



Kinnikinnick Community Consolidated Schools
District No. 131
Roscoe, Illinois

PROFESSIONAL AGREEMENT
2024-2027

Kinnikinnick Community Consolidated School Board
&
Kinnikinnick Education Association

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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 licensed professional personnel employed by the Board, and required to be licensed 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 licensed 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 licensed 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 email and applications, 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 or their designee shall be emailed a copy of the public Board packet each month.

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 on or before December 1 of the previous school year.

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 school 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 teacher, who is eligible by current employment with the Kinnikinnick School District and 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 electronically post the Agreement and electronically notify each teacher in the District.

3.9 The Association may submit its views with respect to Section 500 - Personnel and Section 600 – Instruction of the Board policies manual.

3.10 A teacher shall be notified by email, 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 teacher evaluation plan will be developed by a Joint Evaluation Committee.

5.2 All evaluation procedures shall be executed in accordance with the Evaluation Plan that is electronically distributed annually.

5.3 One formal observation for non-tenured teachers shall be completed during the first 90 days of the school term. Formal observation of tenured teachers may begin September 15th and end ten (10) days prior to the end of the school year.

5.4 The evaluator shall notify the teacher of the final formal observation prior to the summative evaluation.

5.5 Following the summative evaluation conference between the evaluator and the teacher, a copy of the summative evaluation, signed by both parties, shall be given to the teacher. Such signature shall indicate only that the teacher has read the summative 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. After completion of the twentieth year of continuous full time service to the District, a teacher shall be granted twenty (20) days sick leave at the beginning of each school term. Each year's allotment up to the maximum shall be in addition to the accumulated sick leave. Unused sick leave shall accumulate to a maximum of 360 days. Teachers who have accumulated 360 days of sick leave shall be granted twenty (20) days of sick leave at the beginning of the subsequent year. Said days may only be used within that year and will not accumulate.
- b. Sick leave shall be interpreted to mean personal illness, mental or behavioral complications, quarantine at home, or serious illness, or death in the immediate family or household, or birth, adoption, or placement for adoption. 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 shall establish a Sick Leave Bank for the teachers of the District to be solely for medical conditions of the teacher. The sick leave bank shall be funded solely by donations from teachers. Participation in the sick leave bank is voluntary for all teachers employed in the School District. A Sick Leave Committee will be established to develop rules of procedure for administration of the Sick Leave Bank, annually review the guidelines, and act as the governing body for the administration of the

sick leave bank. The existence of the Sick Leave Bank does not negate or eliminate any other sick leave policies of Kinnikinnick Community Consolidated School District #131 nor does it in any way negate a member's right to other sick leave benefits included in this Agreement.

The Association agrees with respect to the operation of the Sick Leave Bank that it will hold harmless and defend the District, the Board, its members, administrators, employees and/or agents, as regards any action, complaint or suit of any type, provided only that the Board or District shall fulfill its responsibilities as set forth above. In the event any action, complaint or suit of any type in any form shall be brought against the District, the Board, its members, administrators, employees and/or agents, the Board or District shall retain the exclusive right to select counsel, to defend such action, complaint or suit and/or to determine whether such action, complaint or suit should be compromised or settled. Further, the Association agrees that the Sick Leave Bank and its administration are not grievable.

- d. 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.
- e. 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 three (3) paid sick leave days each school term in order to attend a funeral for a person not defined as immediate family.

7A.3 Court/Jury Duty

A court/jury duty leave of absence shall be granted to a teacher with no loss of pay provided the employee submits proof of attendance from the court for said court/jury duty.

7A.4 Personal Leave

Teachers may use up to three (3) sick leave days per school term without payroll deduction. The use of personal days is subject to the following conditions:

- (1) Unused personal leave shall accumulate as sick leave.
- (2) Request via the absence management system 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. If emergency notification is used, teacher should document reason in request, via absence management system.
- (3) One personal days may be used immediately before **or** immediately after a weekday in which students are not in attendance but may not be used before **and** after a weekday in which students are not in attendance.
- (4) Such personal leave shall not be used for the purpose of secondary employment.
- (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) A teacher who has exhausted all of their personal days is unable to attend work due to a travel related 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. The 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.

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

In the event that the District has used all of its calendar emergency days and the district deploys the Act of God Board administrative procedure, 5:250 AP, a teacher may utilize unused sick leave.

ARTICLE VII LEAVES

7B LEAVES OF ABSENCE WITHOUT PAY

7B.1 Leaves of absence without pay, not otherwise required by law, may be granted to tenured and non-tenured employees with Board approval 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 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 1/180th the employee's annual salary will be made for each day of leave approved.

7B.3 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 and non-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 email or written correspondence 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 through COBRA enrollment. Employees on any approved leave of absence without pay of more than ninety (90) teacher workdays in one school term shall not be counted in determining seniority.

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 at a mutually agreeable time but not later than 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;

- (7) The financial and administrative restraints as determined by the Board of Education; and
 - (8) The total number of students assigned to 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. If the Illinois General Assembly enacts legislation which increases the number of student instructional days in the school year or ISBE interpretation or guidance leads to deficiencies in the school calendar such that the contract year would need to be extended beyond 180 days, the Board and the Association agree to reopen this section of the Agreement. This reopener does not open the salary schedule, but does allow for consideration of salary adjustment based on any increase in number of school days. In such event, the Board and the Association agree to meet within thirty (30) calendar days of the effective date of the law or ISBE interpretation or guidance, unless the parties agree, in writing, to a different time for the meeting.

9.3 Workday/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 or designee shall provide teachers written or electronic notification of teaching levels and/or subjects 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 re-assigned 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. Supervision is defined as working with students or supervising students in the classroom, hallway, or as assigned during contractual hours, 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 a before and after school care program for students in grades PK-3 for the supervision of students dropped off at Ledgewood and Stone Creek schools prior to the arrival of students transported by bus.

9.6 Faculty Meetings

All teachers, unless excused, shall attend meetings called by any administrator or team leader. If the meeting extends the teachers' workday beyond the required 7 hours and 40 minutes, the teacher will have the ability to utilize the extra time acquired as late arrival or early release dependent on the schedule of the building. This time cannot be utilized if scheduled meetings or student supervision is required.

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 designee. 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 Workload

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

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. Part-time teachers shall receive planning time proportionate to the average planning time for full-time teachers in their building.

9.11 Release Time

Teachers may be released thirty (30) minutes early or allowed to begin work thirty (30) minutes later on the days of evening grade level or District-wide programs as best meets the needs of the District.

ARTICLE X
SALARY AND FRINGE BENEFITS

10.1 Salary

- a. A Board sheltered contribution to the Teacher Retirement System as determined the State of Illinois 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 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 and his or her designee, and must be completed by August 15th of a given school term. Only approved graduate hours earned after commutation of a valid Illinois teaching license or Master's Degree as evidenced by submission of sealed transcripts from the accredited institution and after being placed in lane (1) Bachelor's Degree or lane (5) Master's Degree will be counted for horizontal movement toward the next lane. Individuals who meet the eligibility requirements and submit the sealed transcripts to the Business Office by the payroll collection cutoff date for the September 15 payroll will receive their horizontal movement effective September 15. Individuals who meet the eligibility requirements but whose grades are not final until August 30 and submit the sealed transcripts to the Business Office by September 30

will receive their horizontal movement in the first payroll period after September 30. Horizontal movement on the salary schedule shall be limited to one lane annually except that teachers shall have no such limitation if the horizontal movement is within the Bachelor's lanes up through the initial Master's degree lane.

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

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 as allowed by the individual program. The following programs are currently authorized by the Board:

- a. Kinnikinnick CCD #131 403 (b) Plan
- b. Group Insurance:
 - (1) Kinnikinnick CCSD No. 131 Employee Health Benefit Plan
- c. Other Programs
 - (1) N.E.A./I.E.A./K.E.A. dues
- d. Teacher Retirement System
 - (1) Teacher Retirement System Supplemental Savings Plan

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

10.4 Differential Pay

Board approved differential positions shall be paid according to the schedule in Appendix B of the Agreement which will be updated annually and provided to the KEA.

10.5 Insurance

- a. Provided the employee elects dental, hospitalization, major medical, and/or term/life accidental death and dismemberment insurance through a District-sponsored health plan, the Board will share with the employee the cost for the single medical premium increases based on the matrix below, The employee and Board contribution increase is based on exceeding 100 points of the District’s medical loss ratio as determined by the District’s insurance carrier. The 100 points were derived from 10 years of the District's medical loss data, removing the highest and lowest year and averaging the remaining years. Beginning the 2025-2026 school year, if the medical loss ratio exceeds 100 points in the previous year, the employee contribution increase will be as follows:

Percentage increase of medical loss ratio based on 100 points	Employer Contribution Share of the Single Premium Increase	Employee Contribution Share of the Single Premium Increase *Not to exceed \$50.00/month
0-10%	100%	0%
11-20%	99%	1%
21-30%	98%	2%
31-40%	97%	3%
41-50%	96.5%	3.5%
51+%	96%	4%

- b. An annual \$1500 employer contribution will be made to the Health Savings Account of those eligible employees who select the High Deductible Health Savings Insurance Plan (HSA-PPO).

- c. A joint insurance committee shall be established consisting of teachers and administrators that shall make nonbinding recommendations to the Board and Association with respect to health insurance carriers, and the health insurance plan. The insurance committee so established shall meet as needed to discuss means by which employee health insurance costs can be contained for the benefit of both the District and its employees. 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.
- d. Teachers may elect to purchase dependent coverage of eligible dependents at group rates. The Board will contribute \$300 per month toward the monthly dependent premium rate for any teacher who was carrying dependent coverage for the duration of this agreement provided the teacher remains eligible and enrolled in dependent coverage. Both Spouses Employed by the District: If both spouses are employed by the District, and are eligible for insurance, the following options exist for such spouses:
 - 1. Insurance coverage under two single plans with premium contributions paid at the percentage identified herein; or
 - 2. Coverage under one family plan with the premium paid by the district equivalent to that of two single premiums.

10.6 Committees

Teachers who voluntarily serve on a Board approved District level committee outside of contractual hours will be paid \$30.00/hour for such service. The Board shall determine the committees for which this payment is made, the length of service and make it known to all teachers at the time committee members are sought whether this Section applies. Joint committees established by Board policy, state mandates, or contractual agreements, including but not limited to PERA Joint committees, and RIF Joint committees, will not be eligible for payment.

10.7 Pro-Rata

Part-time teachers, as defined in Article I, are eligible for single major medical, dental, and term life/accidental death benefits in accordance with the contribution rates specified in Section 10.5a. 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 single major medical coverage or major medical and dental coverage may purchase such coverage for eligible dependents at group rates.

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

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

10.9 Retirement Recognition Program

Any teacher for whom the Board is not required to pay an additional contribution to the Illinois Teachers' Retirement System under the Illinois Pension Code (e.g., excess salary increases contribution or excess sick leave) may elect to retire and receive a Retirement Bonus from the Board. All eligibility requirements set forth below must be satisfied:

1. The teacher has at least twenty (20) years of teaching service with the District at the time of retirement.
2. The teacher delivers an irrevocable letter of resignation defining his/her intent to retire on a specified date up to four (4) years in the future to the Board by August 16th of the first contract year defined. The teacher's retirement shall be effective as of June 30th of the final contract year defined in the teacher's irrevocable letter of retirement.
3. The teacher must remain in service with the District and fulfill their entire contractual obligation as stipulated in their irrevocable letter of retirement.

A teacher meeting the above criteria shall receive a Retirement Bonus of:

1. Twelve thousand five hundred dollars (\$12,500) for notice four contract years in advance of his/her defined final day; or
2. Eleven thousand dollars (\$11,000) for notice three contract years in advance of his/her defined final day; or
3. Nine thousand five hundred dollars (\$9,500) for notice two contract years in advance of his/her defined final day; or
4. Eight thousand dollars (\$8,000) for notice one contract year in advance of his/her final day.

Any teacher with less than twenty (20) years of teaching service with the District and for whom the Board will not be required to pay an additional contribution to the Illinois Teachers' Retirement System under the Illinois Pension Code (e.g., excess salary increase contribution or excess sick leave), but who otherwise meets all other retirement bonus requirements as listed above, may deliver an irrevocable letter of intent to retire on or before August 16th of their defined final contract year and receive a retirement bonus of \$100 per year of teaching service with the District if the teacher has fulfilled their entire contractual obligation stipulated in their irrevocable letter of retirement.

Payment of the Retirement Bonus shall be made as follows: a teacher who has entered into this Retirement Recognition Program shall receive partial payment of the Retirement Bonus described above in the amount that will increase their TRS creditable earnings to 6% over their prior year's creditable earnings when added to their salary schedule increase for the year, paid in one lump sum each June after the notice is given for a maximum of 4 years pursuant to the length of the notice. However, by joining the Retirement Recognition Program, in no event, shall a teacher receive more than a 6 % increase in any of the Retirement Recognition Program years.

The District shall report the Retirement Bonus lump sum payments to the IL TRS as part of the teacher's final years' salary in each year as paid. Any portion of the Retirement Bonus that is unable to be paid as part of the TRS creditable earnings shall

be paid in one lump sum, post-retirement, in a check 45 days after the teacher's receipt of his/her final payment for regular earnings and last day of service in the District.

10.10 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, with prior approval of the Superintendent, may volunteer to conduct District sponsored staff development workshops on normally scheduled workdays or on days scheduled in addition to the contract year. Teachers who conduct such training outside of the normal contractual year will be paid \$30.00 per hour for each hour of the training.

10.11 Internal Sub Pay

Any teacher who voluntarily accepts the responsibility of supervising or teaching a class of an absent teacher at the request of an administrator during his or her preparation period shall be compensated at \$30.00 per period. A period will be established by the number of minutes in a core course at Roscoe Middle School. Payments will be made in addition to or prorated based on that definition of a period. Nothing herein shall preclude informal agreements among teachers whereby teachers substitute for another without additional compensation if approved by the administrator.

10.12 Overnight Field Trip Stipend

During overnight field trips, teachers will be paid a stipend of \$75.00 for each night of the field trip.

10.13 Special Education Compensatory Minutes or Screenings/Evaluations

- a. Upon pre-approval by the Director of Student Services, any teacher who

provides compensatory minutes in accordance with a student's Individualized Education Program outside of the 7 hour 40 minute workday or 180 day work year will be paid at \$75.00 per hour for such time.

b. Upon pre-approval by the Director of Student Services, any teacher who performs special education screenings and/or evaluations outside of the 180 day work year will be paid at \$75.00 per hour for such time.

**Appendix A
Salary Schedules**

**2024-2025
Salary Schedule
NOTE: INCLUDES TRS**

Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
1	42,383	43,760	45,138	46,515	47,999	49,482	50,966	52,555	54,144	55,734
2	44,027	45,458	46,889	48,320	49,861	51,402	52,943	54,594	56,245	57,896
3	45,672	47,156	48,641	50,125	51,723	53,322	54,920	56,633	58,346	60,059
4	47,316	48,854	50,392	51,930	53,586	55,242	56,898	58,672	60,447	62,221
5	48,961	50,552	52,143	53,735	55,448	57,162	58,875	60,711	62,547	64,384
6	50,605	52,250	53,895	55,539	57,311	59,082	60,853	62,751	64,648	66,546
7	52,250	53,948	55,646	57,344	59,173	61,002	62,830	64,790	66,749	68,708
8	53,894	55,646	57,397	59,149	61,035	62,922	64,808	66,829	68,850	70,871
9	55,539	57,344	59,149	60,954	62,898	64,841	66,785	68,868	70,951	73,033
10	57,183	59,042	60,900	62,759	64,760	66,761	68,763	70,907	73,051	75,196
11	58,828	60,740	62,651	64,563	66,622	68,681	70,740	72,946	75,152	77,358
12	60,472	62,437	64,403	66,368	68,485	70,601	72,718	74,985	77,253	79,521
13	62,117	64,135	66,154	68,173	70,347	72,521	74,695	77,024	79,354	81,683
14	63,761	65,833	67,905	69,978	72,209	74,441	76,673	79,064	81,455	83,846
15	65,405	67,531	69,657	71,782	74,072	76,361	78,650	81,103	83,555	86,008
16	67,050	69,229	71,408	73,587	75,934	78,281	80,628	83,142	85,656	88,171
17	68,694	70,927	73,160	75,392	77,796	80,201	82,605	85,181	87,757	90,333
18	70,339	72,625	74,911	77,197	79,659	82,121	84,582	87,220	89,858	92,496
19	71,983	74,323	76,662	79,002	81,521	84,040	86,560	89,259	91,959	94,658
20		76,021	78,414	80,806	83,383	85,960	88,537	91,298	94,059	96,820
21			80,165	82,611	85,246	87,880	90,515	93,338	96,160	98,983
22				84,416	87,108	89,800	92,492	95,377	98,261	101,145
23					88,970	91,720	94,470	97,416	100,362	103,308

**2025-2026
Salary Schedule
NOTE: INCLUDES TRS**

Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
1	44,290	45,729	47,169	48,608	50,158	51,709	53,259	54,920	56,580	58,241
2	46,008	47,504	48,999	50,494	52,105	53,715	55,325	57,050	58,776	60,501
3	47,727	49,278	50,829	52,380	54,051	55,721	57,392	59,181	60,971	62,761
4	49,445	51,052	52,659	54,266	55,997	57,727	59,458	61,312	63,166	65,021
5	51,164	52,827	54,489	56,152	57,943	59,734	61,524	63,443	65,362	67,280
6	52,882	54,601	56,320	58,038	59,889	61,740	63,591	65,574	67,557	69,540
7	54,601	56,375	58,150	59,924	61,835	63,746	65,657	67,705	69,752	71,800
8	56,319	58,150	59,980	61,810	63,781	65,753	67,724	69,836	71,948	74,060
9	58,038	59,924	61,810	63,696	65,728	67,759	69,790	71,967	74,143	76,319
10	59,756	61,698	63,640	65,582	67,674	69,765	71,857	74,098	76,338	78,579
11	61,475	63,472	65,470	67,468	69,620	71,772	73,923	76,228	78,534	80,839
12	63,193	65,247	67,301	69,354	71,566	73,778	75,990	78,359	80,729	83,099
13	64,911	67,021	69,131	71,240	73,512	75,784	78,056	80,490	82,924	85,359
14	66,630	68,795	70,961	73,126	75,458	77,790	80,122	82,621	85,120	87,618
15	68,348	70,570	72,791	75,012	77,404	79,797	82,189	84,752	87,315	89,878
16	70,067	72,344	74,621	76,898	79,351	81,803	84,255	86,883	89,510	92,138
17	71,785	74,118	76,451	78,784	81,297	83,809	86,322	89,014	91,706	94,398
18	73,504	75,893	78,281	80,670	83,243	85,816	88,388	91,145	93,901	96,657
19	75,222	77,667	80,112	82,556	85,189	87,822	90,455	93,275	96,096	98,917
20		79,441	81,942	84,442	87,135	89,828	92,521	95,406	98,292	101,177
21			83,772	86,328	89,081	91,834	94,587	97,537	100,487	103,437
22				88,214	91,028	93,841	96,654	99,668	102,682	105,696
23					92,974	95,847	98,720	101,799	104,878	107,956

2026-2027
Salary Schedule
NOTE: INCLUDES TRS

Step	BA	BA08	BA16	BA24	MA	MA08	MA16	MA24	MA32	MA40
1	46,173	47,674	49,174	50,675	52,291	53,907	55,523	57,255	58,986	60,717
2	47,965	49,523	51,082	52,641	54,320	55,999	57,677	59,476	61,275	63,073
3	49,756	51,373	52,990	54,607	56,349	58,090	59,832	61,697	63,563	65,429
4	51,548	53,223	54,898	56,573	58,378	60,182	61,986	63,919	65,852	67,785
5	53,339	55,073	56,806	58,540	60,406	62,273	64,140	66,140	68,141	70,141
6	55,131	56,922	58,714	60,506	62,435	64,365	66,295	68,362	70,429	72,497
7	56,922	58,772	60,622	62,472	64,464	66,457	68,449	70,583	72,718	74,853
8	58,714	60,622	62,530	64,438	66,493	68,548	70,603	72,805	75,007	77,208
9	60,505	62,472	64,438	66,404	68,522	70,640	72,757	75,026	77,295	79,564
10	62,297	64,321	66,346	68,371	70,551	72,731	74,912	77,248	79,584	81,920
11	64,088	66,171	68,254	70,337	72,580	74,823	77,066	79,469	81,873	84,276
12	65,880	68,021	70,162	72,303	74,609	76,914	79,220	81,691	84,161	86,632
13	67,671	69,870	72,070	74,269	76,638	79,006	81,375	83,912	86,450	88,988
14	69,463	71,720	73,978	76,235	78,666	81,098	83,529	86,134	88,739	91,343
15	71,254	73,570	75,886	78,201	80,695	83,189	85,683	88,355	91,027	93,699
16	73,046	75,420	77,794	80,168	82,724	85,281	87,837	90,577	93,316	96,055
17	74,837	77,269	79,702	82,134	84,753	87,372	89,992	92,798	95,605	98,411
18	76,629	79,119	81,610	84,100	86,782	89,464	92,146	95,020	97,893	100,767
19	78,420	80,969	83,518	86,066	88,811	91,556	94,300	97,241	100,182	103,123
20		82,819	85,425	88,032	90,840	93,647	96,455	99,463	102,470	105,478
21			87,333	89,999	92,869	95,739	98,609	101,684	104,759	107,834
22				91,965	94,898	97,830	100,763	103,906	107,048	110,190
23					96,926	99,922	102,917	106,127	109,336	112,546

Appendix B Stipend Schedule

Note: One stipend per position unless otherwise specified

Years	I	II	III	IV	V	Level I:	Athletic Director
1	\$4,100	\$3,000	\$2,200	\$1,250	\$750		
2	\$4,150	\$3,050	\$2,250	\$1,300	\$775	Level II:	Basketball (2)
3	\$4,200	\$3,100	\$2,300	\$1,350	\$800		Head Track (2)
4	\$4,250	\$3,150	\$2,350	\$1,400	\$825		Combined JV & Varsity Cheerleading
5	\$4,300	\$3,200	\$2,400	\$1,450	\$850		Combined Pom Pons & Competitive Dance
6	\$4,350	\$3,250	\$2,450	\$1,500	\$875		Science Olympiad
7	\$4,400	\$3,300	\$2,500	\$1,550	\$900		KS Choir
8	\$4,450	\$3,350	\$2,550	\$1,600	\$925		Drama
9	\$4,500	\$3,400	\$2,600	\$1,650	\$950		RMS Band *
10	\$4,550	\$3,450	\$2,650	\$1,700	\$975	Level III:	Girls Volleyball (2)
11	\$4,600	\$3,500	\$2,700	\$1,750	\$1,000		Coed Soccer (2)
12	\$4,650	\$3,550	\$2,750	\$1,800	\$1,025		Coed Cross Country
13	\$4,700	\$3,600	\$2,800	\$1,850	\$1,050	Level III:	JV Cheerleading
14	\$4,750	\$3,650	\$2,850	\$1,900	\$1,075		Varsity Cheerleading
15	\$4,800	\$3,700	\$2,900	\$1,950	\$1,100		Student Council and Concession Manager
16	\$4,850	\$3,750	\$2,950	\$2,000	\$1,125		Asst Track (2)
17	\$4,900	\$3,800	\$3,000	\$2,050	\$1,150	Level IV:	Asst Drama +
18	\$4,950	\$3,850	\$3,050	\$2,100	\$1,175		Pom Pons
19	\$5,000	\$3,900	\$3,100	\$2,150	\$1,200		Student Council
20	\$5,050	\$3,950	\$3,150	\$2,200	\$1,225	Level V:	Quiz Bowl Coach (2)
21	\$5,100	\$4,000	\$3,200	\$2,250	\$1,250		Yearbook
22	\$5,150	\$4,050	\$3,250	\$2,300	\$1,275		Quiz Master
23+	\$5,200	\$4,100	\$3,300	\$2,350	\$1,300		KS World Music Club
							Dumbledore's Army +
							KS Bell Choir #
							KS Ukelele Club #

* RMS Band will sunset with the retirement/resignation of the current employee

+ When position is approved by the Board or completion and approval of 6:190-AP process

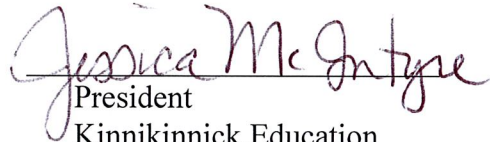
KS Bell Choir and KS Ukelele Club sunsets from Level IV with resignation of the current employee

**ARTICLE XI
DURATION OF AGREEMENT**

The Agreement shall be effective on the first day of the Agreement shall expire on August 15, 2027.



President
Kinnikinnick Board of Education



President
Kinnikinnick Education
Association