48338
11	44681	45469	46535	47421	48215	49097
12	45362	46160	47259	48160	48960	49856
13	46043	46851	47983	48899	49705	50615
14	46724	47542	48707	49638	50450	51374
15	47405	48233	49431	50377	51195	52133
16	48086	48924	50155	51116	51940	52892
17	48767	49615	50879	51855	52685	53651
18	49448	50306	51603	52594	53430	54410
19	50129	50997	52327	53333	54175	55169
20	50810	51688	53051	54072	54920	55928
21	51491	52379	53775	54811	55665	56687
22	52172	53070	54499	55550	56410	57446
23	52853	53761	55223	56289	57155	58205
24	53534	54452	55947	57028	57900	58964
25	54215	55143	56671	57767	58645	59723
26	54896	55834	57395	58506	59390	60482
27	55577	56525	58119	59245	60135	61241
28	56258	57216	58843	59984	60880	62000
29	56939	57907	59567	60723	61625	62759
30	57620	58598	60291	61462	62370	63518
31	58301	59289	61015	62201	63115	64277
32	58982	59980	61739	62940	63860	65036

Appendix B

North Wamac Grade School
Salary Schedule 2024-2025

Exp.	BS	BS+8	BS+16	BS+24	MS	MS+8
1	39764	40487	41260	42033	42803	43582
2	40479	41213	42020	42809	43585	44379
3	41194	41939	42780	43585	44367	45176
4	41909	42665	43540	44361	45149	45973
5	42624	43391	44300	45137	45931	46770
6	43339	44117	45060	45913	46713	47567
7	44054	44843	45820	46689	47495	48364
8	44769	45569	46580	47465	48277	49161
9	45484	46295	47340	48241	49059	49958
10	46199	47021	48100	49017	49841	50755
11	46914	47747	48860	49793	50623	51552
12	47629	48473	49620	50569	51405	52349
13	48344	49199	50380	51345	52187	53146
14	49059	49925	51140	52121	52969	53943
15	49774	50651	51900	52897	53751	54740
16	50489	51377	52660	53673	54533	55537
17	51204	52103	53420	54449	55315	56334
18	51919	52829	54180	55225	56097	57131
19	52634	53555	54940	56001	56879	57928
20	53349	54281	55700	56777	57661	58725
21	54064	55007	56460	57553	58443	59522
22	54779	55733	57220	58329	59225	60319
23	55494	56459	57980	59105	60007	61116
24	56209	57185	58740	59881	60789	61913
25	56924	57911	59500	60657	61571	62710
26	57639	58637	60260	61433	62353	63507
27	58354	59363	61020	62209	63135	64304
28	59069	60089	61780	62985	63917	65101
29	59784	60815	62540	63761	64699	65898
30	60499	61541	63300	64537	65481	66695
31	61214	62267	64060	65313	66263	67492
32	61929	62993	64820	66089	67045	68289

Appendix C

North Wamac Grade School
Salary Schedule 2025-2026

Exp.	BS	BS+8	BS+16	BS+24	MS	MS+8
1	40958	41702	42498	43294	44087	44889
2	41694	42450	43281	44093	44892	45710
3	42430	43198	44064	44892	45697	46531
4	43166	43946	44847	45691	46502	47352
5	43902	44694	45630	46490	47307	48173
6	44638	45442	46413	47289	48112	48994
7	45374	46190	47196	48088	48917	49815
8	46110	46938	47979	48887	49722	50636
9	46846	47686	48762	49686	50527	51457
10	47582	48434	49545	50485	51332	52278
11	48318	49182	50328	51284	52137	53099
12	49054	49930	51111	52083	52942	53920
13	49790	50678	51894	52882	53747	54741
14	50526	51426	52677	53681	54552	55562
15	51262	52174	53460	54480	55357	56383
16	51998	52922	54243	55279	56162	57204
17	52734	53670	55026	56078	56967	58025
18	53470	54418	55809	56877	57772	58846
19	54206	55166	56592	57676	58577	59667
20	54942	55914	57375	58475	59382	60488
21	55678	56662	58158	59274	60187	61309
22	56414	57410	58941	60073	60992	62130
23	57150	58158	59724	60872	61797	62951
24	57886	58906	60507	61671	62602	63772
25	58622	59654	61290	62470	63407	64593
26	59358	60402	62073	63269	64212	65414
27	60094	61150	62856	64068	65017	66235
28	60830	61898	63639	64867	65822	67056
29	61566	62646	64422	65666	66627	67877
30	62302	63394	65205	66465	67432	68698
31	63038	64142	65988	67264	68237	69519
32	63774	64890	66771	68063	69042	70340

Appendix D

Extra-curricular Duty Schedule

<u>Job Title</u>	<u>Stipend</u>
Volleyball.....	1,030.00
Basketball Coach.....	1,500.00
Cross Country.....	636.54
Track Coach.....	636.54
Athletic Director.....	2,333.98
Student Council.....	515.00
Scholar Bowl.....	515.00
Bus Driver.....	8,275.02
Treasurer.....	1,745.85
Referees.....	80.00(2 games)
Ticket Seller.....	75.00
Head Teacher.....	1,000.00
Head Teacher.....	1,000.00
Detention Duty.....	25.00
Event Coordinator.....	600.00
Event Coordinator.....	600.00
Curriculum Coordinator.....	600.00
Curriculum Coordinator.....	600.00
Yearbook Sponsor.....	600.00
Technology Coordinator.....	11.91