

AGREEMENT BETWEEN

THE LEXINGTON COMMUNITY UNIT #7

BOARD OF EDUCATION

AND

THE LEXINGTON COMMUNITY UNIT #7 EDUCATION ASSOCIATION

2023-24 through 2025-26

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ARTICLE I

RECOGNITION

1.1 Lexington Education Association

The Board of Education of Lexington Community Unit School District No. 7, hereinafter referred to as the "Board," recognizes the Lexington Education Association, affiliated with the Illinois Education Association (IEA) and the National Education Association (NEA), hereinafter referred to as the "Association," as the exclusive negotiating agent for all regularly employed full and part-time teaching certified staff hereinafter referred to as the "Teachers" except for the Superintendent, Building Principals, and all Non-certified Staff.

1.2 Part-time Teachers

Regularly employed part-time teachers under contract with the Lexington Community Unit School District No. 7 shall be included in the bargaining unit and subject to the terms and conditions of the agreement but their salaries and benefits shall be based on their fractionalized employment status; eligibility in the District insurance program shall be determined by the insurance carrier.

ARTICLE II

NEGOTIATION PROCEDURES

2.1 Beginning Date

Negotiations on a successor agreement shall begin on a date that is mutually agreeable to both the Board of Education and the Teachers' Association.

2.2 Good Faith Bargaining

A. Both the Board of Education and the Teachers' Association agree that it is their mutual responsibility to negotiate in good faith. Good faith, for the purposes of this agreement, is defined as the willingness of both parties to meet, discuss the issues, and make proposals and counter proposals in an effort to reach an agreement. It does not imply acquiescence or concession to either party's demands in whole or in part.

B. All tentative agreements shall be reduced to writing and initialed at the meeting at which tentative agreement was reached. After tentative agreement has been reached on all items negotiated, the Agreement will be submitted to the Association for ratification and subsequently to the Board for adoption.

2.3 Bargaining Representatives

Each party to negotiations will select not more than six representatives.

2.4 Impasse

If mediation assistance is requested, either the Illinois Education Labor Relation Board or the Federal Mediation and Conciliation Services shall be contacted for mediation purposes.

ARTICLE III

GRIEVANCE PROCEDURE

3.1 Definitions

A. A grievance is a claim by the Association, teacher, or group of teachers involving an alleged violation, misinterpretation, or misapplication of the terms of this agreement.

B. All time limits shall consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

C. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her supervisor and having the grievance adjusted, provided the adjustment is not inconsistent with the terms of the agreement.

3.2 Procedure

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

A. The grievant or Association shall present the grievance in writing within ten (10) days of the occurrence of the event giving rise to the grievance specifying the article and clause alleged to have been violated and stating the remedy sought, to the supervisor immediately involved. The supervisor shall provide a written answer to the grievance of the aggrieved within ten (10) days after the receipt of the grievance.

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

C. If the Association is not satisfied with the disposition of the grievance at Step B or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step B answer, then the grievance shall be deemed withdrawn.

ARTICLE III

GRIEVANCE PROCEDURE

3.2 Procedure

C.

1. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore or add to the provisions of this agreement. His authority shall be strictly limited to deciding only the issues presented to him in writing by the School District and the Association, and his decision must be based only upon his interpretation of the meaning or application of the express relevant language of the agreement.

2. Each party shall bear the full costs for its representation in the grievance procedure.

3. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Association.

4. Each party shall bear equally the costs of the arbitrator and the AAA.

3.3 Constraints

A. Failure of a grievant or Association to act on any grievance within the prescribed time limits will bar any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits shall be extended by mutual consent.

B. Any investigation, handling, or processing of any grievance by the grievant shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.

C. Step A of the grievance procedure may be bypassed and the grievance brought directly to Step B if mutually agreed upon by the employee and the Superintendent.

D. If the Superintendent and Association mutually agree, a grievance may be submitted directly to arbitration.

E. Class grievances involving one or more grievants, or one or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association at Step B.

F. If the Association or any grievant files any claim or complaint in any form other than under the grievance procedure of this agreement, then the Board shall not be required to process the said claim or set of facts through the grievance procedure.

ARTICLE III

GRIEVANCE PROCEDURE

3.3 Constraints

G. The Board acknowledges the right of the grievant to be present and have a local Association representative present, if the grievant requests one, at the informal process, or at Step A or Step B and any Association representative, if the grievant requests one, present at Step C.

H. No reprisal shall be taken by the Board or the administration against a grievant because of his/her participation in a grievance.

I. When necessary, the grievant will be released from his/her regular assignment without loss of pay or benefits to attend the meetings specified in 3.2 A-C.

J. A grievance may be withdrawn at any time without establishing a precedent.

K. All records (written and electronic) related to a grievance will be filed separately from the grievant's personnel file.

3.4 Released Time

During any arbitration hearing, if the arbitrator requests, the individual grievant will be released from regular assignment without loss of pay and an Association representative may appear at the arbitration hearing providing the representative will reimburse the District for the cost of the substitute.

ARTICLE IV

TEACHERS AND ASSOCIATION RIGHTS

4.1 Personnel File

Each teacher will have the right, upon written request 48 hours in advance, to review the contents of his/her personnel file during normal business hours and to place therein written reactions to any of its contents provided an administrator or his designee will be present during any such inspection.

4.2 Maintenance of Files

All reprimands and disciplinary actions that are withdrawn by the administration shall be removed from all written and electronic files by the Superintendent or his designee.

4.3 Teacher Discipline

When a tenured teacher is given a written reprimand or suspended without pay, the teacher will be given a written reason. The written reprimand or suspension without pay will be for cause, said teacher may request a meeting with his/her immediate supervisor. If, after said meeting, the teacher is dissatisfied with the results of that meeting, the teacher may request a meeting with the Superintendent. If after that meeting, the teacher is still dissatisfied, the teacher may request a meeting with the Board. The teacher will be entitled to have an Association representative present at any step of the procedure. No written reprimand will be placed in the teacher's permanent file without the teacher's knowledge. Specifically excluded from this provision, are teacher evaluation procedures.

4.4 Right to Representation

When a teacher is required to appear before the Board, the teacher will be entitled to have an Association representative in attendance at the meeting. The teacher will have written notice at least three (3) days prior to the Board meeting.

4.5 Association Rights

A. Use of School Building

The local Association shall have the right, upon approval of the Superintendent or designee to use the school building for meetings at a time when school is not in session provided that such meetings do not interfere with instructional and/or extra-curricular programs. All meeting areas shall be approved by the Superintendent or his designee. Whenever special custodial service is required, the Board may make a reasonable charge for the service.

ARTICLE IV

TEACHERS AND ASSOCIATION RIGHTS

4.5 Association Rights

B. Use of School Business Equipment

With the approval of the Superintendent or his designee, the Association shall be allowed the use of school business equipment except for unit office equipment, provided that the use of said equipment does not interfere with instructional and/or extra-curricular programs. The Association shall purchase all supplies and materials used in the business of the Association. School business equipment shall not be taken from the District's building unless prior approval of the building principal is given.

C. Use of Bulletin Boards and Mailboxes

The local Association shall have the right to post notices of activities and matters of Association concern on a designated bulletin board in the teachers' lounge. The Association may use the teachers' mailboxes for communications to bargaining unit members.

4.6 Dues

A. The Board will deduct from each teacher's pay the current dues of the Association, provided that the Board has a teacher executed authorization for continuing dues deduction, the amount of which will be annually certified by the Association. The authorization will remain in effect from year to year, except that the teacher may revoke it in the authorized manner upon written request. Upon receipt of any revocation, Association will notify the Board in writing of the same.

B. All dues deducted by the Board will be remitted to the Association no later than ten (10) weekdays after such deductions are made.

C. The Board shall have no responsibility for collecting past or overdue Association dues.

4.7 Curriculum

A curriculum Advisory Committee will be organized by each building principal and will make recommendations to the Superintendent.

ARTICLE V

EMPLOYMENT CONDITIONS

5.1 School Calendar

A. Input

The Association will have input on the design of the school calendar. A member of the Association will meet with the Board, or a Board representative, and the administration, or an administration representative, at least 30 days prior to the adoption of the calendar. The input on the school calendar by the Association is advisory only. The Board retains the final authority when it adopts the school calendar.

B. Length

The school calendar shall not consist of more than 185 days including institutes, workshop days, student attendance and parent-teacher conference days. When NOT used emergency days shall be used to reduce the school calendar length.

C. Salary Basis

The salary schedule will be based on 185 days.

5.2 Work Day

A. Certified employees are expected to be in the building by 8:00 a.m. and in their classrooms by 8:10 a.m. The regular work day for all certified employees shall be no longer than seven and one-half (7 1/2) consecutive hours except for:

1. Meetings scheduled by the administration
2. Open House
3. Scheduled parent/student/teacher conferences
4. Emergency situations which endanger the student's welfare and safety as determined by the Superintendent.

B. Teachers who have extra-curricular assignments shall be required to remain past the regular work day to perform those duties.

C. Teachers will be given one nonattendance day during the school year in exchange for working two evenings for Parent/Teacher Conferences.

5.3 Preparation Time

- A. Each full-time teacher ECE-12 will have 225 minutes of preparation time during the five (5) day week. A proportional amount of preparation time will be provided in shorter weeks.

Each part-time teacher ECE-12 will be provided compensated preparation time in a proportional amount of their fraction of service based on the following formulas:

Preparation is equivalent to one tenth (1/10) of the negotiated prep time of a full time staff member per each one (1) period of instruction. A period of instruction shall be equivalent to one eighth (1/8) of a full school day. (Example: a part-time teacher works 3/8 of a full school day; they shall be provided with 3/10 of the negotiated prep time for that day. $45 \text{ minutes} \times 0.3 = 13.5 \text{ minutes}$)

Compensation is equal to 10% of the theoretical full time salary multiplied by their fraction of service, where the fraction of service is equivalent to a period or 1/8 of a full school day. (Example: a part-time teacher working 3/8 of a full school day making \$40,000 theoretical full time salary would be compensated ($\$40,000 \times 3/8 \times 0.1$) \$1500 for their prep time for the year)

B. Special Education teachers (teachers who exclusively teach students with an IEP) will be given one mutual IEP planning day in the Spring of the school year. The District will provide release time. The IEP planning will be done on school premises.

5.4 Teaching Assignments

A. All teachers will be given written notice of their tentative assignment for the following school year one day prior to the announcement to the staff and public and at least sixty (60) days prior to the beginning of such school year. If an emergency arises as determined by the administration which necessitates a change in such assignment, the teacher shall be informed and given an opportunity to discuss such changes. If the change is unacceptable to the teacher, the teacher shall be given an opportunity to resign without penalty.

B. In the case of a change of teaching assignment from the prior school year:

1. The teacher shall be notified five (5) weekdays prior to the Board of Education meeting at which teaching assignments are to be finalized.
2. The teacher shall be given the opportunity to discuss the proposed assignment with the building principal and/or the superintendent in a professional/confidential manner prior to the Board of Education meeting referred to 5.4 B.1.

5.5 Professional Improvement

A. After prior application to and with the approval of the Superintendent or designee, staff members may be released with full pay to attend conventions, professional meetings and workshops, visit exemplary programs, and participate in other professional growth activities related to the teacher's field as determined by the Superintendent.

B. Each certified staff member may attend one conference or meeting as described above not to exceed three (3) days in length and within the boundaries of the State of Illinois. The Superintendent may waive the three (3) days and in-state restriction.

C. Occasionally, the administration will request that a certified staff member attend a professional meeting that will lend special training and exposure to his/her area of preparation or responsibility.

In such cases, the District shall pay for the expenses for lodging, meals, mileage, registration fees and gratuities.

D. Each certified staff member attending a meeting within the State of Illinois will be allowed the following expenses, provided by the District:

1. Lodging for one night. (Rate pre-approved by the Superintendent.)
2. Meals for two days. Not to exceed \$30.00/day.
3. Mileage expense to be reimbursed per the current IRS mileage rate.
4. Registration fees and gratuities.
5. When estimated expenses exceed \$50.00, an advance may be requested.

Prior to the reimbursement by the District, the employee shall present receipts verifying such expenses.

5.6 Lunch Time

All teachers in Grades K-12 will have a duty free lunch time of a minimum of 40 consecutive minutes.

5.7 Class List Development

Teachers will have input into class list development based on knowledge of the individual student in order to facilitate a heterogeneous and well-balanced mix.

This opportunity will be available only at the K-8 grade levels.

5.8 Vacant Positions

Any faculty positions, administrative, or extra-curricular opportunities in the district which become available will be posted in both lounges or mailed to all faculty. This notification will be made at the same time that the administration begins its search. Any district employee who is certified for these vacancies will have an opportunity to apply and will be looked at first.

5.9 Relocation of Teaching Station

Involved teachers will receive advance notice of classroom changes two weeks prior to the physical movement of materials and equipment. All teachers involved will have the opportunity to assist in the movement of classroom materials and equipment.

ARTICLE V

EMPLOYMENT CONDITIONS

5.10 Teacher Aide Availability

All unassigned teacher aide time shall be made available on an equal basis on a monthly sign-up process in each office.

A. Each principal shall determine the amount of teacher aide time available for the coming school month on the last day of the current school month.

B. Each teacher who is interested in using a teacher aide shall on the last school day of the current month sign up for use of a teacher aide during the next month.

5.11 Morning Door Duty

Elementary door duty will be assigned to non-certified personnel.

ARTICLE VI
TEACHER EVALUATION

6.1 Procedures

A. Probationary teachers shall be evaluated at least twice every year. Tenured teachers shall be evaluated at least once every two years. Any tenured teacher whose performance is rated “Needs Improvement” or “Unsatisfactory” shall be evaluated at least once in the school year following receipt of such evaluation. Any formal observation of the duties and responsibilities of the teacher shall be conducted with the full knowledge of the teacher. All teacher evaluations shall be completed no later than sixty days of the end of the school year. The parties further recognize the importance of maintaining the integrity of the process set forth in the Lexington CUSD 7 Teacher Evaluation Plan. All evaluations shall be conducted in accordance with the processes and timelines set forth in the Lexington CUSD 7 Teacher Evaluation Plan.

B. The rating categories shall be Excellent, Proficient, Needs Improvement and Unsatisfactory.

C. The evaluator shall acquaint each employee under his/her supervision with the evaluation procedures before any given evaluation is performed. No evaluation may take place until such orientation is completed. One summative evaluation instrument shall be used for all classroom teachers.

D. Each formal evaluation shall be preceded by an observation of at least forty-five (45) consecutive minutes of the teacher’s performance of his/her duties or an observation of a complete lesson or entire class period, whichever is less.

E. A post-observation conference shall be held within fifteen (15) school days following the formal evaluation to discuss the evaluation.

F. Nothing contained herein shall limit the right of the administration to evaluate a teacher's performance of assigned duties.

G. Agreeing to the procedures delineated above does not limit the right of management to utilize informal observations, or other evaluative criteria for considering competency of any employee.

H. Any grievance filed relative to this article shall be limited to violations of the specific procedures as outlined above and in the Lexington CUSD 7 Teacher Evaluation Plan. All other aspects of evaluation, including but not limited to criteria, instruments, or personalities shall not be grievable.

I. Right to Respond. A teacher may put in writing any objections to any written evaluation in the teacher's file. Such objections shall be attached to the evaluation report and placed in the teacher's file. A copy of the original evaluation report and the teacher's objections shall be given to the teacher. The written objections shall be signed and dated by the teacher.

ARTICLE VI

TEACHER EVALUATION

J. Needs Improvement Evaluations. Within thirty (30) school days after the completion of any evaluation rating a tenured teacher as “Needs Improvement”, the evaluator shall develop, in consultation with the teacher, and taking into account the teacher’s on-going professional responsibilities including his or her regular teaching assignments, a professional development plan directed to the areas that need improvement and any supports the District will provide to address the areas identified as needing improvement.

K. Unsatisfactory Evaluations. Within thirty (30) school days following a written evaluation of a tenured teacher resulting in a rating of "Unsatisfactory", a remediation plan will be developed to correct the area(s) identified as unsatisfactory or needs improvement, provided the deficiencies are deemed remediable. The remediation plan shall provide for ninety (90) school days of remediation in the classroom and shall provide for the following:

1. Mid-point and final evaluations and ratings conducted by a qualified administrator;

2. Following the final evaluation, an Employee who successfully completes the remediation plan by receiving a “Proficient” or better rating will be reinstated to a schedule of evaluations as set forth in the District’s evaluation plan or recommended to the Board of Education for dismissal if the final rating results in an unsuccessful completion of the remediation plan.

L. 24-12(c) Joint Committee. The joint committee established pursuant to Section 24-12(c) of the School Code shall convene annually, but no agreement shall be effective for a school year unless reached by February 1 of that school year.

M. In the event legislation is enacted during the term of this Agreement which would require changes in the procedures set forth in this Article or the Lexington CUSD 7 Teacher Evaluation Plan or the parties determine there is a need for changes to the evaluation tool, the revisions will be reported to the teaching staff and attached as a Memorandum of Understanding.

ARTICLE VII

TEACHER COMPENSATION AND FRINGE BENEFITS

7.1 Salary Schedule

The salary schedules will be as set forth in Appendix A, which is attached hereto and incorporated into this agreement.

7.2 Supplemental Assignments

The pay schedule is set forth in Appendix B, which is attached hereto and incorporated into this agreement. The compensation for Appendix B duties will be added to the teacher's salary and will be paid in equal installments each pay period, or lump sum payment at the end of the season or activity. Teacher shall within 10 days of the assignment notify the office of the pay procedure desired.

All percentages referred to in Appendix B are to be applied to the base figure in Appendix A.

7.3 Payroll Installments

Each teacher will be paid twice per month, on the 15th and 30th of the month. If the pay date falls on a school holiday, then the payment will be issued on the preceding school day. Teachers will provide the unit office with all necessary salary information by the 3rd working day of the school year. Individual changes to salary deductions will not be made after the second pay period in September, except for the flex plan deductions and unforeseen circumstances.

7.4 Health Insurance

The Board of Education will provide a health insurance benefit for each teacher subject to the following provisions: District contributes \$6800 the first year of the contract, \$6900 the second year of the contract and \$6900 the third year the contract. The employee can designate amount to apply towards premium and remaining towards an HSA if on the high deductible plan. Any premium amount above the Board contribution will be paid by the employee. District contributes \$2800/year in the form of a stipend or annuity if employee chooses to opt out of the District's Health Insurance. Employee must provide a letter showing coverage, excluding the government marketplace.

ARTICLE VII

TEACHER COMPENSATION AND FRINGE BENEFITS

The health insurance plan shall be selected by the LEA. The LEA will be advised by an Insurance Advisory Committee comprised of two (2) LEA representatives, two (2) Board members, and the District Superintendent. The committee shall convene each year prior to the beginning of bargaining or prior to the insurance plan renewal date which ever is earlier for the purpose of researching health insurance alternatives and reporting with a recommendation to the LEA bargaining team. Retired staff who wish to retain coverage may do so by making arrangements with the Superintendent for payment of premiums.

The Lexington Board of Education will make available a Flexible Benefit Program to all employees of Lexington Unit District #7. The program will include all of the options (unreimbursed medical expenses, including optical and dental, health insurance premiums and dependent care) as provided by law. The dollar amount which may be tax sheltered will be determined by the employee subject to the amounts set by the employer in accordance with state and federal guidelines. Annual reinstatement of the flexible benefit program shall be upon mutual agreement by the Board and LEA.

The LEA will notify the Board of Education by June 1 prior to each fiscal year of any changes in the health insurance plan.

7.5 Life Insurance

All regularly employed certified teachers are entitled to a \$35,000 Group Life Insurance Policy selected by the Board.

7.6 Sheltering Teacher Retirement Contribution

According to authority granted to the Board of Education, the Board of Education agrees to pay to the Teacher Retirement System on behalf of each teacher, a factor of up to 1.098901 of earnings reflected for each teacher and the 1.40% of creditable earnings of each teacher for TRS Medical Insurance on all compensation. The Board will continue to pay the above factors to TRS from future established compensation schedules. Should any of the above be declared improper by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this agreement to the extent that it violates the ruling or opinion.

In the event the General Assembly enacts legislation during the term of this Agreement requiring the Board to pay all or a part of the employer's contribution to TRS ("cost shift"), either party may reopen this Section to bargain the impact of such cost shift. No other section of this Agreement may be reopened without the mutual agreement of both parties. In the event that an agreement cannot be reached by both parties, the existing language will remain in place.

7.7 College Credit

Teachers who earn graduate hour credit will be advanced on the salary schedule provided the following requirements have been met:

A. The teacher will present a request for course subject approval fifteen (15) days prior to commencement of said course to the Superintendent.

B. The Superintendent will accept or reject the course based on its pertinence to the area of education or as the course relates to subject(s) taught.

ARTICLE VII

TEACHER COMPENSATION AND FRINGE BENEFITS

C. Once advance approval for the course is given and the course is taken the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement in Schedule A:

1. All hours must be earned at an accredited university.

2. A copy of a grade card or a transcript from that university demonstrating successful completion must be on file in the District's Administrative office.

D. The superintendent may approve a graduate program of study leading to a graduate degree in which case all classes taken pursuant to the program are automatically approved and need not be approved on an individual basis.

E. Teachers will receive the salary schedule placement per Appendix A at the beginning of the academic year.

F. The disbursement of tuition credit waivers will be in the following manner:

1. Waivers will be given to staff members identified by ISU as having earned said waivers.

2. Should the staff member elect not to use the tuition waivers, they are to be given to the L.E.A. for a fair and equitable distribution among remaining staff members.

G. The acceptance or rejection of a course shall not be subject to the Grievance Procedure. However, if a course is rejected by the Superintendent, that rejection may be appealed to a committee consisting of one (1) administrator, two (2) Board members selected by the Board of Education, and two (2) Association members within ten (10) days of the date the rejection is received. Failure to appeal within ten (10) days shall bar any further appeal.

7.8 Teaching Credit

A. Initial Employment

Partial credit may be given for teaching experience outside of Unit #7. Each year of military experience will be credited as teaching experience up to a maximum of two years. Fractional parts of years may count as a full year's credit only once. What constitutes a legitimate fraction is left to the Board's discretion. Each case of part-day teaching experience of extended length (one semester or more) is to be considered individually by the Board to determine credit given for experience on the salary schedule.

B. Continuing Employment

Employment for 95 or more days will earn an additional year's experience on the salary schedule.

ARTICLE VII

TEACHER COMPENSATION AND FRINGE BENEFITS

7.9 Extended Employment

If the Board chooses to grant extended contracts the following shall be applicable: The salary shall be determined by 1/185ths of the teacher's salary schedule amount.

Summer school shall be an amount equal to or greater than the hourly rate of the employee in the immediately preceding school year, with a minimum of \$15.00 per hour.

7.10 Retirement Plan

The employer shall provide a severance benefit to any bargaining unit member who not later than March 1 in any given year submits his or her irrevocable notice of retirement containing a certain retirement date. No such retirement date shall be more than three years later than the end of the school year in which the notice is given. In an emergency, the Superintendent may, at his discretion, approve a request to retire if the notice is received after March 1. Access to any incentive or benefit under this provision shall require the employee seeking the incentive or benefit, to retire pursuant to the notice contemplated herein and pursuant to a TRS retirement program as contemplated herein. Beginning with the school year in which the irrevocable retirement notice is given and continuing until the employee's retirement, the employee shall be removed from the district's teacher salary schedule and the teacher's TRS creditable earnings shall be established for each year of active employment remaining for the teacher (not more than four (4) years) to equal 106% of the teacher's previous year's creditable earnings and such teacher shall be ineligible for any other increase in creditable income of any kind that would impact the employer's 6% TRS cap liability.

At the time of the employee's retirement, the employer shall pay a post retirement lump sum equal to the 2.2 option increase previous paid by the employee.

Bargaining unit members who submit their retirement letter after 3/1/2022 will also receive the 6% incentive as above except the incentive will only be paid for a total of three years.

For those eligible teachers, the District will pay the members optional increase in retirement annuity (any amount of this upgrade already paid for the teacher shall be reimbursed by the District) as stated in 40 ILCS 5/16-129.1(b) for all years of creditable service earned before July 1, 1998. The amount of the contribution will be determined by the Illinois Teachers' Retirement System upon retirement and submitted to the District Office.

The intent of the parties is that the employer shall not experience any penalty for payment to any teacher of any creditable earnings in excess of six percent resulting from these payments and the bargaining that resulted in this provision was premised on that understanding.

Once an irrevocable notice of retirement is submitted, the employee will not be assigned an additional extra duty not currently being performed without the consent of the employee. If the employee resigns from, fails to perform or is removed from duties for which the employee was compensated the previous year (extra duties, for example) the employee's nonexempt TRS creditable earnings will be adjusted accordingly.

ARTICLE VIII

LEAVES

8.1 Paid Leaves

A. Sick Leave

Each teacher will be granted 15 sick leave days per year without loss of pay. Unused sick days will accumulate without maximum limit. The maximum accumulation allowed for TRS credit (currently 340 days) will remain under the control of TRS. Unused sick days may be used by any regular teacher to fulfill the maximum credit allowed by TRS. The Board has no obligation to reimburse a teacher for sick days not used for TRS credit upon their resignation or retirement. Sick leave will be interpreted to mean personal illness, quarantine at home, illness or death in the immediate family or household, or birth, adoption, or placement for adoption.

“Immediate family” shall include parents, stepparents, spouse, domestic partner, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Excessive absenteeism or a recurring pattern of absenteeism will be reviewed by the Superintendent and/or his designee. The Superintendent may require a physician's certificate as a basis for pay after an absence.

Prior to the first pay date, the Administration will furnish each teacher with a written statement setting forth the total number of accumulated days of sick leave.

B. Personal Leave With Pay

1. At the beginning of each school year, each Bargaining Unit Member will be credited with three (3) paid non-accumulative days to be used for personal leave. At the end of each school year, the Bargaining Unit Member will have two options to resolve any unused personal days:
 - A. One (1) unused day will be reimbursed to the teacher at the daily pay rate for a substitute teacher and any additional unused personal days will be rolled into sick days;
 - B. Bank two (2) days of personal leave for the following year for a maximum of five (5) days total and any additional unused personal days will be rolled into sick days;
 - C. All unused personal days will be rolled into sick days.
2. A Bargaining Unit Member planning to use a personal leave day or days will notify his/her principal/supervisor at least three days in advance, except in cases of emergency; it will not be required to state a reason for the leave.
 - A. No days may be used immediately before or immediately after a holiday equal to or greater than 5 consecutive calendar days unless prior approval is granted by the Superintendent of Schools.
 - B. No days may be used during the first five (5) instructional days, whether full or partial days, and the last five (5) instructional days whether full or partial days, on school improvement days or teacher institute days without special advance written

permission of the Superintendent. (Prior approval is not necessary in emergency situations.)

- C. Such personal leave may not be used in increments of less than one-half day at a time.
- D. These leave days are subject to the availability of a substitute.
- E. Normally no more than four (4) Bargaining Unit Members may be granted personal leave for the same day.

C. Association Leave With Pay

Two designees from the LEA may have one day each to attend a State or Regional professional meeting. The Association will reimburse the District the daily substitute teacher rate for each day per employee leave.

ARTICLE VIII

LEAVES

8.2 Leaves Without Pay

A. Tenured teachers who wish to apply for maternity or child care leave of absence without pay shall make written application for the leave with the Superintendent no later than sixty (60) days prior to the date that the leave is to commence.

B. The leave of absence shall be for a fixed period, mutually agreed upon by the teacher and the Superintendent, but not to exceed one (1) calendar year in duration.

C. The reinstatement will be in a similar capacity at a time mutually consistent with the needs of the District as determined by the Board of Education.

D. Teachers on such leave may continue insurance benefits subject to the insurance carrier and if they reimburse the District the costs of the insurance premium at least ten (10) days prior to the due date.

E. A tenured teacher on maternity leave without pay, will retain their tenure, seniority, and unused sick leave days until they return to the district to a position for which they are certified and qualified.

8.3 General Leave of Absence Without Pay

Leaves of absence without pay may be granted to tenured employees who desire to return to employment in a similar capacity at a time mutually consistent with the needs of the District as determined by the Board. Leaves may be granted with the following conditions:

A. Written requests for general leaves will be made at least 90 days before the leave is desired.

B. Teachers will not advance on the salary schedule while on general leave unless the teacher works at least 95 days in any given school year in which the leave is effective.

C. The teacher will inform the Superintendent of his/her intent to return to a similar position for the following school year not later than March 1st.

D. A teacher on a general leave will not lose tenure.

E. A teacher on a general leave may continue insurance benefits subject to the insurance carrier and if they reimburse the District the costs of the insurance premium at least ten (10) days prior to the due date.

F. Dates of departure and return must be acceptable to the Superintendent and determined prior to initiating the request.

G. Leaves of less than one month, if acceptable and approved by the Superintendent will not require Board approval.

H. All unpaid leave will result in a deduction in pay at the daily rate equal to 1/185th of the annual contracted salary.

I. All returning employees employed for the prior school year, whether they are full or part time, shall be advanced one experience step on the salary schedule.

ARTICLE VIII

LEAVES

8.4 Sabbatical Leave

A. Each teacher employed by Unit #7 for at least six (6) consecutive years may apply for a sabbatical leave.

B. Written requests for sabbatical leaves will be made at least 90 days before the leave is desired.

C. Teachers will not advance on the salary schedule while on sabbatical leave unless the teacher works at least 95 days in any given school year in which the leave is effective.

D. The teacher will inform the Superintendent of his/her intent to return to a similar position for the following school year not later than February 1st.

E. A teacher on a sabbatical leave will not lose tenure.

F. A teacher on a sabbatical leave may continue insurance benefits subject to the insurance carrier and if they reimburse the District the costs of the insurance premium at least ten (10) days prior to the due date.

G. Dates of departure and return must be acceptable to the Superintendent and determined prior to initiating the request.

ARTICLE IX

REDUCTION IN FORCE

9.1 Consultation

The Board reserves the right to reduce the number of teachers, when in its judgment the best interest of the District shall be served by such action. The Board will comply with School Code sections 24-11 and 24-12 (105 ILCS 5/24-11 and 105 ILCS 5/24-12) in the conduct of reductions in force.

9.2 Seniority List

The Board will maintain and provide teachers with a seniority list which includes all positions for which they are qualified.

9.3 Seniority Definition

Seniority will be defined as the number of consecutive years of continuous teaching service to the District. Sabbatical leaves will not count toward continuous service. Less than full time consecutive years of employment will be counted as continuous service on a pro-rata basis.

9.4 Seniority Ties

If the seniority is equal between two or more teachers as defined in 9.4, then the following criteria will be used in determining which teacher(s) will be honorably dismissed by the Board:

A. Seniority will be determined by the total number of years of teaching service in the District, regardless of continuity. In determining total years of service to the District, factors concerning leaves of absence and less than full-time teaching will be determined as in 9.3

B. If seniority is still equal, then seniority will be determined by the teacher's approved position on the salary schedule. The teacher with the highest salary (approved horizontal position) will have the most seniority.

C. If seniority is still equal, then the teacher with the most total years teaching experience in and out of the District will have the most seniority.

D. If seniority is still equal, seniority will be determined by a random lot selection conducted by the Board. Each individual involved in the drawing shall be notified by certified mail of the date, time and place of the drawing one week prior to such drawing.

9.5 Recall Rights

If a position(s) becomes available within one (1) year, the recall will be according to state law.

Failure to respond within five (5) calendar days after the receipt of the Board's letter to recall sent by certified mail to the teacher's address on file with the Board recalling such teacher or failure to respond within fifteen (15) calendar days of the mailing of such a letter, will result in termination of the teacher's rights of recall hereunder.

ARTICLE X

EFFECT OF AGREEMENT

10.1 Terms and Conditions

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

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

C. The Teachers' Association agrees not to strike, or engage in any concerted action which would tend to disrupt the operation of Lexington Community Unit District #7 during the life of said agreement. The Board agrees not to lockout the bargaining unit for the duration of this agreement.

D. The Board reserves the right to pay above schedule to obtain or retain teachers, whenever in its judgment, the best interest of the district will be served.

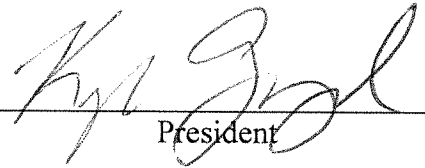
Negotiations may begin with the Superintendent and President of the LEA establishing the date and time of the first meeting. Negotiations shall be completed by the first day of the 2026-2027 school year.

This agreement shall become effective on July 1, 2023 and shall continue in effect until June 30, 2026.

In Witness Whereof:

FOR THE LEXINGTON EDUCATION
ASSOCIATION

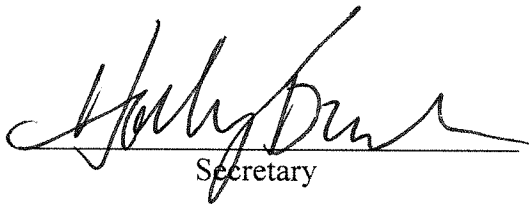
FOR THE LEXINGTON COMMUNITY
DISTRICT #7 BOARD OF EDUCATION



President



President



Secretary



Secretary

APPENDIX A

SALARY SCHEDULE

2023-24 Salary Schedule

Base Change
102.5%

Base
\$36,985.82

Step
0.02

Lane
0.02

Year	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
0	36985.82	38465.26	39944.69	41424.12	42903.55	44382.99	45862.42	48821.29	50300.72
1	37725.54	39204.97	40684.41	42163.84	43643.27	45122.70	46602.14	49561.00	51040.44
2	38465.26	39944.69	41424.12	42903.55	44382.99	45862.42	47341.85	50300.72	51780.15
3	39204.97	40684.41	42163.84	43643.27	45122.70	46602.14	48081.57	51040.44	52519.87
4	39944.69	41424.12	42903.55	44382.99	45862.42	47341.85	48821.29	51780.15	53259.59
5	40684.41	42163.84	43643.27	45122.70	46602.14	48081.57	49561.00	52519.87	53999.30
6	41424.12	42903.55	44382.99	45862.42	47341.85	48821.29	50300.72	53259.59	54739.02
7	42163.84	43643.27	45122.70	46602.14	48081.57	49561.00	51040.44	53999.30	55478.73
8	42903.55	44382.99	45862.42	47341.85	48821.29	50300.72	51780.15	54739.02	56218.45
9	43643.27	45122.70	46602.14	48081.57	49561.00	51040.44	52519.87	55478.73	56958.17
10	44382.99	45862.42	47341.85	48821.29	50300.72	51780.15	53259.59	56218.45	57697.88
11	45122.70	46602.14	48081.57	49561.00	51040.44	52519.87	53999.30	56958.17	58437.60
12	45862.42	47341.85	48821.29	50300.72	51780.15	53259.59	54739.02	57697.88	59177.32
13	46602.14	48081.57	49561.00	51040.44	52519.87	53999.30	55478.73	58437.60	59917.03
14	47341.85	48821.29	50300.72	51780.15	53259.59	54739.02	56218.45	59177.32	60656.75
15	48081.57	49561.00	51040.44	52519.87	53999.30	55478.73	56958.17	59917.03	61396.47
16	48821.29	50300.72	51780.15	53259.59	54739.02	56218.45	57697.88	60656.75	62136.18
17	49561.00	51040.44	52519.87	53999.30	55478.73	56958.17	58437.60	61396.47	62875.90
18	50300.72	51780.15	53259.59	54739.02	56218.45	57697.88	59177.32	62136.18	63615.62
19	51040.44	52519.87	53999.30	55478.73	56958.17	58437.60	59917.03	62875.90	64355.33
20	51780.15	53259.59	54739.02	56218.45	57697.88	59177.32	60656.75	63615.62	65095.05
21	52519.87	53999.30	55478.73	56958.17	58437.60	59917.03	61396.47	64355.33	65834.77
22	53259.59	54739.02	56218.45	57697.88	59177.32	60656.75	62136.18	65095.05	66574.48
23	53999.30	55478.73	56958.17	58437.60	59917.03	61396.47	62875.90	65834.77	67314.20
24	54739.02	56218.45	57697.88	59177.32	60656.75	62136.18	63615.62	66574.48	68053.91
25	55478.73	56958.17	58437.60	59917.03	61396.47	62875.90	64355.33	67314.20	68793.63
26	56218.45	57697.88	59177.32	60656.75	62136.18	63615.62	65095.05	68053.91	69533.35
27	56958.17	58437.60	59917.03	61396.47	62875.90	64355.33	65834.77	68793.63	70273.06
28	57697.88	59177.32	60656.75	62136.18	63615.62	65095.05	66574.48	69533.35	71012.78
29	58437.60	59917.03	61396.47	62875.90	64355.33	65834.77	67314.20	70273.06	71752.50
30	59177.32	60656.75	62136.18	63615.62	65095.05	66574.48	68053.91	71012.78	72492.21

2024-25 Salary Schedule

Base Change
103%

Base
\$38,095.40

Step
0.02

Lane
0.02

Year	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
0	38095.40	39619.21	41143.03	42666.85	44190.66	45714.48	47238.29	50285.93	51809.74
1	38857.31	40381.12	41904.94	43428.75	44952.57	46476.39	48000.20	51047.83	52571.65
2	39619.21	41143.03	42666.85	44190.66	45714.48	47238.29	48762.11	51809.74	53333.56
3	40381.12	41904.94	43428.75	44952.57	46476.39	48000.20	49524.02	52571.65	54095.47
4	41143.03	42666.85	44190.66	45714.48	47238.29	48762.11	50285.93	53333.56	54857.37
5	41904.94	43428.75	44952.57	46476.39	48000.20	49524.02	51047.83	54095.47	55619.28
6	42666.85	44190.66	45714.48	47238.29	48762.11	50285.93	51809.74	54857.37	56381.19
7	43428.75	44952.57	46476.39	48000.20	49524.02	51047.83	52571.65	55619.28	57143.10
8	44190.66	45714.48	47238.29	48762.11	50285.93	51809.74	53333.56	56381.19	57905.00
9	44952.57	46476.39	48000.20	49524.02	51047.83	52571.65	54095.47	57143.10	58666.91
10	45714.48	47238.29	48762.11	50285.93	51809.74	53333.56	54857.37	57905.00	59428.82
11	46476.39	48000.20	49524.02	51047.83	52571.65	54095.47	55619.28	58666.91	60190.73
12	47238.29	48762.11	50285.93	51809.74	53333.56	54857.37	56381.19	59428.82	60952.64
13	48000.20	49524.02	51047.83	52571.65	54095.47	55619.28	57143.10	60190.73	61714.54
14	48762.11	50285.93	51809.74	53333.56	54857.37	56381.19	57905.00	60952.64	62476.45
15	49524.02	51047.83	52571.65	54095.47	55619.28	57143.10	58666.91	61714.54	63238.36
16	50285.93	51809.74	53333.56	54857.37	56381.19	57905.00	59428.82	62476.45	64000.27
17	51047.83	52571.65	54095.47	55619.28	57143.10	58666.91	60190.73	63238.36	64762.18
18	51809.74	53333.56	54857.37	56381.19	57905.00	59428.82	60952.64	64000.27	65524.08
19	52571.65	54095.47	55619.28	57143.10	58666.91	60190.73	61714.54	64762.18	66285.99
20	53333.56	54857.37	56381.19	57905.00	59428.82	60952.64	62476.45	65524.08	67047.90
21	54095.47	55619.28	57143.10	58666.91	60190.73	61714.54	63238.36	66285.99	67809.81
22	54857.37	56381.19	57905.00	59428.82	60952.64	62476.45	64000.27	67047.90	68571.72
23	55619.28	57143.10	58666.91	60190.73	61714.54	63238.36	64762.18	67809.81	69333.62
24	56381.19	57905.00	59428.82	60952.64	62476.45	64000.27	65524.08	68571.72	70095.53
25	57143.10	58666.91	60190.73	61714.54	63238.36	64762.18	66285.99	69333.62	70857.44
26	57905.00	59428.82	60952.64	62476.45	64000.27	65524.08	67047.90	70095.53	71619.35
27	58666.91	60190.73	61714.54	63238.36	64762.18	66285.99	67809.81	70857.44	72381.26
28	59428.82	60952.64	62476.45	64000.27	65524.08	67047.90	68571.72	71619.35	73143.16
29	60190.73	61714.54	63238.36	64762.18	66285.99	67809.81	69333.62	72381.26	73905.07
30	60952.64	62476.45	64000.27	65524.08	67047.90	68571.72	70095.53	73143.16	74666.98

2025-2026 Salary Schedule

Base Change
103.25%

Base
\$39,333.50

Step
0.02

Lane
0.02

Year	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
0	39333.50	40906.84	42480.18	44053.52	45626.86	47200.20	48773.54	51920.22	53493.56
1	40120.17	41693.51	43266.85	44840.19	46413.53	47986.87	49560.21	52706.89	54280.23
2	40906.84	42480.18	44053.52	45626.86	47200.20	48773.54	50346.88	53493.56	55066.90
3	41693.51	43266.85	44840.19	46413.53	47986.87	49560.21	51133.55	54280.23	55853.57
4	42480.18	44053.52	45626.86	47200.20	48773.54	50346.88	51920.22	55066.90	56640.24
5	43266.85	44840.19	46413.53	47986.87	49560.21	51133.55	52706.89	55853.57	57426.91
6	44053.52	45626.86	47200.20	48773.54	50346.88	51920.22	53493.56	56640.24	58213.58
7	44840.19	46413.53	47986.87	49560.21	51133.55	52706.89	54280.23	57426.91	59000.25
8	45626.86	47200.20	48773.54	50346.88	51920.22	53493.56	55066.90	58213.58	59786.92
9	46413.53	47986.87	49560.21	51133.55	52706.89	54280.23	55853.57	59000.25	60573.59
10	47200.20	48773.54	50346.88	51920.22	53493.56	55066.90	56640.24	59786.92	61360.26
11	47986.87	49560.21	51133.55	52706.89	54280.23	55853.57	57426.91	60573.59	62146.93
12	48773.54	50346.88	51920.22	53493.56	55066.90	56640.24	58213.58	61360.26	62933.60
13	49560.21	51133.55	52706.89	54280.23	55853.57	57426.91	59000.25	62146.93	63720.27
14	50346.88	51920.22	53493.56	55066.90	56640.24	58213.58	59786.92	62933.60	64506.94
15	51133.55	52706.89	54280.23	55853.57	57426.91	59000.25	60573.59	63720.27	65293.61
16	51920.22	53493.56	55066.90	56640.24	58213.58	59786.92	61360.26	64506.94	66080.28
17	52706.89	54280.23	55853.57	57426.91	59000.25	60573.59	62146.93	65293.61	66866.95
18	53493.56	55066.90	56640.24	58213.58	59786.92	61360.26	62933.60	66080.28	67653.62
19	54280.23	55853.57	57426.91	59000.25	60573.59	62146.93	63720.27	66866.95	68440.29
20	55066.90	56640.24	58213.58	59786.92	61360.26	62933.60	64506.94	67653.62	69226.96
21	55853.57	57426.91	59000.25	60573.59	62146.93	63720.27	65293.61	68440.29	70013.63
22	56640.24	58213.58	59786.92	61360.26	62933.60	64506.94	66080.28	69226.96	70800.30
23	57426.91	59000.25	60573.59	62146.93	63720.27	65293.61	66866.95	70013.63	71586.97
24	58213.58	59786.92	61360.26	62933.60	64506.94	66080.28	67653.62	70800.30	72373.64
25	59000.25	60573.59	62146.93	63720.27	65293.61	66866.95	68440.29	71586.97	73160.31
26	59786.92	61360.26	62933.60	64506.94	66080.28	67653.62	69226.96	72373.64	73946.98
27	60573.59	62146.93	63720.27	65293.61	66866.95	68440.29	70013.63	73160.31	74733.65
28	61360.26	62933.60	64506.94	66080.28	67653.62	69226.96	70800.30	73946.98	75520.32
29	62146.93	63720.27	65293.61	66866.95	68440.29	70013.63	71586.97	74733.65	76306.99
30	62933.60	64506.94	66080.28	67653.62	69226.96	70800.30	72373.64	75520.32	77093.66

APPENDIX A

- Year 1- 2.5% added to base, 1 Experience Step on salary schedule. Any teacher whose 2022-2023 salary is above the highest salary within their education lane on the new salary schedule will receive a raise equivalent to 2.5% of their previous year's salary. Education lane movement will be allowed for all teachers with a commensurate increase in the teacher's salary.
- Year 2- 3% added to base, 1 Experience Step on salary schedule. Any teacher whose 2023-2024 salary is above the highest salary within their education lane on the new salary schedule will receive a raise equivalent to 3% of their previous year's salary. Education lane movement will be allowed for all teachers with a commensurate increase in the teacher's salary.
- Year 3- 3.25% added to base, 1 Experience Step on salary schedule. Any teacher whose 2024-2025 salary is above the highest salary within their education lane on the new salary schedule will receive a raise equivalent to 3.25% of their previous year's salary. Education lane movement will be allowed for all teachers with a commensurate increase in the teacher's salary.

APPENDIX B EXTRA DUTY SALARY

- Extra duty salary shall be based upon the base of the Salary Schedule using Appendix B for ranges.
- Starting levels of all assignments will be determined by the Board of Education.
- Each of the following years the increment will be increased a minimum of one per cent (1%). If any position is shared by two persons, each shall receive the full annual increase. The Board of Education reserves the right to withhold the increment. Should the Board decide to withhold the increment, the employee will be notified in writing the reason(s) for such action.
- The Board of Education reserves the right to pay beyond the range when it deems it is the best interest of the District.
- A stipend of \$20.00 per hour will be paid for detention hall supervision. Detention hall supervisors will only be paid when supervising detentions from the principal's office, not for those assigned by teachers.
- A stipend of \$20.00 per hour will be paid for homebound tutoring. A stipend of \$20.00 per hour will be paid to the accompanist for music contests including rehearsal time not to exceed \$700.00 per event.
- Committee Stipend—If the administration requires a teacher to serve on the school improvement, discipline committee or curriculum committee the teacher shall be reimbursed at the rate of \$20.00 per hour.
- Provided the Illinois State Board of Education funds the Local Professional Development Committee, teachers serving on the LPDC committee shall receive \$20.00 per hour up to a maximum aggregate cost of the reimbursement received by the District or \$1,000 whichever is less.
- A stipend of \$20.00 per hour will be paid for assigned supervision duties before and after school. Supervision duties assigned by an administrator shall be posted and made available to all certified staff.
- A stipend of \$20 will be paid each time a teacher complies with a request by an administrator to do work other than work directly related to preparing for their own classes during their preparation time.
- An hourly stipend of \$25 will be paid when teachers are required by an administrator to attend after school activities with exceptions noted in Article V, Section 5.2.
- An hourly stipend of \$10 will be paid for weight room supervision at the request of administration.
- The district will pay a one time cash bonus of \$1000 to any individual who earns National Board Certification as an employee of Lexington CUSD #7.

APPENDIX B EXTRA DUTY SALARY

PERCENTAGE RANGE

CLASS SPONSORS:

Senior Sponsor (2)	1
Junior Sponsor (2)	2
Sophomore Sponsor (2)	1
Freshman Sponsor (2)	1

OTHER SPONSORS:

High School Yearbook (2)	2 - 6
Instrumental Music Director	8 - 15
High School Music Chorus Director	2 - 6
High School Math Team	2 - 6
High School/Junior High Math Team Assistant	2 - 6
Musical/Play Director	2 - 6
Musical/Play Ass't Director (2)	1 - 3
Musical/Play Set Designer	1 - 3
Literary Club	2 - 6
Scholastic Bowl	2 - 6
High School Student Council (2)	2 - 6
Junior High Student Council (2)	1
National Honor Society Director	1 - 2
Elementary Character Education	1
Elementary Student Council	1

COACHING:

Head H.S.B. Football	8 - 15
Head H.S.B. Basketball	8 - 15
Head H.S.G. Basketball	8 - 15
Head H.S.G. Volleyball	8 - 15
Head H.S.B. Baseball	8 - 15
Head H.S.G. Softball	8 - 15
HS Track	8 - 15
Competitive Cheerleading (Basketball season)	8 - 15
Golf	4 - 12
Bass Fishing	2 - 6
J.H.B. Basketball (8th Grade)	5 - 10
J.H.G. Volleyball (8th Grade)	5 - 10
J.H.G. Basketball (8th Grade)	5 - 10
J.H.G. Softball	5 - 10
Ass't H.S.B. Football	5 - 10
Ass't H.S.B. Basketball	5 - 10
Ass't H.S.G. Basketball	5 - 10
Ass't H.S.G. Volleyball	5 - 10
Ass't H.S.G. Softball	5 - 10
Ass't H.S.B. Baseball	5 - 10
Ass't HS Track	5 - 10
Ass't Competitive Cheerleading	3 - 6
Ass't J.H.B. Baseball	3 - 6
Ass't J.H.G. Softball	3 - 6
Ass't J.H.B. Basketball	3 - 6
Ass't J.H.G. Basketball	3 - 6
Ass't J.H.G. Volleyball	3 - 6
Ass't J.H. Track	3 - 6
H.S. Cheerleading (Football season)	2 - 8
J.H.B. Basketball (7th Grade)	5 - 10
J.H.G. Volleyball (7th Grade)	5 - 10
J.H.G. Basketball (7th Grade)	5 - 10
J.H.B. Track	5 - 10
J.H.G. Track	5 - 10
J.H.B. Baseball	5 - 10
G.S. Cheerleading	2 - 6

All extra duty salaries shall be calculated using the base salary. The Board of Education will set salaries annually for duties within the ranges. The 8th grade coach will be the Head Coach unless otherwise designated by the Board of Education.

APPENDIX C
Sponsorship of Club/Organization

Clubs and organizations referred to in this section shall be those which are officially recognized and sanctioned by the building principal and do not currently receive a stipend on the Extra Duty Salary Schedule. Building principal must consider the requested resources (schedule, supplies, district transportation, etc.) before approving any club/organization. Prior approval must be obtained in writing by the building principal before beginning the activity.

The stipend will be based on the following category of activities:

Category I: Clubs/organizations that meet regularly and spend significant time (4 more hours per month/36 hours per year) outside the regular school day in sponsoring said activity and have at least five active student participants.

Category II: Clubs/organizations that meet regularly and spend some time (2 more hours per month/18 hour per year) outside the regular school day in sponsoring said activity and have at least five active student participants.

A sponsor of a club/organization shall submit an activity summary not later than one week before the final day of student attendance for the current school year to the building principal which identifies the following:

- a. Total membership in the club/organization
- b. Dates and length of meetings/activities

The building principal will review the summary with the sponsor and sign off that the sponsor has met the requirements before submitting to the District office for payment. Payment will be made on the first pay period in June of each year.

<u>Stipends:</u>	Category I	2% of base salary
	Category II	1% of base salary