

Woodridge School District 68

PROFESSIONAL AGREEMENT

Between the
Board of Education
and the
Woodridge Education Association
Affiliated with I.E.A./N.E.A.

2019-2024

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ARTICLE I
RECOGNITION

- A. Recognition. The Board of Education of District 68, DuPage County, herein referred to as the “Board,” hereby recognizes the Woodridge Education Association, hereinafter referred to as the “Association,” affiliated with the Illinois Education Association and the National Education Association, as the sole negotiation agent for all regularly employed full-time and part-time certificated teaching personnel of the District, including librarians and learning center directors, but excluding the superintendent, assistant superintendents, other central office staff, principals, assistant principals, deans in a supervisory position, teacher aides, teaching assistants, and substitutes and all other supervisory, managerial and confidential employees as defined under the Illinois Educational Labor Relations Act.
- B. Definition. The term “teacher,” when used hereinafter in this agreement, except as otherwise provided, shall refer to all full-time and part-time employees represented by the Association in the negotiating unit as determined in paragraph “A” above.
- C. Individual Contracts. The Board agrees not to negotiate as to matters covered by this agreement with any teacher’s organization other than the Association or with any teacher individually for the duration of this agreement, provided that this section shall not preclude the issuance of employment agreements to part-time and probationary teachers.
- D. Management Rights. The Association agrees and acknowledges that the Board retains and reserves unto itself all powers and duties conferred upon and vested in it by the statutes of the State of Illinois.

ARTICLE II

ASSOCIATION AND TEACHER RIGHTS

- A. Right to Organize. Teachers shall have the right to organize, join, and assist the Association, and to participate in professional negotiations with the Board through representatives of their own choosing.
- B. Non-Discrimination. The Board shall not discriminate against any teacher with respect to hours, wages, terms, or conditions of employment by reason of the teacher's membership in the Association, participation in any activities of the Association or in negotiations with the Board; nor shall the Board discriminate against any teacher for the teacher's institution of any grievance under this agreement.
- C. Contract Conformance. Individual teacher contracts tendered by the Board prior to the completion of negotiations shall be adjusted to be in conformance with any agreement thereafter reached by the parties. The Board will not tender individual teacher contracts to teachers who were on continued contractual service during the preceding school term.
- D. Agenda-Information. The Board shall provide the Association with the agenda by e-mail by close of business on the Friday preceding all regularly scheduled Board meetings and a copy of the notice and, if prepared, the agenda of special Board meetings. Upon request, the Board shall also furnish regularly and routinely prepared information concerning the financial condition of the District, including annual financial audit and the tentative and adopted budgets, and other readily available and pertinent information relevant to negotiations. The Board shall not be required to research or assemble information or to disclose any data which is not available to the public.
- E. New Teachers. Names and addresses of newly hired teachers shall be provided, upon request, to the Association after approval of their contracts by the Board.
- F. Dues Deductions. The Board agrees to deduct from the salaries of teachers dues to the Association and its affiliates as said teachers shall individually and voluntarily authorize through the Association. Deductions shall be made per pay period throughout the school term, September to June, provided the Board shall have received written authorization from the teacher on or before August 31. Deductions for teachers employed after the commencement of the school term shall be made during said months for all payrolls which occur three weeks or more after receipt of written authorization of deduction by the Business Manager. The Board shall forward all sums deducted within ten (10) days to the person designated by the President of the Association. Upon the transmittal of the dues deduction, the Board shall be absolved of any and all responsibility for these funds, and the Association agrees to indemnify and hold harmless the Board for the withholding and/or distribution of such funds unless an error has been made by the Board. The Association agrees to furnish any information needed by the Board to fulfill the provisions of this paragraph. Upon appropriate written authorization from the teacher, the Board shall deduct from the salary of any teacher and make appropriate remittance for annuities, Credit Union, and savings bond, or any other plans or programs jointly negotiated by the Association and the Board.
- G. Contract Distribution. Within thirty (30) days of ratification of this agreement, or other date as agreed to by both parties, sufficient copies of such agreement shall be prepared by the Board in a form agreeable to both parties to make one copy available to each teacher, administrator, and Board member. Thirty (30) additional copies will be provided to the

President of the Woodridge Education Association.

H. Association Release Time.

1. The Association shall be granted up to ten (10) days of release time for Association business during the year. If needed, the Superintendent may grant two (2) additional days for Association business. The President of the Association, with the concurrence of the Executive Board of the WEA, shall designate the proper use of these days. The Association shall pay the cost of substitutes for each day used. The Superintendent or designee shall be notified in writing when these days are to be used by an Association member. Business of the Association shall not be conducted during school hours by anyone who has not been released to conduct such business.
2. The President of the Association shall be granted up to five (5) days of release time for Association business during the year. The Superintendent or designee shall be notified in writing when these days are to be used by the President. The cost of a substitute shall be borne by the initiating party.

I. Association Announcements. With advance notice to the principal or designee, announcements of Association business which have no impact on the student body may be read over the intercom system in each school building before or after the student day. Announcements may also be placed on faculty bulletin boards.

J. Association Use of Buildings and Equipment. The Association shall not be denied reasonable use of the following:

1. School buildings for meetings of the WEA subject to general Board policy and regulations on use of facilities;
2. Employee mailboxes, inter-school mail and faculty bulletin boards for the purpose of internal communication;
3. Office equipment (except for non-District owned machines) when not in use.

K. Fair Share. This Section has been removed based on the Supreme Court *Janus* decision. During the term of this contract, in the event there is a change in the law allowing Fair Share provisions, the parties agree to add language that complies with these changes to the law.

L. School Code Waiver Proposals. Waiver proposals shall be reviewed with the Association at a meeting arranged by the Superintendent, or designee and the WEA President at least 10 (ten) school days prior to a public hearing.

ARTICLE III

STEPS OF COMMUNICATION FOR CONFLICT RESOLUTION

Communication is vital for the effective and efficient functioning of Woodridge School District 68. It should be the goal of all employees of the district to communicate in a positive, intelligible manner to promote an optimal learning environment for students, to advance beneficial work conditions for all district employees, and to ensure a productive, professional atmosphere.

The purpose of the “Steps of Communication for Conflict Resolution” is to promote a collaborative problem solving model whereas both parties have the responsibility to follow specific communication steps and to try to come to resolution as early in the step process as possible. This does not preclude any investigatory or complaint process under Board policy or Collective Bargaining Agreement. Each party will initial and date these “Steps of Communication for Conflict Resolution” on this form to ensure a mutual understanding where the process exists in regard to step completion.

Nature of Concern: _____

Person(s) presenting the concern: _____

<u>Initials</u>	<u>Date</u>	
_____	_____	Step 1 The individual teacher will approach the Principal about the concern. Another administrator (e.g. Director) may be included in the conflict resolution process if necessary. The teacher may request that another staff member attend the meeting as an observer.
_____	_____	Step 2 If unresolved, a WEA Representative and the individual teacher will discuss the concern with the Principal. Another administrator (e.g. Director) may be included in the conflict resolution process if necessary.
_____	_____	Step 3 If still unresolved, the concern should be brought to the attention of the appropriate Central Administrator by the person(s) with the concern and/or a WEA Representative.
_____	_____	Step 4 If still unresolved, the concerns will be placed on the agenda of the monthly WEA/Administrative Council (ACT Meeting).
_____	_____	Step 5 If sensitive personnel issues are not resolved at Step 3, the concern should be brought to the attention of the Superintendent by the WEA President.
_____	_____	Step 6 If the concern is still unresolved, the WEA President should inform the Superintendent, and a joint meeting of the WEA President, Superintendent, and Board of Education President will be held.

ARTICLE IV

PROFESSIONAL QUALIFICATIONS

- A. Teaching Certification. A teacher shall not be required to teach outside the limits of his/her teaching certificate. Every effort shall be made to utilize the teacher in the teaching area in which he/she is most competent.
- B. Teaching Credit. A teacher shall be awarded full credit for each year of teaching experience outside of the District up to ten (10) years. Any credit beyond ten years is at the discretion of the District.
- C. Teaching Assignments. A teacher shall be notified in writing as promptly as possible of any proposed change in assignment. The administrator making such assignment shall confer with the teacher within seven (7) calendar days of such notification. If the reassignment occurs between the end of the school term and the first day of pupil attendance of the next school term, the teacher may resign if he/she shall submit a letter of resignation to the Superintendent within ten (10) calendar days of the date of mailing by registered mail of such reassignment. If the reassignment occurs after the first pupil attendance day, the teacher may request the right to resign, such request to be without prejudice.

ARTICLE V

TEACHER PROTECTION

- A. Complaints. Any complaint directed toward a teacher, which may reasonably be anticipated to affect the teacher-pupil or parent-teacher relationship shall be channeled through the teacher, and no action shall be initiated by the administration until a teacher-principal conference has been held. The teacher or principal may invite the parent to the conference. The principal shall seek to provide counsel to both the parent and the teacher in the solution of the problem which created the complaint. If the parent, teacher, or principal is not satisfied with the results of this conference, the following sequence of conferences shall be employed to resolve the problem: 1) parent-teacher- principal, 2) teacher-principal-superintendent or designee. If the administration concludes through investigation that the complaint is justified, the correspondence shall be placed in the personnel file of the teacher. At the teacher's request, the teacher may have an Association representative present at any conference.
- B. Discipline.
1. The specific grounds forming the basis for and all documentation supporting Board action on a Notice to Remedy, suspension without pay, holding-on-step, or tenured discharge action will be made available to the teacher in writing at least five (5) school days prior to any such action.
 2. However, the five (5) day period shall not apply to any conduct alleged to involve health or safety concerns or potential violations of State or Federal laws. Any teacher suspension with loss of pay or holding-on-step action shall be for just cause.
- C. Disciplinary Conference. At any disciplinary conference, an Association representative may be present at the request of the teacher.
- D. Personnel File. The personnel file consists of an employee's documents located within the district's electronic payroll system, the electronic evaluation system and the paper file which is located in the District's Administrative office. The employee can access his/her electronic payroll or evaluation documents at any time. Upon request each teacher shall have the right to review the contents of the paper personnel file. At the request of the teacher, a representative of the Association may accompany the teacher in this review. Such review shall be conducted in the presence of an appropriate administrator or a designee of the Superintendent. A teacher has the right to obtain copies of the information in the personnel file.

Material (excluding confidential letters of recommendation) which relates to the conduct, service, character, or personality of a teacher shall be placed in the personnel file only after the teacher has been afforded an opportunity to sign the material and attach comments to the file copy of the material. It is understood that such signature merely signifies that the teacher has been shown the material and does not necessarily indicate agreement with its contents.

ARTICLE VI

TEACHING CONDITIONS AND STAFF FACILITIES

- A. Equipment. The Board shall provide each teacher with a separate desk, file space, and closed space to store coats and overshoes. Either the desk or file space shall be lockable.
- B. Telephone. Private telephone facilities shall be made available to teachers for school related business.
- C. Health Services. No teacher will be required to provide school health services if to do so would cause the teacher to touch or view the genital area of a student. If the teacher is willing to perform such a task voluntarily, another designated adult must be present to observe.
- D. Request for Additional Special Services. When a need for additional special services (e.g. LBS, Social Worker, etc.) is identified, the teacher will request in writing to the Principal and the Director of Special Education the need for the services. Such request will be forwarded to the Assistant Superintendent for Human Resources. The teacher shall be given written notification of the disposition of the request and given reasons if denied.

ARTICLE VII
TEACHER EVALUATION

- A. Evaluation.
1. The primary objective of teacher evaluation shall be to improve the quality of instruction. Teacher evaluation will be conducted pursuant to the District's teacher evaluation plan. Woodridge District 68 Certified Staff Member Evaluation Handbook including Appendix 1, and the Teacher Evaluation Student Growth Component Handbook. If there is a concern about compliance with the procedural requirements of the evaluation plan, the teacher, along with the Association, may follow the grievance procedure provided for in Article XIV.
 2. When revision in the evaluation procedure is requested by either party, a review of the procedures may occur through the Evaluation Committee.
- B. Newly Tenured Teachers. After receiving tenure, newly tenured certified staff members will enter either the Tenured Evaluation Year or the Reflection Year, as determined by the administrator.

ARTICLE VIII
PUPIL DISCIPLINE

- A. Procedures. The Board recognizes its responsibility to give reasonable support and assistance to the teacher with respect to the maintenance of discipline and order in the school buildings and on the school grounds. Each teacher has the responsibility for maintenance of discipline within his/her classroom and for making reasonable effort to maintain order in his/her presence, in the school buildings, and on the school grounds.
1. A teacher may exclude a pupil from a class period when the grossness of an offense, the persistence of the behavior, or the disruptive effect of any violation makes the continued presence of the pupil in the classroom intolerable, provided that the teacher shall have previously given instructions of what behavior is expected and, where possible, given the student fair warning.
 2. When a pupil is so excluded by a teacher, the teacher will immediately attempt to notify the school office of the student's impending arrival.
 3. The Administrator shall seek appropriate action to solve the discipline problem. The Administrator shall inform the teacher regarding re-admission and any conditions under which re-admittance is granted.
- B. Distribution of Procedures. Procedures for suspension and expulsion of pupils from school shall be distributed to teachers at the beginning of each school year.

ARTICLE IX

VACANCIES, TRANSFERS AND PROMOTIONS

- A. Vacancies. The Superintendent or designee shall email all certified staff a notice of all current or newly created positions and all promotional vacancies as they become available. The resignation of a professional employee shall not be interpreted as a vacancy in the School District if that position is one not to be filled or is filled through an involuntary transfer. No such vacancy, except in the case of emergency, shall be filled on a temporary basis until such vacancy shall have been posted for at least ten (10) school days. During the summer vacation, vacancy notices shall be e-mailed to all teachers' homes who have directed a written or e-mailed request to the Superintendent or designee for such information. The Superintendent shall maintain a list of vacancies as they occur by school, grade level, and subject in the Central Administrative Office. Such lists of vacancies shall be readily available to the Association.
- B. Voluntary Transfers. Any tenured teacher may apply for transfer to another building or position outside of the building by directing such in writing or e-mail to the Superintendent or designee. The principal of the building applied for shall be notified of the application. If the transfer is denied, the teacher shall be informed in writing or e-mail of the reasons for the denial.
- C. Involuntary Transfers. Teachers involuntarily transferred prior to the first day of pupil attendance, shall have the right to resign, provided they submit a letter of resignation to the Superintendent or designee no later than twenty (20) calendar days after written notice of transfer has been mailed by registered mail. Teachers involuntarily transferred at any other time during the school term may submit, without prejudice, a request to the Superintendent that every effort be made to find a suitable replacement for the teacher and if such replacement is secured, that the teacher be allowed to resign.
- D. Promotions.
1. The Board affirms that it supports its policy of filling vacancies, including promotional vacancies, from among qualified members of the existing staff.
 2. Promotional vacancies are defined as those positions paying a salary differential or those which are of an administrative or supervisory nature, or both, provided positions listed in Appendix B shall not be included in such definition.

ARTICLE X

LEAVES

- A. **Sick Leave.** Each full-time teacher shall be given fifteen (15) sick leave days with full pay and benefits the first day a teacher works each school year. Each part-time teacher shall be given a proportionate number of sick days with full pay and benefits at the beginning of each school year. For teachers who begin their full-time or part-time employment as outlined in the provision, accumulation of all unused sick days shall begin upon the commencement of their employment and accumulate each year for the length of employment. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The immediate family for purposes of this section shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters in-law, stepparents, stepchildren, and legal guardians.
- B. **Sick Leave Bank.** At the beginning of each school term, all new teachers shall contribute two (2) days of the foregoing sick leave to a common bank. Request for use of bank days shall be made in writing to the Assistant Superintendent for Human Resources. Teachers who have exhausted their accumulated personal sick leave allowance may make withdrawals from the common bank in accordance with the schedule below.

The following provisions shall control the operation of the sick leave bank:

1. The teacher shall not have to pay back in any manner the number of sick days borrowed from the bank.
2. No teacher shall draw upon the sick leave bank in excess of fifty (50) days. Upon return from a personal illness or injury, any member who has exhausted all available sick and personal days, and has already drawn fifty (50) days from the sick bank, and needing no less than ten (10) days to avoid unpaid leave due to such illness or injury, may request members to voluntarily contribute no more than two (2) personal or sick toward unpaid leave. Any such donated days shall be certified by WEA to the District, which amounts shall be deducted from the donors' accumulated personal or sick leave as directed by WEA. The District and WEA shall be held harmless to any employee for implementing this provision.
3. A teacher must have exhausted his/her individual accumulated sick leave.
4. A teacher can draw from the bank after three school days without pay.
5. The teacher can draw from the sick leave bank the number of days equal to the remaining number of teacher work days remaining in the school year but shall be limited to the following provisions:

1 st year teacher	can draw a maximum of 5 days
2 nd year teacher	can draw a maximum of 5 days
3 rd year teacher	can draw a maximum of 20 days
4 th year teacher	can draw a maximum of 30 days
5 th year teacher	can draw a maximum of 40 days
6 th year teacher	can draw a maximum of 50 days

Maximum of 50 days

6. Part-time teachers shall be entitled to use the sick bank days in the same fractional proportion as their assignment bears to a full time assignment.
7. The bank shall not be applicable to any person other than the teacher, and may only be used for the teacher's personal illness.
8. Teachers who have exhausted their accumulated sick leave allowance may, in the case of serious extended illness of an immediate family member, apply for a leave of absence without pay or occasional days without pay. "Immediate family" shall be defined as parents, husband, wife and children.

C. Personal and Emergency Leave.

1. Upon the approval of the Superintendent or designee, the Board shall grant two (2) full days or four (4) half days of personal leave without loss of pay for a full-time teacher. The Board shall grant one (1) full day or two (2) half days of personal leave without loss of pay for a part-time teacher. Except in cases of emergency, written advance notice of the necessity for personal business leave shall be submitted as soon as possible to the Superintendent or designee. Such leave shall be for the purpose of personal concerns which cannot be attended to at times other than during school hours and shall not be available for purposes of recreation and/or vacation. No reason for such leave need be given. One (1) unused personal leave day may accumulate annually. Any remaining unused personal leave days shall be added to the teacher's accumulated sick leave. The maximum number of personal leave days available for any year shall be three (3) days.
2. No personal leave days shall be granted the day before or after a holiday or vacation period. No personal leave days shall be granted before or after an unexcused absence.

D. Religious Leave. Upon the approval of the Superintendent or designee, leave with pay shall be granted to a maximum of two (2) days per school year for religious observances.

E. Bereavement Leave.

1. A maximum of five (5) days absence shall be allowed at full pay in the case of death in the "immediate family" of a teacher. Any time required beyond five (5) days shall be assessed against the accumulated sick leave. In the case of bereavement, "immediate family" shall be defined as parents, stepparents, husband, wife, children, and stepchildren.
2. A maximum of four (4) days absence shall be allowed at full pay in the case of death in the "family" of a teacher. Any time required beyond four (4) days shall be assessed against the accumulated sick leave. In case of bereavement, "family" shall be defined as sister, brother, stepsibling, grandparents, grandparents -in-law, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brothers-in-law, sisters-in-law, uncle, aunt and legal guardians.
3. A maximum of two (2) days absence shall be allowed at full pay in the case of death of a niece or nephew of a teacher. Any time required beyond two (2) days shall be assessed against the accumulated sick leave.

F. Jury Duty. The Board shall pay the regular salary of the teacher called to serve as juror.

The Board may make a deduction equal to the amount received for jury duty, with the exception of the stipend paid for meals and travel.

- G. Subpoena Day. A teacher shall be allowed one (1) paid leave day annually to comply with a legally-approved District-related subpoena, provided that the purpose of the subpoena shall not require the teacher to testify against the Board. A copy of the subpoena must be submitted for prior approval of such leave.
- H. Criminal Investigation Leave. Professional leave time will be available for official school business related to any criminal investigation and/or prosecution of a student, parent or guardian accused of harassing, assaulting, or battering a school district employee.
- I. Leave Day Exceptions. When the schools and school offices are officially closed by the Superintendent, no leave days previously arranged by a teacher will be deducted for such emergency days.
- J. Parental Leave.
 - 1. A tenured teacher shall be eligible for leave for up to two (2) years duration from the date of birth of the child, or adoption placement with satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. Such leave shall be subject to the following conditions and to the general conditions for unpaid leaves set forth in Section M of this Article:
 - a. Child Birth Leave: A teacher is eligible for up to eight (8) weeks of paid child birth leave upon the birth, or adoption placement of a child pursuant to the following: 1) the leave period begins upon the birth, or adoption placement of the child and is continuous from the date of birth or placement; 2) the teacher has available sick days to fund the paid leave; and 3) the paid leaves runs concurrently with any other leave available to the teacher, including Family and Medical Leave Act (FMLA) and Child Rearing Leave. If spouses are employed by the District, they may combined take a maximum of sixty (60) days/ thirty (30) days each of paid child birth leave. For the purposes of this subsection (a), the calculation of eight continuous weeks includes the eight continuous weeks after the child is born, or adoption placement of the child, but does not include the December holiday break or the Spring Break.
 - b. FMLA Leave: A complete description of FMLA Leave is provided for in Board Policy. (FMLA Board Policy 4490)
 - c. Child Rearing Leave: A teacher who desires a leave of longer duration for the purposes of child rearing, shall request approval for such leave in accordance with Section M, General Conditions for Leaves of Absence. The effective dates of the leave shall be determined pursuant to Section M, General Conditions for Leaves of Absence. A leave may extend up to a maximum of two (2) years from the birth or adoption placement of the child. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the School District.
 - 2. A child rearing leave may be granted to a non-tenured teacher under unusual circumstances by action of the Board, subject to all the conditions applicable to a tenured teacher and provided the terms of such leave shall not be considered full-time employment under Section 24-11 of The School Code for purposes of the

continuous employment necessary to attain contractual continued service status. The granting of child rearing leave to any non-tenured teacher shall not constitute a precedent for the granting of leave to any other teacher. Each request shall be judged on its own merits.

3. Nothing in this section shall be construed as requiring any teacher to apply for child rearing leave. A teacher not eligible for or not desiring child rearing leave may utilize accumulated sick leave during any period of disability related to her pregnancy and/or the delivery of the child. If such teacher shall have exhausted accumulated sick leave, they shall be granted a leave of absence without pay or other benefits during such period of disability due to pregnancy in accordance with Section M, General Conditions for Leaves of Absence. Such teacher shall return to employment immediately following the termination of such disability.
- K. Leaves for Extended Periods of Time. Leaves of absence for extended periods of time up to a maximum of two (2) years may be granted to a tenured teacher by the Board. Such leave shall be unpaid and shall be subject to all of the applicable notice and other requirements as set forth in Section M, General Conditions for Leaves of Absence.
- L. Advanced Study Leave. Upon application, a leave of absence for the purpose of advanced study up to two (2) years may be granted to any teacher. Such leave shall be unpaid and shall be subject to all of the applicable notice and other requirements as set forth in Section M, General Conditions for Leaves of Absence.
- M. General Conditions for Leaves of Absence for Tenured Teachers. Unless otherwise set forth in this Article, any leave of absence afforded by the Board is subject to the following general terms and conditions:
 1. Time Lines for Requesting Leaves: Application for an unpaid leave shall be made in writing to the Superintendent or designee at least ninety (90) calendar days prior to the proposed start of the leave or, if the leave is for the following school year, by February 1 of the preceding year. An emergency request for an unpaid leave of absence may be submitted with as much advance notice as possible under the circumstances. The application shall indicate the requested starting and ending dates of the leave.
 2. Medical Substantiation: Any request for a leave based upon personal medical reasons shall be accompanied by a physician's statement indicating the nature, anticipated extent, and duration of medical disability. Evidence from a qualified physician indicating the teacher's ability to perform all assigned teaching duties shall be submitted at least thirty (30) calendar days prior to the return of any teacher on an unpaid leave for personal medical reasons.
 3. Structuring of Leave: The teacher and the Superintendent or designee shall agree upon a plan for the commencement and termination of the leave. If requested by the teacher, a representative of the Association shall be present. In developing this plan, they shall consider the continuity of instruction to the maximum possible degree and the pertinent time factors related thereto. An unpaid leave may extend up to a maximum of two (2) years duration and must begin from the date of delivery of the child. Every effort shall be made to have such leave terminate immediately prior to the start of a new school year or as close to a semester or quarter break as possible, as determined by the Superintendent or designee.
 4. Insurance Benefits: A teacher granted an unpaid leave may make arrangements

during the leave to continue hospitalization and surgical insurance coverage as provided herein at his/her own expense.

5. Salary Schedule Advancement: Any teacher who has worked 90 or more days of the school year shall be entitled to such advancement on the salary schedule as he/she would have had if the leave had not been granted. If the leave exceeds the year the leave commences, the second year shall not be considered for step advancement on the salary schedule.
6. Notice of Intent to Return: Any teacher granted an unpaid leave of six (6) calendar months or more, as a condition thereof, shall advise the Superintendent or designee in writing no later than February 1 prior to the termination of such leave that he/she intends to return to employment. Failure to advise the Superintendent or designee of intent to return as required by this section shall be treated as an election not to return to employment and as a resignation from the District.
7. Position Upon Return: A teacher returning from an approved leave of absence shall be assigned to a position for which the teacher is legally qualified.
8. Early Return from Leave: A teacher on an approved leave of absence may request in writing to return to employment prior to the conclusion of the leave if the reasons for the leave no longer exist. In such event, the Board shall offer the requesting teacher the first available vacancy for which the teacher is qualified.

N. Job Sharing Leave.

1. Job Share Team: The Board may authorize two tenured teachers to share a full-time teaching assignment under the following terms and conditions.
2. Definition: Job sharing shall refer to two tenured teachers having one full-time position for which they are both certified. Job sharing may occur involving proportionate teaching responsibilities in amounts of 50%/50%.
3. Procedure: Job sharing assignments shall be filled only by tenured teachers who have jointly agreed to work together and who have submitted a written proposal for job sharing to the Assistant Superintendent for Personnel by January 15 for approval and review prior to submitting to the Principal/Director of Special Education/Immediate Supervisor by February 1st. This must be done each school year prior to the year in which the job sharing assignment shall be requested. The Board shall then notify the applicants of the shared teaching assignment of their request no later than May 1st of the school year prior to the year in which the job sharing assignment has been requested.
4. Hours and Responsibilities:
 - a. Both team members are required to work all pre- and post- service days required of full-time teachers, including, but not limited to, regularly scheduled parent conferences, curriculum night, and open house on dates established by the District. Other responsibilities associated with the teaching assignment which occur outside of the regular workday shall be divided by the two teachers, subject to the approval of the principal. Please review the attached list of job sharing elements. The proposal should include but are not limited to any of those items.

- b. Both team members shall be responsible for sharing all information pertaining to their mutual assignment, including information from staff meetings and in-services.
 - c. Both team members must meet with the principal prior to May 1st to review the responsibilities of the assignment, and again prior to the opening of school to establish the exact working days and receive directions regarding attendance at staff and team meetings. The working calendar must be approved by the principal prior to June 1st.
5. Tenure, Salary Schedule, and Insurance:
- a. Teachers participating in a job sharing assignment shall retain their tenure status.
 - b. Both team members shall receive salary proportionate to their annual salary, based on the percentage of the job share.
 - c. Fringe benefits shall be pro-rated based on the time worked. Team members shall pay all additional premiums due for insurance on a timely basis. All insurance pro-rations shall commence on the first day of the school calendar year of the job sharing assignment.
 - i. No life insurance – only for full-time employment
 - ii. Deductions taken from pay checks – benefit of pre-taxed deduction
6. Length of Job Share Assignment:
- a. Each job sharing assignment shall be for one school year, commencing with the first day of school for that school year. Participation in a job sharing assignment during any given school year in no way guarantees priority consideration or placement into a job sharing assignment in future school years.
 - b. The Board reserves the right to terminate any job share assignment at the close of the school year. The employees of such a cancelled job share assignment shall be guaranteed a full-time position for which they are certified/qualified to teach.
 - c. Any teacher choosing not to return to full time teaching at the conclusion of the job share assignment shall be considered voluntarily terminated from employment.
7. Retirement: Both team members shall receive an amount proportionate to the year's credit toward the Illinois Teachers' Retirement System equivalent to the percentage of the job share.
8. Seniority List: Both team members shall maintain their place on the District seniority list.
9. In the event of an absence of one of the job share participants, it is the other participant's responsibility to substitute for his/her job share partner. When a teacher substitutes for his/her job share partner, he/she will receive the daily substitute pay for the portion of the job share day. In the event of a long term absence (in excess of five (5) consecutive work days), arrangements will be made by the mutual agreement among the job share partners and building principal to hire a long-term, outside substitute or the remaining job share participant will assume the position with full pay and benefits. The building principal will make the final decision if necessary.

10. Change of Status: In the event the employment of a participant in a job sharing assignment ceases, for whatever reason (including leave of absence), the Assistant Superintendent for Personnel shall have the right to return the remaining participant to full-time status or fill the vacant position in any other manner deemed appropriate.
11. Student Teachers: Both team members shall supervise a student teacher in the event an agreement is reached by the principal and job share participants to place a student teacher in their classroom.
12. Program Evaluations: The job share participants, the principal, appropriate instructional staff, parents and students (optional) will evaluate the effectiveness of the program annually in writing.

ARTICLE XI

PROFESSIONAL COMPENSATION AND RELATED PROVISIONS

A. Compensation Schedule.

1. The index used to calculate the salary schedules shall be added to this agreement as Appendix A.
2. The salary schedules shall be added to this agreement as Appendices B, C, D, E, and F. Such schedules shall be based on a one hundred eighty-five (185) day school calendar.
3. If a teacher shall be employed in addition to the days provided in the school calendar, the teacher shall be reimbursed at the rate of 1/185th of the teacher's annual salary as provided in Appendices B, C, D, E and F. If a teacher shall be absent and leave with pay is not otherwise provided herein, a deduction from the teacher's salary shall be made at the rate of 1/185th of the teacher's annual salary.
4. The supplementary pay schedules shall be added to this agreement as Appendices G through M. The need for each stipend position will be determined by the Board or designee on an annual basis with notification to the Association.
5. Any teacher(s) proposing a position not currently in Appendices G through M should present a proposal in writing to the Principal or supervising administrator as well as the Association by March 15 of each school year for the following school year. The proposal(s) shall be forwarded to the Superintendent no later than April 1. The Superintendent shall make a recommendation regarding the proposals to the Board of Education. The rate of pay for additional positions shall be determined by the Board of Education until the next contract negotiations at which time the rate of pay shall be negotiated.
6. Any teacher proposing a stipend or salary increase to an existing Supplemental Pay position should present a proposal in writing to the Principal or supervising administrator, as well as the Association by March 15 of each school year for the following school year. The proposal(s) shall be forwarded to the Superintendent no later than April 1. The Superintendent shall make a recommendation regarding the proposals to the Board of Education.
7. A teacher who has earned the necessary professional growth credit for lane advancement on the salary schedule must complete a lane change request form and an official transcript or a certificate of completion with the Assistant Superintendent of Human Resources for advancement as follows.
 - a. Lane advancement effective at the start of the school term will take place when the official transcript or certificate is received by the Office of Human Resources during the period beginning January 16 and ending October 15. Course work must be completed prior to the start of the school term to be considered for this advancement.
 - b. Lane advancement effective at the start of the second semester will take place for official transcripts or certificates received by the Office of Human Resources during the period beginning October 16 and ending

January 15. Course work must be completed prior to January 1 to be considered for this advancement. Failure to secure prior approval or submit official transcripts by January 16 shall delay salary schedule credit to the next school year. Payment will be retroactive to the beginning of the year. When the October 15 and/or January 15 dates fall on a non-teacher employment day, the deadline will be extended to the next teacher employment day.

B. Payroll Procedures.

1. Payroll checks shall be regularly issued in accordance with the schedules set forth in Appendix N. The teacher shall have the option of being paid on a 22 or 26 pay basis. The Board shall provide teachers with a form to indicate a request to be paid on a 22 pay basis. Except for teachers leaving the employment of the District at the end of the school term, no change in the basis of payment may be made after the third day of employment during the school term. Non-direct deposit payroll checks shall be mailed to the teacher for delivery to their address of record on the Wednesday prior to that week's pay date. If for any reason a check is not received by the employee, upon notice the District shall void the check and replace it after at least ten (10) business days.
2. During the summer period, non-direct deposit checks shall be mailed in the same manner as in Paragraph B (1) above.
3. Any balance in the Board's contractual salary due to a teacher who has resigned and is not returning to the District shall be paid as part of the last payroll in June. Any teacher dismissed as a result of a decision of the School Board to decrease the number of teachers employed by the Board or to discontinue some particular type of teaching service shall be paid all earned compensation on or before the third business day following the last day of pupil attendance during the regular school term.

C. Insurance.

1. The Board will make available an insurance program to provide health and major medical insurance coverage for all teachers, and their eligible spouses and dependents, as applicable. A proportionate amount for part-time teachers will be applied, at the option of the teacher, to one of the insurance programs.
 - a. For the 2019-2020 plan year, the Board will contribute up to \$800 toward the selected plan premium each month. The Board and individual teacher shall each pay 50% of any premium amounts in excess of \$800 per month.
 - b. Beginning in 2020-2021, the Board will pay up to \$900 toward the selected plan premium each month for the remainder of the contract for each full-time teacher. The Board and individual teacher shall each pay 50% of any premium amounts in excess of \$900 per month.
2. The Board shall pay for individual dental insurance coverage for each full-time teacher and a proportionate amount for each part-time teachers. The teacher may elect to take family dental coverage on a contributory basis and would be

responsible for any additional premiums incurred. It is agreed that coverage (or service) will not be less than provided during the 2018-2019 school year.

3. The Board shall provide and pay for \$20,000 of term life insurance and accidental death and dismemberment insurance for each eligible teacher. On a contributory basis, the teacher may purchase additional supplemental life insurance for themselves, and their eligible spouses and dependents, as outlined in the then existing supplemental life insurance program.
 4. Any accumulated self-insurance monies remaining in the self-insurance fund may be otherwise spent only for major medical health insurance matters, unless mutually agreed to by the Board and the Association.
 5. The Insurance Committee, which was established to protect the joint interests of the Board and the various employee work groups currently participating in the insurance program, shall continue to function pursuant to the by-laws that have been established.
 6. The Board shall maintain a flexible spending, pre-tax premium reimbursement account program for all eligible teachers for major medical and dependent daycare expenses, as allowed per Section 125 of the Internal Revenue Service Tax Code.
 7. Unless otherwise changed by the Employee Benefits Consortium, or agreed to by the Board and the affected work groups, the plan year for the various insurance programs will be July 1st through June 30th in conjunction with the District's fiscal year.
 8. In the event that the Affordable Care Act, or other relevant State or Federal legislation, dictates that changes must be made to the insurance programs to conform to the requirements of said Acts, or if such new requirements would create fines or penalties for non-compliance, the Board and the Association agree to meet and negotiate the impact of such items on both the teachers and the District.
- D. Payment to Teachers. After deduction of payments to the Teachers' Retirement System, the balance of the amount due each teacher pursuant to the Compensation Schedules shall be payable to the teacher as salary installments as otherwise provided herein, provided the Board shall deduct there from all monies as required by law or as authorized by the teacher pursuant to this Agreement, or as otherwise authorized by the Board. Such withholding shall include any and all additional amounts required to be paid to the State of Illinois Teachers' Retirement System for the account of such teacher.
- E. Extra-Duty Hourly Pay. When directed, teachers shall swipe in and out for any extra-duty hourly event. Under no circumstances are teachers to swipe in or swipe out any other employee. Any issues surrounding swiping in or out or otherwise related to hours worked will be brought to the principal for resolution.

ARTICLE XII
RETIREMENT

A. Eligibility.

1. The teacher must have served as a certified employee in the District for a minimum of ten (10) consecutive years, immediately preceding retirement through ITRS.
2. At the time of retirement, the teacher must be eligible for a penalty-free pension from ITRS.
3. The teacher gives timely irrevocable written notice of resignation and retirement (“Notice”) in accordance with Section B below.

B. Notice.

1. A teacher must submit Notice to the Superintendent to retire no later than the school year in which the teacher reaches 35 years of creditable service with ITRS. A teacher may submit Notice for retirement if they have less than 35 years of creditable service and are eligible for a penalty-free, discounted pension. For the teacher who reached 35 years of creditable service with ITRS prior to the effective date of this Agreement, in order to be eligible for the retirement benefits under this Agreement, the teacher must submit Notice to retire by the end of the 2019-20 school year.
2. A teacher can submit Notice no earlier than September 1st and no later than the first day following winter break of the school year prior to the first year of benefits received under this Agreement. For those teachers wishing to submit Notice to begin receiving retirement benefits in the 2019-2020 school year, the notice must be submitted within 30 calendar days of the ratification of this Agreement.

C. Retirement Benefit. An eligible teacher participating in the Plan will be paid:

1. An increase in the teacher’s ITRS creditable earnings in each of his/her last consecutive year(s), up to a maximum of three successive (3) years immediately before retiring through ITRS, sufficient to increase the teacher’s base ITRS creditable earnings for the year(s) by 3% over the previous year’s base ITRS creditable earnings. Compensation for supplemental pay activities are included in total TRS creditable earnings, but not as a part of the retirement incentive calculation of 3% increase; and
2. A post-retirement lump sum payment for up to three (3) years in the amount of 3% of the teacher’s then current prior year ITRS creditable earnings pursuant to the following:
 - a. The teacher will receive a post-retirement lump sum payment for each year of notice provided. This post-employment, lump sum severance payment will not be paid out until after the teacher has retired, is not part of the teacher’s salary or ITRS reportable earnings, and will not be paid out as earnings or a condition of employment.

2. In the event that any law pertaining to teacher pensions is modified, or if a new law is enacted, that changes these limitations or shifts the burden and requirements on to the employee and/or the employer, thereby creating additional penalties or costs associated with this program, then this retirement incentive program shall be declared null and void, as of the effective date of such legislation. The parties shall then bargain the impact of any legislative changes, as desired, with the exception to the change outlined in Section D.1. above.
- F. The Board shall maintain a tax sheltered annuity, pre-tax supplemental retirement savings program for all eligible teachers, as allowed per Sections 403(b) and 457(b) of the Internal Revenue Service Tax Code.

ARTICLE XIII
JOINT COMMITTEES

- A. Joint Collaboration and Communication. The Board of Education and the Association recognize the value of collaborative problem solving and communication. The forum for this communication will be the Administration Collaborating with Teacher Committee (ACT).
- B. Mentoring. The Board and the Association agree that a mentoring system to provide support and training for new teachers and a structured system for veteran teachers to continue to gain and share expertise is an essential goal for developing and maintaining excellence in Woodridge School District 68 Schools. A Mentoring Committee will be established to research and make recommendations to the Administration and/or the Board for changes to the existing mentoring program. The Committee will be composed of: four (4) Administrators, two (2) primary teachers, two (2) intermediate teachers, two (2) junior high teachers, two (2) special education teachers, and two (2) non-classroom teachers. Co-chairs will be chosen by the Association and the Administration.
- C. Special Education. A Special Education Advisory committee shall be established and maintained to discuss topics of concern and make written recommendations to the Administration. The committee will be composed of a minimum of: three (3) administrators, two (2) elementary special education teachers, one (1) junior high school special education teacher, one (1) elementary regular education teacher, and one (1) junior high regular education teacher. Co-chairs will be chosen by the Association and the Administration, respectively. Committee recommendations shall be discussed with the Administration at a meeting between representatives of the Special Education Committee and the Administration. The Administration will reply with a written explanation to the Committee within ten (10) school days as to the status of the recommendation. Unresolved concerns may be referred to the ACT Committee.
- D. Other Committees. This article shall not prohibit the establishment from time to time by mutual agreement of other joint Board-Administration-Association committees to study and make recommendations on topics and problems of concern to the District.

ARTICLE XIV
PROFESSIONAL GRIEVANCE PROCEDURE

- A. Any written claim by the Association or a teacher(s) that there has been a violation, misinterpretation, or misapplication of the terms of this agreement shall be considered a grievance.
- B. All time limits consist of school days, except when a grievance is submitted less than ten (10) days before the close of the current school year. The time limits shall consist of all week days in order that the matters may be resolved before the close of the school year or as soon thereafter as possible. School days for purposes of the grievance procedure shall mean teacher employment days.
- C. At least one (1) Association representative and one (1) representative of the Administration shall be present at any meeting, hearing, appeal or other proceedings relating to a grievance which has been formally presented. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with the teacher's supervisor and having the grievance adjusted without intervention of the Association.
- D. The parties hereto acknowledge that it is usually most desirable for a teacher(s) and the teacher's immediately involved supervisor to resolve problems through free and informal communications. When requested by the teacher(s), the Association representative may accompany the teacher(s) to assist in the informal resolution of the grievance. However, if such informal processes fail to satisfy the teacher(s) or the Association, a grievance may be processed as follows:

Step #1 The filing of a grievance at this step shall be no later than twenty-five (25) days following the occurrence complained of as the basis for the grievance or within twenty-five (25) days of when the occurrence should reasonably have been ascertained. The teacher or the Association may present the grievance in writing to the supervisor immediately involved who will arrange for a meeting to take place within eight (8) days after receipt of the grievance. The grievance being presented shall be dated. Upon receipt of the grievance, the immediate supervisor shall initial and date the grievance. The written grievance shall identify the grievant with the grievant's signature and the date signed, shall state the nature of the grievance, shall note the specific clause or clauses of the agreement allegedly violated, shall describe the date, place and events leading up to the grievance, shall identify the supervisor who was allegedly responsible and shall state the remedy requested. A representative of the Association, the aggrieved teacher, the immediately involved supervisor and another administrator shall be present for the meeting. The supervisor shall provide a written answer to the grievance to the aggrieved teacher and the Association within eight (8) days after the meeting. This answer shall include the reasons for the decision.

Step #2 If the grievance is not resolved at (Step #1), then the Association may refer the grievance to the Superintendent or designee within eight (8) days after receipt of the written answer in (Step #1) or within eight (8) days after the

meeting described in (Step #1), whichever is the later. The Superintendent or designee shall arrange for a meeting with the parties identified in (Step #1) to take place within eight (8) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the meeting, the Superintendent shall have eight (8) days in which to communicate the Superintendent's written decision with reasons to the teacher or Association.

Step #3 If the Association is not satisfied with the disposition of the grievance at (Step #2), or the time limits expire without the insurance of a reply by the Superintendent, the Association may submit within twenty-five (25) days the grievance to final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within twenty-five (25) days of the date for the (Step #2) answer, then the grievance shall be deemed withdrawn. The arbitrator shall have no power to alter the terms of this Agreement. Each party shall bear the full cost of its representation in any hearing or other procedure before the arbitrator. Any fees due the arbitrator shall be divided equally between the parties.

- E. A class grievance involving an administrator above the building level may be initially filed by the Association at (Step #2). If the Association and the Superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step. If the Superintendent and the Association agree, a grievance may be submitted directly to arbitration.
- F. Until final disposition of a grievance occurs, the grievant is required to conform to the original direction of his/her supervisor.
- G. The Board acknowledges the right of the grievance representative of the Association to participate in the processing of a formal grievance at any level and no teacher shall be required to discuss any grievance if the representative of the Association is not present.
- H. The Board shall cooperate with the Association in its investigation of any grievance and further, they shall furnish the Association with available information necessary for the processing of any grievance.
- I. No reprisal of any kind shall be taken against a teacher(s) because of his/her participation in any grievance.
- J. All documents, communications and records dealing with the processing of a grievance shall be filed separate from the personnel files of the participant.
- K. A grievance may be withdrawn at any level without establishing precedent.
- L. Any investigation or other handling or processing of any grievance by the grieving teacher or the Association or its representatives shall be conducted so as to result in no interference with or interruption of the instructional program.
- M. If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.

ARTICLE XV

REDUCTION IN FORCE

- A. If the Board determines, because of economic necessity, to decrease the number of teachers employed or to discontinue some particular type of teaching service, the Board will follow Section 24-12 of The Illinois School Code.
- B. If a vacancy occurs within one calendar year from the beginning of the school term following its reduction-in-force, the Board will tender such vacant position in accordance with Section 24-12 of the Illinois School Code. Vacant positions include full-time teaching positions and full year part-time teaching assignments, but do not include substitute positions and positions becoming vacant because of leaves, whether paid or unpaid. A teacher so recalled retains his/her status and all accumulated seniority; however, the period such teacher did not teach shall not be counted toward seniority.
- C. A teacher eligible for recall must provide the Board with an address, e-mail address and phone number where the teacher can be reached for the purposes of recall. The teacher must notify the Board in writing within one (1) calendar day of receipt of the offer of the acceptance of any vacant position offered to the teacher during the recall period. Failure to notify the Board of acceptance shall constitute rejection of the offer of employment. If a teacher rejects an offer of a full-time vacant position, the teacher shall be deemed to have waived his/her recall rights and will no longer be eligible for any other vacant positions that become available within the recall time period.
- D. Seniority shall be defined as follows:
 - 1. Years of continuous service as teacher in the District; provided, however, that less than full time tenured service shall be computed on a pro rata basis and approved unpaid leaves of absence of ninety (90) consecutive employment days or more shall not be counted in determining seniority.
 - 2. If the years of continuous tenured service are equal between two or more teachers, seniority shall be determined by total years of continuous teaching service with the District; provided, however, that less than full-time service shall be computed on a pro rata basis and approved unpaid leaves of absence of ninety (90) consecutive employment days or more shall not be counted in determining seniority.
 - 3. If total continuous teaching service with the District is equal between two or more teachers, then seniority shall be determined by total teaching service with the school district whether or not continuous (such service shall be computed in the manner described in (a) and (b) above).

4. If total continuous teaching service with the District is equal as between two or more teachers, then seniority shall be determined by placement on the salary schedule, i.e., the teacher with the higher salary shall be deemed the most senior (or any other factor selected by the Board, such as hours of recognized education credit earned).
5. Legal Qualifications or Legally Qualified shall be defined as all statutory and regulatory prerequisites for teaching a particular subject or grade, including but not limited to, the licensure requirements of Article 21 of The School Code and the academic experience requirements of State Board of Education Documents No. 1 (or its successor or supplementary requirements) in effect at the time of dismissal and/or recall.
6. Prior to February 1 of each school term, the Administration shall email a list of the seniority rank of all tenured teachers in the District, along with a copy of Article XV to all certified staff. Further, no less than 75 calendar days prior to the end of the school year, the Administration shall distribute to the WEA President a Sequence of Honorable Dismissal list of all teachers in the District. Each teacher shall have ten (10) employment days thereafter to file written objection to his/her ranking, on either list, and shall detail the alleged specific error in the ranking. Failure to make such timely objection will be deemed an acceptance of the ranking, and the teacher cannot thereafter challenge his/her seniority for the school term.

ARTICLE XVI

NEGOTIATIONS PROCEDURE

- A. Negotiations shall commence no later than the first Wednesday in March, unless the parties mutually agree otherwise.
- B. Each party shall select its own representatives. The parties agree that their representatives will be authorized to make proposals, consider proposals, and make concessions in the course of negotiations.
- C. There shall be two signed copies of any final agreement. One copy shall be retained by the Board and one by the Association.
- D. When an impasse has been declared by either party, the Federal Mediation and Conciliation Service (F.M.C.S.) shall be jointly requested to appoint a mediator. If a mediator cannot be assigned within a reasonable period, then the parties shall use the procedures established under the Illinois Labor Relations Act.
- E. During the term of this Agreement and any extension thereof, no teacher covered by this Agreement nor the Association shall engage in or authorize any strike in this District.

ARTICLE XVII

EFFECT OF AGREEMENT

- A. Complete Understanding. The terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment executed according to the provisions of this agreement.
- B. Incorporation. This agreement and any subsequent changes shall be incorporated into the Board policies of School District 68, DuPage County, Woodridge, Illinois, and shall be a part of said policies during the duration of this agreement.
- C. Contract. The terms and conditions of this agreement shall be reflected in individual contracts or employment agreements.
- D. Savings Clause. Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section or clause.

ARTICLE XVIII

DURATION AND ACCEPTANCE OF AGREEMENT

- A. This agreement shall be effective from 11:59 p.m. on the day preceding the first day of school as defined in the official school calendar for the 2019-2020 school year and shall continue in effect until 11:59 p.m. on the day preceding the first day of school as defined in the official school calendar for the 2024-2025 school year.
- B. This agreement is signed this 24th day of June, 2019.

In witness thereof:

For the Woodridge Education
Association:

For the Board of Education
Woodridge School District 68:

Eugene Koutsouris
Rolyn R. Caron

Co-Presidents

Steve Gotsch

President

Archie Gremel

Vice President

Mukul Tooley

Vice President

Diana Ebeling

Secretary

Kenia Benak

Board Secretary

**APPENDIX A
2019-2024 SALARY INDEX**

	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	DOC
Step										
1	1.000	1.013	1.027	1.065	1.119	1.163	1.207	1.251	1.295	1.355
2	1.010	1.026	1.043	1.081	1.143	1.187	1.231	1.275	1.319	1.379
3	1.022	1.041	1.061	1.099	1.170	1.214	1.258	1.302	1.346	1.406
4	1.035	1.059	1.082	1.120	1.199	1.243	1.287	1.331	1.375	1.435
5	1.049	1.078	1.104	1.143	1.230	1.274	1.318	1.362	1.406	1.466
6	1.065	1.100	1.129	1.168	1.264	1.308	1.352	1.396	1.440	1.500
7	1.083	1.124	1.156	1.195	1.301	1.345	1.389	1.433	1.477	1.537
8	1.102	1.150	1.185	1.225	1.340	1.384	1.428	1.472	1.516	1.576
9	1.122	1.179	1.217	1.257	1.382	1.426	1.470	1.514	1.558	1.618
10	1.144	1.209	1.250	1.292	1.426	1.470	1.514	1.558	1.602	1.662
11	1.168	1.242	1.286	1.328	1.473	1.517	1.561	1.605	1.649	1.709
12		1.277	1.324	1.367	1.523	1.567	1.611	1.655	1.699	1.759
13		1.314	1.364	1.409	1.575	1.619	1.663	1.707	1.751	1.811
14		1.355	1.407	1.452	1.629	1.673	1.717	1.761	1.805	1.865
15			1.451	1.498	1.686	1.730	1.774	1.818	1.862	1.922
16			1.498	1.546	1.746	1.790	1.834	1.878	1.922	1.982
17			1.547	1.597	1.808	1.852	1.896	1.940	1.984	2.044
18			1.598	1.650	1.872	1.916	1.960	2.004	2.048	2.108
19			1.652	1.705	1.940	1.984	2.028	2.072	2.116	2.176
20			1.691	1.742	1.966	2.010	2.054	2.098	2.142	2.202
21				1.776						
22				1.810						
23				1.845						

**APPENDIX B
2019-2020 SALARY SCHEDULE**

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	DOC
1	47,656	48,276	48,943	50,754	53,327	55,424	57,521	59,618	61,715	64,574
2	48,133	48,895	49,705	51,516	54,471	56,568	58,665	60,761	62,858	65,718
3	48,704	49,610	50,563	52,374	55,758	57,854	59,951	62,048	64,145	67,004
4	49,324	50,468	51,564	53,375	57,140	59,236	61,333	63,430	65,527	68,386
5	49,991	51,373	52,612	54,471	58,617	60,714	62,811	64,907	67,004	69,864
6	50,754	52,422	53,804	55,662	60,237	62,334	64,431	66,528	68,625	71,484
7	51,611	53,565	55,090	56,949	62,000	64,097	66,194	68,291	70,388	73,247
8	52,517	54,804	56,472	58,379	63,859	65,956	68,053	70,150	72,246	75,106
9	53,470	56,186	57,997	59,904	65,861	67,957	70,054	72,151	74,248	77,107
10	54,518	57,616	59,570	61,572	67,957	70,054	72,151	74,248	76,345	79,204
11	<u>55,662</u>	59,189	61,286	63,287	70,197	72,294	74,391	76,488	78,585	81,444
12	55,662	60,857	63,097	65,146	72,580	74,677	76,774	78,871	80,968	83,827
13	55,662	62,620	65,003	67,147	75,058	77,155	79,252	81,349	83,446	86,305
14	55,662	64,574	67,052	69,197	77,632	79,728	81,825	83,922	86,019	88,878
15	55,662	64,574	69,149	71,389	80,348	82,445	84,542	86,639	88,735	91,595
16	55,662	64,574	71,389	73,676	83,207	85,304	87,401	89,498	91,595	94,454
17	55,662	64,574	73,724	76,107	86,162	88,259	90,356	92,453	94,550	97,409
18	55,662	64,574	76,154	78,632	89,212	91,309	93,406	95,503	97,599	100,459
19	55,662	64,574	78,728	81,253	92,453	94,550	96,646	98,743	100,840	103,699
20	55,662	64,574	<u>80,586</u>	83,017	<u>93,692</u>	<u>95,789</u>	<u>97,885</u>	<u>99,982</u>	<u>102,079</u>	<u>104,939</u>
21	55,662	64,574	80,586	84,637	94,883	96,980	99,076	101,173	103,270	106,130
22	55,662	64,574	80,586	86,257	96,074	98,171	100,267	102,364	104,461	107,321
23	55,662	64,574	80,586	87,925	97,265	99,362	101,458	103,555	105,652	108,512
24	55,662	64,574	80,586	89,116	98,456	100,553	102,649	104,746	106,843	109,703
25	55,662	64,574	80,586	90,307	99,647	101,744	103,840	105,937	108,034	110,894
26	55,662	64,574	80,586	91,498	100,838	102,935	105,031	107,128	109,225	112,085
27	55,662	64,574	80,586	92,689	102,029	104,126	106,222	108,319	110,416	113,276
28	55,662	64,574	80,586	93,880	103,220	105,317	107,413	109,510	111,607	114,467
29	55,662	64,574	80,586	95,071	104,411	106,508	108,604	110,701	112,798	115,658
30	55,662	64,574	80,586	96,262	105,602	107,699	109,795	111,892	113,989	116,849
31	55,662	64,574	80,586	97,453	106,793	108,890	110,986	113,083	115,180	118,040
32	55,662	64,574	80,586	98,644	107,984	110,081	112,177	114,274	116,371	119,231
33	55,662	64,574	80,586	99,835	109,175	111,272	113,368	115,465	117,562	120,422
34	55,662	64,574	80,586	101,026	110,366	112,463	114,559	116,656	118,753	121,613
35	55,662	64,574	80,586	102,217	111,557	113,654	115,750	117,847	119,944	122,804
36	55,662	64,574	80,586	103,408	112,748	114,845	116,941	119,038	121,135	123,995
37	55,662	64,574	80,586	104,599	113,939	116,036	118,132	120,229	122,326	125,186
38	55,662	64,574	80,586	105,790	115,130	117,227	119,323	121,420	123,517	126,377
39	55,662	64,574	80,586	106,981	116,321	118,418	120,514	122,611	124,708	127,568
40	55,662	64,574	80,586	108,172	117,512	119,609	121,705	123,802	125,899	128,759
41	55,662	64,574	80,586	109,363	118,703	120,800	122,896	124,993	127,090	129,950
42	55,662	64,574	80,586	110,554	119,894	121,991	124,087	126,184	128,281	131,141
43	55,662	64,574	80,586	111,745	121,085	123,182	125,278	127,375	129,472	132,332
44	55,662	64,574	80,586	112,936	122,276	124,373	126,469	128,566	130,663	133,523
45	55,662	64,574	80,586	114,127	123,467	125,564	127,660	129,757	131,854	134,714

**APPENDIX C
2020-2021 SALARY SCHEDULE**

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	DOC
1	48,037	48,661	49,334	51,159	53,753	55,867	57,981	60,094	62,208	65,090
2	48,517	49,286	50,103	51,928	54,906	57,020	59,134	61,247	63,361	66,243
3	49,094	50,007	50,967	52,793	56,203	58,317	60,431	62,544	64,658	67,540
4	49,718	50,871	51,976	53,801	57,596	59,710	61,824	63,937	66,051	68,933
5	50,391	51,784	53,033	54,906	59,086	61,199	63,313	65,426	67,540	70,422
6	51,159	52,841	54,234	56,107	60,719	62,832	64,946	67,060	69,173	72,056
7	52,024	53,994	55,531	57,404	62,496	64,610	66,723	68,837	70,951	73,833
8	52,937	55,243	56,924	58,845	64,370	66,483	68,597	70,710	72,824	75,706
9	53,898	56,636	58,461	60,383	66,387	68,501	70,614	72,728	74,842	77,724
10	54,954	58,077	60,046	62,064	68,501	70,614	72,728	74,842	76,955	79,837
11	56,107	59,662	61,776	63,793	70,759	72,872	74,986	77,099	79,213	82,095
12	56,107	61,343	63,601	65,667	73,160	75,274	77,388	79,501	81,615	84,497
13	56,107	63,121	65,522	67,684	75,658	77,772	79,886	81,999	84,113	86,995
14	56,107	65,090	67,588	69,750	78,252	80,366	82,480	84,593	86,707	89,589
15	56,107	65,090	69,702	71,959	80,990	83,104	85,218	87,331	89,445	92,327
16	56,107	65,090	71,959	74,265	83,873	85,986	88,100	90,213	92,327	95,209
17	56,107	65,090	74,313	76,715	86,851	88,965	91,078	93,192	95,305	98,188
18	56,107	65,090	76,763	79,261	89,925	92,039	94,153	96,266	98,380	101,262
19	56,107	65,090	79,357	81,903	93,192	95,305	97,419	99,533	101,646	104,529
20	56,107	65,090	81,231	83,680	94,441	96,554	98,668	100,782	102,895	105,777
21	56,107	65,090	81,231	85,314	95,642	97,755	99,869	101,983	104,096	106,978
22	56,107	65,090	81,231	86,947	96,843	98,956	101,070	103,184	105,297	108,179
23	56,107	65,090	81,231	88,628	98,044	100,157	102,271	104,385	106,498	109,380
24	56,107	65,090	81,231	89,829	99,245	101,358	103,472	105,586	107,699	110,581
25	56,107	65,090	81,231	91,030	100,446	102,559	104,673	106,787	108,900	111,782
26	56,107	65,090	81,231	92,231	101,647	103,760	105,874	107,988	110,101	112,983
27	56,107	65,090	81,231	93,432	102,848	104,961	107,075	109,189	111,302	114,184
28	56,107	65,090	81,231	94,633	104,049	106,162	108,276	110,390	112,503	115,385
29	56,107	65,090	81,231	95,834	105,250	107,363	109,477	111,591	113,704	116,586
30	56,107	65,090	81,231	97,035	106,451	108,564	110,678	112,792	114,905	117,787
31	56,107	65,090	81,231	98,236	107,652	109,765	111,879	113,993	116,106	118,988
32	56,107	65,090	81,231	99,437	108,853	110,966	113,080	115,194	117,307	120,189
33	56,107	65,090	81,231	100,638	110,054	112,167	114,281	116,395	118,508	121,390
34	56,107	65,090	81,231	101,839	111,255	113,368	115,482	117,596	119,709	122,591
35	56,107	65,090	81,231	103,040	112,456	114,569	116,683	118,797	120,910	123,792
36	56,107	65,090	81,231	104,241	113,657	115,770	117,884	119,998	122,111	124,993
37	56,107	65,090	81,231	105,442	114,858	116,971	119,085	121,199	123,312	126,194
38	56,107	65,090	81,231	106,643	116,059	118,172	120,286	122,400	124,513	127,395
39	56,107	65,090	81,231	107,844	117,260	119,373	121,487	123,601	125,714	128,596
40	56,107	65,090	81,231	109,045	118,461	120,574	122,688	124,802	126,915	129,797
41	56,107	65,090	81,231	110,246	119,662	121,775	123,889	126,003	128,116	130,998
42	56,107	65,090	81,231	111,447	120,863	122,976	125,090	127,204	129,317	132,199
43	56,107	65,090	81,231	112,648	122,064	124,177	126,291	128,405	130,518	133,400
44	56,107	65,090	81,231	113,849	123,265	125,378	127,492	129,606	131,719	134,601
45	56,107	65,090	81,231	115,050	124,466	126,579	128,693	130,807	132,920	135,802

**APPENDIX D
2021-2022 SALARY SCHEDULE**

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	DOC
1	48,421	49,050	49,728	51,568	54,183	56,314	58,444	60,575	62,705	65,610
2	48,905	49,680	50,503	52,343	55,345	57,476	59,606	61,737	63,867	66,773
3	49,486	50,406	51,375	53,215	56,653	58,783	60,914	63,044	65,175	68,080
4	50,116	51,278	52,392	54,232	58,057	60,187	62,318	64,448	66,579	69,484
5	50,794	52,198	53,457	55,345	59,558	61,688	63,819	65,949	68,080	70,985
6	51,568	53,263	54,667	56,556	61,204	63,335	65,465	67,596	69,726	72,632
7	52,440	54,425	55,975	57,863	62,996	65,126	67,257	69,387	71,518	74,423
8	53,360	55,684	57,379	59,316	64,884	67,015	69,145	71,276	73,406	76,311
9	54,328	57,088	58,928	60,865	66,918	69,048	71,179	73,309	75,440	78,345
10	55,394	58,541	60,526	62,560	69,048	71,179	73,309	75,440	77,570	80,476
11	56,556	60,139	62,269	64,303	71,324	73,455	75,585	77,716	79,846	82,751
12	56,556	61,834	64,109	66,192	73,745	75,876	78,006	80,137	82,267	85,173
13	56,556	63,625	66,046	68,225	76,263	78,394	80,524	82,655	84,785	87,690
14	56,556	65,610	68,128	70,307	78,878	81,008	83,139	85,269	87,400	90,305
15	56,556	65,610	70,259	72,535	81,638	83,768	85,899	88,029	90,160	93,065
16	56,556	65,610	72,535	74,859	84,543	86,674	88,804	90,935	93,065	95,970
17	56,556	65,610	74,907	77,328	87,545	89,676	91,806	93,937	96,067	98,973
18	56,556	65,610	77,377	79,895	90,644	92,775	94,905	97,036	99,166	102,071
19	56,556	65,610	79,991	82,558	93,937	96,067	98,198	100,328	102,459	105,364
20	56,556	65,610	<u>81,880</u>	84,349	<u>95,196</u>	<u>97,326</u>	<u>99,457</u>	<u>101,587</u>	<u>103,718</u>	<u>106,623</u>
21	56,556	65,610	81,880	85,996	96,407	98,537	100,668	102,798	104,929	107,834
22	56,556	65,610	81,880	87,642	97,618	99,748	101,879	104,009	106,140	109,045
23	56,556	65,610	81,880	89,337	98,829	100,959	103,090	105,220	107,351	110,256
24	56,556	65,610	81,880	90,548	100,040	102,170	104,301	106,431	108,562	111,467
25	56,556	65,610	81,880	91,759	101,251	103,381	105,512	107,642	109,773	112,678
26	56,556	65,610	81,880	92,970	102,462	104,592	106,723	108,853	110,984	113,889
27	56,556	65,610	81,880	94,181	103,673	105,803	107,934	110,064	112,195	115,100
28	56,556	65,610	81,880	95,392	104,884	107,014	109,145	111,275	113,406	116,311
29	56,556	65,610	81,880	96,603	106,095	108,225	110,356	112,486	114,617	117,522
30	56,556	65,610	81,880	97,814	107,306	109,436	111,567	113,697	115,828	118,733
31	56,556	65,610	81,880	99,025	108,517	110,647	112,778	114,908	117,039	119,944
32	56,556	65,610	81,880	100,236	109,728	111,858	113,989	116,119	118,250	121,155
33	56,556	65,610	81,880	101,447	110,939	113,069	115,200	117,330	119,461	122,366
34	56,556	65,610	81,880	102,658	112,150	114,280	116,411	118,541	120,672	123,577
35	56,556	65,610	81,880	103,869	113,361	115,491	117,622	119,752	121,883	124,788
36	56,556	65,610	81,880	105,080	114,572	116,702	118,833	120,963	123,094	125,999
37	56,556	65,610	81,880	106,291	115,783	117,913	120,044	122,174	124,305	127,210
38	56,556	65,610	81,880	107,502	116,994	119,124	121,255	123,385	125,516	128,421
39	56,556	65,610	81,880	108,713	118,205	120,335	122,466	124,596	126,727	129,632
40	56,556	65,610	81,880	109,924	119,416	121,546	123,677	125,807	127,938	130,843
41	56,556	65,610	81,880	111,135	120,627	122,757	124,888	127,018	129,149	132,054
42	56,556	65,610	81,880	112,346	121,838	123,968	126,099	128,229	130,360	133,265
43	56,556	65,610	81,880	113,557	123,049	125,179	127,310	129,440	131,571	134,476
44	56,556	65,610	81,880	114,768	124,260	126,390	128,521	130,651	132,782	135,687
45	56,556	65,610	81,880	115,979	125,471	127,601	129,732	131,862	133,993	136,898

APPENDIX E
2022-2023 SALARY SCHEDULE

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	DOC
1	48,808	49,443	50,126	51,981	54,616	56,764	58,911	61,059	63,206	66,135
2	49,296	50,077	50,907	52,761	55,788	57,935	60,083	62,230	64,378	67,306
3	49,882	50,809	51,785	53,640	57,105	59,253	61,400	63,548	65,696	68,624
4	50,516	51,688	52,810	54,665	58,521	60,668	62,816	64,963	67,111	70,039
5	51,200	52,615	53,884	55,788	60,034	62,181	64,329	66,476	68,624	71,553
6	51,981	53,689	55,104	57,008	61,693	63,841	65,988	68,136	70,284	73,212
7	52,859	54,860	56,422	58,326	63,499	65,647	67,794	69,942	72,089	75,018
8	53,786	56,129	57,837	59,790	65,403	67,550	69,698	71,845	73,993	76,921
9	54,763	57,545	59,399	61,352	67,453	69,600	71,748	73,895	76,043	78,971
10	55,836	59,009	61,010	63,060	69,600	71,748	73,895	76,043	78,190	81,119
11	57,008	60,620	62,767	64,817	71,894	74,042	76,189	78,337	80,484	83,413
12	57,008	62,328	64,622	66,721	74,335	76,482	78,630	80,777	82,925	85,853
13	57,008	64,134	66,574	68,770	76,873	79,020	81,168	83,315	85,463	88,391
14	57,008	66,135	68,673	70,869	79,508	81,656	83,803	85,951	88,098	91,027
15	57,008	66,135	70,820	73,114	82,290	84,438	86,585	88,733	90,880	93,809
16	57,008	66,135	73,114	75,457	85,219	87,366	89,514	91,661	93,809	96,737
17	57,008	66,135	75,506	77,946	88,245	90,392	92,540	94,688	96,835	99,764
18	57,008	66,135	77,995	80,533	91,369	93,516	95,664	97,811	99,959	102,887
19	57,008	66,135	80,631	83,218	94,688	96,835	98,983	101,130	103,278	106,206
20	57,008	66,135	82,534	85,024	95,957	98,104	100,252	102,399	104,547	107,475
21	57,008	66,135	82,534	86,683	97,177	99,324	101,472	103,619	105,767	108,695
22	57,008	66,135	82,534	88,342	98,397	100,544	102,692	104,839	106,987	109,915
23	57,008	66,135	82,534	90,051	99,617	101,764	103,912	106,059	108,207	111,135
24	57,008	66,135	82,534	91,271	100,837	102,984	105,132	107,279	109,427	112,355
25	57,008	66,135	82,534	92,491	102,057	104,204	106,352	108,499	110,647	113,575
26	57,008	66,135	82,534	93,711	103,277	105,424	107,572	109,719	111,867	114,795
27	57,008	66,135	82,534	94,931	104,497	106,644	108,792	110,939	113,087	116,015
28	57,008	66,135	82,534	96,151	105,717	107,864	110,012	112,159	114,307	117,235
29	57,008	66,135	82,534	97,371	106,937	109,084	111,232	113,379	115,527	118,455
30	57,008	66,135	82,534	98,591	108,157	110,304	112,452	114,599	116,747	119,675
31	57,008	66,135	82,534	99,811	109,377	111,524	113,672	115,819	117,967	120,895
32	57,008	66,135	82,534	101,031	110,597	112,744	114,892	117,039	119,187	122,115
33	57,008	66,135	82,534	102,251	111,817	113,964	116,112	118,259	120,407	123,335
34	57,008	66,135	82,534	103,471	113,037	115,184	117,332	119,479	121,627	124,555
35	57,008	66,135	82,534	104,691	114,257	116,404	118,552	120,699	122,847	125,775
36	57,008	66,135	82,534	105,911	115,477	117,624	119,772	121,919	124,067	126,995
37	57,008	66,135	82,534	107,131	116,697	118,844	120,992	123,139	125,287	128,215
38	57,008	66,135	82,534	108,351	117,917	120,064	122,212	124,359	126,507	129,435
39	57,008	66,135	82,534	109,571	119,137	121,284	123,432	125,579	127,727	130,655
40	57,008	66,135	82,534	110,791	120,357	122,504	124,652	126,799	128,947	131,875
41	57,008	66,135	82,534	112,011	121,577	123,724	125,872	128,019	130,167	133,095
42	57,008	66,135	82,534	113,231	122,797	124,944	127,092	129,239	131,387	134,315
43	57,008	66,135	82,534	114,451	124,017	126,164	128,312	130,459	132,607	135,535
44	57,008	66,135	82,534	115,671	125,237	127,384	129,532	131,679	133,827	136,755
45	57,008	66,135	82,534	116,891	126,457	128,604	130,752	132,899	135,047	137,975

APPENDIX F
2023-2024 SALARY SCHEDULE

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	DOC
1	49,198	49,838	50,526	52,396	55,053	57,217	59,382	61,547	63,711	66,663
2	49,690	50,477	51,314	53,183	56,233	58,398	60,563	62,727	64,892	67,844
3	50,280	51,215	52,199	54,069	57,562	59,726	61,891	64,056	66,221	69,172
4	50,920	52,101	53,232	55,102	58,988	61,153	63,318	65,483	67,647	70,599
5	51,609	53,035	54,315	56,233	60,514	62,678	64,843	67,008	69,172	72,124
6	52,396	54,118	55,545	57,463	62,186	64,351	66,516	68,680	70,845	73,797
7	53,281	55,299	56,873	58,792	64,007	66,171	68,336	70,501	72,665	75,617
8	54,216	56,578	58,300	60,268	65,925	68,090	70,255	72,419	74,584	77,536
9	55,200	58,004	59,874	61,842	67,992	70,156	72,321	74,486	76,650	79,602
10	56,283	59,480	61,498	63,564	70,156	72,321	74,486	76,650	78,815	81,767
11	57,463	61,104	63,269	65,335	72,469	74,633	76,798	78,963	81,128	84,079
12	57,463	62,826	65,138	67,254	74,929	77,093	79,258	81,423	83,587	86,539
13	57,463	64,646	67,106	69,320	77,487	79,652	81,816	83,981	86,146	89,098
14	57,463	66,663	69,222	71,435	80,144	82,308	84,473	86,638	88,802	91,754
15	57,463	66,663	71,386	73,699	82,948	85,113	87,277	89,442	91,607	94,559
16	57,463	66,663	73,699	76,060	85,900	88,064	90,229	92,394	94,559	97,510
17	57,463	66,663	76,109	78,569	88,950	91,115	93,279	95,444	97,609	100,561
18	57,463	66,663	78,618	81,177	92,099	94,263	96,428	98,593	100,758	103,709
19	57,463	66,663	81,275	83,883	95,444	97,609	99,774	101,938	104,103	107,055
20	57,463	66,663	83,194	85,703	96,723	98,888	101,053	103,217	105,382	108,334
21	57,463	66,663	83,194	87,376	97,953	100,118	102,283	104,447	106,612	109,564
22	57,463	66,663	83,194	89,048	99,183	101,348	103,513	105,677	107,842	110,794
23	57,463	66,663	83,194	90,770	100,413	102,578	104,743	106,907	109,072	112,024
24	57,463	66,663	83,194	92,000	101,643	103,808	105,973	108,137	110,302	113,254
25	57,463	66,663	83,194	93,230	102,873	105,038	107,203	109,367	111,532	114,484
26	57,463	66,663	83,194	94,460	104,103	106,268	108,433	110,597	112,762	115,714
27	57,463	66,663	83,194	95,690	105,333	107,498	109,663	111,827	113,992	116,944
28	57,463	66,663	83,194	96,920	106,563	108,728	110,893	113,057	115,222	118,174
29	57,463	66,663	83,194	98,150	107,793	109,958	112,123	114,287	116,452	119,404
30	57,463	66,663	83,194	99,380	109,023	111,188	113,353	115,517	117,682	120,634
31	57,463	66,663	83,194	100,610	110,253	112,418	114,583	116,747	118,912	121,864
32	57,463	66,663	83,194	101,840	111,483	113,648	115,813	117,977	120,142	123,094
33	57,463	66,663	83,194	103,070	112,713	114,878	117,043	119,207	121,372	124,324
34	57,463	66,663	83,194	104,300	113,943	116,108	118,273	120,437	122,602	125,554
35	57,463	66,663	83,194	105,530	115,173	117,338	119,503	121,667	123,832	126,784
36	57,463	66,663	83,194	106,760	116,403	118,568	120,733	122,897	125,062	128,014
37	57,463	66,663	83,194	107,990	117,633	119,798	121,963	124,127	126,292	129,244
38	57,463	66,663	83,194	109,220	118,863	121,028	123,193	125,357	127,522	130,474
39	57,463	66,663	83,194	110,450	120,093	122,258	124,423	126,587	128,752	131,704
40	57,463	66,663	83,194	111,680	121,323	123,488	125,653	127,817	129,982	132,934
41	57,463	66,663	83,194	112,910	122,553	124,718	126,883	129,047	131,212	134,164
42	57,463	66,663	83,194	114,140	123,783	125,948	128,113	130,277	132,442	135,394
43	57,463	66,663	83,194	115,370	125,013	127,178	129,343	131,507	133,672	136,624
44	57,463	66,663	83,194	116,600	126,243	128,408	130,573	132,737	134,902	137,854
45	57,463	66,663	83,194	117,830	127,473	129,638	131,803	133,967	136,132	139,084

APPENDIX G
STIPEND COMMITTEE

Junior High School Athletic Stipends

The parties agree to appoint a joint committee composed of two (2) persons appointed by the Association, two (2) persons appointed by the District, and an ex officio member from Human Resources, to review middle school athletic stipends. The committee shall be charged with examining the equity in positions listed in the Stipends Appendix and making recommendations for adjustments in points.

Non-Athletic Stipends

The parties agree to appoint a joint committee composed of two (2) persons appointed by the Association, two (2) persons appointed by the District, and an ex officio member from Human Resources, to review non-athletic stipends. The committee shall be charged with examining the equity in positions listed in Stipends Appendix and making recommendations for adjustments in points.

Summary

The Committees shall forward recommendations for changes, if any, to the Board of Education and to the Association no later than May 1 of any year. If approved by the respective parties, those recommendations shall then be implemented with the start of the following year.

APPENDIX H
Fall 2019- Spring 2021 Stipend Schedule - Junior High

Position	1-3 Years Experience	4-6 Years Experience	7+ Years Experience	Paid
Band	1,704	1,729	1,912	All Year
Basketball (7th Grade)-Boys	2,674	2,810	3,179	End of 1st Semester
Basketball (7th Grade)-Girls	2,051	2,112	2,347	End of 1st Semester
Basketball (8th Grade)-Boys	3,157	3,315	3,750	End of School Year
Basketball (8th Grade)-Girls	3,157	3,315	3,750	End of School Year
Bus Duty	987	987	1,066	All Year
Cheerleading (7th Grade)	2,112	2,218	2,557	End of 1st Semester
Cheerleading (8th Grade)	2,733	2,870	3,246	End of School Year
Chess	2,051	2,112	2,347	End of 1st Semester
Cross Country-Boys	2,051	2,112	2,347	End of 1st Semester
Cross Country-Girls	2,051	2,112	2,347	End of 1st Semester
Department Head	1,216	1,216	1,216	All Year
Drama	Swipe	Swipe	Swipe	All Year
Graphic Arts Club	Swipe	Swipe	Swipe	All Year
Jefferson Singers	1,704	1,729	1,912	All Year
Lunch Supervisor	2,112	2,173	2,347	All Year
Mentor Leader	1,347	1,347	1,347	All Year
Musical	1,704	1,745	1,941	End of 1st Semester
National Junior Honor Society	1,280	1,280	1,280	All Year
Newspaper Club	Swipe	Swipe	Swipe	All Year
Scholastic Bowl Supervisor	633	664	754	End of 1st Semester
Soccer-Boys	2,051	2,112	2,347	End of School Year
Soccer-Girls	2,051	2,112	2,347	End of School Year
Softball	2,051	2,112	2,347	End of School Year
Spanish Club	Swipe	Swipe	Swipe	All Year
Student Council	1,267	1,330	1,507	All Year
Student Technology Service Club	615	615	615	All Year
Swimming	493	518	587	End of School Year
Track-Boys	2,051	2,112	2,347	End of School Year
Track-Girls	2,051	2,112	2,347	End of School Year
Volleyball (7th & 8th Grade)-Boys	2,051	2,112	2,347	End of School Year
Volleyball (7th Grade)-Girls	2,051	2,112	2,347	End of 1st Semester
Volleyball (8th Grade)-Girls	2,051	2,112	2,347	End of 1st Semester
Wrestling	2,604	2,736	3,093	End of School Year
Wrestling Assistant	2,051	2,112	2,347	End of School Year
Yearbook Supervisor	2,224	2,315	2,640	All Year

Daily/Hourly Rates

Position	1-3 Years Experience	4-6 Years Experience	7+ Years Experience	Paid
Internal Sub (Per Period) - Daily	25.00	25.00	25.00	All Year
Internal Sub (Per Half Day) - Daily	75.00	75.00	75.00	All Year
Internal Sub (Per Full Day) - Daily	150.00	150.00	150.00	All Year
Crowd Control - Hourly	19.55	19.55	19.55	All Year
Detention/Hall Monitor/LRC - Hourly	21.89	21.89	21.89	All Year
Intramural - Hourly	24.21	25.41	26.59	All Year
Science Fair - Hourly	24.21	25.41	26.59	All Year
Scorekeeper/Timer - Hourly	24.21	24.21	24.21	All Year
Summer School - Hourly	24.21	25.41	26.59	Late Summer

APPENDIX I
Fall 2019- Spring 2021 Stipend Schedule - Elementary

<u>Position</u>	<u>1-3 Years Experience</u>	<u>4-6 Years Experience</u>	<u>7+ Years Experience</u>	<u>Paid</u>
Administrative Assistant	1,347	1,347	1,347	All Year
After School Program	562	562	562	After Event
Band	5,171	5,171	5,171	All Year
Bus Duty	873	873	873	All Year
Camp Supervisor	191	191	191	After Event
Kid Patrol	1,126	1,126	1,126	All Year
Lunch Supervisor	2,112	2,218	2,323	All Year
Mentor Leader (One District Stipend)	1,347	1,347	1,347	All Year
Publication Club	705	705	705	All Year
Patrol	1,126	1,126	1,126	All Year
Student Council	705	705	705	All Year
Student Technology Service Club	672	672	672	All Year
Textbook Coordinator	1,126	1,126	1,126	All Year

Daily/Hourly Rates

<u>Position</u>	<u>1-3 Years Experience</u>	<u>4-6 Years Experience</u>	<u>7+ Years Experience</u>	<u>Paid</u>
Internal Sub (Per Period) - Daily	25.00	25.00	25.00	All Year
Internal Sub (Per Half Day) - Daily	75.00	75.00	75.00	All Year
Internal Sub (Per Full Day) - Daily	150.00	150.00	150.00	All Year
Summer School - Hourly	24.21	25.41	26.59	Late Summer

APPENDIX J
Fall 2021- Spring 2023 Stipend Schedule - Junior High

Position	1-3 Years Experience	4-6 Years Experience	7+ Years Experience	Paid
Band	1,755	1,781	1,969	All Year
Basketball (7th Grade)-Boys	2,754	2,894	3,274	End of 1st Semester
Basketball (7th Grade)-Girls	2,112	2,175	2,418	End of 1st Semester
Basketball (8th Grade)-Boys	3,252	3,414	3,863	End of School Year
Basketball (8th Grade)-Girls	3,252	3,414	3,863	End of School Year
Bus Duty	1,016	1,016	1,098	All Year
Cheerleading (7th Grade)	2,175	2,284	2,634	End of 1st Semester
Cheerleading (8th Grade)	2,815	2,956	3,343	End of School Year
Chess	2,112	2,175	2,418	End of 1st Semester
Cross Country-Boys	2,112	2,175	2,418	End of 1st Semester
Cross Country-Girls	2,112	2,175	2,418	End of 1st Semester
Department Head	1,253	1,253	1,253	All Year
Drama	Swipe	Swipe	Swipe	All Year
Graphic Arts Club	Swipe	Swipe	Swipe	All Year
Jefferson Singers	1,755	1,781	1,969	All Year
Lunch Supervisor	2,175	2,238	2,418	All Year
Mentor Leader	1,388	1,388	1,388	All Year
Musical	1,755	1,797	1,999	End of 1st Semester
National Junior Honor Society	1,319	1,319	1,319	All Year
Newspaper Club	Swipe	Swipe	Swipe	All Year
Scholastic Bowl Supervisor	652	684	777	End of 1st Semester
Soccer-Boys	2,112	2,175	2,418	End of School Year
Soccer-Girls	2,112	2,175	2,418	End of School Year
Softball	2,112	2,175	2,418	End of School Year
Spanish Club	Swipe	Swipe	Swipe	All Year
Student Council	1,305	1,370	1,552	All Year
Student Technology Service Club	633	633	633	All Year
Swimming	508	534	605	End of School Year
Track-Boys	2,112	2,175	2,418	End of School Year
Track-Girls	2,112	2,175	2,418	End of School Year
Volleyball (7th & 8th Grade)-Boys	2,112	2,175	2,418	End of School Year
Volleyball (7th Grade)-Girls	2,112	2,175	2,418	End of 1st Semester
Volleyball (8th Grade)-Girls	2,112	2,175	2,418	End of 1st Semester
Wrestling	2,682	2,818	3,186	End of School Year
Wrestling Assistant	2,112	2,175	2,418	End of School Year
Yearbook Supervisor	2,290	2,385	2,719	All Year

Daily/Hourly Rates

Position	1-3 Years Experience	4-6 Years Experience	7+ Years Experience	Paid
Internal Sub (Per Period) - Daily	25.75	25.75	25.75	All Year
Internal Sub (Per Half Day) - Daily	77.25	77.25	77.25	All Year
Internal Sub (Per Full Day) - Daily	154.50	154.50	154.50	All Year
Crowd Control - Hourly	20.14	20.14	20.14	All Year
Detention/Hall Monitor/LRC - Hourly	22.54	22.54	22.54	All Year
Intramural - Hourly	24.93	26.17	27.39	All Year
Science Fair - Hourly	24.93	26.17	27.39	All Year
Scorekeeper/Timer - Hourly	24.93	24.93	24.93	All Year
Summer School - Hourly	24.93	26.17	27.39	Late Summer

APPENDIX K
Fall 2021- Spring 2023 Stipend Schedule- Elementary

<u>Position</u>	<u>1-3 Years Experience</u>	<u>4-6 Years Experience</u>	<u>7+ Years Experience</u>	<u>Paid</u>
Administrative Assistant	1,388	1,388	1,388	All Year
After School Program	579	579	579	After Event
Band	5,326	5,326	5,326	All Year
Bus Duty	900	900	900	All Year
Camp Supervisor	196	196	196	After Event
Kid Patrol	1,160	1,160	1,160	All Year
Lunch Supervisor	2,175	2,285	2,393	All Year
Mentor Leader (One District Stipend)	1,388	1,388	1,388	All Year
Publication Club	726	726	726	All Year
Patrol	1,160	1,160	1,160	All Year
Student Council	726	726	726	All Year
Student Technology Service Club	692	692	692	All Year
Textbook Coordinator	1,160	1,160	1,160	All Year

Daily/Hourly Rates

<u>Position</u>	<u>1-3 Years Experience</u>	<u>4-6 Years Experience</u>	<u>7+ Years Experience</u>	<u>Paid</u>
Internal Sub (Per Period) - Daily	25.75	25.75	25.75	All Year
Internal Sub (Per Half Day) - Daily	77.25	77.25	77.25	All Year
Internal Sub (Per Full Day) - Daily	154.50	154.50	154.50	All Year
Summer School - Hourly	24.93	26.17	27.39	Late Summer

APPENDIX L
Fall 2023 – Spring 2024 Stipend Schedule – Junior High

Position	1-3 Years Experience	4-6 Years Experience	7+ Years Experience	Paid
Band	1,807	1,835	2,028	All Year
Basketball (7th Grade)-Boys	2,837	2,981	3,372	End of 1st Semester
Basketball (7th Grade)-Girls	2,176	2,240	2,490	End of 1st Semester
Basketball (8th Grade)-Boys	3,349	3,516	3,979	End of School Year
Basketball (8th Grade)-Girls	3,349	3,516	3,979	End of School Year
Bus Duty	1,047	1,047	1,131	All Year
Cheerleading (7th Grade)	2,240	2,353	2,713	End of 1st Semester
Cheerleading (8th Grade)	2,899	3,044	3,443	End of School Year
Chess	2,176	2,240	2,490	End of 1st Semester
Cross Country-Boys	2,176	2,240	2,490	End of 1st Semester
Cross Country-Girls	2,176	2,240	2,490	End of 1st Semester
Department Head	1,291	1,291	1,291	All Year
Drama	Swipe	Swipe	Swipe	All Year
Graphic Arts Club	Swipe	Swipe	Swipe	All Year
Jefferson Singers	1,807	1,835	2,028	All Year
Lunch Supervisor	2,240	2,306	2,490	All Year
Mentor Leader	1,429	1,429	1,429	All Year
Musical	1,807	1,851	2,059	End of 1st Semester
National Junior Honor Society	1,358	1,358	1,358	All Year
Newspaper Club	Swipe	Swipe	Swipe	All Year
Scholastic Bowl Supervisor	672	705	800	End of 1st Semester
Soccer-Boys	2,176	2,240	2,490	End of School Year
Soccer-Girls	2,176	2,240	2,490	End of School Year
Softball	2,176	2,240	2,490	End of School Year
Spanish Club	Swipe	Swipe	Swipe	All Year
Student Council	1,344	1,411	1,599	All Year
Student Technology Service Club	652	652	652	All Year
Swimming	523	550	623	End of School Year
Track-Boys	2,176	2,240	2,490	End of School Year
Track-Girls	2,176	2,240	2,490	End of School Year
Volleyball (7th & 8th Grade)-Boys	2,176	2,240	2,490	End of School Year
Volleyball (7th Grade)-Girls	2,176	2,240	2,490	End of 1st Semester
Volleyball (8th Grade)-Girls	2,176	2,240	2,490	End of 1st Semester
Wrestling	2,762	2,902	3,281	End of School Year
Wrestling Assistant	2,176	2,240	2,490	End of School Year
Yearbook Supervisor	2,359	2,456	2,801	All Year

Daily/Hourly Rates

Position	1-3 Years Experience	4-6 Years Experience	7+ Years Experience	Paid
Internal Sub (Per Period) - Daily	26.52	26.52	26.52	All Year
Internal Sub (Per Half Day) - Daily	79.57	79.57	79.57	All Year
Internal Sub (Per Full Day) - Daily	159.14	159.14	159.14	All Year
Crowd Control - Hourly	20.74	20.74	20.74	All Year
Detention/Hall Monitor/LRC - Hourly	23.22	23.22	23.22	All Year
Intramural - Hourly	25.68	26.96	28.21	All Year
Science Fair - Hourly	25.68	26.96	28.21	All Year
Scorekeeper/Timer - Hourly	25.68	25.68	25.68	All Year
Summer School - Hourly	25.68	26.96	28.21	Late Summer

APPENDIX M
Fall 2023 – Spring 2024 Stipend Schedule – Elementary

<u>Position</u>	<u>1-3 Years Experience</u>	<u>4-6 Years Experience</u>	<u>7+ Years Experience</u>	<u>Paid</u>
Administrative Assistant	1,429	1,429	1,429	All Year
After School Program	597	597	597	After Event
Band	5,485	5,485	5,485	All Year
Bus Duty	927	927	927	All Year
Camp Supervisor	202	202	202	After Event
Kid Patrol	1,194	1,194	1,194	All Year
Lunch Supervisor	2,240	2,353	2,464	All Year
Mentor Leader	1,429	1,429	1,429	All Year
Publication Club	747	747	747	All Year
Patrol	1,194	1,194	1,194	All Year
Student Council	747	747	747	All Year
Student Technology Service Club	712	712	712	All Year
Textbook Coordinator	1,194	1,194	1,194	All Year

Daily/Hourly Rates

<u>Position</u>	<u>1-3 Years Experience</u>	<u>4-6 Years Experience</u>	<u>7+ Years Experience</u>	<u>Paid</u>
Internal Sub (Per Period) - Daily	26.52	26.52	26.52	All Year
Internal Sub (Per Half Day) - Daily	79.57	79.57	79.57	All Year
Internal Sub (Per Full Day) - Daily	159.14	159.14	159.14	All Year
Summer School - Hourly	25.68	26.96	28.21	Late Summer

**APPENDIX N-1
SCHEDULED PAY DATES
2019-2020 SCHOOL YEAR**

August, 2019				30	
September	13		27		
October	11		25		
November	8		22		
December	6		20		
January, 2020	3		17	31	
February	14		28		
March	13		27		
April	10		24		
May	8		22		
June	5		19		(22 pay periods)
July	3		17	31	
August, 2020	14	(26 pay periods)			

**APPENDIX N-2
SCHEDULED PAY DATES
2020- 2021 SCHOOL YEAR**

August, 2020					28	
September	11		25			
October	9		23			
November	6		20			
December	4		18		31	
January, 2021	15		29			
February	12		26			
March	12		26			
April	9		23			
May	7		21			
June	4		18			(22 pay periods)
July	2		16		30	
August, 2021	13	(26 pay periods)				

**APPENDIX N-3
SCHEDULED PAY DATES
2021-2022 SCHOOL YEAR**

August, 2021					27	
September	10		24			
October	8		22			
November	5		19			
December	3		17		31	
January, 2022	14		28			
February	11		25			
March	11		25			
April	8		22			
May	6		20			
June	3		17			(22 pay periods)
July	1		15		29	
August, 2022	12	(26 pay periods)				

**APPENDIX N-4
SCHEDULED PAY DATES
2022-2023 SCHOOL YEAR**

August, 2022				26	
September	9		23		
October	7		21		
November	4		18		
December	2		16	30	
January, 2023	13		27		
February	10		24		
March	10		24		
April	7		21		
May	5		19		
June	2		16	30	(22 pay periods)
July	14		28		
August, 2023	11	(26 pay periods)			

**APPENDIX N-5
SCHEDULED PAY DATES
2023-2024 SCHOOL YEAR**

August, 2023					25	
September	8		22			
October	6		20			
November	3		17			
December	1		15		29	
January, 2024	12		26			
February	9		23			
March	8		22			
April	5		19			
May	3		17		31	
June	14		28			(22 pay periods)
July	12		26			
August, 2024	9	(26 pay periods)				

APPENDIX O
Professional Development and Lane Change Movement

During the course of negotiations for the 2019-24 Agreement between the WEA and Woodridge 68 Board of Education, the issues of District-wide professional development and lane change movement were discussed and negotiated. As a result of those discussions, the following items were agreed upon and are incorporated into the Agreement:

A. TRADITIONAL SALARY LANE ADVANCEMENT

Lane change advancement shall be given for approved courses leading to a Master's Degree from a Bachelor's Degree, or to a Doctoral, Second Master's Degree or certification in English as a Second Language, Bilingual Spanish, Gifted, Technology, Library Media Specialist, LBS1, Reading Specialist, Early Childhood Special Education, or other certification as approved by the District, from a Master's Degree.

B. INTERNAL UNIVERSITY

1. Lane change advancement shall also be granted for satisfactorily completing Professional Growth Credits as approved by the Professional Growth Group (PGG). In determining a Professional Growth Credit, sixteen (16) hours as defined by the PGG shall equal one (1) credit. No teacher shall complete more than nine (9) credits in any school year. After proper documentation, lane change advancement is available at the start of second semester for course work earned in the first semester. Professional Growth Credits earned after a Bachelor's Degree shall accumulate and count for lane change advancement in the event a subsequent Master's Degree is earned.
2. The PGG shall be comprised of three (3) teachers and three (3) administrators, with additional staff being asked to contribute on an "as-needed" basis for the effective implementation of the committee. The PGG shall establish the guidelines, reviewing of, and parameters for implementing Professional Growth Classes. A teacher may submit a request for a TIDE class offering to the PGG prior to the quarterly meeting for approval for IU credit only. If the course or class is approved by the PGG, the teacher will be responsible for the full cost of the class in lieu of the standard hourly fee.
3. Compensation for teaching a credit hour in a class is \$1,250 per credit, or the teacher could elect to take a credit hour if it moves them along the Salary Lane Advancement. Compensation for proctoring an online class is \$500 per credit. There is no option to move along the Salary Lane Advancement for proctoring an online class.
4. There must be a minimum of 10 paid attendees per each course offered. For related services courses the minimum paid attendees may be reduced provided professional growth funds are used to offset the cost of the course so that the cost is equivalent to a minimum of 10 paid attendees.
5. If eligible to move on the Salary Lane Advancement the cost of the Professional Growth Credit class shall be \$110 per credit hour.
6. Teachers have the option to take Internal University courses for credit and lane advancement or CPDU's and pay. In the instance where the teacher chooses

CPDU's and pay, they will be paid \$18.00 per hour to take and complete the class satisfactorily.

7. Teachers must pass the class satisfactorily to earn credit; significant absences as determined by the PGG will result in not completing the class.

C. ADVANCED PROFESSIONAL GROWTH OPPORTUNITIES

1. On an annual basis the PGG shall establish additional professional growth opportunities outside of the salary schedule, including, at a minimum, compensation or CPDU's for classes aligned with the District academic transformation plan or curriculum but not available for lane change advancement. The District reserves the right to develop and implement professional growth opportunities independent of the PGG as it deems necessary to effectuate the curriculum and instruction of the District.
2. Professional Growth Opportunities could also be taken by teachers and would be paid at a training rate of \$18.00 per hour if those opportunities are not available for lane advancement.

D. NATIONAL BOARD CERTIFICATION

Upon receipt of National Board Certification and the District's receipt of the official transcripts, and any documentation needed for renewal of Certification, the District shall award a \$1,000 yearly stipend provided the teacher uses the Certification in a leadership or mentorship position within the District as agreed to by the Superintendent/designee. This paragraph shall also be applicable for certification by the National Board for Certification of School Nurses (NBCSN), National Association of School Psychologists (NASP), Certificate of Clinical Competence for Speech Language Pathologists through the American Speech Hearing Language Association (ASHA), and the Licensed Clinical Social Work (LCSW) designation.