

ARTICLE I
RECOGNITION AND UNIT OF REPRESENTATION

1.1 The Board of Education of District No. 131, Winnebago County, Illinois, hereinafter referred to as the “Board” hereby recognizes the Kinnikinnick Education Association affiliated with the Illinois Education Association/National Education Association, hereinafter referred to as the “Association” as the sole, exclusive negotiating agent for all full-time and regular part-time certificated professional personnel employed by the Board, and required to be certificated under Article 21 of the Illinois Revised Statutes, but excluding the Superintendent, building principals, and other supervisory personnel having the authority to hire, transfer, assign, promote, evaluate, discharge or discipline, or to effectively recommend such action. The term “regular part-time certificated professional personnel” shall mean individuals employed on an annual basis and working 50 percent or more of the school term and 3.5 clock hours or more of the school day and work less than full-time. The term “Teacher” when used hereinafter this Agreement shall refer to all certificated professional personnel included in the negotiating unit set forth above and thereby represented by the Association.

ARTICLE II
BOARD RIGHTS

2.1 The Board of Education reserves exclusively all responsibilities, powers, rights, authority, and duties conferred upon and vested in it by the laws and constitutions of the State of Illinois and the United States of America. Except where specifically limited by the written provisions of the Agreement and then only to the extent that such provisions are in conformance with the laws and constitutions of the State of Illinois and of the United States, the Board retains the right and authority to direct the affairs and functions of the District. Such responsibilities, powers, rights, authority and duties include, but are not limited to:

- a. full and exclusive control of the management of the district;
- b. the supervision of all operations;
- c. the right to hire, establish and change work schedules, set hours of work, establish, eliminate or change classifications, assign, transfer, release and lay off employees;
- d. the right to determine the qualifications of employees, and to suspend, discipline and discharge employees for cause and otherwise to maintain an orderly, effective and efficient operation;
- e. the right to determine the curriculum and to regulate its implementation by the employees covered by this agreement.

ARTICLE III
ASSOCIATION RIGHTS

3.1 The Association may, by pre-arrangement with the Superintendent, use district buildings for meetings provided that such meetings shall be held when school is not in session and provided such meetings do not interfere with the instructional and/or extra curricular programs of the District. When special custodial services are required, the Association shall be charged a fee to cover the cost of those services.

3.2 The Association may use employee mailboxes, inter-school mail and a designated bulletin board in each building for Association communications. The Association may submit material to the District office for duplication at the rate set by the Board.

3.3 The Association President shall be provided two copies of: a) regular and special Board meeting agendas, b) the approved meeting minutes, c) the adopted budget, d) the annual financial report, and e) the approved policies by the Board.

3.4 The Association President shall be provided a copy of the proposed annual school calendar. The Association may request a meeting with the Superintendent to discuss any suggestions it may have concerning the tentative calendar prior to Board adoption of the calendar.

3.5 The Association President shall be provided written notification of approved teaching vacancies in the District. Notice of approved teaching vacancies shall also be posted at the office of the Superintendent and distributed to each attendance center and an e-mail shall be sent to all bargaining unit members at the e-mail addresses set forth on the list sent to the administration by the Association. A vacancy shall be defined as a position covered by this Agreement that becomes open as the result of the retirement, resignation or termination of an employee or the creation of a new position. Any current teacher who is qualified, as determined by the administration in its sole discretion, for a vacant position and applies for the vacant position, shall be granted an interview for that position.

3.6 Upon written request of a teacher, the Board shall deduct Association membership dues in an amount certified annually to the Board by the Association on or before September 15. The teacher's request shall continue in effect until revoked in writing by the teacher, which revocation may be submitted at any time. The amount deducted from each paycheck of each month September through June shall be one-twentieth (1/20th) of the annual dues. The Board shall remit the deducted dues to the Association within ten (10) days following the payroll deduction. A teacher authorizing the deduction after the fifteenth of the month shall have the annual dues pro-rated beginning with the following month through June. When a teacher terminates employment with the District, the Board shall deduct the balance of the unpaid annual dues from the teacher's last paycheck provided the written authorization filed with the Board expressly so provides.

3.7 The President of the Association, or his or her designee, shall be granted five (5) days released time during the school term, with no loss of salary, sick or personal leave, for the purpose of attending to Association business which cannot be handled on non-working time. Notice of the released time must be given to the Superintendent at least five (5) school days in advance of the absence. The Association must reimburse the Board for the cost of any substitute. Released time may not be in less than one-half (1/2) day units without the approval of the Superintendent or his/her designee.

3.8 Within thirty (30) calendar days of ratification of the Agreement, The Board shall have sufficient copies of the Agreement prepared and delivered to the Association for its distribution to each teacher in the District. The Board and the Association will share equally in the cost.

3.9 The Association may submit its views with respect to Board policies which pertain to Section 500 - Personnel and Section 600 - Instruction.

3.10 A teacher shall be notified by certified mail, return receipt requested, or personal delivery, if the Board is going to consider disciplinary action against the teacher.

3.11 Teachers shall be notified and shown a copy of any written parental complaint directed at them unless the administration believes the complaint is without merit. If the complaint is placed

in a teacher's personnel file the teacher will be provided a copy and the opportunity to place a written response in his/her file.

ARTICLE IV
GRIEVANCE PROCEDURE

4.1 A grievance is defined as a written claim by a teacher, a group of teachers, or the Association that there has been a violation, misinterpretation or misapplication of a specific provision of the Agreement. No grievance shall be processed or entertained unless it is filed within fifteen (15) days after the occurrence of the event giving rise to the grievance. All time limits consist of pupil attendance days, except between the end of the school term and the beginning of the next school term, time limits shall consist of weekdays excepting holidays.

4.2 The Board and the Association acknowledge that it is desirable for a grievant and the grievant's immediate supervisor to resolve problems through informal communications. If the informal process fails to satisfy the grievant, and the grievant decides to pursue the grievance, a grievance shall be processed by:

Step 1 - The grievant shall file his/her grievance in writing with the building principal or designee within fifteen (15) days of occurrence of the event giving rise to the grievance. The building principal or designee shall confer with the grievant in an attempt to resolve the grievance at a mutually agreeable time, within five (5) days of the receipt of the grievance. A decision in writing shall be rendered to the grievant within five (5) days of the conference.

Step 2 - If a satisfactory disposition of the grievance is not reached at Step 1, the grievant may appeal to the Superintendent or designee in writing within ten (10) days after receipt of the decision of the building principal or designee. The Superintendent or designee shall hold a conference within ten (10) days after the receipt of the appeal and a written decision shall be rendered by the Superintendent or designee within five (5) days after the conference.

Step 3 - If a satisfactory disposition of the grievance is not reached at Step 2, the grievant may appeal to the Board of Education by filing a written appeal with the Superintendent within ten (10) days after receipt of the Superintendent's decision. The Board of Education shall consider the grievance within thirty (30) days of the date of receipt of the appeal by the Superintendent. The grievant may present a written statement of grievance to the Board or may request an oral hearing which will be granted by the Board. The hearing will be

conducted by the full Board or, at the discretion of the Board, by a sub-committee of the Board. The Board shall render its decision in writing, with a copy to the Association, within five (5) days after the meeting at which the grievance is considered.

Step 4 - In the event the grievant is not satisfied with the disposition of the grievance at Step 3, the grievance may be submitted by the Association to binding arbitration through the American Arbitration Association within twenty (20) days after receipt of the Board's answer at Step 3 with a copy of the submission to the American Arbitration Association given simultaneously to the Superintendent. The selection of the arbitrator shall follow the voluntary labor arbitrator selection procedures set forth by the American Arbitration Association. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of the Agreement. The arbitrator shall consider and decide only the specific issues raised in the written grievance and the replies thereto and shall have no authority to make any decisions or recommendation on any other issue not so raised. The arbitrator's decision shall be based solely upon interpretation of the meaning or application of the specific terms of this agreement in light of the facts presented. The fees of the arbitrator, and the cost of attendance of a court reporter if requested by either party shall be split between parties. All other costs shall be borne by the party incurring the cost unless otherwise mutually agreed.

4.3 Each grievance must state the specific provisions of the agreement alleged to have been violated and the facts upon which the grievant relies to establish the alleged violation. Grievances may not be modified after submission at Step 1 without the mutual agreement of the parties. The time limits and procedures for grievance processing must be strictly followed. Failure of the grievant or the Association to meet any time limit shall bar further processing of the grievance. Failure of the Board or the administration to act in a timely manner shall permit the grievant to proceed to the next step. Any grievance not appealed after denial by the Board or the administration shall bar later filing of the same or substantially same grievance. Any time limit may be extended only with the mutual agreement of the parties.

4.4 The Board acknowledges the right of an Association representative to be present, if so requested by the grievant, in the processing of a grievance. No grievant shall be required to discuss any grievance if the grievant requests an Association representative to be present;

provided, however, the unavailability of an Association representative shall be cause for extension of any time limit that the Board or administration must meet.

4.5 Hearings and meetings between the Board or administration and the grievant shall be held, insofar as possible, after regular school hours or during non-teaching time. When the Board or administration chooses to hold hearings or meetings during school hours, all employees whose presence is required shall be excused, with pay, for this period. Investigation or processing of any grievance by the grievant or the Association shall be conducted so as to result in no interference or interruption whatsoever of the instructional program.

ARTICLE V
TEACHER EVALUATION

5.1 The Board and the Association shall establish criteria and procedures for the teacher evaluation plan. There shall be no procedural or content changes to the plan without prior agreement of the Association.

5.2 All formal evaluation procedures shall be done in accordance with the Evaluation Plan established and mutually agreed upon with the Association and the Board.

5.3 There shall be a minimum of two formal evaluations per year for non-tenured teachers, one of which must be completed during the first 90 days of the school term. There shall be a minimum of at least one formal evaluation every two years for tenured teachers which must be completed between September 15 and May 15.

5.4 A formal written evaluation shall be preceded by at least one classroom observation of at least thirty (30) consecutive minutes of a class period.

5.5 A copy of each formal written evaluation shall be given to the teacher within five (5) pupil attendance days following the observation or final observation in a series of observations, and a conference shall be held between the teacher and the evaluator within ten (10) pupil attendance days following the receipt of the written evaluation by the teacher. The evaluator shall notify the teacher of the final observation prior to the final observation.

5.6 Following the evaluation conference between the evaluator and the teacher, a copy of the evaluation, signed by both parties, shall be given to the teacher. Such signature shall indicate only that the teacher has read the evaluation report and does not necessarily indicate agreement with its contents. A teacher may put any objections in writing and have them attached to the evaluation report to be placed in the teacher's personnel file

ARTICLE VI
WORK STOPPAGE

6.1 During the term of this agreement, neither the Association, nor its agents nor any employee for any reason will authorize, institute, aid, condone or engage in a slowdown, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the Board.

ARTICLE VII
LEAVES

7A LEAVES OF ABSENCE WITH PAY

7A.1 Sick Leave

- a. Teachers shall be granted sixteen (16) days sick leave at the beginning of each school term. Unused sick leave shall accumulate to a maximum of 360 days. Each year's allotment shall be in addition to the accumulated sick leave.
- b. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness, or death in the immediate family. Immediate family shall be interpreted to mean parent, spouse, brother, sister, child, grandparent, grandchild, parent-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, legal guardian, and all step equivalents. The Superintendent or his/her designee shall monitor the use of employees' sick leave.
- c. The Board may require a physician's certificate as a basis for pay after an absence of three (3) days for personal illness, or as it may deem necessary in other cases.
- d. In the event of a serious accident or catastrophic illness, teachers who have used all of their accumulated sick leave days may request, through the Superintendent, Board approval for additional emergency sick leave days. The Board will render a decision within thirty-five (35) calendar days following the receipt of a written request for additional emergency sick leave days. Additional paid emergency sick leave days may be granted retroactively.

7A.2 Bereavement Leave

Teachers may use two (2) paid sick leave days each school term in order to attend a funeral for a person not defined as immediate family. Bereavement days will accumulate to a total of three (3).

7A.3 Court/Jury Duty

A court/jury duty leave of absence shall be granted to a teacher with no loss of pay except that a deduction equal to the amount received for such court/jury duty will be made by the District.

7A.4 Personal/Special Leave

- a. Teachers may use up to three (3) sick leave days per school term without payroll deduction for personal business that can only be transacted during a regular day.
- b. The use of personal days is subject to the following conditions:
 - (1) Non-accumulative
 - (2) Written notice shall be given to the Superintendent five (5) calendar days prior to leave being taken, except in cases of emergency when notice shall be given as soon as possible before the leave.
 - (3) No days may be used immediately before or immediately after a holiday unless prior approval is granted by the Superintendent of Schools.
 - (4) Such personal leave shall not be used for the purpose of secondary employment, home improvement, recreation, or vacation. Personal leave days may be used for personal, family or home emergencies.
 - (5) Such personal leave shall not be used in increments of less than one-half (1/2) day at a time.
 - (6) No more than ten (10) percent of the teachers may use a personal leave day on any one (1) day unless prior approval is granted by the Superintendent.
 - (7) Personal leave shall accumulate as sick leave.

7A.5 Professional Leave

Teachers may be released with full pay to attend professional conventions, meetings and workshops, visit exemplary programs, and participate in other professional growth activities. Teachers requesting release shall make application to the Superintendent, or his designee, who may approve or disapprove applications based on the applicability of such leave to the teacher's individual professional development, the District's program goals, and the resources allocated for professional leave.

7A.6 Acts of God

A teacher who is unable to attend work due to a weather related event or personal emergency shall be granted use of sick leave days under the following conditions:

1. The teacher shall notify his/her principal as soon as possible of the situation and the likely day of return.
2. The teacher has sick leave days remaining in the current year. Teacher may not use more sick days than he/she has accumulated.
3. The teacher takes appropriate steps to return to work as soon as possible.
4. The teacher must have first used all personal days.

ARTICLE VII
LEAVES

7B LEAVES OF ABSENCE WITHOUT PAY

7B.1 Leaves of absence without pay may be granted to tenured employees who have rendered satisfactory service to the District and who desire to return to employment at a time mutually consistent with the needs of the District as determined by the Board.

7B.2 Each approved leave of absence shall be the shortest possible duration required to meet the purpose for the leave consistent with a reasonable continuity of instruction for students. Leaves of absence without pay for not more than one school term may be granted to tenured teachers according to the following conditions:

- a. Written requests for leaves of absence without pay shall be given in writing to the Board not less than seventy-five (75) calendar days prior to the end of the semester prior to which the leave is requested, except in the case of emergency when circumstances do not allow such notice.
- b. Employees on a leave of absence without pay shall give formal notice of intent to return by registered mail at least ninety (90) calendar days prior to the close of the school term preceding such return.
- c. Leaves may be granted for:
 - (1) exchange teaching;
 - (2) individual professional development programs approved by the Board;
 - (3) military service;
 - (4) adoption or birth of a child: leave taken by either parent;
 - (5) other reasons acceptable to the Board; provided however, that granting of such leaves will not establish precedence for subsequent requests of a similar nature.
- d. Employees on such leave may continue insurance benefits if they reimburse the District for any pro-rata costs of benefits for which they apply.

- e. Effective the 1994-95 school term employees on any approved leave of absence without pay of less than ninety (90) teacher work days in one school term shall not be counted in determining seniority.
- f. A short term leave of absence of not more than five (5) days may be granted for special reasons with prior approval of the Superintendent. A pro-rata salary deduction of $1/180^{\text{th}}$ the employee's annual salary will be made for each day of leave approved.
- g. A fourth year non-tenured teacher who has been reemployed full-time by the Board for the following school year may request an unpaid leave of absence to begin after the conclusion of his/her fourth year of probationary service; provided the teacher requests the leave no later than May 1 of his/her fourth year of probationary service.

ARTICLE VIII NEGOTIATIONS

8.1 Each party shall select its own representative(s) who shall have the necessary authority to make proposals, consider counter proposals, and sign tentative agreements.

8.2 Either party may utilize the services of outside consultants and may call upon professional and legal representatives to assist in the negotiations.

8.3 The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining regarding the employees covered by this Agreement and that the understandings and agreement arrived at by the parties after the exercise of that right and opportunity are fully set forth in this Agreement. During the term of this Agreement, the Board shall not be required to negotiate any subject which was a part of the negotiations leading to this Agreement, whether or not the subject was ultimately included in this Agreement; provided however, any subject may be reopened for negotiation upon the agreement of both parties.

8.4 The Board and Association shall commence bargaining for a successor Agreement between April 1 and May 30 of the last year of the Agreement.

8.5 It is agreed that the Board and Association will, in a prompt and timely manner, jointly request the services of the Federal Mediation and Conciliation Service (FMCS), if both parties to this Agreement jointly declare impasse after negotiating for a sixty (60) calendar day period.

ARTICLE IX
WORKING CONDITIONS

9.1 Class Size

- a. The Board and the Association agree that the pupil/teacher ratio is an important part of an effective educational program. In order to provide classroom curriculum and other learning experiences that help students grow into well-rounded people, class sizes will be evaluated during the school year. At any time during the school term, if grade-level or classroom teacher(s) or the administration feel that class size numbers have increased to a level that would jeopardize student learning, the teacher(s), building principal, and the Superintendent shall hold a meeting to discuss what steps can be implemented to correct the situation. The decision will rest with the Superintendent.
- b. The Superintendent shall apply the following criteria, among others, to determine efficient class size:
 - (1) the capacity of the teaching facilities and the number of adequate teaching stations in a room;
 - (2) the appropriateness of the room to the content of the course or purposes to be served and the method to be employed;
 - (3) the general conditions which affect the health, safety, and effective supervision of the pupils;
 - (4) the availability of sufficient books, supplies, and equipment;
 - (5) the ability level of the students;
 - (6) the availability of alternative teaching stations within the building; and
 - (7) the financial and administrative restraints as determined by the Board of Education.
 - (8) the total number of students assigned to 7th and 8th grade teachers in core academic subjects per grade level.
- c. The Superintendent shall provide information about class size upon request.

9.2 Contractual Year

The contract year will be 180 days.

9.3 Work Day/Duty Free Lunch

There shall be no change in the length of the teacher's workday without prior approval of the Association. Teachers are entitled to a duty-free lunch period no shorter than stipulated in the School Code of Illinois.

9.4 Teacher Assignments

The Superintendent shall provide teachers written notification of teaching levels and/or subject for the forthcoming year by June 15th. If subsequent changes in teaching assignments are made after June 15th, the Superintendent shall notify in writing any teacher whose assignment is changed. A teacher who has been reassigned shall be allowed to resign his/her position without retribution from the Board or Superintendent provided the teacher notifies the Board of the resignation within fourteen (14) calendar days of notice of assignment. This is not to preclude the teacher from exercising his/her resignation no less than thirty (30) days prior to the start of the forthcoming school year. A teacher who is notified of an involuntary transfer may request a meeting with the Superintendent to discuss the reasons for the transfer.

9.5 Teacher Supervision

All teachers shall be responsible for the supervision of students during pupil attendance days. In particular, this includes classroom and hallway supervision and may include the supervision of students leaving and entering school buses; students on the playground; and students participating in after school activities, excluding the duty-free lunch period. Unless prior arrangements have been made with the teacher, teachers are not responsible for the supervision of students who enter buildings prior to the start of the teacher workday.

The Board shall attempt to coordinate with the YMCA preschool day care program for the supervision of students dropped off at Ledgewood and Stone Creek attendance centers prior to the arrival of students transported by bus.

9.6 Faculty Meetings

All teachers, unless excused, shall attend faculty meetings.

9.7 Parent-Teacher Conferences

All teachers shall be available for parent-teacher conferences which may be scheduled at the mutual convenience of the parent and the teacher. However, in the absence of mutual agreement, conferences shall be scheduled at a reasonable time set by the Superintendent or his designee. All day and evening parent-teacher conferences shall not be scheduled more than twice per school term.

9.8 Field Trips

Field trips held during the normal school day shall be supervised by teachers of participating classes. Supervision of field trips extending beyond the normal school day by more than one hour shall not be required except with agreement among teachers of participating classes.

9.9 Teacher Work Load

Substantial changes of a permanent or indefinite nature in instructional contact time shall not be made without the Superintendent giving notice to, and consulting with, the Association.

9.10 Preparation Time

Substantial changes of a permanent or indefinite nature in teacher preparation time shall not be made without the Superintendent giving notice to, and consulting with the Association. Teacher preparation time shall be defined as that time, within the teacher workday, excluding the duty-free lunch period, when the teacher is not required to supervise students.

9.11 Staff Development

Teachers may volunteer to participate in training programs scheduled in addition to the contract year. Subject to prior approval of the Superintendent and availability of resources, applicable registration fees for such training will be paid for by the district. Teachers may volunteer to conduct District sponsored staff development workshops on days scheduled in addition to the contract year. Teachers who conduct such training will be paid twenty-five (25) dollars per hour.

9.12 Early Release

Teachers shall be released 30 minutes prior to normal release time on the days of evening grade-level or district-wide programs.

ARTICLE X
SALARY AND FRINGE BENEFITS

10.1 Salary Schedule

- a. A 9.4% Board sheltered contribution to the Teacher Retirement System is included in the salary schedule and teachers' salary rate. These contributions are treated as employer contributions in determining tax treatment under the Internal Revenue Code.
- b. Teachers shall be paid according to the salary schedules in Appendix A to the Agreement. Part-time teachers shall receive planning time proportionate to the average planning time for full-time teachers in their building. Part-time teachers shall be paid proportionate to the hours worked based upon the following formula: multiply the full-time salary by a fraction, the numerator of which is the hours worked by the part-time employee, including student contact time and planning time, and the denominator is the hours worked by a full-time teacher.
- c. To be eligible for horizontal movement on the schedule, a course must carry graduate credit from an accredited institution and be approved by the Superintendent or his designee. Only approved hours earned after being placed in lane (1) Bachelor's Degree and lane (5) Master's Degree will be counted for advancement toward the next lane. Horizontal changes on the schedule will be made on September 15 of each school term.
- d. Horizontal movement on the schedule after being placed in lane (5) Master's Degree shall be granted for up to ten (10) approved graduate hours earned prior to January 1, 1991, and prior to receipt of the Master's Degree; provided however, that said hours were not part of the degree program.

10.2 Pay Periods

Teachers will be paid in 24 payments which will be made by the 15th and 30th of each month beginning September 15.

10.3 Payroll Deductions

Payroll deduction programs of a type expressly authorized by law shall be offered by the Board upon satisfactory evidence that five (5) teachers have enrolled in the program and maintain participation. In the event that an approved payroll deduction program has no participants enrolled, that program will be eliminated and notice will be provided to the KEA President. The Board may require of each teacher release, hold harmless, and indemnity commitments in a form satisfactory to the Board as a condition for offering any programs under this paragraph. Changes in approved programs may be made on September 1st and March 1st. The following programs are currently authorized by the Board with total annuity programs not to exceed eleven (11).

a. Annuities:

- (1) Prudential Insurance Company
- (2) Variable Annuity Life Insurance Company
- (3) Jackson National Life Insurance Company
- (4) Horace Mann Life Insurance Company
- (5) Massachusetts Mutual
- (6) Metropolitan Life
- (7) Fidelity Investments
- (8) American General Insurance
- (9) Oppenheimer
- (10) First Investors

b. Group Insurance:

- (1) American Family Life Insurance Company (AFLAC)
- (2) Kinnikinnick CCSD No. 131 Employee Health Benefit Plan

c. Other Programs

- (1) Winnebago County Schools Credit Union
- (2) N.E.A./I.E.A./K.E.A. dues

d. Teacher Retirement System

Teacher Retirement System deductions shall be made beginning September 15 and ending June 30.

10.4 Differential Pay

Board approved differential positions will be reimbursed at the following rates for each individual:

a.	Level I Athletic Director		\$3,765	
b.	Level II Band Combined 7 th & 8 th Squad Cheerleading		\$2,960	
		1-9 Yrs. 20+Yrs	10-19	Yrs.
b.	Level III Boys Basketball Girls Basketball Girls Volleyball Coed Soccer Coed Track 7 th or 8 th Cheerleading	\$2,385	\$3,075	\$3,305
		1-9 Yrs. 20+Yrs	10-19	Yrs.
	Level IV Drama Beginner Band Pom Poms Yearbook Student Council	\$1,780	\$2,270	\$2,445
c.	Level V Quiz Bowl		\$ 950	
d.	Level VI Quiz Bowl Master		\$ 720	

10.5 Insurance

- a. The Board will provide dental, hospitalization, major medical, and term/life accidental death and dismemberment insurance coverage for each teacher. A committee shall be established consisting of three teachers and three administrators that shall make nonbinding recommendations to the Board and Association with respect to health insurance carriers and the health insurance plan. If the Board changes insurance carrier or otherwise provides for coverage,

any change in the level of benefits shall be subject to the mutual agreement of the Board and the Association.

- b. Teachers may elect to purchase dependent coverage of eligible dependents at group rates. The Board will contribute \$150 per month toward the monthly dependent premium rate for the duration of this agreement. The monthly dependent premium rate is calculated as the sum of monthly specific stop loss dependent premium and the aggregate monthly factor per dependent unit. Part-time teachers as defined in Article I of the Agreement who have elected to purchase dependent coverage will have the dependent contribution computed based on the percentage of time employed. Continuation of a Board contribution toward dependent premiums in future contracts is contingent upon having a minimum balance of \$100,000 in the District Insurance Account.

10.6 Curriculum Committees

Teachers who voluntarily serve on curriculum committees shall be reimbursed for such service. The teacher shall receive a stipend of \$500 per year. The Board shall establish the length of service and make it known to all teachers at the time volunteers are sought.

10.7 Pro-Rata Reimbursement

Part-time teachers as defined in Article I are eligible for tuition reimbursement, major medical, dental, and term life/accidental death benefits; provided they notify the Superintendent of their election to receive all of such benefits. Salary and the foregoing benefits will be computed based on the percentage of time employed.

Part-time teachers as defined in Article I who have elected either individual major medical coverage or major medical and dental coverage may purchase such coverage for eligible dependents at group rates.

10.8 Tuition Reimbursement

Tuition for approved graduate hours shall be reimbursed at \$100.00 per graduate hour, not to exceed 12 hours in one school term, not to exceed fifty (50) hours total reimbursement, and not to exceed the actual cost of tuition.

10.9 Teachers' Health Insurance (T.H.I.S.) Fund

The Board will pick up and pay on behalf of teachers the 0.80 of 1% T.H.I.S. Fund contribution.

10.10 Post-Retirement Bonus

Any teacher for whom the Board is not required to pay an employer contribution to the Illinois Teachers' Retirement System under Section 16-133.2 of the Illinois Pension Code (Early Retirement Without Discount) may elect to retire and receive a post-retirement bonus from the Board in the amount of Eight Thousand Dollars (\$8,000) provided that all eligibility requirements set forth below are satisfied:

1. The teacher must have at least twenty-five (25) years of teaching service with the District at the time of retirement.
2. The teacher must tender a letter of resignation to the Board by November 1st of the school term in which the teacher plans to retire, and
3. The teacher's retirement shall be effective as of June 30th of the same fiscal year in which the teacher elects to retire.

The Eight Thousand Dollars (\$8,000) post-retirement bonus shall be paid to the eligible teacher in a lump sum payment within forty-five (45) days after the teacher's final paycheck. The post-retirement bonus shall not be considered TRS creditable earnings.

ARTICLE XI
DURATION OF AGREEMENT

The Agreement shall be effective as of August 16, 2006, and shall continue in effect until August 15, 2011.

President
Kinnikinnick Board of Education

President
Kinnikinnick Education Association

APPENDIX A

**2006-2007
Salary Schedule
NOTE: INCLUDES TRS**

Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
1	32,427	33,480	34,534	35,588	36,723	37,858	38,993	40,209	41,425	42,641
2	33,724	34,820	35,916	37,012	38,192	39,372	40,553	41,817	43,082	44,347
3	35,021	36,159	37,297	38,435	39,661	40,887	42,112	43,426	44,739	46,052
4	36,318	37,498	38,678	39,859	41,130	42,401	43,672	45,034	46,396	47,758
5	37,615	38,837	40,060	41,282	42,599	43,915	45,232	46,642	48,053	49,464
6	38,912	40,177	41,441	42,706	44,068	45,430	46,792	48,251	49,710	51,169
7	40,209	41,516	42,823	44,129	45,537	46,944	48,351	49,859	51,367	52,875
8	41,506	42,855	44,204	45,553	47,006	48,458	49,911	51,468	53,024	54,581
9	42,803	44,194	45,585	46,976	48,475	49,973	51,471	53,076	54,681	56,286
10	44,100	45,533	46,967	48,400	49,944	51,487	53,031	54,684	56,338	57,992
11	45,397	46,873	48,348	49,824	51,413	53,001	54,590	56,293	57,995	59,698
12	46,694	48,212	49,730	51,247	52,881	54,516	56,150	57,901	59,652	61,403
13	47,991	49,551	51,111	52,671	54,350	56,030	57,710	59,510	61,309	63,109
14	49,289	50,890	52,492	54,094	55,819	57,544	59,270	61,118	62,966	64,815
15	50,586	52,230	53,874	55,518	57,288	59,059	60,829	62,726	64,623	66,520
16	51,883	53,569	55,255	56,941	58,757	60,573	62,389	64,335	66,280	68,226
17	53,180	54,908	56,636	58,365	60,226	62,087	63,949	65,943	67,937	69,932
18		56,247	58,018	59,788	61,695	63,602	65,509	67,551	69,594	71,637
19			59,399	61,212	63,164	65,116	67,068	69,160	71,251	73,343
20				62,635	64,633	66,630	68,628	70,768	72,908	75,049
21					66,102	68,145	70,188	72,377	74,565	76,754

2007-2008
Salary Schedule
NOTE: INCLUDES TRS

Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
1	33,562	34,652	35,743	36,834	38,008	39,183	40,358	41,616	42,875	44,134
2	34,904	36,038	37,173	38,307	39,529	40,750	41,972	43,281	44,590	45,899
3	36,246	37,424	38,603	39,781	41,049	42,318	43,586	44,946	46,305	47,664
4	37,589	38,811	40,032	41,254	42,570	43,885	45,201	46,610	48,020	49,430
5	38,931	40,197	41,462	42,727	44,090	45,453	46,815	48,275	49,735	51,195
6	40,274	41,583	42,892	44,201	45,610	47,020	48,429	49,940	51,450	52,960
7	41,616	42,969	44,321	45,674	47,131	48,587	50,044	51,604	53,165	54,726
8	42,959	44,355	45,751	47,147	48,651	50,155	51,658	53,269	54,880	56,491
9	44,301	45,741	47,181	48,621	50,171	51,722	53,272	54,934	56,595	58,256
10	45,644	47,127	48,611	50,094	51,692	53,289	54,887	56,598	58,310	60,022
11	46,986	48,513	50,040	51,568	53,212	54,857	56,501	58,263	60,025	61,787
12	48,329	49,899	51,470	53,041	54,732	56,424	58,115	59,928	61,740	63,553
13	49,671	51,286	52,900	54,514	56,253	57,991	59,730	61,592	63,455	65,318
14	51,014	52,672	54,330	55,988	57,773	59,559	61,344	63,257	65,170	67,083
15	52,356	54,058	55,759	57,461	59,293	61,126	62,958	64,922	66,885	68,849
16	53,699	55,444	57,189	58,934	60,814	62,693	64,573	66,587	68,600	70,614
17	55,041	56,830	58,619	60,408	62,334	64,261	66,187	68,251	70,315	72,379
18		58,216	60,049	61,881	63,855	65,828	67,801	69,916	72,030	74,145
19			61,478	63,354	65,375	67,395	69,416	71,581	73,745	75,910
20				64,828	66,895	68,963	71,030	73,245	75,460	77,675
21					68,416	70,530	72,644	74,910	77,175	79,441

2008-2009
Salary Schedule
NOTE: INCLUDES TRS

Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
1	34,737	35,865	36,994	38,123	39,339	40,555	41,771	43,073	44,376	45,679
2	36,126	37,300	38,474	39,648	40,913	42,177	43,442	44,796	46,151	47,506
3	37,515	38,735	39,954	41,173	42,486	43,799	45,112	46,519	47,926	49,333
4	38,905	40,169	41,434	42,698	44,060	45,422	46,783	48,242	49,701	51,160
5	40,294	41,604	42,914	44,223	45,633	47,044	48,454	49,965	51,476	52,987
6	41,684	43,039	44,393	45,748	47,207	48,666	50,125	51,688	53,251	54,814
7	43,073	44,473	45,873	47,273	48,781	50,288	51,796	53,411	55,026	56,642
8	44,463	45,908	47,353	48,798	50,354	51,910	53,467	55,134	56,801	58,469
9	45,852	47,343	48,833	50,323	51,928	53,533	55,138	56,857	58,577	60,296
10	47,242	48,777	50,313	51,848	53,501	55,155	56,808	58,580	60,352	62,123
11	48,631	50,212	51,792	53,373	55,075	56,777	58,479	60,303	62,127	63,950
12	50,021	51,646	53,272	54,898	56,649	58,399	60,150	62,026	63,902	65,777
13	51,410	53,081	54,752	56,423	58,222	60,022	61,821	63,749	65,677	67,605
14	52,800	54,516	56,232	57,948	59,796	61,644	63,492	65,472	67,452	69,432
15	54,189	55,950	57,712	59,473	61,369	63,266	65,163	67,195	69,227	71,259
16	55,579	57,385	59,191	60,998	62,943	64,888	66,833	68,918	71,002	73,086
17	56,968	58,820	60,671	62,523	64,517	66,510	68,504	70,641	72,777	74,913
18		60,254	62,151	64,048	66,090	68,133	70,175	72,364	74,552	76,740
19			63,631	65,573	67,664	69,755	71,846	74,087	76,327	78,568
20				67,097	69,237	71,377	73,517	75,810	78,102	80,395
21					70,811	72,999	75,188	77,532	79,877	82,222

2009-2010
Salary Schedule
NOTE: INCLUDES TRS

Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
1	35,953	37,121	38,289	39,458	40,716	41,975	43,233	44,581	45,929	47,278
2	37,391	38,606	39,821	41,036	42,345	43,654	44,962	46,364	47,767	49,169
3	38,829	40,091	41,353	42,615	43,974	45,333	46,692	48,148	49,604	51,060
4	40,267	41,576	42,884	44,193	45,602	47,012	48,421	49,931	51,441	52,951
5	41,705	43,060	44,416	45,771	47,231	48,691	50,150	51,714	53,278	54,842
6	43,143	44,545	45,947	47,350	48,860	50,370	51,880	53,498	55,115	56,733
7	44,581	46,030	47,479	48,928	50,488	52,049	53,609	55,281	56,953	58,624
8	46,019	47,515	49,011	50,506	52,117	53,728	55,338	57,064	58,790	60,516
9	47,457	49,000	50,542	52,085	53,746	55,407	57,068	58,847	60,627	62,407
10	48,896	50,485	52,074	53,663	55,374	57,086	58,797	60,631	62,464	64,298
11	50,334	51,970	53,605	55,241	57,003	58,765	60,526	62,414	64,301	66,189
12	51,772	53,454	55,137	56,820	58,632	60,444	62,256	64,197	66,139	68,080
13	53,210	54,939	56,669	58,398	60,260	62,123	63,985	65,980	67,976	69,971
14	54,648	56,424	58,200	59,976	61,889	63,802	65,714	67,764	69,813	71,862
15	56,086	57,909	59,732	61,555	63,518	65,481	67,444	69,547	71,650	73,753
16	57,524	59,394	61,263	63,133	65,146	67,160	69,173	71,330	73,487	75,645
17	58,962	60,879	62,795	64,711	66,775	68,839	70,902	73,114	75,325	77,536
18		62,364	64,327	66,290	68,404	70,518	72,632	74,897	77,162	79,427
19			65,858	67,868	70,032	72,197	74,361	76,680	78,999	81,318
20				69,446	71,661	73,876	76,090	78,463	80,836	83,209
21					73,290	75,555	77,820	80,247	82,673	85,100

**2010-2011
Salary Schedule
NOTE: INCLUDES TRS**

Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
1	37,211	38,420	39,629	40,839	42,141	43,443	44,746	46,141	47,537	48,932
2	38,699	39,957	41,214	42,472	43,827	45,181	46,536	47,987	49,438	50,889
3	40,187	41,493	42,800	44,106	45,512	46,919	48,325	49,832	51,340	52,847
4	41,676	43,030	44,385	45,739	47,198	48,657	50,115	51,678	53,241	54,804
5	43,164	44,567	45,970	47,373	48,884	50,394	51,905	53,524	55,142	56,761
6	44,653	46,104	47,555	49,006	50,569	52,132	53,695	55,369	57,044	58,718
7	46,141	47,641	49,140	50,640	52,255	53,870	55,485	57,215	58,945	60,676
8	47,630	49,178	50,726	52,274	53,941	55,608	57,275	59,061	60,847	62,633
9	49,118	50,714	52,311	53,907	55,626	57,345	59,065	60,906	62,748	64,590
10	50,606	52,251	53,896	55,541	57,312	59,083	60,854	62,752	64,650	66,548
11	52,095	53,788	55,481	57,174	58,998	60,821	62,644	64,598	66,551	68,505
12	53,583	55,325	57,066	58,808	60,683	62,559	64,434	66,443	68,453	70,462
13	55,072	56,862	58,651	60,441	62,369	64,296	66,224	68,289	70,354	72,420
14	56,560	58,398	60,237	62,075	64,055	66,034	68,014	70,135	72,256	74,377
15	58,049	59,935	61,822	63,708	65,740	67,772	69,804	71,980	74,157	76,334
16	59,537	61,472	63,407	65,342	67,426	69,510	71,593	73,826	76,059	78,291
17	61,026	63,009	64,992	66,976	69,111	71,247	73,383	75,672	77,960	80,249
18		64,546	66,577	68,609	70,797	72,985	75,173	77,517	79,862	82,206
19			68,163	70,243	72,483	74,723	76,963	79,363	81,763	84,163
20				71,876	74,168	76,461	78,753	81,209	83,665	86,121
21					75,854	78,198	80,543	83,054	85,566	88,078