

Professional Negotiation Agreement



**Ridgeview Community Unit School District No. 19
Colfax, IL**

**Between the
Board of Education
and the
Ridgeview Education Association**

July 1, 2025 – June 30, 2028

TABLE OF CONTENTS

Article 1 - Recognition	3
Article 2 - Employee Rights	4
Article 3 - Association Rights	6
Article 4 - Working Conditions	8
Article 5 - Emergency School Closing	16
Article 6 - Leaves of Absence	17
Article 7 - Employee Evaluation	21
Article 8 - Personnel File	23
Article 9 - Seniority	24
Article 10 - Reduction of Staff-Teachers	26
Article 11 - Vacancies and Transfers	27
Article 12 - Employee Compensation and Fringe Benefits	29
Article 13 - Grievance Procedure	35
Article 14 - Effect of the Agreement	37
Appendix A - Extra Duty Schedule	38
Appendix B - Certified Staff Salary Schedule	42
Appendix C - ESP Salary Schedule	45
Appendix D - Board Paid Insurance	48
Appendix E - Hourly Wage Position	49
Appendix F - State and Federal Reimbursement Rates	51

Article 1 - Recognition

1.1 Recognition

The Board of Education of Ridgeview Community Unit School District No. 19, hereinafter referred to as “Employer,” “Board of Education,” or “Board,” recognizes the Ridgeview Education Association, IEA/NEA hereinafter referred to as “Association” as the sole and exclusive bargaining representative for all full and regularly employed part-time licensed employees and non-certified employees, excluding superintendent, building administrators, district bookkeeper, board/superintendent secretary, substitute employees, and managerial, supervisory, confidential and short-term employees as defined by the Illinois Educational Labor Relations Act.

1.2 Definitions

- A. The term Employer, District, Board when used in this agreement shall refer to the Administration and/or the Board of Education for Ridgeview CUSD #19.
- B. The term ESP when used in this agreement shall mean Education Support Personnel. The term refers to non-certified personnel.
- C. The term Teacher when used in this agreement shall refer to employees whose position requires a teaching license and who teach.
- D. The term Employee when used in this agreement shall refer to both teachers and ESPs.
- E. The term Employee Route Bus Driver when used in this agreement shall refer to an employee who transports students on both morning and afternoon shifts on a daily basis for the entire school year.
- F. A “Twelve-month ESP” is an ESP employed in a position on an annual fiscal or twelve-month basis.
- G. Extended ESP positions are those which are expected to be longer than the normal school calendar, but not more than two hundred twenty days (220).
- H. A “School-year ESP” is an ESP in a position employed to work one hundred eighty (180) days or fewer, and whose employment follows the school calendar for students, rather than annual fiscal or twelve-month basis.
- I. A “Part-time ESP” must regularly work fewer than six (6) hours or more than two (2) hours per day.
- J. A “Specialized part-time ESP” works two or fewer hours per day.

Article 2 - Employee Rights

2.1 Right to Organize and Participate

Employees shall have the right to organize, join, and assist the Association. The Board shall not retaliate against any employee merely due to membership or non-membership in the Association, or participation or non-participation in the Association, or participation in negotiations with the Board.

2.2 Employee Notification of Assignments

A. Teachers

Teachers shall be given written notice of their tentative teaching assignments for the forthcoming school year no later than the third Monday of May. In the event changes in such assignments are necessary, the teacher affected shall be promptly notified. If the teacher objects to the changed assignment, he or she may resign without penalty.

B. Educational Support Personnel (ESP)

Post-probationary ESP shall be given written notice either by certified mail, return receipt requested, or personal delivery with receipt at least 30 calendar days before the employee is removed or dismissed, unless the reduction is due to an unforeseen reduction in student population, in which case only 5 calendar days' notice is required. If no such notice is given, the employee will maintain employment until such notice is given.

C. Job Descriptions

Official job descriptions for each position within the bargaining unit shall be maintained at the Unit Office. Bargaining unit members shall be given a copy of their job descriptions upon employment or when the job description is changed. On an annual basis, a committee of one school board member, one administrator, and two Association members will meet to review job descriptions and update them as necessary. Click [HERE](#) to access the job descriptions.

2.3 Employees Leaving the School Building

Employees may leave the building during their scheduled lunch breaks. At other times during the workday, employees may leave the building with the approval of the building principal or his/her designee, and provided the employee notifies the office of his/her destination.

2.4 Reprimands or Suspension of Employees (Due Process for school employees)

This section shall not apply to extra-duty schedule positions.

A newly hired ESP shall be considered to be a probationary employee for the first twelve (12) months of employment, and within that twelve (12) month probationary period may be discharged at any time. The administration may extend the twelve (12) months to eighteen (18) months by giving written notice to the employee before the twelve (12) months are completed.

Reasons for termination of employment of a post-probationary ESP shall be presented to the Board of Education in writing, and a copy of such reasons shall be supplied to the employee involved.

For remediable offenses of tenured teachers and post-probationary ESPs, the District shall follow the practice of progressive discipline. Except for the dismissal of teachers or teacher evaluation, no tenured teacher or post-probationary ESP shall be issued a written notice of remediation nor have disciplinary action (written warning, suspension) taken against him/her except for cause.

Disciplinary action will be progressive and, except for gross misconduct, in accordance with the following schedule. The sequence and necessity for the following steps will be determined by the Superintendent depending upon the circumstances of each case.

Due process for Teachers

1. Written warning
2. Notice to Remedy
3. One day suspension (may be contemporaneous with Notice to Remedy)
4. Dismissal

Due process for ESPs

1. Written warning #1
2. Written warning #2
3. One to five-day suspension (with or without pay)
4. Discharge for cause

Termination of an ESPs employment after twelve (12) months shall be accompanied by at least a two-week notice, except in cases in which the Board concludes that continued presence of the ESP on the premises will be detrimental to the best interest of the school, in which case employment may be terminated immediately upon notice along with two (2) weeks pay. If such employment is terminated by reason of gross misconduct, no severance pay shall be granted. At the termination of employment of any ESP, falling under the provisions of vacation benefits, for any reason, the ESP shall receive a prorated share of vacation pay for all unused vacation days.

2.5 Employee Right to Representation

Any employee required to appear before the Superintendent or Board of Education by written request regarding any matter shall have the right to be accompanied by a representative of the Association. Prior to such a meeting, the employee and the President of the Association shall be given written notice of the purpose of the meeting. (This paragraph shall not apply to evaluation conferences or to meetings which are not intended to be disciplinary.)

2.6 Board Policies

The board policies may be found on the district website. The policies are not incorporated into this Agreement, and, therefore, are not grievable.

Article 3 - Association Rights

3.1 Association Matters – Board of Education

At each regular and special meeting which is required to be open to the public under the Open Meetings Act, employees of the District shall be afforded time to comment. The Board reserves the right to establish reasonable time constraints. This right shall not apply to any adjourned meeting of the Board where the right to comment had been previously afforded.

3.2 Board Meeting Notification

The President of the Association shall be given notice of any regular or special meetings of the Board in the same form and fashion as notice to Board members, together with a copy of an agenda for such meetings, if one exists.

3.3 Board Minutes – Association Copies

A copy of the Board Secretary's minutes of meetings of the Board of Education shall be sent via email to the President of the Association at a reasonable time after being prepared. It is agreed these unapproved minutes do not become the minutes of the Board of Education until such time as they have been approved by the Board of Education at a subsequent meeting. The official minutes of each Board of Education meeting are posted on the district website after being approved.

3.4 Pertinent Information – Association

The Board of Education shall furnish, upon request of the President of the Association, annual financial reports and audits, treasurer's report, pupil census data, names, addresses and experience credit of all employees and compensation paid thereto. However, this shall not require the District to compile records, which do not otherwise exist, or calculate or create statistical records.

3.5 Contract Distribution

Within thirty (30) calendar days after ratification by the Association and adoption by the Board of Education and execution of original counterparts of this Agreement, the Board shall make it available on the district website.

3.6 Association Leave

The Association shall be granted a total of three (3) days district-wide for Association leave. Such leave shall be granted without loss of salary at District's expense. Association leave may not be used in increments of less than one-half (1/2) day. No more than two (2) employees from the same school may use Association Leave on the same day.

3.7 Dues Deductions

A. Method of Deduction

The Board shall deduct from each employee's pay the current dues of the Association, provided the employee has signed an authorization. Pursuant to authorization, the Board shall deduct the Association dues beginning upon employment through substantially equal payments prorated per pay period.

B. Deduction Authorization

The Association shall submit dues-deduction authorizations by August 20th of each year or within five (5) business days of initial employment if initial employment occurs after the school year has commenced. Dues deduction

authorization shall remain in force from year to year and may be revoked, provided a written revocation is received by the District by August 20th of each year, or within five (5) business days of initial employment if initial employment occurs after the school year has commenced. The Association shall be notified of any revocation before said revocations take effect.

C. Release of Board from Liability

The Board is expressly relieved of all dues-deduction liability with regard to:

1. Insufficient earnings to cover deductions.
2. Unpaid dues in arrears where the District has complied with its deduction responsibilities; and
3. The dues of employees no longer employed by the Board or employees on unpaid leaves of absence.

D. Remittance of Dues

The Board shall remit dues deducted to the Association monthly, or within ten calendar days of the monthly board meeting.

3.8 Employee Orientation

The Association and the employer agree that up to one (1) hour will be made available during Teacher Institute Days in August and May for Association purposes. All employees may attend the Association meeting on said days.

3.9 Association Use of District Facilities & Equipment

A. Use of Building

The Association may request from the superintendent or principal the use of buildings for Association meetings, which shall not be unreasonably withheld. Such use shall not conflict with school activities or use scheduled by other groups prior to the Association's request.

B. Use of Bulletin Board & Mail Facilities

Bulletin boards in employee lounges and copy rooms may be used for posting of Association notices. Employees may use inter-school mail, employee mailboxes, and school email for Association material. Items posted on the bulletin board and placed in mailboxes need to be approved by administration.

C. Use of Equipment

The Association shall have the right to use email, printers, copiers, computers and similar equipment, provided that such use does not conflict with use for school purposes. The District may request that the Association reimburse the District for usage costs.

3.10 Business by Association Representatives on School Property

Representatives of the Association shall be permitted to transact Association business on school property with employees during their non-contract hours, or at other times with the approval of the Superintendent, whose approval shall not be unreasonably withheld. Such representatives shall make their presence known to the proper official upon entering the building or at other times.

3.11 Hiring of Administrators

The superintendent may select a committee to provide input on the selection of a building administrator. The committee would be advisory in nature only.

Article 4 - Working Conditions

4.1 Calendar

The school calendar shall consist of 185 days which shall include 176 student-attendance days, four (4) Teacher Institute days and five (5) emergency days. The work year for teachers shall not exceed one hundred eighty (180) days which shall include the four (4) Teacher Institute days. Unused emergency days shall not become workdays for teachers, teacher aides, secretaries, cafeteria workers and bus drivers. The Board of Education reserves the right to amend the school calendar but shall allow Association input prior to any modification except for revisions due to the use of emergency days.

4.2 Length of Workday – Teacher

The teacher workday will consist of seven (7) hours and forty (40) minutes. Teachers will work 7:40 am - 3:20 pm.

On those occasions when parent-teacher conferences are scheduled to extend past the regular school day, the Administration shall cause another day after the extended parent-teacher conference day to be reduced by a like number of hours as the extended day.

A. Lunch Periods and Preparation Periods

1. Duty-Free Lunch Periods

All teachers who work more than four (4) clock hours per day shall be entitled to a duty-free lunch period of thirty (30) minutes in length.

2. Preparation Periods

All full-time high school and junior high school teachers (grades 6 - 12) shall have a daily-unassigned preparation period equal in length to the student class period.

All full-time elementary teachers shall average two hundred twenty (220) minutes of preparation time per five-day workweek. Each teacher shall have a minimum of a 30-minute block of uninterrupted planning time during the student attendance day.

Part-time teachers shall receive preparation time in proportion to their schedules.

B. Teaching Periods for High School and Junior High Teachers

The daily teaching load for full-time HS and JH teachers shall include 6 class periods of content area instruction, one period of lunch supervision/study hall, and an activity/homeroom/advisory period. An additional instructional period can be added in lieu of a supervisory/study hall period or an activity/homeroom/advisory period, provided it is agreed upon by both the teacher and the administration, and is compensated in accordance with Article 4.2.D.

C. Limit of Teachers Responsibility

A teacher shall not be required to assume the responsibility of another teacher's students simultaneously with his/her own students. Specifically excluded from this provision are teachers who supervise study halls

and the library. A teacher so required by the administration shall be paid in accordance with Appendix E - Hourly Wage Position of this Article.

D. Additional Load Compensation

Compensation for in-house teaching in lieu of prep period will be compensated in accordance with Appendix E - Instructional Hourly Rate. In the event that an employee teaches more than the normal load for a full semester, the teacher shall receive additional compensation in accordance with Appendix A - Hourly Wage Position - Overload.

E. IEP Writing Days

Special Education teachers will be granted two (2) IEP Writing Days per year. Days can be utilized under the following conditions:

- (1) Used in ¼ day increments,
- (2) Must remain onsite, and
- (3) Used for IEP writing and planning only.

4.3 ESP Work Day/Work Year

The normal workday for ESP will be based as follows for the following classifications.

A. Teacher Aides

The workday could consist of up to eight (8) hours including a non-paid, duty free lunch period of thirty (30) consecutive minutes in length.

A teacher aide who becomes a substitute teacher for an entire day will be paid their normal pay plus half of the substitute rate. A half day of substitute teaching equals one quarter of the substitute rate. One class period of substitute teaching equals one seventh of the substitute rate.

B. Custodians and Maintenance

The workday could consist of eight and one-half (8 ½) hours including a non-paid, duty free lunch period of thirty (30) consecutive minutes in length.

C. Cafeteria & Kitchen Workers

The workday could consist of up to eight (8) hours including a non-paid, duty free lunch period of thirty (30) consecutive minutes in length.

Cafeteria workers who are required by the district or the law to maintain Food Service Sanitation certification shall be reimbursed for registration fees for classes, seminars, workshops, materials, and mileage. All these fees must be pre-approved by the Superintendent or his/her designee. Mileage will be paid at the current IRS standard mileage rate.

D. Administrative Assistants

The workday shall be not more than eight and one-half (8 ½) hours which includes at minimum a thirty (30) consecutive minute duty-free, non-paid lunch period.

When secretaries are required to call substitute employees outside their regular work day, secretaries will be paid minimally one (1) hour for this responsibility. Secretaries will document and submit the time and persons called. Each secretary will be required to perform this duty on an equitable rotation. By 7:00 am, the designated calling secretary will inform the appropriate principal(s) of any unfilled positions.

E. Technology Specialist

The workday could consist of eight and one-half (8 ½) hours including a non-paid, duty free lunch period of thirty (30) consecutive minutes in length.

F. School Nurse

The work day could consist of up to eight and one-half (8 ½) hours including a non-paid, duty free lunch period of thirty (30) consecutive minutes in length.

G. Bus/Van Drivers Work Day/Work Year

Bus drivers shall be paid one and one-half (1 ½) hours for a morning or afternoon run. The above payment includes the pre-trip, post-trip check of the bus, and refueling. Should bus drivers have to travel to refuel, they will be paid for up to (3) three hours per week at the extra-trip pay rate. Changes in length of routes or route assignments from year-to-year shall not be deemed a reduction-in-force unless there is a reduction in pay.

<u>Drive Type</u>	<u>Hours</u>	<u>Rate</u>
AM/PM Route	3 hours/day 1.5 hours/route	Bus Driver
Pre-K	1.5 hours/day	Bus Driver
BCA	Variable	Van/Driver
Special Education (All)	Variable	Van/Driver
Field Trip, Activity Trips	Variable	Extra Trip
Other Bus/Van Trips	Variable	Van/Driver
After School Activity Route	Per Trip	\$50/trip (not OT eligible)

1. Extra Trip Assignment

At the beginning of the school year, all interested bus/van drivers shall notify the Director of Transportation to add his/her name to a list of drivers for extra trips. The Administration shall endeavor to assign extra trips equitably among drivers, so that drivers shall have generally equal opportunity to take extra trips. Extra-trip pay shall include standing time. If an overnight stay is required by a trip, hourly pay begins one-half (½) hour before driving for pre-trip check and refueling. Hourly pay ends when the overnight destination is reached. Pay for extra trips shall be at the rates specified in Appendix C.

2. Driver’s Meal and Lodging Reimbursement

For overnight stays, the District will reimburse the driver per the state/federal rate (as outlined in Appendix F) per day for necessary expenses plus the cost of lodging (approved by the District). The per diem expense

reimbursement covers all time spent by the driver at the assigned destination. The District will not be responsible for any other payments for overnight trips. The driver will be paid the hourly rate while driving as specified above and a total of an additional ¼ hour for pre-trip check, refueling and ¼ hour for post-trip check. Additional time may be paid for with prior approval of the Director of Transportation. The District will reimburse per the state/federal rate (as outlined in Appendix F) per meal for a driver's meals during trips of more than four (4) hours. The reimbursement will be based upon receipts submitted and will be paid after the first board meeting of each month.

3. *Driver's Physical and Drug test*

The district will pay the cost of the yearly, required physical and the required, random and pre-employment drug testing. The employee shall use the district designated physician for the required exam.

4. *Pay for Bus Driver Refresher Course*

The District will pay the registration fees of the refresher courses sponsored by the Regional Office of Education. The District will reimburse bus drivers for up to four (4) hours at the rate paid for extra-duty trips for attendance at refresher courses required by law or the employer. The District will provide transportation or reimburse mileage for use of personal vehicles. The District reserves the right to limit the number of personal vehicles approved for any individual course.

5. *Bus Permit and Renewal of Commercial Driver's License (CDL)*

The District shall pay for the initial CDL license and bus permit. The District will pay the cost for subsequent bus permits.

6. *Vehicle Maintenance, Shuttle of Empty Vehicles and Driver Meetings*

Drivers will be paid at the extra-duty trip rate for time spent when moving empty vehicles for inspections, maintenance, or moving vehicles to another location or attending driver meetings.

7. *Pay for Extra Trips*

Extra trips shall be compensated at the assigned hourly rate. Extra trips shall be posted and assigned annually with the assignment being granted in the best financial interest of the District.

H. Other Compensatory Items

1. *Breaks*

ESPs that are regularly scheduled to work six (6) or more hours per day, shall be entitled to one (1) 15-minute break. The break will be scheduled with the approval of the employee's immediate supervisor and may be modified as building conditions or events occur. This paragraph does not apply to bus drivers or bus monitors.

2. *Relief Time and Overtime*

ESP working overtime will be entitled to an additional 15-minute break for every four (4) hours worked beyond the regular workday. Overtime which is not consecutive to the normal workday shall entitle ESP to an additional 15-minute break for each four (4) hours of overtime. This shall not apply to bus drivers.

3. *Changing Hours*

Current employees shall not have their workday split. This does not prohibit the employer from hiring a new employee to work a split shift. This provision does not prohibit the employer from altering an employee's beginning or ending time during the work year. Furthermore, an employee's workday can be split in the special cases of orientation, parent-teacher conferences, open house or emergencies which are beyond the employer's control.

4. *Sunday and Holiday Pay*

If the ESP is required to work a holiday, the ESP will be paid for time worked in addition to the holiday pay due him/her. Sunday work in excess of forty (40) hours in the workweek will be paid at one and one-half times the regular rate of pay. The ESP must work during the pay period. This section shall not apply to extra-duty assignment pay rates.

5. *Overtime*

All work required by the immediate supervisor, over and above forty (40) hours per week, shall be compensated at the rate of one and one-half (1 ½) times the normal rate of pay. ESP will be asked if they are willing to accept overtime during their regular work year. It is noted that the overtime provision only applies to the ESP's current category of position.

No overtime shall be allowed or paid by the District without the prior approval of the immediate supervisor, building principal, or superintendent. There is no guarantee of overtime work for any ESP. The Administration shall endeavor to assign overtime as equally as possible within each building and respective job categories.

6. *Call Back Work*

All call back work shall be paid at a minimum of one (1) hour. ESP called back to work after their regular shift shall be paid at the rate specified. This shall not apply to building checks.

7. *Building/Boiler Checks*

Building and boiler checks performed when school is not in session and outside the normal shift shall be paid at a minimum of one (1) hour.

8. *ESP Vacation Days*

All 12-month ESP shall receive paid vacation time. Vacation requests shall be made to the Superintendent, or his/her designee, at least one week in advance of the requested dates except in the case of an emergency; then it should be submitted as soon as possible. Such requests shall not be unreasonably denied.

Vacation shall be credited on the ESP's anniversary date. An ESP must work one year before any paid vacation leave can be used. An ESP, whose employment terminates prior to his/her anniversary date of hire, shall earn vacation time on a prorated basis for that fraction of the year in which the employee works.

9. *ESP Option (176 day ESP Only)*

The implementation of full day School Improvement days decreased the actual number of student attendance days to 170. This requires 176 Day ESPs to make up the remaining 6 days. So long as full day School Improvement days are utilized, all ESP's scheduled to work 176 days will have 2 options:

- (1) Work 176 Days - ESPs will work 170 student attendance days, plus the first 6 Teacher Institute/School Improvement Days. ESPs selecting this option will have their pay based on the following formula:
 - (a) $\text{Pay rate} \times \text{Hours} \times 176 = \text{Annual Pay}$
 - (b) ESPs hired mid year will have pay based on the number of days remaining.
- (2) Work 172 Days - ESPs will work 170 student attendance days, plus the first two Teacher Institute/School Improvement Days. ESPs selecting this option will have their pay based on the following formula:
 - (a) $\text{Pay Rate} \times \text{Hours} \times 172 = \text{Annual Pay}$
 - (b) ESPs hired mid year will have pay based on the number of days remaining.

10. *ESPs Working Multiple Assignments*

In the event an ESP has multiple assignments, the assignments will be combined into one assignment using the following formula/procedure ([link to spreadsheet to help calculate](#)):

- (1) Annual Compensation for Each Position
 - (a) Position #1: $\text{Hourly Rate} \times \text{Daily Hours} \times \# \text{ of Workdays}$
 - (b) Position #2: $\text{Hourly Rate} \times \text{Daily Hours} \times \# \text{ of Workdays}$
 - (c) Position #3: $\text{Hourly Rate} \times \text{Daily Hours} \times \# \text{ of Workdays}$
- (2) Total Annual Compensation
 - (a) Sum of the annual compensation amounts for Positions #1, #2, and #3
- (3) Total Hours Worked Annually
 - (a) $(\text{Daily Hours for Position \#1} \times \# \text{ of Workdays}) +$
 - (b) $(\text{Daily Hours for Position \#2} \times \# \text{ of Workdays}) +$
 - (c) $(\text{Daily Hours for Position \#3} \times \# \text{ of Workdays})$
- (4) Blended Hourly Rate Formula
 - (a) $\text{Blended Hourly Rate} = \text{Total Annual Compensation} \div \text{Total Hours Worked Annually}$

Any overtime earned while performing duties included in the blended rate calculation shall be compensated using the blended hourly rate.

A. *Accumulation and Annual Allotment*

Vacation time shall accrue on the following:

<i>Years Employed in District</i>	<i>Vacation Pay</i>
0-9 years	5 days
10-19 years	10 days
20+ years	15 days

Accumulation of days cannot exceed 20 days. ESPs may not take more than 10 consecutive days of vacation.

B. Paid Holidays for Full-time ESP

All full-time ESP who are scheduled to work twelve (12) months shall be entitled to the following paid holidays: New Year's Day, Martin Luther King Day, Lincoln's Birthday or Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Thanksgiving Day, the Friday following Thanksgiving, Christmas Eve (full day), Christmas Day, One Non-attendance/Floating Day.

All extended ESP positions working at least 220 days per year, and within the school calendar, shall be entitled to the following paid holidays: New Year's Day, Martin Luther King Day, Lincoln's Birthday or Presidents' Day, Memorial Day, Labor Day, Columbus Day, Thanksgiving Day, the Friday following Thanksgiving, Christmas Day.

All extended ESP positions working at least 210 days per year, and within the school calendar, shall be entitled to the following paid holidays: New Year's Day, Martin Luther King Day, Lincoln's Birthday or Presidents' Day, Memorial Day, Labor Day, Thanksgiving Day, Christmas Day.

All extended ESP positions working at least 195 or 200 days per year, and within the school calendar, shall be entitled to the following paid holidays: Thanksgiving, Christmas, New Year's Day, Lincoln's Birthday or Presidents' Day.

All extended ESP positions working at least 185 days per year, and within the school calendar, shall be entitled to the following paid holidays: Thanksgiving, Christmas, New Year's Day.

Alternate Holiday: If a holiday falls on a Saturday, the holiday shall be observed on the first preceding day that is a normally scheduled workday and not a holiday. If a holiday falls on a Sunday, the holiday shall be observed on the first following day that is a normally scheduled workday and not a holiday. Generally this will be on the preceding Friday and following Monday.

Holiday Pay: An employee must work within the payroll period during which the holiday occurs unless he/she is on an approved vacation.

11. Reduction in Hours

In case of a reduction of an ESP's regularly scheduled hours, the Superintendent will give the ESP ten (10) business day's notice.

4.4 Unsafe and Hazardous Working Conditions

Any employee who believes that his/her working conditions are unsafe shall immediately report the same to the superintendent or principal. Any employee who believes that an explanation of unsafe or hazardous working conditions is necessary or beneficial to the employee, may have a right to a meeting with the Superintendent during regular school hours. At such a meeting, the employee may be accompanied by an Association representative if he/she desires. No teacher shall be required to enter a building alone or to be left alone in a building.

4.5 Physical Facilities

The district will provide sufficient supplies, equipment, and resources to all district employees in order to allow employees to complete their jobs in a satisfactory manner.

4.6 Employee Lounge/Workroom

The employer shall make available in each school at least one (1) room which shall be reserved for use as an employee lounge/workroom. Upon request of the Association a maximum of two (2) vending machines shall be installed in the employee lounge/workroom, providing the Association pays for the vending machines and their contents. The profits from all such machines shall be remitted to the Association.

4.7 Bus Driving by Teachers/Extra-curricular Sponsors

No teacher/extra-curricular sponsor (or designee) shall be required to drive a bus or van as part of his/her teaching or extra-curricular duties. If the teacher/extra-curricular sponsor (or designee) volunteers to transport students by bus, he/she shall be paid the state minimum wage per hour with a minimum of one (1) hour pay. Only driving time shall be paid for and layover time shall not be reimbursed.

4.8 Dispensing of Medicine

Employees, other than medical personnel, shall not be required to administer medication to pupils or perform other medical procedures. This shall not prohibit employees from providing emergency assistance to students.

4.9 Teacher Meetings – Number Required

The REA and the BOE recognize the need for collaboration with the Administration to establish a reasonable number of teachers' meetings throughout the year. Except in cases of emergency, the Administration will provide a minimum of a 48 hour notice when scheduling a teacher meeting.

4.10 Surveillance Cameras

The primary purpose of surveillance cameras is to secure the buildings. Surveillance equipment is not meant to observe employee performance or otherwise be accessed as documentation in the employee evaluation process. Data from the surveillance equipment may be reviewed by the District's personnel in connection with investigations of suspected criminal conduct, student misconduct, or security violations or incidents. If the review of data reveals alleged incidents of employee misconduct, the Employee and an REA representative may review the data depicting the alleged employee misconduct with Administration. Any discipline that may be imposed against the Employee as a result of the misconduct investigation shall be in accordance with the applicable provisions of the Collective Bargaining Agreement. Police shall have access to cameras only during emergency situations (i.e. active shooter situation, code red situation) in which monitoring cameras in real-time is necessary to maintain safety for staff and students.

4.11 Productive Environment

The Board and the Association understand that mutual respect and appropriate communication are integral to maintaining a productive learning and working environment. Harassment, intimidation, menacing, bullying, or retaliation by Employer and/or District Employees shall not be tolerated. The Board, the Administration, and the Association agree to work collaboratively to ensure that a productive environment is maintained for all.

Article 5 - Emergency School Closing

5.1 Notification Procedure

When an emergency confronts the schools, notifications of the closing of schools will be released for broadcast over multiple media platforms as soon as possible.

ESPs who are scheduled and start work before school is closed shall be paid for time worked.

5.2. School Closing – Leave Days

When schools and school offices are officially closed by the superintendent, no leave days previously arranged by an employee will be deducted for such emergency days.

5.3 Inclement Weather – Reporting to Work and Loss of Pay

Employees who are unable to report to work as scheduled because of inclement weather shall not be charged with loss of pay. However, the employee will be charged a personal business day, if available, and if no personal business day is available to that employee, will be charged as a sick leave day. If no personal business day or sick-leave day is available to that employee, the day will be charged as a dock day.

5.4 Bomb Threat – Procedure

No employee shall be required to search for a bomb.

Article 6 - Leaves of Absence

6.1 Sick Leave

A. Definitions

1. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness, birth, adoption, placement of adoption, or death in the immediate family or household.
2. For the purpose of sick leave, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, stepchildren, domestic partner, step-parent, and legal guardians.

B. Credit and Accounting

Certified Staff, Twelve-month, Extended, School Year, and Regular Route Bus Drivers shall be granted sick leave days per school term based on the following chart, which may accumulate above the TRS maximum. Sick leave shall be granted as provided and limited by the School Code. The Board of Education reserves the right to require a physician's certificate and to enforce other limitations on sick leave in accordance with the Illinois School Code. Certified Staff may use accumulated sick days for service credit upon retirement up to the maximum permissible by TRS. Twelve-month, Extended, School Year, and Regular Route Bus Drivers may use accumulated sick days for compensation upon retirement up to the maximum permissible by IMRF.

<i>Years of Service in the District</i>	<i>Sick Days Granted Per Year</i>
0-5 years	12 days
6-19 years	13 days
20+ years	15 days

For Certified Staff, any unused Sick Days remaining after pension service credit contributions to TRS shall be compensated up to 30 unused Sick Days at \$100 each day up to a maximum of \$3,000. No less than 30 days, but no more than 60 days after retirement from Ridgeview, this compensation is to be paid out to the employee.

Part-time ESPs shall be granted sick leave days per year based on the following chart, which may accumulate to two hundred forty (240), or the maximum permissible by IMRF, whichever is greater. The Board of Education reserves the right to require a physician's certificate and to enforce other limitations on sick leave in accordance with the School Code.

<i>Years of Service in the District</i>	<i>Sick Days Granted Per Year</i>
0-5 years	5 days
6-19 years	6 days
20+ years	8 days

The employer shall indicate the number of unused sick leave days on each employee's paycheck.

C. Sick Leave Bank

1. Establishment and Operation of Sick Leave Bank

A Sick Leave Bank shall be cooperatively established by the REA and the BOE. The Sick Leave Bank shall be maintained by the REA Sick Leave Bank Committee through the donation of Sick Days. Participation is optional for all REA members.

Each REA member has the option to become a member of the Sick Leave Bank by contributing one (1) day per assessment beginning upon employment. If an REA member elects to decline membership in the Sick Leave Bank, they shall not be eligible to withdraw from the Bank, and they will not be eligible to participate in future assessments.

Each new REA member shall be given an application form at the beginning of their employment. Any member desiring to participate shall sign the application and return it to their building representative. Any member electing to decline membership in the Sick Leave Bank shall also indicate this on the same form. Declining membership forfeits all future participation. Donations of Sick Days shall be made at the end of the REA member's first pay period, or as soon as one (1) full day of sick leave has been accrued.

Any days transferred by the participant shall remain in the Sick Leave Bank indefinitely until it is utilized. Reports on the status of the Sick Leave Bank, including the number of days remaining, will be maintained by an internally designated Sick Leave Bank Committee within the REA.

The total number of days to accumulate in the Bank will not exceed three hundred (300) days. In order to remain within this 300 day limit, one Sick Leave Day will be removed for each participant who ceases participation in the Bank.

Should the total number of days in the Bank drop below 100 at any time, the Sick Leave Bank Committee may assess the status of the Bank and require all participants to deposit an additional day. Should the total number of days in the Bank reach zero, the bank will temporarily suspend operation until adequate sick leave can be replenished.

In order to remain an active member, a participant must contribute to the Bank when assessed by the Sick Leave Bank Committee. Once a participant voluntarily revokes their active status in writing, they shall not be eligible to participate in the Sick Leave Bank. If a participant has no Sick Days to contribute when assessed, but still wishes to participate in the Sick Leave Bank, the member must retroactively contribute the required sick time at the beginning of the following school year, or once they have accrued the necessary sick leave.

2. Procedure for Use of Sick Leave Bank

Upon depletion of their Sick Leave and Personal Leave days, any qualified participant may make a written application to the Sick Leave Bank Committee. Should the participant be unable to make a written

application, an appropriate designee may do so on their behalf. Any participant currently enrolled in Sick Leave Bank shall be entitled to draw from the Bank provided the following conditions are met:

- a. The participant has made all of the assessed contributions to the Sick Leave Bank.
- b. The participant has used all their personally accumulated Sick Leave Days and Personal Days.
- c. The participant has produced a doctor's certificate as proof of their need (if applicable).
- d. The participant has been absent (or anticipates an absence) more than three (3) consecutive workdays in connection with the same long-term condition.
- e. The participant's extended absence is otherwise deemed necessary and appropriate by the Sick Leave Bank Approval Committee, provided the request falls in line within the definitions established in Article 6.1.A.

3. Family Leave

One time only, a participant may request up to 20 days from the Sick Leave Bank for the birth, adoption, or foster of a child. The conditions outlined in Article 6.1.C.2 still must be met prior to any days being withdrawn from Sick Leave Bank.

4. Sick Leave Bank Approval Committee

A Sick Leave Bank Approval Committee consisting of two REA members and two Administrators shall review and approve each Sick Leave Bank request.

5. Maximum Use of Sick Leave Bank

A member meeting the requirements of this Article may use a maximum of fifty (50) days from the Sick Leave Bank per school year. No member may use more than one hundred (100) days during their employment at Ridgeview CUSD #19. Participants can not be granted more days than remain in the school year.

6. Unused Days in Each Year

Unused days remaining in the Sick Leave Bank at the end of the year will accumulate for the following year.

6.2 Personal Leave

At the beginning of each school year, each teacher, twelve-month ESP, extended ESP, school-year ESP, and regular-route bus driver shall be granted five (5) personal business days per year.

Personal business days are subject to the following conditions:

- A. Personal business leave shall be available only for urgent personal business which cannot reasonably be accomplished outside the workday.
- B. Personal leave shall not be granted the first five (5) days and last five (5) days of school, during final exams, School Improvement Days, Teacher Institute Days, Parent-Teacher Conference Days, and the day before or after any vacation or school holiday provided in the School Code or granted by the Board of Education.

The only exceptions to the personal days are:

1. Attending high school or college graduation ceremonies of the employee's children or grandchildren.
2. A wedding of an immediate family member.

- C. No more than two (2) teachers per building (Ridgeview Elementary School or Ridgeview Junior/Senior High School) may take personal leave on the same day. In the case of a greater number of teachers in a building applying for personal leave on the same day, the leave shall be granted in order of application.
- D. No more than four (4) ESP may use personal leave on the same day. No more than one (1) per pay category may use personal leave on the same day.
- E. Except in the case of emergency, in order to provide adequate time to secure a substitute teacher, a teacher shall request personal leave in writing to the building principal at least twenty-four (24) hours in advance of the requested leave. In case of an emergency, the leave shall be requested as soon as possible after the need for leave is known.
- F. Unused teacher and ESP personal leave shall automatically be converted to sick leave.
- G. The Superintendent may waive, at his/her discretion, the restrictions as listed above. Sick leave may be converted for extreme emergencies.

6.3 Professional Leave

- A. Each teacher may have three (3) professional leave days per year if approved by the superintendent. Each full-time ESP may have one (1) professional leave day per year if approved by the Superintendent or his/her designee. Professional leave days may be approved by the Superintendent for the following reasons:
 - 1. To attend a conference, workshop, or seminar related to the employee's field.
 - 2. To visit other schools, to view other techniques or programs, to view new classroom equipment, or to observe exemplary programs related to the employee's field.
- B. Requests for professional leave days shall be submitted in writing to the superintendent at least five (5) working days prior to the requested leave. The superintendent retains the final authority to accept or reject any or all use of professional leave days.
- C. No more than two (2) teachers per building and one (1) ESP per building may use professional leave on the same day. However, the superintendent may waive this restriction.
- D. If the Superintendent approves such leaves, the district shall reimburse the employee the cost of registration fees, the state/federal rates (as outlined in Appendix F) per day for meals, and the standard IRS business mileage rate. If the conference necessitates an overnight stay, the superintendent may approve the cost of overnight lodging costs. The district retains the prerogative to determine the number of vehicles to be used for professional leave. Prior to reimbursement for expenses, the employee may be required to furnish receipts.

6.4 Absence Due to "On the Job" Injury

The Board will follow the Illinois Workers Compensation Act when handling Workers' Compensation claims.

6.5 Bereavement Leave

Employees may use up to two (2) sick days per fiscal year for leave connected with the death of non-immediate family members.

6.6 Jury Service and other Related Appearance

Any employee called for jury duty or who is subpoenaed by a court of law to testify as a third-party witness shall be paid his/her full compensation for such time with no loss of any leaves, seniority or loss of any other benefits.

Any pay for jury service or other related appearances will be returned to the district excluding meals, mileage and lodging.

6.7 Unpaid Leaves of Absences

Leaves of absence without pay may be granted to tenured teachers and to post-probationary, twelve month, extended, and school year ESPs who have rendered satisfactory service to the district. Any of these employees granted such leave shall be returned to employment in a similar capacity at the termination of such leave provided the employee follows Section C below.

- A. Written requests for leaves of absence without pay should be made at least ninety (90) calendar days before the leave is desired, subject to approval by the Board. Leaves of absence may be granted for the following:
 - 1. Advanced study leading to a degree at an approved university
 - 2. Military service
 - 3. Election to the General Assembly
 - 4. Election to serve as an officer of a state or national teacher organization
 - 5. Other reasons acceptable to the Board
- B. Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.
- C. Leaves of less than one (1) calendar month, if acceptable and approved by the superintendent, will not require Board approval, or ninety (90) days advance notice. The superintendent may approve such requests but the superintendent's rejection or approval of such leave requests shall be at the superintendent's sole and exclusive discretion and shall not be subject to the grievance procedure.
- D. The teacher shall inform the superintendent of his/her intent to return to a similar position the following school year not later than February 1. If the teacher fails to inform the superintendent prior to February 1, the teacher waives his/her right to future employment in the district. The ESP shall provide the superintendent six (6) months written notice in advance of his/her intent to return to a similar position. If the ESP fails to provide such notice, the ESP waives his/her right to future employment in the district.
- E. The teacher on leave of absence will not lose tenure. An ESP on leave of absence will not lose post-probationary status. Leaves of absence without pay shall not count when determining district seniority (see Article 9 of this Agreement).
- F. Employees taking an unpaid leave of ninety (90) business days or more shall not receive experience credit for the year they are on leave.
- G. During the unpaid leave, the employee may purchase hospitalization and major medical insurance at the district group rate subject to the insurance carrier's eligibility requirements. The employee shall be responsible for the full amount of each monthly premium. Said payment shall be made fifteen (15) business days prior to the district's premium due date to the district bookkeeper.

6.8 Family Leave

See Family Medical Leave Act and Board Policy.

6.9 Requesting Leave

Employees requesting leave should request the exact amount of time needed, to the nearest 15 minutes.

Article 7 - Employee Evaluation

7.1 Certified Staff Evaluation

Evaluations will be held in compliance with the current Performance Evaluation Reform Act (PERA) guidelines. The purpose of the evaluation is to improve the quality of instruction

7.2 ESP Employee Evaluation

The ESP shall be given a copy of his/her job description and the evaluation form. Support staff shall be evaluated annually. The evaluation of the employee will be based upon the job description and all matters enclosed in the evaluative form given to the employee. The evaluator shall have an evaluation conference with the ESP to discuss the results of the written evaluation.

7.3 ESP Employee's Right to Respond

Following the evaluation conferences for ESP, the employee shall sign and be given a copy of the evaluation instrument prepared by the evaluator. In no case shall the employee's signature be construed to mean that he/she necessarily agrees with the contents of the evaluation, only that the evaluation has been discussed.

An employee may submit additional comments to the written evaluation if he/she so desires. The evaluator will sign the response acknowledging that he/she has read the material but in no case shall the evaluator's signature be construed to mean that he/she necessarily agrees with the employee's written comments. A copy of the employee's response will be provided to the evaluator and/or immediate supervisor.

All written evaluations and the employee's comments are to be placed in the employee's personnel file.

7.4 Recommendations (ESP)

Not later than sixty (60) calendar days before the close of each school term, the building principal, immediate supervisor, or evaluator shall complete a written evaluation report to make recommendations to the superintendent to employ or not employ each probationary employee.

7.5 Use of Informal Evaluation (ESP)

Agreeing to the procedures delineated above does not limit the right of management to utilize, for considering the competence of any employee, informal observations of employees' activities during the workday which are not covered in the evaluation instrument.

7.6 Grievability (ESP)

Any grievance filed relative to this Article shall be limited to violations of the specific procedures as outlined above.

Article 8 - Personnel File

8.1 Conditions and Procedures for Placement of Materials in Personnel File

Only one official personnel file shall be maintained by the District in the Unit Office. The employee shall be given a copy of any evaluative material prior to placing the material in the employee's personnel file.

8.2 Right to Respond to Materials in File

An employee shall have the right to respond to any material entered into the employee's personnel file and attach such response to the file.

8.3 Right to Examine

Each employee shall have the right to review and respond to the contents of said employee's personnel file in accordance with the Personnel Records Review Act 820 ILCS 40. Each employee will be given timely access to their personnel file as long as access does not interrupt the Employer's operations. If requested by the employee, a representative of the Ridgeview Education Association may accompany the employee during the review of their personnel file.

8.4 Right to Reproduce Material in File

If requested by the employee, the administration shall provide at no charge, one (1) copy of any material in an employee's personnel file. The cost of any additional copies shall be paid by the employee.

Article 9 - Seniority

9.1 Definition of Seniority (Certified Staff)

Seniority shall be the length of the teacher's service upon earning tenure in the District and beginning four (4) years from employment by Board of Education action. Less than full-time consecutive years of employment earned after achieving tenure shall be counted on a pro rata basis.

9.2 Maintaining and Dissemination of Sequence of Dismissal (SOD)

SB 7 requires that the Sequence of Dismissal (SOD) list be provided to the REA 75 calendar days before the end of the school year.

9.3 Loss of Seniority (Certified Staff)

Seniority is lost upon the following:

- A. Resignation
- B. Dismissal for cause
- C. Retirement
- D. Period of layoff as established by this Agreement

9.4 Retention and Non-Accrual of Seniority

Seniority is retained but shall not accrue during the following:

- A. Unpaid leave of absence
- B. Unpaid sick leave

Seniority continues to accrue during the following:

- A. Paid leave of absence
- B. Temporary disability under TRS

9.5 Educational Support Personnel (ESP) - Seniority Applicability

Seniority shall accrue in categories of positions for ESPs. Substitute, temporary, and specialized part-time ESPs shall not accrue seniority. However, once applicable, seniority shall relate back to the first day of employment which led to thirty (30) consecutive working days. No seniority shall accrue for a person employed as a substitute for an ESP on leave of absence for one year or less, unless that person continues employment after the return of the ESP on leave. ESPs may accrue seniority in more than one category of position at the same time. No ESP shall accrue more than (1) year of seniority in any year per job category.

9.6 Posting of Seniority List (ESP)

A seniority list shall be posted by February 1, current through that school year. The Association shall be given a copy of the list. ESPs shall have thirty (30) calendar days from the date the list is posted to notify the superintendent/designee of any discrepancies in the seniority list. After the thirty (30) day posting, the list shall be deemed final and no changes shall be permitted in the list until the list is posted the following year. If agreement cannot be reached as to seniority, the grievance procedure shall apply, but shall be limited to seniority for that year.

9.7 Loss of Seniority (ESP)

- A. Seniority is lost upon the following:
 - 1. Resignation
 - 2. Dismissal in accordance with this Agreement
 - 3. Retirement
- B. Seniority is retained but shall not accrue during the following:
 - 1. Unpaid leave of absence
 - 2. Unpaid sick leave
 - 3. Period of layoff as established by this Agreement
- C. Seniority continues to accrue during the following:
 - 1. Paid leave of absence
 - 2. Temporary disability under IMRF

9.8 Transfer Effect Upon Seniority

When the ESP is transferred from one category of position to another, either by ESP request, administrative or Board action, the ESP shall retain any accrued seniority in that category of position. An ESP subject to layoff shall have the right to bump another ESP who has less seniority in any category of position than the ESP subject to layoff.

Example: ESP "A" has worked five (5) years as cafeteria staff and four (4) years as an aide. The Board determines to RIF one aide, and "A" is the least senior aide. "A" has the right to "bump" into a cafeteria staff position if a person in that category has fewer than five (5) years of seniority at the time of layoff.

9.9 Categories

Categories shall be as follows:

Bus Driver (requires CDL and bus driver permit), Bus Monitor, Custodian, Maintenance, Head Cook, Kitchen/Cafeteria Worker, Secretary, Teacher Aide, Technology Specialist, School Nurse

9.10 Seniority Measurement

Seniority shall be measured in terms of years.

9.11 Accruing Seniority

The following shall apply to ESP:

- A. ESP regularly scheduled to work over four (4) hours per day shall gain one (1) full year of seniority for each 175 days worked in a fiscal year.
- B. ESP regularly scheduled to work four (4) hours or less and more than two (2) hours per day shall gain one-half (½) year of seniority for each 175 days worked in a fiscal year.
- C. Bus drivers/van drivers regularly scheduled to work a full route or two (2) runs shall gain one (1) full year of seniority for each 175 days worked in a fiscal year.
- D. Bus drivers/van drivers regularly scheduled to work one-half (½) of a route one (1) run shall gain one-half (½) year of seniority for each 175 days worked in a fiscal year.
- E. A route for bus drivers is a regularly scheduled morning and afternoon pick-up and delivery of students. A run is one-half (½) of a route.

For example: The ECE or Pre-K run picks up children and delivers them to school.

An ESP who works nine (9) or more months shall accrue one (1) year of seniority. No ESP shall accrue more than one (1) year of seniority in a year per job category.

Article 10 - Reduction of Staff-Teachers

10.1 Procedures for Staff Reduction

A. Notification of Honorable Reduction in Force

If the Board decides to reduce the number of teachers, the teachers who are subject to removal shall receive notice by registered mail on or before April 15th of the current school year with a statement of honorable dismissal and the reason thereof. Teacher dismissal will be based on the teacher's areas of qualification/certification, performance evaluation, and district seniority.

B. Teacher on Leave of Absence

Teachers who are on an approved leave of absence shall be subject to this Article.

10.2 Re-Employment Procedures-After Lay-off-Teachers

Any teacher who has been honorably dismissed pursuant to this article shall have recall rights as follows:

A. Recall Rights

As per THE IL SCHOOL CODE AND IL COMPILED STATUTES, recall rights shall be retained for a period of one (1) year.

B. Retained Rights After Recall

Any tenured teacher who accepts the tender of vacancy within one (1) calendar year shall not lose any accumulated sick leave, salary schedule position or seniority he/she earned prior to being honorably dismissed.

C. Recall

If a vacancy occurs during the recall period, the teacher with the highest performance evaluation rating shall be offered the position provided he/she is legally qualified to teach the entire position.

D. Notification of Recall

A letter of recall, stating the position available in which the teacher is legally qualified to teach, shall be mailed by the employer to the teacher's last known address on file with the district.

E. Teacher's Obligation to Respond to Recall

A teacher may elect not to accept a vacancy during his/her recall period. In such a case, the employer will offer the vacant position to the next teacher who is legally qualified. A teacher has the authority to reject such notification only once. After the teacher rejects such notification, he/she must accept the next available position he/she is legally qualified to teach. If the teacher does not accept the position the second time, he/she waives any right to further employment in the district. Failure to respond within ten (10) calendar days of receipt of the letter of recall shall result in termination of the teacher's right to recall.

F. Change of Address

Teachers are responsible to inform the district office of any change in the teacher's address.

G. Temporary Positions

If a temporary position for which a teacher is legally qualified to teach becomes available during a teacher's recall period, such position shall be offered to the teacher. Acceptance or refusal of a temporary position will not affect the recall rights of the teacher.

10.3 Notification to Association -Educational Support Personnel (ESP)

Should the Board of Education determine to reduce the total number of ESPs or discontinue a particular educational support service, the Board or Superintendent shall notify the Association and the employee at least thirty (30) calendar days before the ESP is removed or dismissed.

10.4 Notice to ESP

ESPs shall be dismissed or have hours reduced on the basis of seniority within categories of position. No layoff or reduction in hours shall be deemed to occur if there is no reduction in pay. For bus drivers, only reduction or elimination of a regular a.m. and p.m. route will require the thirty (30) calendar day notice.

10.5 Recall

ESP whose position is terminated shall have recall rights for a period of one (1) calendar year, measured from the first day of the official notice by the Board of Education.

A. Notice of Recall

An ESP subject to recall shall be notified in writing of the vacant position. Should the most senior ESP refuse to accept a vacant position within seven (7) calendar days of receipt of notice, that ESP's recall rights shall be terminated. The position shall be offered to the next senior ESP with recall rights who is qualified to fill the same category position. An ESP on layoff must notify the superintendent of any change of address.

B. Retained Rights after Recall

Recalled ESP shall have the accumulated sick leave, salary schedule position, and seniority they had when honorably dismissed.

Article 11 - Vacancies and Transfers

11.1 Involuntary Transfers

A. Definition

“Involuntary transfer” occurs when there is relocation of staff personnel due to pupil distribution, instructional requirements, or for other reasons.

B. Procedures

1. When it is necessary to involuntarily transfer employees, to the extent possible, all volunteers, if acceptable to the administration, shall first be considered.
2. If no acceptable volunteers apply, the administration shall have the authority to make such involuntary transfers.

C. Involuntary Transfer of ESP

“Involuntary transfer” occurs when there is relocation of staff personnel due to pupil distribution, instructional requirements, or for other reasons. Involuntary transfer of ESP from one category to another shall not result in a decrease in pay.

11.2 Vacancy

A. Posting of Notice

If the Board of Education elects to fill a vacant position, the administration shall post the position on the district website. An email notice shall be sent to the REA president and any individuals who have signed up to receive said notices. This provision applies to all vacancies and/or newly created positions within the scope of the bargaining unit.

B. Application Procedure

Internal applicants who formally apply will be granted an interview before the position is filled as long as the applicant meets minimum qualifications for the job posted. This does not guarantee internal applicants will be offered the position.

Article 12 - Employee Compensation and Fringe Benefits

12.1 Sheltering of Retirement

- A. According to authority granted by the Pension Reform Act of 1974, Section 414(h) of the Internal Revenue Code, the Board of Education agrees to pay the current percent to the Teacher Retirement System on behalf of each teacher, from the established salary schedule Appendix B. In addition, the Board will pay on behalf of each teacher the current TRS percentage from the established salary schedule Appendix B to the Teacher Retirement System for THIS fund (Teacher Health Insurance Security Fund). Should any of the above be declared improper by the 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.
- B. According to the Authority granted by the Pension Reform Act of 1974 of the Internal Revenue Code and Public Act 81-5136, Illinois Revenue State, Ch 108- ½, par 7-173.2, the Board of Education agrees to pay out of the above salary schedule four and one-half percent (4.5%) of each ESP's salary in Appendix C to the Illinois Municipal Retirement Fund (IMRF) on behalf of each employee as a tax sheltered direct contribution. Should any of the above be declared improper by an IRS ruling or opinion or by a court of competent jurisdiction, that clause or portion thereof shall be deleted to the extent that it violates the ruling or opinion.

Teachers' Retirement System (TRS) Contributions for Teachers

In addition to salary, the Board shall pay exactly 9.8901% of the salary to the Teacher Retirement System of the State of Illinois on behalf of each teacher. The resulting gross shall be computed by adding the base salary on the salary schedule to 9.8901% of the base salary on the salary schedule as an employer-paid pension contribution consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36. Such payments shall be considered for employment, shall be creditable earnings for purposes of Teacher Retirement System pension calculations and the teacher did not have the option of choosing to receive such an amount directly instead of having such contribution paid by the employer to the Teacher Retirement System of the State of Illinois.

Illinois Municipal Retirement Fund (IMRF) Contributions for ESPs

In addition to salary, the Board shall pay exactly 4.5% of the salary to the Illinois Municipal Retirement Fund of the State of Illinois on behalf of each eligible employee. The resulting gross shall be computed by adding the base rate on the salary schedule to 4.5% of the base rate on the salary schedule as an employer-paid pension contribution consistent with the provisions of Internal Revenue Code section 414-h(2) and Tax Opinions 81-35 and 81-36. Such payments shall be consideration for employment, shall be creditable earnings for purposes of Illinois Municipal Retirement Fund pension calculations and the employee did not have the option of choosing to receive such amount directly instead of having such contribution paid by the employer to the Illinois Municipal Retirement Fund of the State of Illinois

12.2 Board Paid Insurance

A. Amount of Board Contribution

The Board of Education shall contribute towards employee group health insurance as per the chart in Appendix D.

The Board's health insurance contribution for part-time teachers shall be prorated based upon the teacher's appointment. Part-time teachers must have at least a 0.5 FTE appointment to qualify for group health insurance.

Staff members will not be compensated for the difference if they choose a health insurance plan with a premium and HSA contribution amount less than the agreed upon maximum Board contribution. If the Board's contribution exceeds the premium and HSA contribution amounts for a plan selected by an employee, the difference between the cost of the premium and HSA contribution amounts and the maximum Board contribution may be used towards family coverage premiums when applicable.

B. Coverage

All questions concerning the eligibility in the District's insurance program shall be determined by the insurance carrier.

C. Insurance Carrier

If the Association or other affected employees request, a committee consisting of not more than five (5) members of the Association and five (5) members of the Board/Administration shall meet to discuss any changes in the current insurance carrier. The Board shall make the final decision as to the insurance carrier.

D. Board Paid Section 125 Plan

The Board shall provide at no cost to the employees a section 125 plan. According to the authority granted under section 125 of the Internal Revenue Code, employees who elect to shelter monies may do so by completing the appropriate election form provided by the District.

The employee agrees to follow all rules and regulations of the Internal Revenue Code regarding the sheltering of such contributions. The Board of Education shall not be responsible for the failure of the above plan to meet the writing, enforceability, etc. as determined by the Internal Revenue Code. Should any of the above be declared improper by the Internal Revenue Service ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent it violates the ruling or opinion. Any individual financial liability because of an adverse ruling by the Internal Revenue Service shall be borne by the individual employee. The Board will pay only the monthly premium for each employee participating in the plan.

12.3 Mileage

Employees who are required to travel by the administration shall be paid the standard IRS business mileage rate.

12.4 Pay Dates

All employees (including substitutes) will be paid twice a month. Payroll will be issued on the 14th and 28th of each month. If either of these dates is on a Saturday, Sunday, or Holiday, payroll will be issued on the preceding workday. All employees shall use direct deposit. The first pay period of the year will be August 28th.

12.5 Salary Schedule

The Certified Staff and ESP Salary Schedules shall be attached to and incorporated into this Agreement as Appendix B and C. The salary shall be based on a work year of one hundred eighty (180) teacher responsibility days.

ESP - July 1st shall be the anniversary date for determining placement on the schedule. ESP initially employed prior to December 31, in his/her first year of employment, shall be given credit for one full year of employment on the schedule. Employment shall be defined as the first day the employee is paid for his/her duties. For example, an employee initially employed January 1 shall not receive a step increase until July 1 of the following year.

12.6 Extra-Duty Schedule

An extra-duty schedule shall be attached to and incorporated into this Agreement as Appendix A.

12.7 Advancement on the Teacher Salary Schedule

Teachers who earn credit in graduate and undergraduate courses may advance horizontally on the salary schedule provided the following requirements have been met:

- A. The teacher shall present a request for course subject approval to the superintendent in advance.
- B. The superintendent may accept or reject a course for any or all of the following reasons:
 1. Its pertinence to the area of education
 2. Its relevance to subject(s) taught
 3. The course request is not submitted to the Superintendent in a timely manner.. In the event that the applicant institution's course catalog is not made available before this deadline, the applicant shall be responsible for making the Superintendent aware. The Superintendent may then proceed to approve or reject the delayed course request at their discretion.
 4. The course request is to an institution that is not accredited through credentials established by the Superintendent or Board of Education (example: State Board of Education, Higher Learning Commission, etc). If the Superintendent is not familiar with the institution, it is the applicant's responsibility to provide evidence of the institution's credentials upon the Superintendent's request. Coursework/program design encouraging speed and efficiency over rigor and quality can be declined.
 5. The course is not a part of an advanced degree-seeking program*. (ie. Masters, Specialist, Doctorate)
 6. Each request must be accompanied with a short rationale on how the course will have a positive impact on the district.

The course request then goes to the Board of Education for final approval.

- C. When a request for course subject approval is submitted to the superintendent, said request shall be reviewed and subsequently granted or rejected at the next Board of Education meeting. If the request is rejected, the superintendent shall notify the teacher in writing of the reasons for the rejection.
- D. Once advance approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement:
 1. All hours must be earned at an accredited institution of higher learning.
 2. Employees must notify the district office of anticipated salary schedule advancement prior to August 15th of the upcoming school year.
 3. Satisfactory completion of a course must be demonstrated by either a grade card or other writing bearing the course instructor's signature submitted to the superintendent by September 1st.
 4. An official transcript from the institution demonstrating successful completion must be on file in the district unit office as soon as it becomes available.

- E. Teachers shall be advanced at the appropriate earned step on the salary schedule only at the beginning of the academic year.

12.8 Continuing Education Stipend (Tuition Reimbursement)

The Board shall reimburse staff \$300 per credit hour, not to exceed \$1,800 per employee per fiscal year (July-June) toward tuition for approved courses at an accredited institution. There is also a district wide aggregate cap of \$14,400 per fiscal year (July-June) for continuing education. Reimbursement is open to all employees (Certified and ESP).

To be approved, the course(s) must meet the following criteria:

1. The course must have been approved under the guidelines outlined in 12.7.B - *Advancement on the Teacher Salary Schedule*. The course(s) must be completed successfully with a grade of A or B, with proof by way of an official transcript being sent to the district office.
2. Reimbursement shall be granted for extra college credit beyond the Bachelor's degree when the extra college credit is earned after the teacher has his/her teaching certificate. Credit hours must be graduate courses in a degree seeking educational related field/program and/or education administration. Preference will be given to courses in Master's Degree programs in the above area, regardless if the teacher is seeking the degree.
3. Tuition reimbursement is open to all ESP's. Criteria remains the same, except Master's can be replaced with Bachelors or Associates Degree.
4. Course requests for continuing education courses or professional development will not be granted.
5. Requests are granted in the order they are received, until the fiscal year aggregate cap is met.

12.9 Professional Development Stipend

The district values providing staff members opportunities to share their expertise and knowledge with fellow educators. Any staff member may make a proposal to the administration regarding the creation and implementation of professional development opportunities. This includes, but is not limited to, in-service presentations and/or trainings. Administration and staff members will work together to determine hours of involvement. An employee must receive prior Administration approval to Provide PD/Training. Employees will be compensated in accordance with Appendix E - Hourly Wage Position - Provide PD/Training.

12.10 Mentoring Stipend

Mentoring Program

The Administration and staff will work together to determine Mentor Teachers who will be responsible for mentoring new teachers to the district. Mentor Teachers will be compensated in accordance with Appendix A - Extra Duty Schedule.

12.11 Military Credit

Credit on the salary schedule shall be allowed for military service prior to an employee's employment with the district. A maximum of two (2) years' credit shall be allowed for such prior service. The paragraph only relates to prior military service and does not affect the rights of employees to salary schedule credit when employment has been interrupted either for voluntary service or through selective service in the military.

12.12 Retirement Incentive

An employee tendering an irrevocable letter of resignation to a Teacher Retirement System (TRS) Retirement program on a date certain in the future in conformance with the following conditions shall be eligible for a retirement incentive in up to each of his/her final three (3) years of teaching service subject to the following conditions:

1. Full-time teaching personnel who have at least fifteen (15) years of full-time experience in the District and will be at least sixty (60) years of age during the calendar year by the last day of service in the District; or
2. Full-time teaching personnel who have at least fifteen (15) years of full-time experience in the District and will be at least fifty-five (55) years of age with thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System during the calendar year by the last day of service in the District. The District may require proof of eligibility.
3. The teacher shall have tendered to the Board a binding, irrevocable resignation for a date certain in the future. The teacher's notice may be given up to three (3) years prior to retirement or by September 1st during the year up to and including the school year of retirement. The pre-retirement period may be from one (1) to three (3) years in length depending upon the date the letter of resignation is received by the Board and the specified date of retirement.

"TRS creditable earnings," wherever that phrase is used in the entirety of this provision (Retirement Incentive Award Payment), shall mean total TRS creditable earnings including pension payment.

This agreement presumes the teacher will fully perform all his or her duties during the term of this agreement. Any reduction in teaching performance (dock days or leave of absence without pay, for example) during the term of this agreement shall result in a corresponding reduction in salary and benefit amount.

In exchange for the teacher's binding, irrevocable resignation on a date certain, the District agrees to remove the teacher from the salary schedule and for each year of eligibility, the teacher's TRS creditable earnings will be increased per the chart below over the teacher's TRS creditable earnings for the prior year of employment except as otherwise provided herein.

<i>Years of Consecutive Service in District</i>	<i>% Increase Over Final Three Years</i>
1-9 Years	4%
10-19 Years	5%
20+ Years	6%

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.

If, after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e., extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

TRS Earnings Limitation

When a teacher is ten (10) or less years from eligibility for a TRS annuity, and regardless of the teacher's actual age,

the teacher's nonexempt creditable TRS earnings from employment in the District, irrespective of form and no matter how arising, and whether or not arising under this Agreement, shall not exceed the amount specified hereinafter:

No teacher's nonexempt creditable TRS earnings shall increase from one school year to the next by more than six percent (6%) or otherwise increase so as to create liability on the part of the District for any portion of a teacher's retirement annuity, or result in any District paid penalty or fee to TRS.

If legislation is enacted and/or administrative rules are adopted during the life of this Agreement that result in a greater cost to the District than the costs generated by this Agreement, the provisions relating to such benefits shall be null and void.

Upon occurrence of a life-changing event; e.g. death of spouse, divorce, grave illness of a child, etc., the prospective retiree may petition the Board to be released from his or her retirement resignation.

Sick Leave Balloon Option

Retiring teachers may petition the Board of Education for up to 50 additional sick leave days for the purpose of allowing the teacher to count their accumulated sick leave towards the teacher's creditable service to TRS. In order for a teacher to receive the additional sick leave days, the teacher must submit the request along with the irrevocable letter of resignation as stipulated in 12.12.

12.13 Retirement Benefit Options ESP

A. Qualifications for Retirement Benefit Options:

1. Any ESP with 8 years of IMRF creditable service, eligible for IMRF benefits.
2. At least 55 years of age by the time of retirement, or by not later than December 31 of the same year.
3. Completed or completing 15 or more years of creditable service with Ridgeview CUSD #19.
4. Irrevocable letter of resignation presented to the Ridgeview Board of Education, which indicates the school year of intended retirement. The applicable letter must be received by May 1 of the appropriate year, based upon Options 1 and 2, outlined below, which are designed to enable the school district to not be required to pay a retirement penalty according to IMRF Code.
5. Upon occurrence of a life-changing event, e.g. death of a spouse, grave illness of a child, etc., the prospective retiree may petition the Board to be released from the retirement resignation.
6. The Board will approve up to three (3) retirements per school year. Any amount over three (3) will be subject to board review. Review will be based on seniority.

B. Option #1

The retirement bonus payment shall be computed using the following formula $\$20.00 \times$ number of unused sick leave days. Using IMRF early retirement with one (1) year or a total of 240 days converted sick time and taking the bonus payment for the remainder of the unused sick time.

C. Option #2

Not having IMRF and getting paid for unused sick days up to 250 days.

12.14 - Hiring Bonus for Certified Staff

All certified staff (e.g. teachers) hired after July 1, 2025 will receive a hiring bonus paid over three years according to the following schedule:

- A. Payment #1 - August 28, 2025 payroll - \$3,000
- B. Payment #2 - August 28, 2026 payroll - \$2,000
- C. Payment #3 - August 28, 2027 payroll - \$1,000

All bonus payments will be issued and taxed separately from regular payroll earnings.

Article 13 - Grievance Procedure

13.1 Definitions

A. A grievance is a claim by the Association, an employee, or group of employees that there has been an alleged violation, misinterpretation, or misapplication of the terms of this Agreement. All days in Article 13 pertain to calendar days.

B. All time limits shall consist of calendar days, except when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall double, and shall consist of all weekdays (i.e., Monday through Friday, exclusive of holidays).

C. Nothing contained herein shall be construed as limiting the right of an employee having a potential grievance to discuss the matter informally with his/her immediate supervisor/principal in an attempt to resolve the grievance. However, this informal step shall not be deemed the filing of a grievance.

13.2 Procedure

A. Step 1

The grievant or Association shall present the grievance in writing within thirty-five (35) days of the occurrence of the event or the employee's knowledge thereof, whichever is later, giving rise to the grievance specifying the article and clause alleged to have been violated and stating the remedy sought, to the employee's immediate supervisor. The immediate supervisor shall arrange for a meeting to take place within ten (10) days after receipt of the grievance. The immediate supervisor shall provide a written answer to the grievance of the aggrieved employee within twenty-five (25) days after the above scheduled meeting.

B. Step 2

If the grievance is not resolved at Step 1, the grievant or Association may refer the grievance to the superintendent within ten (10) days after the receipt of the Step 1 answer. The superintendent shall arrange for a meeting to take place within ten (10) days of his/her receipt of the appeal. The superintendent shall provide a written answer to the grievant and Association within twenty-five (25) days after the scheduled meeting.

C. Step 3

If the grievance is not resolved at Step 2, the grievant or Association may refer the grievance to the Board of Education within ten (10) days after the receipt of the Step 2 answer. The Board shall cause a meeting to be held within fifteen (15) days for the purpose of discussing the grievance. The Board shall render its decision within twenty-five (25) days after the scheduled meeting.

D. Step 4

If the Association is not satisfied with the disposition of the grievance at Step 3, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association which shall act as administrator of the proceedings. If both parties mutually agree in writing, Expedited Arbitration Rules of the American Arbitration Association may be used instead of the Voluntary Labor Arbitration Rules. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 3 decision, then the grievance shall be deemed withdrawn.

1. Cost of Arbitration

The fees and expenses of the arbitrator shall be shared equally by the parties. The parties shall each be responsible for the cost of their own representation. If only one (1) party requests a transcript, that party shall bear the costs of the transcript. If both parties request a copy of the transcript, the cost of the transcripts shall be equally divided by the parties.

2. Acceptance of Decision

The decision of the arbitrator shall be final and binding on the parties. The arbitrator shall have no power to modify, add, nullify, add to or subtract from the Agreement, but shall be limited to interpreting this Agreement based upon the grievance submitted to him/her so as to determine only those issues which are necessarily presented by the grievance.

13.3 Failure to Act

Failure of an employee or the Association to act on any grievance within the prescribed time limits will bar any further appeal. Also, if the Board or its designee fails to respond to a grievance within the prescribed time limit, the grievance will proceed to the next step. Time limits may be extended by mutual consent.

13.4 Bypass

If the Superintendent and Association mutually agree, any step of the grievance procedure may be bypassed.

13.5 Grievance Withdrawal

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

13.6 Class Grievance

Class grievances involving one or more employees may be initially filed by the Association at Step 1 of the grievance procedure.

13.7 No Reprisals

No reprisals shall be taken by the Board or Administration against any employee because of participation in a grievance.

Article 14 - Effect of the Agreement

14.1 No Strike/No Lockout

During the terms of the Agreement, employees represented by the Association agree not to strike, engage in or support or encourage any concerted refusal to render full and complete services in the school district or engage in or support any activity whatsoever which would disrupt in any manner the operation of the schools.

During the term of the Agreement, the Board shall not lockout any member of the Association.

14.2 Complete Understanding

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.

14.3 Individual Contracts

Any individual contract between the Employer and an individual employee shall be consistent with the terms and conditions of this Agreement.

14.4 Savings Clause

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

Appendix A - Extra Duty Schedule

For each year of consecutive experience in the same extra-curricular activity, pay shall increase one percent (1%) until the range % reaches its listed maximum.

If an employee changes roles (e.g., moves from Assistant Coach to Head Coach), they will begin the new position at the entry-level compensation percentage for that role. However, if the employee returns to a position they previously held, their prior years of experience in that position will be recognized and honored for placement on the pay scale.

<u>High School Positions</u>	<u>Range%</u>
Athletic Director	12-17%
Athletic Contest Supervisor	\$60.00/Contest
Baseball Head	8-12%
Baseball Assistant	5-8%
Basketball (Boys) Head	12-17%
Basketball (Boys) Assistant	10-12%
Basketball (Boys) Second Assistant	8%
Basketball (Girls) Head	12-17%
Basketball (Girls) Assistant	10-12%
Basketball (Girls) Second Assistant	8%
Cheerleading - Football	3-5%
Cheerleading-Basketball	5-7%
Competitive Cheer	4-6%
Football Head	12-17%
Football Assistant	10-12%
Football Second Assistant(s)	8%
Golf Head	5-7%
Softball Head	8-12%

Softball Assistant	5-8%
Track (Boys) Head	8-12%
Track (Boys) Assistant	5-8%
Track (Girls) Head	8-12%
Track (Girls) Assistant	5-8%
Volleyball Head	12-17%
Volleyball Assistant	10-12%
Volleyball Second Assistant	8%
Wrestling Head	12-17%
Wrestling Assistant	10-12%
Art Club	1-2%
Class Sponsor (Freshman, Sophomore, Senior)	2%
Class Sponsor (Junior)	3%
Class Sponsor Assistant (Fresh, Soph, Senior))	1%
Class Sponsor Assistant (Junior)	2%
FCCLA	4-6%
Flag Coordinator	5-7%
FFA	12-17%
Fall Play Director	7-10%
Fall Play Assistant	4-6%
Instrumental Teacher	9-14%
Library Club	1-2%
Mentor Teacher	1%
Musical Director Head (Instrumental Teacher)	7-10%
Musical Director Assistant (Vocal Teacher)	5-7%

NHS	2-4%
Pom Pon Sponsor	4-6%
SADD	1-2%
Scholastic Bowl	4-6%
Science Fair	1-2%
Spanish Club	1-2%
STEM Club	1-2%
Student Council	5-7%
Theater Club	1-2%
Vocal Teacher	3-7%
WYSE	1%
Yearbook Sponsor	6-8%

*If Senior Class Trip occurs in the school year, then a 3% of base salary stipend will be paid.

<u>Junior High/Elementary Positions</u>	<u>Range%</u>
Baseball Head	6-9%
Baseball Assistant	4-6%
Basketball 8 th Grade Boys/Girls	7-10%
Basketball 7 th Grade Boys/Girls	6-9%
Cheerleading	2-4%
Softball Head	6-9%
Softbal Assistant	4-6%
Track Boys/Girls	6-9%
Volleyball 8 th Grade	7-10%
Volleyball 7 th Grade	6-9%
Wrestling Head	7-10%

Wrestling Assistant	4-6%
Elementary Student Council (one position)	2-3%
Elementary Student Council Assistant (two positions)	1%
Elementary Music Teacher	1%
Mentor Teacher	1%
Scholastic Bowl	4-6%
STEM Club	1-2%
Student Council	2-3%
Vocal Teacher	1%

<u>Extended Contracts</u>	<u>Duration</u>
Agriculture Teacher	*240 days
Athletic Director	220 days
Computer Coordinator	186 days
Guidance and Counseling	190 days
Librarian/Media Specialist	190 days

*Remains at 240 days, so long as grant funding is available. If not, it reduces to 200 days.

If the Board of Education elects not to continue an activity as listed in the extra-duty schedule, it will notify the affected employee and the Association by July preceding the beginning of the school year. If an activity is reinstated by the Board of Education, then the affected employee (head coach) and the Association will be notified at least 30 days prior to the beginning of the activity. If the employee elects to resign a position, the employee will notify the administration at least 30 days prior to the beginning of the activity.

<u>Stipends</u>	
National Board Certification	\$500 Annually - as long as employee maintains NBCT status

Appendix B - Certified Staff Salary Schedule

The following charts reflect the Certified Staff Salary Schedules for the next three years.

Year 1 - 2025-2026

Step	BA	BA (TRS)	BA+15	BA+15 (TRS)	MA	MA (TRS)	MA + 15	MA+15 (TRS)	MA+30	MA+30 (TRS)
1	42,835	46,690	45,335	49,415	47,835	52,140	50,335	54,865	52,835	57,590
2	44,335	48,325	46,835	51,050	49,335	53,775	51,835	56,500	54,335	59,225
3	45,835	49,960	48,335	52,685	50,835	55,410	53,335	58,135	55,835	60,860
4	47,335	51,595	49,835	54,320	52,335	57,045	54,835	59,770	57,335	62,495
5	48,835	53,230	51,335	55,955	53,835	58,680	56,335	61,405	58,835	64,130
6	50,335	54,865	52,835	57,590	55,335	60,315	57,835	63,040	60,335	65,765
7	51,835	56,500	54,335	59,225	56,835	61,950	59,335	64,675	61,835	67,400
8	53,335	58,135	55,835	60,860	58,335	63,585	60,835	66,310	63,335	69,035
9	54,835	59,770	57,335	62,495	59,835	65,220	62,335	67,945	64,835	70,670
10	56,335	61,405	58,835	64,130	61,335	66,855	63,835	69,580	66,335	72,305
11	57,835	63,040	60,335	65,765	62,835	68,490	65,335	71,215	67,835	73,940
12	59,335	64,675	61,835	67,400	64,335	70,125	66,835	72,850	69,335	75,575
13	60,835	66,310	63,335	69,035	65,835	71,760	68,335	74,485	70,835	77,210
14	62,335	67,945	64,835	70,670	67,335	73,395	69,835	76,120	72,335	78,845
15	63,835	69,580	66,335	72,305	68,835	75,030	71,335	77,755	73,835	80,480
16	64,335	70,125	67,835	73,940	70,335	76,665	72,835	79,390	75,335	82,115
17	64,835	70,670	69,335	75,575	71,835	78,300	74,335	81,025	76,835	83,750
18	65,335	71,215	70,835	77,210	73,335	79,935	75,835	82,660	78,335	85,385
19	65,835	71,760	71,335	77,755	74,835	81,570	77,335	84,295	79,835	87,020
20	66,335	72,305	71,835	78,300	76,335	83,205	78,835	85,930	81,335	88,655
21	66,835	72,850	72,335	78,845	77,835	84,840	80,335	87,565	82,835	90,290
22	67,335	73,395	72,835	79,390	78,335	85,385	81,835	89,200	84,335	91,925
23	67,835	73,940	73,335	79,935	78,835	85,930	83,335	90,835	85,835	93,560
24	68,335	74,485	73,835	80,480	79,335	86,475	84,835	92,470	87,335	95,195
25	68,835	75,030	74,335	81,025	79,835	87,020	85,335	93,015	88,835	96,830
26	69,335	75,575	74,835	81,570	80,335	87,565	85,835	93,560	90,335	98,465
27	69,835	76,120	75,335	82,115	80,835	88,110	86,335	94,105	91,835	100,100
28	70,335	76,665	75,835	82,660	81,335	88,655	86,835	94,650	92,335	100,645
29	70,835	77,210	76,335	83,205	81,835	89,200	87,335	95,195	92,835	101,190
30	71,335	77,755	76,835	83,750	82,335	89,745	87,835	95,740	93,335	101,735

2026-2027 and 2027-2028 Salary Schedules will be updated when the State of Illinois releases base teacher salary.

Appendix C - ESP Salary Schedule

The following charts reflect the ESP Salary Schedules for the next three years.

2025-2026	Admin Assistant	Custodian	Bus Driver	Van/Car Driver	Bus Monitor	Maintenance	Kitchen/Cafeteria	Kitchen/Cafeteria w/Cert.	Aide	Technology Specialist	School Nurse
1	\$19.69	\$17.24	\$27.40	\$18.72	\$15.30	\$23.61	\$15.30	\$16.22	\$18.21	\$29.58	\$33.56
2	\$19.94	\$17.49	\$27.66	\$18.97	\$15.56	\$23.87	\$15.56	\$16.47	\$18.46	\$29.84	\$34.07
3	\$20.20	\$17.75	\$27.91	\$19.23	\$15.81	\$24.12	\$15.81	\$16.73	\$18.72	\$30.09	\$34.58
4	\$20.45	\$18.00	\$28.17	\$19.48	\$16.07	\$24.38	\$16.07	\$16.98	\$18.97	\$30.35	\$35.09
5	\$20.71	\$18.26	\$28.42	\$19.74	\$16.32	\$24.63	\$16.32	\$17.24	\$19.23	\$30.60	\$35.60
6	\$20.96	\$18.51	\$28.68	\$19.99	\$16.58	\$24.89	\$16.58	\$17.49	\$19.48	\$30.86	\$36.11
7	\$21.22	\$18.77	\$28.93	\$20.25	\$16.83	\$25.14	\$16.83	\$17.75	\$19.74	\$31.11	\$36.62
8	\$21.47	\$19.02	\$29.19	\$20.50	\$17.09	\$25.40	\$17.09	\$18.00	\$19.99	\$31.37	\$37.13
9	\$21.73	\$19.28	\$29.44	\$20.76	\$17.34	\$25.65	\$17.34	\$18.26	\$20.25	\$31.62	\$37.64
10	\$21.98	\$19.53	\$29.70	\$21.01	\$17.60	\$25.91	\$17.60	\$18.51	\$20.50	\$31.88	\$38.15
11	\$22.24	\$19.79	\$29.95	\$21.27	\$17.85	\$26.16	\$17.85	\$18.77	\$20.76	\$32.13	\$38.66
12	\$22.49	\$20.04	\$30.21	\$21.52	\$18.11	\$26.42	\$18.11	\$19.02	\$21.01	\$32.39	\$39.17
13	\$22.75	\$20.30	\$30.46	\$21.78	\$18.36	\$26.67	\$18.36	\$19.28	\$21.27	\$32.64	\$39.68
14	\$23.00	\$20.55	\$30.72	\$22.03	\$18.62	\$26.93	\$18.62	\$19.53	\$21.52	\$32.90	\$40.19
15	\$23.26	\$20.81	\$30.97	\$22.29	\$18.87	\$27.18	\$18.87	\$19.79	\$21.78	\$33.15	\$40.70
16	\$23.51	\$21.06	\$31.23	\$22.54	\$19.13	\$27.44	\$19.13	\$20.04	\$22.03	\$33.41	\$41.21
17	\$23.77	\$21.32	\$31.48	\$22.80	\$19.38	\$27.69	\$19.38	\$20.30	\$22.29	\$33.66	\$41.72
18	\$24.02	\$21.57	\$31.74	\$23.05	\$19.64	\$27.95	\$19.64	\$20.55	\$22.54	\$33.92	\$42.23
19	\$24.28	\$21.83	\$31.99	\$23.31	\$19.89	\$28.20	\$19.89	\$20.81	\$22.80	\$34.17	\$42.74
20	\$24.53	\$22.08	\$32.25	\$23.56	\$20.15	\$28.46	\$20.15	\$21.06	\$23.05	\$34.43	\$43.25

2026-2027	Admin Assistant	Custodian	Bus Driver	Bus Monitor	Maintenance	Kitchen/Cafeteria	Kitchen/Cafeteria	Kitchen/Cafeteria w/Cert.	Aide	Technology Specialist	School Nurse
1	\$19.98	\$17.50	\$27.82	\$19.00	\$15.53	\$23.97	\$15.53	\$16.46	\$18.48	\$30.02	\$34.06
2	\$20.24	\$17.76	\$28.07	\$19.26	\$15.79	\$24.23	\$15.79	\$16.72	\$18.74	\$30.28	\$34.58
3	\$20.50	\$18.01	\$28.33	\$19.52	\$16.05	\$24.48	\$16.05	\$16.98	\$19.00	\$30.54	\$35.10
4	\$20.76	\$18.27	\$28.59	\$19.77	\$16.31	\$24.74	\$16.31	\$17.24	\$19.26	\$30.80	\$35.61
5	\$21.02	\$18.53	\$28.85	\$20.03	\$16.56	\$25.00	\$16.56	\$17.50	\$19.52	\$31.06	\$36.13
6	\$21.28	\$18.79	\$29.11	\$20.29	\$16.82	\$25.26	\$16.82	\$17.76	\$19.77	\$31.32	\$36.65
7	\$21.53	\$19.05	\$29.37	\$20.55	\$17.08	\$25.52	\$17.08	\$18.01	\$20.03	\$31.58	\$37.17
8	\$21.79	\$19.31	\$29.63	\$20.81	\$17.34	\$25.78	\$17.34	\$18.27	\$20.29	\$31.84	\$37.68
9	\$22.05	\$19.57	\$29.89	\$21.07	\$17.60	\$26.04	\$17.60	\$18.53	\$20.55	\$32.09	\$38.20
10	\$22.31	\$19.83	\$30.14	\$21.33	\$17.86	\$26.30	\$17.86	\$18.79	\$20.81	\$32.35	\$38.72
11	\$22.57	\$20.08	\$30.40	\$21.59	\$18.12	\$26.56	\$18.12	\$19.05	\$21.07	\$32.61	\$39.24
12	\$22.83	\$20.34	\$30.66	\$21.84	\$18.38	\$26.81	\$18.38	\$19.31	\$21.33	\$32.87	\$39.76
13	\$23.09	\$20.60	\$30.92	\$22.10	\$18.64	\$27.07	\$18.64	\$19.57	\$21.59	\$33.13	\$40.27
14	\$23.35	\$20.86	\$31.18	\$22.36	\$18.89	\$27.33	\$18.89	\$19.83	\$21.84	\$33.39	\$40.79
15	\$23.60	\$21.12	\$31.44	\$22.62	\$19.15	\$27.59	\$19.15	\$20.08	\$22.10	\$33.65	\$41.31
16	\$23.86	\$21.38	\$31.70	\$22.88	\$19.41	\$27.85	\$19.41	\$20.34	\$22.36	\$33.91	\$41.83
17	\$24.12	\$21.64	\$31.96	\$23.14	\$19.67	\$28.11	\$19.67	\$20.60	\$22.62	\$34.16	\$42.34
18	\$24.38	\$21.90	\$32.22	\$23.40	\$19.93	\$28.37	\$19.93	\$20.86	\$22.88	\$34.42	\$42.86
19	\$24.64	\$22.16	\$32.47	\$23.66	\$20.19	\$28.63	\$20.19	\$21.12	\$23.14	\$34.68	\$43.38
20	\$24.90	\$22.41	\$32.73	\$23.92	\$20.45	\$28.88	\$20.45	\$21.38	\$23.40	\$34.94	\$43.90

2027-2028	Admin Assistant	Custodian	Bus Driver	Bus Monitor	Maintenance	Kitchen/Cafeteria	Kitchen/Cafeteria	Kitchen/Cafeteria w/Cert.	Aide	Technology Specialist	School Nurse
1	\$20.28	\$17.76	\$28.23	\$19.28	\$15.76	\$24.33	\$15.76	\$16.71	\$18.76	\$30.47	\$34.57
2	\$20.54	\$18.02	\$28.49	\$19.55	\$16.03	\$24.59	\$16.03	\$16.97	\$19.02	\$30.74	\$35.10
3	\$20.81	\$18.28	\$28.76	\$19.81	\$16.29	\$24.85	\$16.29	\$17.23	\$19.28	\$31.00	\$35.62
4	\$21.07	\$18.55	\$29.02	\$20.07	\$16.55	\$25.11	\$16.55	\$17.50	\$19.55	\$31.26	\$36.15
5	\$21.33	\$18.81	\$29.28	\$20.33	\$16.81	\$25.38	\$16.81	\$17.76	\$19.81	\$31.52	\$36.67
6	\$21.59	\$19.07	\$29.55	\$20.60	\$17.08	\$25.64	\$17.08	\$18.02	\$20.07	\$31.79	\$37.20
7	\$21.86	\$19.34	\$29.81	\$20.86	\$17.34	\$25.90	\$17.34	\$18.28	\$20.33	\$32.05	\$37.72
8	\$22.12	\$19.60	\$30.07	\$21.12	\$17.60	\$26.17	\$17.60	\$18.55	\$20.60	\$32.31	\$38.25
9	\$22.38	\$19.86	\$30.33	\$21.38	\$17.86	\$26.43	\$17.86	\$18.81	\$20.86	\$32.58	\$38.78
10	\$22.65	\$20.12	\$30.60	\$21.65	\$18.13	\$26.69	\$18.13	\$19.07	\$21.12	\$32.84	\$39.30
11	\$22.91	\$20.39	\$30.86	\$21.91	\$18.39	\$26.95	\$18.39	\$19.34	\$21.38	\$33.10	\$39.83
12	\$23.17	\$20.65	\$31.12	\$22.17	\$18.65	\$27.22	\$18.65	\$19.60	\$21.65	\$33.36	\$40.35
13	\$23.43	\$20.91	\$31.38	\$22.44	\$18.91	\$27.48	\$18.91	\$19.86	\$21.91	\$33.63	\$40.88
14	\$23.70	\$21.17	\$31.65	\$22.70	\$19.18	\$27.74	\$19.18	\$20.12	\$22.17	\$33.89	\$41.40
15	\$23.96	\$21.44	\$31.91	\$22.96	\$19.44	\$28.00	\$19.44	\$20.39	\$22.44	\$34.15	\$41.93
16	\$24.22	\$21.70	\$32.17	\$23.22	\$19.70	\$28.27	\$19.70	\$20.65	\$22.70	\$34.41	\$42.45
17	\$24.48	\$21.96	\$32.44	\$23.49	\$19.97	\$28.53	\$19.97	\$20.91	\$22.96	\$34.68	\$42.98
18	\$24.75	\$22.23	\$32.70	\$23.75	\$20.23	\$28.79	\$20.23	\$21.17	\$23.22	\$34.94	\$43.50
19	\$25.01	\$22.49	\$32.96	\$24.01	\$20.49	\$29.06	\$20.49	\$21.44	\$23.49	\$35.20	\$44.03
20	\$25.27	\$22.75	\$33.22	\$24.27	\$20.75	\$29.32	\$20.75	\$21.70	\$23.75	\$35.47	\$44.56

Appendix D - Board Paid Insurance

The Board of Education shall contribute toward employee group health insurance in accordance with the chart below. The amounts listed represent the **maximum contribution** the Board will make toward the cost of a selected plan. If the cost of the chosen plan is less than the Board's maximum contribution, the Board will contribute only up to the actual cost of the plan.

2026			
Employee Classification	Hours/week	Days/year (minimum)	Board Health Insurance Contribution (per month)
Full-Time Teacher	NA	NA	\$833.33
ESP	40	176	\$833.33
ESP	30-39	176	\$775.00
ESP	25-29	176	\$658.33
ESP	20-24	176	\$554.66

2027			
Employee Classification	Hours/week	Days/year (minimum)	Board Health Insurance Contribution (per month)
Full-Time Teacher	NA	NA	\$854.17
ESP	40	176	\$854.17
ESP	30-39	176	\$794.38
ESP	25-29	176	\$674.79
ESP	20-24	176	\$568.54

2028			
Employee Classification	Hours/week	Days/year (minimum)	Board Health Insurance Contribution (per month)
Full-Time Teacher	NA	NA	\$875.00
ESP	40	176	\$875.00
ESP	30-39	176	\$813.75
ESP	25-29	176	\$691.25
ESP	20-24	176	\$582.40

Employees who choose to fully opt out of the employer-provided health insurance plan are eligible for a \$1,000 annual opt-out payment. This payment is issued in two equal installments—one in June and one in December.

- Each installment is prorated based on the number of months the employee worked during the respective payment period.
- Employees who leave the district after receiving the June payment but before the December payment are not eligible for the December installment.
- Likewise, employees who leave the district after receiving the December payment but before the June payment are not eligible for the June installment.

Appendix E - Hourly Wage Position

<u>Hourly Wage Position</u>	<u>Calculation of Rate</u>
Instructional Hourly Rate (IHR)	Base Salary/180/7.5 hours = IHR
Overload (per class/semester)	IHR x 90 (per class per semester)
Summer School Teacher	IHR x 60
Extended School Year	IHR x Hours
Provide PD/Training *Requires Administration Approval	IHR x 1.5 x hours
Receive PD/Training	IHR x hours
Driver Education Teacher (extra driving)	IHR x hours
Homework Help/After School Tutoring	IHR x hours
Saturday Detention	IHR x hours
Driving by Teacher/Sponsor	Minimum Wage (per Article 4.7)

Appendix F - State and Federal Reimbursement Rates

Reimbursement Type	Reimbursement Source
Lodging	Per U.S. General Services Administration (Standard Rate)
Food	Per U.S. General Services Administration (Standard Rate)
Mileage	Per Internal Revenue Service (Standard Rate)
State Minimum Wage	Illinois Department of Labor

14.5 Duration

This Agreement shall be effective JULY 1, 2025, and shall remain in effect until JUNE 30, 2028.

This Agreement is signed on the day of _____, 2025.

REA President

Ridgeview Board of Education President

Bargaining Team Member

Ridgeview Board of Education Secretary

Bargaining Team Member

Bargaining Team Member

Bargaining Team Member

Bargaining Team Member