



NEGOTIATED CONTRACT

between

**THE BOARD OF EDUCATION
OF SCHOOL DISTRICT 90**

and

**The River Forest
Education Association**



2025-2029

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Article I

PREAMBLE

The Board and the Association recognize the importance of orderly and peaceful labor relations for the mutual interest and benefit of the Board, bargaining unit members, and the Association. The Board and the Association further recognize the mutual benefits of just and expeditious resolution of disputes which may arise as to the proper interpretation or a misapplication of this Agreement. Accordingly, the parties have included herein a grievance procedure.

Article II

RECOGNITION AND SCOPE

2.1 Recognition.

The Board of Education of District 90, Cook County, Illinois (hereinafter the "Board") recognizes the River Forest Education Association (hereinafter the "Association") as the sole and exclusive bargaining representative for all certified employees defined by the Illinois Educational Labor Relations Act including permanent full-time substitute teachers and those who spend at least 50% of their time in direct instructional/teaching responsibilities, certified school nurses, certified school psychologists, certified school social workers, and certified school speech and language pathologists. The phrase "bargaining unit member" or the term "employee" or "teacher", when used herein shall refer to all employees who are represented by the Association in the bargaining unit as defined above.

2.2 Scope.

The Board and Association agree to negotiate in good faith with respect to wages, hours, terms, and conditions of employment as required by law, provided that the obligation to negotiate in good faith does not compel either party to agree to a proposal or require the making of a concession.

Article III

NEGOTIATION PROCEDURES

3.1 Meetings.

Either party may notify the other in writing after January 15th and before April 1st, of the year in which this Agreement is to expire, by a written demand to bargain, that it desires to modify or terminate the Agreement. If such notification is given, the parties agree to commence negotiations on a mutually agreeable date within 60 days of receipt of any such demand to bargain. Before adjournment of each meeting the parties shall agree upon the date of the next meeting.

3.2 Composition of Bargaining Teams.

Each party shall select its own representatives. The respective negotiating representatives of the Board and the Association shall have the necessary power and authority to make proposals and counterproposals during negotiations and to be able to reach tentative agreements.

3.3 Information Access.

The Board agrees to provide the Association with access to the District's reports and records concerning the receipt and use of public funds.

3.4 Final Agreement.

There shall be two (2) signed copies of the final Agreement. One copy shall be retained by the Board and one by the Association. Newly hired teachers shall be given a copy of this Agreement.

Article IV

TEACHER AND ASSOCIATION RIGHTS

4.1 Board Minutes.

Two copies of all open session Board minutes shall be e-mailed to the Co-President(s) of the Association within a reasonable time after the minutes have been approved.

4.2 Recognition of Agreement.

Individual teacher's contracts, if any, are to be subject to the provisions of this Agreement. Pursuant to 115 ILCS 5/3(c)(2), name, position, assigned building, and personal contact information on file with the District of newly hired teachers shall be made available to the Association within ten (10) calendar days of the date of hire.

4.3 Non-Discrimination.

Because the parties are sensitive to the individual rights of teachers, they agree that all rights and benefits afforded under the terms of the Agreement shall apply equally to all teachers without discrimination based upon applicable state and federal law.

4.4 Vacancies.

Whenever a vacancy or newly created position occurs, notice of each position will be emailed to all district staff within ten (10) school days after the vacancy or newly created position occurs. Qualified members of the bargaining unit may apply for any vacancy within the unit. For the purpose of this section of the Agreement, a vacancy shall be defined as an open, regular, full time teaching position available due to retirement, resignation or discharge. All vacancies are filled at the discretion of the Board. If such an applicant is not selected, the applicant may request a meeting with the Superintendent or their designee. At this conference, reasons why the applicant was not selected will be given.

4.5 Assignments.

Teachers will be given notice as soon as reasonably practicable as to any change in their regular teaching assignments. Normally, teachers will be notified of their assignments for the forthcoming year not later than the last day of the current school year. Teachers who are required to pack/unpack their room by the District for the purpose of construction, relocation, or other reason will receive twelve (12) hours of compensation at a supervisory rate of \$45 per hour. Any teacher who is required to pack/unpack half or less than half of their room will receive fifty percent (50%) of this compensation. Teachers will submit a timesheet for approval when these situations occur.

4.6 Lunch Period.

Teachers whose duties require attendance for four or more clock hours shall be entitled to and be allowed a duty-free lunch period in accordance with Section 24-9 of the Illinois School Code.

4.7 Calendar.

A Calendar Committee shall convene annually to recommend a draft of the District calendar to the Board. The Calendar Committee shall include the Association Co-President(s), one teacher from each building, and other stakeholders the District identifies. A copy of the Administration's tentative Calendar shall be provided to the Association in a reasonable period of time prior to its initial presentation to the Board in order that the Association may submit written suggestions. Unless otherwise required by law, for the duration of the Agreement, the Calendar shall consist of no more than 189 days, of which five (5) days may be used as emergency days. Unused emergency days will be used to advance the closing date of the school year or to extend vacation periods or a combination of both.

Compensation shall be based on a Calendar of 184 days, including:

- Four (4) Institute Days or Professional Development Days
- One (1) non-student attendance teacher workday at the beginning of the school year
- 179 student attendance days, including one and one half (1.5) Parent-Teacher Conference Days

The Board shall have the sole discretion to change or modify the Calendar so long as the modification or change does not directly conflict with the provisions of this clause.

4.8 Teacher/Administration Relationship.

Recognizing the importance of maintaining communication to better foster a good relationship and professional atmosphere throughout the school system, a). The administrative staff will formally meet with representatives of the teaching staff on a regularly scheduled basis, but no less than four (4) times per school year, for the purpose of discussion of information and exchange of ideas. The administrative team will include at least one principal, the Director of Curriculum and Instruction, and the Superintendent; the teachers will be represented by two member representatives of the Association; b). Two members of the Board and the two co-presidents of the Association will meet a minimum of two (2) times per year for the purpose of discussion of information and exchange of ideas; c). At each school building, building administrators will formally meet with two Association representatives on a regularly scheduled basis, but no less than four (4) times per school year, for the purpose of discussion of information and exchange of ideas; and d). The Director of Student Services will formally meet with two Association representatives on a regularly scheduled basis, but no less than four (4) times per school year, for the purpose of discussion of information and exchange of ideas.

4.9 Association Leave.

The Co-Presidents and/or their designee will be entitled to take up to three (3) days per school year to attend to Association business without loss of salary provided the Association reimburses the District for cost of substitutes. No one person can use more than two (2) days total of Association Leave.

4.10 New School Term.

At the conclusion of the first general staff meeting of the school term, the Association shall have the opportunity to hold a meeting prior to individually scheduled building or departmental meetings.

4.11 Bulletin Board & Mailboxes.

The Association shall have the right to post notices of its activities within the areas provided for faculty use. The Association may use the inter-school delivery service, photocopy services, and teacher mailboxes to conduct its business.

4.12 Association Meetings.

On the third Thursday of each month of the school term, the Board shall not schedule any meeting involving teachers after the normal student day, and the Association may utilize this time to conduct its business.

Article V

MANAGEMENT RIGHTS

5.1 General Retention.

It is agreed that the Board shall have and retain the sole and exclusive right to hire, fire, assign, promote, demote, layoff, direct, discipline, transfer, and determine qualifications of employees. The Board has the complete and sole right to determine the extent and operations of the District and to make rules; determine the methods, standards, and extent of work; determine the content of jobs; and, to select and appoint supervisory personnel, and the Board shall have and retain all other management rights and functions not specifically abridged by this Agreement.

5.2 No-Strike Clause.

Neither the Association nor any of its members nor its agents nor any employee, for any reason will authorize, institute, aid, condone or engage in a slowdown, work stoppage, strike, or picketing in any manner which would disrupt the operation of the school during the term of this Agreement.

Article VI

REDUCTION IN FORCE AND DISCIPLINE

6.1 Reduction in Force (R.I.F.).

When as a result of a decision of the Board to decrease the number of teachers employed by the Board or to discontinue some particular type of teaching service, the Board determines that it is in the interests of the District to decrease the number of tenured teachers employed by the Board, the following procedures shall apply to the reduction in force:

a. Sequence of Dismissal List Procedures. At least seventy-five (75) days before the end of the each school term, the Superintendent shall establish and distribute to the Association Co-Presidents a Sequence of Honorable Dismissal list ("SOD List"), categorized by teaching positions and the RIF groupings set forth in Section 5/24-12 of the *Illinois School Code*, including a list of each teacher by name and categorized by positions and RIF groupings. Each teacher will be placed in one or more categories of position which the teacher is qualified to hold, based upon the teacher's legal qualifications and any other qualifications established in a District job description. In addition, at this same time, every teacher will receive documentation that supports their placement on the SOD list. Such documentation will list the following information:

- All valid professional educator licenses and endorsements;
- Each category of teaching position in which the individual is qualified to teach;
- Ratings from the two to three most recent evaluations;
- Employment date;

If a teacher wants to challenge the accuracy of the information on this documentation, they have seven (7) calendar days to bring evidence to the Superintendent to correct the alleged inaccuracy.

Within ten (10) calendar days of the receipt of such challenges, the District will notify the individual and the Association of whether they consider the challenge valid or without merit. If the District considers the challenge valid, appropriate changes will be made to the SOD list. A final SOD list will be provided to the Association Co-Presidents at least forty-five days (45) days prior to the end of the school year.

6.1 Reduction in Force (R.I.F.) (continued)

Order of Honorable Dismissal – Among teachers qualified to hold a position, teachers shall be honorably dismissed in order of their Groupings, with teachers in Grouping 1 dismissed first and teachers in Grouping 4 dismissed last. The order of dismissal within a Grouping shall be determined in accordance with Section 5/24-12 (b) of the Illinois School Code.

b. Seniority. For the purpose of this Article VI, District seniority shall be defined as the number of consecutive school terms as full time, certified teacher in the District. However, tenured teachers who have served in the District on a part time basis shall receive credit for seniority purposes in the following manner: One-half (1/2) year credit for one-half (1/2) time or less; a full year of seniority credit for each year of service on more than a one-half (1/2) time basis.

A teacher who commences full time employment with the District beginning August 16, 2014 and works at least 120 days of full time employment shall receive a full year of seniority credit for that year. A teacher who commenced full time employment with the District after January 1 of any school term prior to August 16, 2014 shall retain a half year of seniority credit for that school terms. Time on approved leaves of absence shall not be credited for seniority purposes.

c. Notice of Honorable Dismissal. If a teacher is honorably dismissed due to a reduction in force, the teacher will receive a written notice of honorable dismissal on or before April 15th of the school term in which they are honorably dismissed.

d. Recall. If the Board has any vacancy for the following school term or within one (1) calendar year form the commencement of the following school term, the position(s) thereby becoming available shall be tendered to teachers(s) so honorably dismissed so long as they are legally qualified to hold such position(s), hold any other qualifications established in the District job description, and have recall rights under Section 5/24/12 (b) of the Illinois School Code. If there is a vacancy as provided in this Section 6.1d, teachers who are legally qualified to fill the vacant position will be recalled in inverse order of their RIF dismissal as provided in School Code Section 5/24-12. Any honorably dismissed tenured teacher who is so tendered a position and does not accept it within fifteen (15) days of actual receipt of the tender or within thirty (30) days of the date the tender was made by mailing to the teacher, shall be deemed to have waived all further recall rights.

e. In the event of a RIF, the Association will receive notification of which positions and/or programs are being eliminated on or before April 15th of the school term in which the positions are being eliminated.

6.2 Discipline.

When a teacher is required to appear before the Board or the Administration in any meeting which is called to discuss the teacher's dismissal, suspension, or other imminent discipline, the teacher shall be entitled to have a representative of their choice present. Whenever an employee is required to so appear before the Board of Education, they shall be advised of the reasons for the request. Meetings or conferences regarding evaluation of teacher performances are not disciplinary conferences.

Article VII

GRIEVANCE PROCEDURE

7.1 General.

The parties hereto acknowledge that it is usually most desirable for an employee and their immediate supervisor to resolve problems through free and informal communication. When requested by the employee, an Association representative may accompany the employee in order to assist in the informal resolution of a complaint. If, however, the informal process fails to satisfy the employee and the Association, a grievance may be filed as provided below.

7.2 Definition.

A grievance is defined as written claim that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement. No grievance will be processed or entertained unless it is filed in writing in accordance with Step 1 within fifteen (15) days after the grievant has become aware or should have become aware, through the use of reasonable diligence, or the occurrence of the event giving rise to the grievance.

7.3 Time Limits.

All time limits consist of school days except that between the end of the school term in June and the beginning of the next school term, the time limits shall consist of days when the District's business offices are open. All time limits may be extended by mutual written agreement between the parties. Failure to follow the time limits, except when mutually extended, shall act as a bar for further process of the grievance.

7.4 Procedure.

The grievance procedure shall be as follows:

Step 1: The grievant shall file their grievance in writing with their building principal within fifteen (15) days of the occurrence of the event giving rise to the grievance. The building principal or designee shall confer with the grievant within ten (10) days. A decision in writing shall be rendered to the grievant within ten (10) days of the conference.

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

7.4 Procedure (continued).

Step 3: If the grievance is not resolved at Step 2 or if no decision has been rendered within ten (10) days of the meeting with the Superintendent, the Association may present the written grievance to the Board within ten (10) days after receipt of the Superintendent's Step 2 decision or the date the Superintendent's Step 2 decision was due. The Board or a committee shall hold a hearing at a meeting called for this purpose not later than twenty (20) days following receipt of the grievance by the Board President. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop pertinent facts to the grievance. Upon conclusion of the hearing, the Board shall provide a written decision to the grievant and the Association within ten (10) days.

Step 4: In the event that the grievant is not satisfied with the disposition of their grievance at Step 3, the grievance may be submitted to binding arbitration within ten (10) days after receipt of the Step 3 decision. The parties shall attempt to agree upon an arbitrator within ten (10) school days after receipt of the notice of referral. In the event the parties are unable to agree upon an arbitrator within the ten (10) day period, the parties shall request an arbitrator from the American Arbitration Association. The selection of the arbitrator shall follow the standard operating procedures set forth by the American Arbitration Association. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of the Agreement. They shall consider and decide only the specific issues submitted to them in writing and shall have no authority to make any decision or recommendation on any other issue not so submitted to them. The arbitrator's decision shall be based solely upon their interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented. The fees of the arbitrator and that of attendance of a court reporter, if requested by either party, shall be divided equally between the Board and the Association. All other expenses (including the cost of any transcript) shall be borne by the party incurring them.

7.5 No Reprisal.

A teacher who participates in the grievance procedure shall not be subject to discipline or reprisal because of such participation.

7.6 Separate Records.

Files of grievances shall be kept separate and apart from the personnel files.

Article VIII

LEAVES

8.1 Family and Medical Leave Act.

The Family and Medical Leave Act applies to the District. The Act allows certain employees to obtain unpaid leaves of absence for certain family and medical reasons for up to twelve (12) weeks, with job protection and no loss of service accumulated prior to the commencement of the leave. Employees wishing to obtain information about leaves under the Act should consult the District's policy. Copies of the policy are contained in the employee handbook and are available upon request and are linked on the District Staff Shared Google Drive. While normally FMLA is unpaid, the District may substitute a teacher's accrued paid sick or personal leave for unpaid FMLA leave, consistent with the District's policies regarding sick leave, personal leave, and FMLA leave.

8.2 Family Leave.

Employees with FMLA-qualifying conditions will be granted leaves in accordance with the FMLA and the District's FMLA Leave Policy.

8.3 Sick Leave.

Pursuant to Illinois School Code Section 24-6, sick leave may be used for:

- Personal illness,
- Mental or behavioral health complications,
- Quarantine at home,
- Serious illness or death in the immediate family or household, or
- Birth, adoption, placement for adoption, or the acceptance of a child in need of foster care (up to thirty (30) working school days of sick leave not dependent on the need to recover from childbirth to the extent the teacher has sick leave days available).

"Immediate family" shall include parents, parties to a certified civil union as defined by Illinois law, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

The Board may require a teacher to submit a certificate from a physician licensed in Illinois to practice medicine and surgery in all its branches or a mental health professional licensed in Illinois providing ongoing care or treatment to the teacher or employee as a basis for pay during leave after an absence of three (3) days for personal illness, or as the Board may deem necessary in other cases. If the Board does require a certificate as a basis for pay during leave of less than three (3) days for personal illness, the Board shall pay the expense incurred by a teacher in obtaining the certificate.

8.3 Sick Leave (continued).

Each school year, each teacher shall be given the following number of sick leave days, the unused portion of which shall accumulate without limitation:

- Tenured, full-time teachers shall be given eighteen (18) days of sick leave. *
- Tenured, part-time teachers shall be given a prorated amount of eighteen (18) days of sick leave. *
- Non-tenured, full-time teachers shall be given fourteen (14) days of sick leave.
- Non-tenured, part-time teachers shall be given a prorated amount of fourteen (14) days of sick leave.

* Any teachers who previously qualified for an annual allotment of twenty-two (22) days of sick leave during the 2024-2025 school year shall continue to receive twenty-two (22) days of sick leave for the duration of this Agreement.

Sick leave shall be used in accordance with School Code Section 5/24-6. Sick leave taken as a result of a serious health condition as defined by the FMLA will be counted as part of applicable FMLA leave in accordance with the District's policy.

Four (4) days of the granted sick leave per year may be used as personal business leave. For part-time teachers, a prorated amount of four (4) days per year may be used as personal business leave. Personal business leave days require notification through the District via the electronic Absence Management System used by the District. For personal business leave requests immediately prior to or following a holiday or vacation period and during the last two weeks of the school year, the teacher must request in writing using the Personal Day Request in Appendix D to the Superintendent at least 48 hours in advance when practicable. In addition, in the case of an unforeseen emergency, the Superintendent may, in their sole discretion, permit a full-time teacher to use a fifth (5th) day of the granted sick leave for personal reasons during the year.

a. Additional Sick Leave. Full-time tenured teachers with fifteen (15) or more years of service to the District shall be awarded additional sick leave for an unusual extended illness or injury under the following terms and conditions. If due to a serious extended illness or injury a teacher is unable to work for more than twenty-five (25) consecutive work days then, upon return to work from such extended illness or injury, the teacher shall receive an award of accumulated sick leave days equal in number to those used for such extended illness or injury in excess of twenty-five (25) up to a maximum number of days equal to the number that the teacher had accumulated at the onset of the extended illness injury. A teacher may receive an award of additional accumulated sick leave under the provisions of this Section.

8.3 Sick Leave (continued).

b. Waiver of Cook County Paid Leave. Pursuant to Section 42-5 of the Cook County Paid Leave Ordinance, enacted by the Cook County Board of Commissioners on December 14, 2023, as compiled into the Cook County Code of Ordinances at Chapter 42, Article I, Division 1, effective December 31, 2023, and as amended from time to time thereafter (“the Ordinance”), the Association, on behalf of itself and the members of the bargaining unit, hereby waives its/their rights under the Ordinance. The Association’s waiver of its/their rights under the Ordinance is understood by both parties as being non-precedential and such waiver will neither be implicitly nor explicitly expected as a requirement for bargaining of future contracts between the Association. and the Board/District. This provision shall sunset upon expiration of this Agreement.

8.4 Sick Leave Donation Program.

The Association shall establish a Sick Leave Donation Program which full-time teachers are eligible to participate in on a voluntary basis. The intent of this plan is to provide extended sick leave to those participants who experience a catastrophic illness or disability, which necessitates prolonged continuous absence from work. The Bank shall also be used by a full-time teacher for the catastrophic illness or disability of an immediate family member as defined in Article 8.3 Sick Leave, which necessitates prolonged continuous absence from work.

a. A teacher may enroll in the Bank by signing an authorization form agreeing to contribute to the Bank by September 15th, or within thirty (30) days of being hired by the District. To draw from the bank, a teacher needs to have fulfilled one of the following: a) contributed three (3) total days to the sick bank; b) contributed a number of days equal to the number of years employed by the District, up to three (3) days; or c) contributed the number of days that equal their years of employment up to a total of three (3) days if they have lapsed in contributing days in past years. A teacher may donate up to three (3) days in any year employed in the District. When the total number of days in the Bank equals four (4) times the number of participants, no yearly contribution will be required until such time that the Bank is depleted to two (2) times the number of days equal to the number of participants.

b. A two-member committee of the Association executive board shall serve to work with Administration with respect to the Sick Leave Bank.

8.4 Sick Leave Donation Program (continued).

c. A teacher who has contributed shall be able to utilize days from the Bank after all their own accrued sick leave and personal leave days have been depleted, a three (3) day salary deduction period has transpired, presented satisfactory documentation from their doctor verifying the catastrophic and prolonged nature of the illness/disability which makes it impossible for the teacher to perform their assigned duties, and the teacher has completed the required paper work for the Association and been approved. The Association retains the right to have the teacher examined by a doctor selected by the Association at the Association's expense if there is any question raised by the doctor's statement submitted by the employee.

d. The maximum number of days allowed for any single catastrophic prolonged illness shall normally be up to ninety (90) school days unless in special circumstances the Association agrees to extend access up to another thirty (30) day allotment. Any contributing member as specified by Section 8.4a., who has not yet met the full contribution of three (3) days to the sick bank shall be able to withdraw up to ninety (90) school days minus any remaining contributions for a maximum withdrawal of no fewer than eighty-eight (88) school days. A participant will not be eligible to use the Bank again until the participant has returned to work for at least the equivalent of one hundred eighty (180) school days and again met requirements specified in 8.4a.

e. Participants utilizing sick leave days from the Bank will not be required to replace those days.

f. A teacher withdrawing from the Bank or the bargaining unit for whatever reasons will not be allowed to withdraw the contributed days.

g. The Association agrees to indemnify and hold harmless the Board, its members, employees, and agents from and against any claims, grievances, actions, causes of action, or liability resulting from the Association's operation and administration of the sick leave bank, including, but not limited to, any claims based upon the sick leave bank committee's denial of an employee's application for sick leave bank benefits.

8.5 Jury Duty Leave/Subpoenas.

An employee called to serve on jury duty shall receive the difference between regular pay and the amount received for jury duty exclusive of travel expense and meal allowance.

8.5 Jury Duty Leave/Subpoenas (continued).

The Superintendent may allow a teacher to utilize up to two (2) days without loss of pay for the purpose of responding to subpoenas to testify in any judicial or administrative hearing related to their work duties, provided that the teacher is not subpoenaed to testify in a proceeding against the District, the Board of Education, or the Association.

8.6 Sabbatical Leave.

Sabbatical leaves shall be governed by the applicable provisions of The Illinois School Code.

8.7 Bereavement Leave.

Bereavement leave may be taken subject to the same provisions and limitations as sick leave specified in The School Code and the District Board Policy 5:250. Employees will be granted a maximum of five (5) bereavement days for the death of an immediate family member as defined in Article 8.3 and section 5/24-6 of The School Code. Any bereavement days used after the first three (3) days will be deducted from the employee's accumulated sick leave. Employees will also be allowed up to five (5) bereavement leave days for the death of a friend or family member not qualifying as an immediate family member under Article 8.3 and The School Code, provided, however, that any bereavement leave days will be deducted from accumulated sick leave. Any unused bereavement leave days shall not be accumulated or carried over to subsequent school years and shall be forfeited. Whenever possible, requests for bereavement leave should be made in writing to the Principal or Superintendent prior to commencement of the leave. Sick bank donations may not be used for bereavement purposes. If any employee needs additional bereavement leave days due to extenuating circumstances, the employee may submit a request to their building Principal or Superintendent who may grant additional days at their sole discretion, and any such days will be deducted from the employee's accumulated sick leave.

8.8 Other Leaves of Absence.

The Board may, at its sole discretion, grant a leave of absence of up to one (1) school year without pay to teachers and desire to return to employment in a similar capacity at a time determined by the Board for the following reasons:

- Health
- Parental Leave
- Other

8.8 Other Leaves of Absence (continued).

All applications for leaves of absence for health and/or parental leave purposes shall be in writing, in sufficient detail to describe the nature of the desired leave, and submitted a minimum of sixty (60) days in advance to the Superintendent. Applications for all other forms of leave must be submitted no later than March 1st of the year preceding the school year during which the leave will be requested. All applications will be considered individually by the Board upon recommendation of the Superintendent, except for unforeseeable medical emergencies. Any application for a medical leave of absence shall be accompanied by a medical certification supporting the basis for the leave. Applications for all other forms of leave must be submitted no later than March 1st of the year preceding the school year during which the leave will be requested. All applications will be considered individually by the Board upon recommendation of the Superintendent, except in instances of a catastrophic emergency. The granting of leave in one instance shall not constitute a precedent for any other application. All leaves granted under this Section shall be of the shortest possible duration required to meet the leave's purpose consistent with a reasonable continuity of instruction for students.

The Board will allow the teacher to continue to participate in any fringe benefit program to which they are legally entitled at their current level of coverage as defined in Article IX for the duration of the leave. The teacher will be responsible for the full insurance premium contribution amount (i.e., both employer and employee) as set forth in Article IX: Compensation and Fringe Benefits, unless the teacher is on FMLA leave. An employee on approved FMLA leave shall be entitled to Board health insurance contributions in accordance with the FMLA.

A teacher returning from such a leave shall be reinstated to the same or an equivalent position in the District, subject to the provisions of Article VI: Reduction in Force and Discipline. A teacher unable to return from leave on the date set by the Board shall notify the District as soon as reasonably practicable of their inability to return. The District shall not be obligated by this Section to re-employ or continue to employ any teacher granted a leave extending until the end of the school year if the employee does not notify the District by February 1st of the school year in which they are on leave of their intent to return at the start of the school year for which the teacher is expected to return.

Article IX

COMPENSATION AND FRINGE BENEFITS

9.1 Salary.

The method for determining teachers' salaries for the 2025-2026 school year through the 2028-2029 school year is set forth in Appendix A of this Agreement.

In no instance will any teacher newly employed by the District receive a salary greater than any teacher already employed in the District who has the same or greater level of education and experience. Educational experience for new teachers being employed by the District will be determined by the Superintendent, who may, in their discretion, grant credit for such prior work experience as the Superintendent deems appropriate, up to a maximum of the number of years and partial years the teacher to be newly employed has actually worked for a school. The language in this paragraph shall sunset and be discontinued upon expiration of this Agreement.

Initial Hiring Schedules for 2026-2027 through 2028-2029 will increase by 50% of the salary increases to existing employees for BA, Step 1, provided, however, that the Hiring Schedules for 2027-2028 and 2028-2029 will increase by 25% of the salary increases to existing employees if the joint committee fails to reach an agreement as provided in Appendix A. The method for determining the indexed hiring schedules is set forth in Appendix A of this Agreement.

9.2 Credits for Salary Advancement.

Teachers may acquire credits toward advancement in salary by:

- a. Completion of post-graduate credit courses at accredited colleges or universities or Board approved local workshop.
- b. Attendance at conferences/workshops or conventions approved by the Administration after completion of the conference or workshop attendance form. The Association and Superintendent may mutually agree to review current approved conferences, workshops or conventions or to identify those which will be approved toward advancement in salary on an as-needed basis.
- c. Completion of online courses through accredited colleges and universities. It is the employee's responsibility to show proof that coursework is graduate level and that institution is accredited. The agreed upon pre-approval paperwork is still required.

9.2 Credits for Salary Advancement (continued).

d. Continuing education courses. Teachers may be granted one (1) CEU for each fifteen (15) hours of contact time included in advance training courses and programs, which are accredited, by a college or university. To advance on the salary schedule, each CEU earned by a teacher shall count as one semester hour on the salary schedule.

e. One semester hour of post graduate work constitutes one (1) credit. For each ten (10) credits earned by a teacher, at least six (6) credits shall be from post-graduate course work or Board approved local workshop credit.

9.3 Pre-approval for Credits.

In order to qualify for credit, postgraduate courses, workshops, conferences, conventions, online courses, and continuing education courses must be approved in advance by the Superintendent and the Building Principal. Approval shall be based primarily on the value of the proposed coursework to River Forest students and to the teacher's professional growth in public education.

9.4 Post-Graduate Credit Beyond Master's Degree

Post graduate hours earned during employment in District 90 and which are outside of the Master's degree program, shall be applicable towards salary advancement beyond the Master's Salary provided the hours are from accredited colleges, universities, or approved in-District courses and are in education or are related to the content of the individual's teaching assignment and have prior approval by the Superintendent.

a. The Board agrees to apply graduate hours beyond forty-five (45) hours earned by any bargaining unit member whose Master's Degree program requires more than forty-five (45) hours for completion of the program toward salary advancement beyond the Master's Salary lane. The parties agree that this provision will be applied on a prospective rather than a retroactive basis for all current District 90 employees.

b. In cases where a pre-approval of graduate hours has not been obtained from the Superintendent, the teacher may submit such hours for consideration by the Superintendent within one (1) year following certifications by the accredited college or university that said hours have been earned, but such approval shall not be precedential. Graduate hours approved by the Superintendent prior to December 1 will be honored by adjustment of the teacher's salary effective beginning the second semester. Graduate hours approved by the Superintendent after December 1st will be honored by adjustment of the teacher's salary effective beginning the first semester of the next school year. In no case shall salary adjustments be applied retroactively.

9.5 Lane Change Request.

Any teacher earning hours during the District's first semester, which will provide them with salary advancement, shall be eligible for that salary lane advancement in the second semester. Change will be reflected pro rata on the February 15th regular paycheck for documentation received in the District Office by January 15th.

9.6 Salary Advancement.

Teachers are eligible for salary advancement for the following educational levels:

- a. BA+15 BA+30 MA MA+15 MA+30 MA+40 MA+60/Ph.D.
- b. A teacher shall be entitled to a \$3,100 increase for each lane advancement, with an additional \$900 increase for advancement to MA.
- c. Any newly hired licensed Social Worker, Speech Pathologist or School Psychologist whose transcripts confirm a 45-credit hour or more Masters' Program for their Masters' licensure, shall receive a one-time base salary adjustment of \$2,500. Effective beginning the 2025-2026 school year, all currently employed licensed Social Workers, Speech Pathologists and School Psychologists whose transcripts confirm a 45-credit hour or more Masters' Program for their licensure, shall receive a one-time base salary increase of \$2,500. Teachers working less than 1.0 FTE will have the one-time base salary increase prorated accordingly.
- d. Teachers working less than 1.0 FTE will have the increases prorated accordingly.

9.7 TRS Contributions.

Pursuant to Illinois law, 9.0% of each teacher's salary must be contributed to the Illinois Teachers' Retirement System (TRS) as well as 0.90% of each teacher's salary must be contributed to the Illinois Teacher's Retirement System to cover the obligation for Teacher's Health Insurance Security (THIS).

The Board will pick up a portion of each teacher's required contributions to the TRS in the same manner as it did in the 2024-2025 school year, or such lesser percentage as may be required by Public Act 98-599. That amount will remain the same even if Illinois laws should change so as to require larger contributions from teachers. No teacher will have the option of choosing to receive the amounts contributed by the Board directly and the assumption and payment of the teacher's required contribution is a condition of employment made in order to secure the teacher's future services, knowledge and experience.

9.8 Insurance.

a. Effective the 2025-2026, 2026-2027, and 2027-2028 school years, for each teacher who taught and/or was on an approved leave for at least 100 days during the 2018-2019 school year, the Board will contribute an amount equal to 95% of the full single premium for twelve (12) months for each full-time teacher who elects to participate in the District's health, dental, and life insurance program recommended by a staff committee, adopted by the Board, and approved by the Association for each year of this Agreement. Effective the 2028-2029 school year, for each teacher who taught and/or was on an approved leave for at least 100 days during the 2019-2020 school year, the Board will contribute an amount equal to 95% of the full single premium for twelve (12) months for each full-time teacher who elects to participate in the District's health, dental, and life insurance program recommended by a staff committee, adopted by the Board, and approved by the Association for each year of this Agreement. This staff committee may meet periodically to review the District's total insurance program offered to employees, but shall meet at least once annually. The committee may request a meeting with the Superintendent to discuss specific issues relating to health, dental, and life insurance. The Superintendent will determine if any other administrative staff needs to participate in such meeting and schedule the meeting within thirty (30) days of the request. A part-time employee who is employed at no less than 0.5 FTE may elect to participate in the program and the Board shall pay the prorated portion of the equivalent of 95% of the full single premium of each teacher who so elects to participate. In addition, the Board will for the 2025-2026 school term, contribute \$745 per month; for the 2026-2027 school term, contribute \$775 per month; for the 2027-2028 school term, contribute \$805; for the 2028-2029 school term, contribute \$835 per month toward the cost of insurance premiums for all full-time teachers who elect family health insurance. Part-time teachers shall receive a proportionate share of the amount based on the time spent at work.

b. For each teacher not eligible for insurance benefits under paragraph (a), the Board will contribute an amount equal to 90% of the full single premium for twelve (12) months for each full time teacher who elects to participate in the District's health, dental and life insurance program recommended by a staff committee, adopted by the Board, and approved by the Association for each year of this Agreement. A part-time employee who is employed at no less than 0.5 FTE may elect to participate in the program and the Board shall pay the prorated portion of the equivalent of 90% of the full single premium of each teacher who so elects to participate. In addition, the Board will for the 2025-2026 school term, contribute \$555 per month; for the 2026-2027 school term, contribute \$575 per month; for the 2027-2028 school term, contribute \$595; for the 2028-2029 school term, contribute \$615 per month toward the cost of insurance premiums for all full-time teachers who elect family health insurance. Part-time teachers shall receive a proportionate share of the amount based on the time spent at work.

9.8 Insurance (continued).

c. For teachers who participate in any plan that is part of the District's insurance program and separate from employment, insurance benefits will terminate as follows:

- i. **Non-renewal.** Teachers who receive notice of non-renewal effective at the end of the school year and who work through the end of the school year shall receive insurance benefits through June 30.
- ii. **Mid-term resignation.** Teachers who resign during the school year and do not complete the school year shall receive insurance benefits through the end of the month in which their final day of work occurs.
- iii. **Notice of resignation by July 1.** Teachers who submit written notice of resignation by July 1 and who worked through the end of the school year shall receive insurance benefits through July 31.
- iv. **Notice of resignation submitted by May 15.** Teachers who submit written notice of resignation by May 15 and who work through the end of the school year shall receive insurance benefits through July 31. In addition, such teachers shall receive a one-time payment equivalent to the then-current, full single monthly premium of the District's PPO health, dental, and life insurance, to be paid in a lump sum to the teacher after their final workday, but no later than July 31.

9.9 IRS Approved Section 125 Plan—Flexible Spending Account (FSA).

The Board of Education will offer an IRS approved Section 125 plan for use by all employees.

- a. The Board will pay all costs to establish the plan, create all the necessary documents, and pay any and all annual fees to an outside firm specializing in this type of work.
- b. All allowable tax sheltering of insurance premiums paid by employees, unreimbursed medical expenses, unreimbursed dental expenses, unreimbursed vision expenses, professional child care, and any other items allowed by the IRS Code, will be made available through this vehicle. Participation in this plan will be completely voluntary and at the discretion of the individual employee.

9.10 IRS Approved Section 105 Plan–Health Reimbursement Arrangement (HRA).

The Board of Education will offer an IRS approved Section 105 plan for use by all employees.

- a. The Board will pay all costs to establish the plan, create all the necessary documents and pay any and all annual fees to an outside firm specializing in this type of work.
- b. For each teacher participating in the District’s insurance program as described in Section 9.8 at the beginning of each plan year, or at the beginning of new employment, the District will contribute an annual amount equivalent to the teacher’s in-network deductible (depending on chosen coverage) to this Section 105 plan on the teacher’s behalf to be used for qualifying medical expenses.
- c. If during the term of this Agreement, the Board is required by law to participate in a mandatory statewide health insurance program Sections 9.8, 9.9 and 9.10 shall be void and parties agree to negotiate over health insurance benefits.

9.11 Work Day and Work Hours.

- a. The PK-4 workday will be 7:50 a.m. - 3:10 p.m., subject to the further requirement that teachers will spend sufficient time after the last class of the day so that all will be in readiness for the next school day, and PK-4 instructional time will be 8:20 am - 3:10 p.m.
- b. The 5-8 workday will be 8:00 am - 3:20 p.m., subject to the further requirement that teachers will spend sufficient time after the last class of the day so that all will be in readiness for the next school day, and 5-8 instructional time will be 8:30 a.m. - 3:20 p.m.

9.12 Teacher Instructional and Planning Time.

Teacher instructional time with students at the PK-4 level (classroom and specials) will not exceed twenty-three and a half (23.5) hours per week. PK-4 classroom and specials teachers will get two hundred and forty (240) minutes of individual planning time per week during the instructional school day in increments no less than thirty (30) continuous minutes each instructional school day. Additionally, there will be sixty (60) minutes of collaborative planning time per week during the instructional school day for K-4 elementary classroom teachers. All other PK-4 level certified staff will have an additional sixty (60) minutes of individual planning time which can be used for collaboration, whenever feasible.

Teacher instructional time with students at the 5-8 level will not exceed twenty-one and a half (21.5) hours per week. 5-8 teachers will get at least five (5) periods of individual planning time per week during the instructional school day. Additionally, there will be at least five (5) periods of collaborative planning time per week during the instructional school day.

9.12 Teacher Instructional and Planning Time (continued).

Passing time shall not be included in determining teacher instructional time with students or planning time. Although teachers may, they will not be required to use planning time for curriculum development work. Curriculum development work is defined as the development, integration, improvement and evaluation of new and current curriculum that is consistent with District goals and initiatives.

9.13 Special Education.

Any PK-4 teacher having students with IEP's, who is needed for the purposes of staffing, planning or other educational goals as stated in State and Federal law, will not forego existing planning time or lunchtime except by agreement. If a teacher agrees to forego planning time to attend a Special Education meeting, they may submit a time sheet to be paid at the curriculum rate for the missed planning time. Current team planning time for 5-8 teachers will continue to accommodate the needs of IEP students.

If any teachers and related service providers who are certified by the Crisis Prevention Institute provide support to a student in crisis during planning times or lunch, they may submit a timesheet to be paid at the curriculum rate for the missed planning time or lunch.

9.14 Meetings.

Professional staff meeting, parent/teacher meetings and community educational meetings for reviewing and improving the school program are considered an essential part of faculty responsibility. In addition, routine building meetings, grade-level/special education/departmental meetings, and professional collaboration meetings will continue on scheduled days for one hour after school, up to a maximum of twenty-five (25) in the school year.

9.15 Teachers Assigned to More than One Building.

A teacher whose assignment requires traveling between buildings shall be provided with preparation and lunch periods as would other teachers. Scheduling of teachers who travel between buildings shall be done to allow for preparation/set-up needs and take down/clean up needs at each work site.

9.16 Extra Duty.

The Board of Education shall pay a stipend for certain extra duty positions as set forth in Appendix B of this Agreement.

9.17 Compensatory Stipends for Teachers.

A stipend at a supervisory rate of \$45 per hour will be paid to a teacher who supervises a single event, student-related activity if the work is approved in writing and in advance by the principal and the superintendent. A single event, student-related activity is a school sponsored student activity on a Saturday, Sunday, or holiday and consists of a minimum of three (3) hours and no more than eight (8) hours. See Appendix C of this Agreement for the request form.

9.18 Class Size.

The Board of Education and the Association recognize that class size is an important factor in establishing a learning environment, which promotes student achievement. The Board will attempt to achieve reasonable class sizes in view of the availability of equipment and space, the need to accommodate students of special needs, and budgetary constraints. In cases in which a teacher determines in their professional judgment that their class size may possibly diminish achievement of an excellent educational program, they may bring that concern to the principal. Efforts will be made by the principal and teacher to develop a mutually agreeable plan of action for those situations which merit consideration by the Superintendent. If the principal and teacher are able to agree upon a plan of action, that plan will be presented to the Superintendent for consideration. If the Superintendent approves the plan, it will be implemented.

9.19 Retirement.

Any full-time teacher (a) who has been employed in District 90 for ten (10) or more years, (b) who also qualifies for an annuity under the provisions of the Illinois Teacher Retirement System at the time of separation of employment with the District due to retirement, (c) who shall not cause the Board to pay a penalty imposed by TRS due to the teacher's creditable earnings exceeding the TRS 6% cap if the teacher retires any time after submitting their notice of intent to retire, and (d) who submits a timely written notice shall be eligible to request the opportunity to receive the retirement stipend in Section 9.20 on the conditions set forth below:

- a. For a teacher who wishes to retire and receive the retirement stipend, a written notice of intent to retire must be received by the Board of Education on or before June 30 of the year preceding the school year in which the teacher may receive the retirement stipend.
- b. This notice of intent to retire shall be accepted by the Board at the next Board of Education meeting and then shall become binding and irrevocable on both parties.

9.20 Retirement Stipend.

An eligible teacher shall receive a retirement bonus of \$600 for each year of full time District 90 teaching service. Teachers who submitted a letter of intent to retire prior to the end of the 2024-2025 school year shall continue to receive annual installments based upon the retirement bonus of \$500 as provided in the parties' 2021-2025 Collective Bargaining Agreement.

- a. In consideration for receiving the retirement bonus, the teacher agrees that if the teacher's increase in creditable earnings from any other source exceeds 6% in any of the years from the notice of intent to retire to the year of retirement, the teacher's creditable earnings shall be reduced so that such increase does not exceed 6%.

9.20 Retirement Stipend (continued).

b. The retirement bonus shall be paid in annual installments in each of the years prior to the teacher's retirement up to a maximum of four (4) years provided that if the payment of any installment causes the teacher's creditable earnings to increase by more than 6%, that portion of the installment that causes the teacher's creditable earnings to exceed to 6% shall be paid in a lump sum ninety (90) days after receipt of the teacher's last pay check in the teacher's year of retirement.

c. If, during the term of this Agreement, post-retirement benefits are deemed impermissible by law, the Board and the Association agree to comply with any legal restrictions related to such benefits.

9.21 Retirement Prior to Agreed Date.

In the event the teacher retires from the district prior to the date stated in the teacher's notification of retirement, the teacher may petition the Board of Education to receive the portion of the retirement stipend not yet paid as described under Section 9.20 b. to be paid in a lump sum between 90-120 days after receipt of the employee's last check. Such approval from the Board will not be unreasonably withheld; however, in no instance will the Board be expected to approve such a request if the teacher retires prior to the end of the school year, is not retiring into the Illinois Teacher Retirement System, or if the retirement prior to the originally stated date will cause the district to be responsible for any increased payment to the Illinois Teacher Retirement System. In addition, if, during the term of this Agreement, post-retirement benefits are deemed impermissible by law, the Board and the Association agree to comply with any legal restrictions related to such benefits.

9.22 Retirement Limitation.

The Board of Education shall retain the right to limit the number of teachers who may participate in this retirement program during any one year of the Agreement. The Board at its sole discretion may choose to limit the number of teachers eligible to participate during that year up to but no more than eight (8).

9.23 Medical Insurance After Retirement.

a. If, during the term of this Agreement, post-retirement health insurance benefits are deemed impermissible by law, the Board and the Association agree to comply with any legal restrictions related to such benefits.

9.23 Medical Insurance After Retirement (continued).

b. The employer shall provide \$238.83 per month toward the cost of the employee's health, dental and life insurance coverage for retired employees until eligible for Medicare, except for those retired employees who participate in subsection c.

1. In 2025-2026, this figure will be increased by 2.9% (hereinafter referred to as the 2025-2026 contribution).
2. In 2026-2027, the 2025-2026 contribution will be increased by the CPI with a floor of 2.5% and a ceiling of 4.5% (hereinafter referred to as the 2026-2027 contribution).
3. In 2027-2028, the 2026-2027 contribution will be increased by the CPI with a floor of 2.5% and a ceiling of 4.5% (hereinafter referred to as the 2027-2028 contribution).
4. In 2028-2029, the 2027-2028 contribution will be increased by the CPI with a floor of 2.5% and a ceiling of 4.5%.

c. For those retired employees participating in the TRS Teachers Retirement Insurance Program (TRIP), the employer shall provide a monthly amount equivalent to the cost of the TRIP Benefit Recipient Managed Care Plan (HMO Single) for retired employees, for up to a maximum of five (5) years after retirement, or until eligible for Medicare, whichever occurs first, for the duration of this Agreement.

Article X

EVALUATION

10.1 General.

At the start of the school term, the Administration shall provide written notice to teachers who are subject to be evaluated that school year of the instruments and general procedures to be used in the formal evaluation process. New teachers who are hired after the start of the new school term shall be provided written notice of the evaluation instruments and procedures no later than thirty (30) days after their contract is fully executed and at least two weeks prior to the start of their evaluation.

10.2 Probationary Teachers.

Probationary teachers will normally receive one (1) summative evaluation and performance rating each probationary year.

10.3 Tenured Teachers.

Tenured teachers will receive one (1) summative evaluation and performance rating at least once every three (3) years.

10.4 Formal Observations.

Each formal observation shall be preceded by a scheduled classroom observation of a sufficient duration consistent with applicable PERA Rules. Subsequent to each formal written evaluation, there will be a conference between the teacher and the Administration to discuss the evaluation. A copy of each formal written evaluation shall be given to the teacher and the original shall be placed in the teacher's personnel file. If a teacher wishes to supplement or comment upon their formal written evaluation, the teacher may do so in writing, in which case this writing will be placed in their personnel file.

10.5 Personnel Files.

Teachers shall have the right upon request and at reasonable times to review the contents of their personnel files, except for pre-employment references. Only one official file shall be kept for the teacher. Each teacher shall have the right to insert material relevant to their service in this school or their qualifications in general. A teacher shall have the right to attach a written response or rebuttal to any evaluation or discipline document placed in their personnel file, provided the teacher submits a response within twenty-five (25) days of the document's placement in their file. The Administration shall ensure that a copy of each teacher's summative evaluation is placed in their personnel file. Reasonable requests by teachers for single copies of materials in their official file except privileged information will be honored by the Administration. Every teacher shall be given a copy of any material added to their personnel file if the material is critical of the teacher's conduct or performance.

10.6 Evaluation Plan.

The District shall develop a teacher evaluation plan in cooperation with the Association. Prior to any change in the evaluation procedures set forth in that plan, the Administration shall meet with the Association to mutually cooperate in the formulation of such change(s).

Article XI

SUMMER SCHOOL

11.1 Inquiry Form.

The Summer School Principal shall distribute annually to each staff member, an inquiry form which shall be completed and submitted by any staff member who would be available for summer school teaching.

11.2 Filling Assignments.

Summer school teaching assignments shall first be filled by qualified District 90 teachers.

11.3 Pay Dates.

Summer School salary shall be paid in two payments. One payment shall be made after two weeks of summer school employment, and the second payment shall be made on the last day of the summer session.

11.4 Salary.

The rate of pay for Summer School will be no less than the current curriculum rate in Appendix B (\$58.09 per hour for the 2025-2026 school year) and will be increased annually beginning 2025-2026 by CPI with a floor of 2.5% and a ceiling of 4.5% during the term of this Agreement.

The stipend for teachers who perform Summer School Administrator duties (*i.e.*, Principal and Special Education Coordinator) will be no less than \$5,835 and will be increased annually beginning 2025-2026 by CPI with a floor of 2.5% and a ceiling of 4.5% during the term of this Agreement.

Article XII

MISCELLANEOUS

12.1 Separability.

If any provision of this Agreement is subsequently declared by legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

12.2 Duration.

This Agreement shall be effective as of August 16, 2025, and remain in full force and effect until August 15, 2029. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining regarding the employees covered by this Agreement and that the understandings and agreements arrived at by the parties hereto after the exercise of that right and opportunity are fully set forth in this Agreement.

12.3 Definition of Consumer Price Index.

For the term, of this Agreement, the term CPI whenever it appears refers to the Consumer Price Index increase applied by the County Assessor's Office for annual tax cap purposes under the Property Tax Extension Limitation Law ("PTELL").

Dated: 3/11/26

IN WITNESS WHEREOF:

For the Association:

Lauren Bauccio
Cynthia C. Cannon

For the Board:

[Signature]
[Signature]

APPENDIX A

COMPENSATION

The 2025-2026 School Year

For the 2025-2026 school year, each teacher who taught and/or was on paid leave for at least 100 days during the 2024-2025 school year shall have their 2024-2025 base salary increased by 4.75% plus \$5,000 (hereinafter referred to as the 2025-2026 base salary) provided such salary shall be adjusted on a prorated basis as a result of any change in the teacher's full or part-time status.

Teachers who submitted a letter of intent to retire prior to the end of the 2024-2025 school year will receive the annual increase of creditable earnings up to a maximum of a 6.0% increase above their 2024-2025 TRS creditable earnings. The parties agree that this limitation is intended to prevent the District from incurring any TRS penalties for exceeding the TRS 6.0% earnings increase cap. Any earnings that would have been earned above the 2025-2026 salary increase cap will be paid in one-time, post-retirement lump-sum payment ninety (90) days after receipt of the teacher's last paycheck in the teacher's year of retirement.

For the 2025-2026 school year only, any teacher newly employed by the District for the 2025-2026 school year shall receive a one-time (not added to base salary) payment of \$1,500 within thirty (30) days after Association ratification and final Board approval of this Agreement. In addition, for the 2025-2026 school year only, any such newly employed teacher shall receive an additional \$3,500 to their initial salary placement. Teachers working less than 1.0 FTE will have the increases prorated accordingly.

The 2026-2027 School Year

For the 2026-2027 school year, each teacher who taught and/or was on paid leave for at least 100 days during the 2025-2026 school year shall have their 2025-2026 base salary increased by 4.00% (hereinafter referred to as the 2026-2027 base salary) provided such salary shall be adjusted on a prorated basis as a result of a change in the teacher's full or part-time status.

The 2027-2028 School Year

For the 2027-2028 school year, each teacher who taught and/or was on paid leave for at least 100 days during the 2026-2027 school year shall have their 2026-2027 base salary increased by 4.00% (hereinafter referred to as the 2027-2028 base salary) provided such salary shall be adjusted on a prorated basis as a result of a change in the teacher's full or part-time status.

COMPENSATION (continued).

The 2028-2029 School Year

For the 2028-2029 school year, each teacher who taught and/or was on paid leave for at least 100 days during the 2027-2028 school year shall have their 2027-2028 base salary increased by CPI with a floor of 3.25% and a ceiling of 5.0% provided such salary shall be adjusted on a prorated basis as a result of a change in the teacher's full or part-time status.

Initial Hiring Schedule

The District and the Association agree to establish a joint committee to develop an Initial Hiring Schedule for implementation beginning the 2027-2028 school year. The joint committee shall be comprised of an equal number of Administration and Association representatives appointed by the Superintendent and Association Co-Presidents. The Administration and Association Co-Presidents will mutually agree to a facilitator to facilitate the joint committee meeting discussions.

The committee will schedule the initial meeting to occur no later than January 15, 2027 with a target completion date of May 15, 2027. If the joint committee fails to reach an agreement, the parties agree that the starting salaries on the existing Initial Hiring Schedule will increase by 25% of the negotiated increase for the 2027-2028 contract year (i.e., 1.0%). The primary objective of the joint committee is to develop an Initial Hiring Schedule which allows the starting salary for new teachers to increase from year-to-year without exceeding salaries for currently employed teachers with the same or greater level of education and experience.

The mutually agreed-upon Initial Hiring Schedule shall be included as an Appendix in the CBA effective the 2027-2028 school year. The Initial Hiring Schedule will include a disclaimer which provides that the Schedule is for the purpose of determining starting schedules for newly hired teachers, includes the Board 9.0% TRS contribution, and is subject to the contract language in Section 9.1.

APPENDIX B

EXTRA DUTY PAY SCHEDULE

1. Extra duty assignments are made for one (1) year.
2. The Board of Education will pay the following rates for the listed extra duties. Staff members must elect, by September 15, to receive payment for an extra duty activity either semi-annually or when the activity ends. If a staff member fails to elect by September 15, the board will remit payment semiannually. Any staff member may apply for these duties in writing. The current holder of an extra duty position will be asked to submit a written indication of their desire to continue or not continue in such position. Although all stipend positions will be posted annually, ordinarily, the current holder of an extra duty position will be in the position. In the event no qualified bargaining unit member applies for a specific extra duty position, the Board may subcontract such position for a period of one (1) year or less to a person not a member of the bargaining unit. As used herein whether a bargaining unit member is "qualified" or not shall be determined by the Superintendent or designee.
3. The Board may transfer particular duties from one group to another when appropriate, based upon length of season, change in responsibilities, or number of students participating in the activity. Such changes must be made prior to the annual renewal of such position and the change will be published to the Association.
4. The Board retains the right to offer or not offer any activity listed or any position not listed herein. New positions may be commenced with duties and pay as determined by the Board, subject to paragraph 6, below.
5. At any time between contracts for a particular extra duty position, the Board is entitled to discontinue such position and/or activity. As of August, the said position or activity will be removed from the Agreement following the date of the Board's action discontinuing the position and/or activity.

EXTRA DUTY PAY SCHEDULE (continued).

6. In the event of the transfer of a particular duty from one pay schedule to another and/or the creation of a new position, the Association may serve written notice on the Board of its desire to negotiate the terms and conditions of such duty. All proposals for new clubs must have approval by the Principal and Superintendent. Negotiations, pursuant to such request, shall commence within a reasonable time. However, nothing shall be deemed to prohibit the Board from instituting such change in and/or creation of duties, pay activity, or positions pending the outcome of such negotiations. Failure to issue such demand to negotiate within thirty (30) days of publication of such change in or establishment of an extra duty will constitute Association acceptance of terms and conditions of such change or new creation and negotiated or not, they will become a part of the Agreement and be subject to its provisions.
7. Compensation for extra duty stipends will be based on the schedule for the 2025-2026 school year attached as Exhibit 1, and will be frozen for the duration of this Agreement, except for the hourly rates for Curriculum Rate, Meeting Coordinator and Department Chairs, which will be adjusted annually by CPI with a floor of 2.5% and a ceiling of 4.5%.
8. The Administration and the Association agree to establish a Joint Stipend Review Committee for the purpose of reviewing and discussing stipends included in the collective bargaining agreement. The committee shall be made up of administration and staff from each school in the District. The committee may meet as mutually agreed to review the appropriateness, equity, and competitiveness of existing stipends, as well as to consider proposals for new stipends. Any recommendations developed by the committee shall be advisory in nature and may be considered by both parties during future negotiations.
9. The Mentor/Protégé relationship is vital for the professional development of new employees. Mentors shall receive a stipend as listed in Exhibit 1. Mentors shall be expected to meet at least monthly throughout the school year with their protégés to receive the stipend.

EXHIBIT 1

2025-2026 EXTRA DUTY STIPENDS

NONSEASONAL ACTIVITIES

(Grades 5-8)

Athletic Director	\$6,320
Chorus Director	\$1,030
Lunch Coordinator	\$8,200
Roosevelt Musical Director	\$4,430
Roosevelt Musical Assistant Director	\$6,220
Roosevelt Musical Assistant	\$3,400
Cultural Extravaganza (Pool)	\$ 790
Speech and Drama Coordinator	\$ 790
Art Club (Pool)	\$1,590
Best Buddies (Pool)	\$1,590
Diversity Club (Pool)	\$1,590
Fantasy Football (Pool)	\$1,590
Girl Talk	\$ 790
Head Tech	\$1,700
History of Hollywood	\$1,590
Improv Club (Pool)	\$1,590
Lego Robotics	\$10,170
Broadcast News	\$2,210
Ping Pong (Pool)	\$1,590
Reading Club	\$1,590
Recorder Club	\$1,130
Scholastic Bowl (Pool)	\$3,680
Science Bowl	\$3,400
Science Club	\$1,590
Service Club Coordinator	\$1,590
Service Club (Pool)	\$1,590
Spoken Word	\$1,590
Strategic Games	\$1,590
Student Activity Database	\$ 790
Student Ambassadors (Pool)	\$1,590
Yearbook	\$8,950

(Elementary)

Chorus Director	\$2,020
Coding Club	\$1,590
Garden Club	\$52.70/hr
Recorder Club	\$2,200
Science Club	\$ 580
Wizard Club	\$1,590
Lunch Coordinator	\$4,950

EXHIBIT 1

2025-2026 EXTRA DUTY STIPENDS

(District)

Building Leadership Team	\$2,460
District Leadership Team	\$2,460
Professional Development Council	\$2,460
Department Chairs	\$58.09/hr*
Mentor Assistant Director	\$2,480
Orchestra Director	\$7,350
Band Director	\$7,350
Mentors	\$ 850
Young Authors	\$ 630
Meeting Coordinator	\$58.09/hr**

* Up to a maximum of 40 hours/year

** Up to a maximum of 80 hours/year

SEASONAL ACTIVITIES

Coach Boys' Basketball	7th Grade	\$6,780
Coach Boys' Basketball	8th Grade	\$6,780
Coach Girls' Basketball	7th Grade	\$6,290
Coach Girls' Basketball	8th Grade	\$6,290
Coach Boys' Volleyball	7th Grade	\$5,350
Coach Boys' Volleyball	8th Grade	\$5,350
Coach Girls' Volleyball	7th Grade	\$5,540
Coach Girls' Volleyball	8th Grade	\$5,540
Coach Track	7th & 8th Grade	\$5,150
Assistant Coach Track (qty 4)	7th & 8th Grade	\$3,240 each
Coach Cross Country	5th - 8th Grade	\$5,090
Assistant Coach Cross Country (qty 6)	5th - 8th Grade	\$2,460 each

NEWLY FORMED CLUBS

(Clubs meet thirty times per year. Clubs meet for a number of minutes equivalent to a lunch/recess period at the teacher's home building per meeting. Stipend amounts will be adjusted pro rata for less than thirty meetings per year and/or for meetings that are less than the number of minutes set forth above.)

Elementary	\$1,590
Middle School	\$1,590

MISCELLANEOUS

Homework Lab (5-8)	\$42.65/hr
Supervision (PK-8) (including before/after school, lunch, recess, detention, and any other supervision of students)	\$45.00/hr
Curriculum Rate	\$58.09/hr

APPENDIX C

REQUEST FOR STIPEND IN LIEU OF COMPENSATORY TIME

Name _____ Date _____

Event _____

Dates of Event _____

Approved by Principal _____ Date _____

Amount of Stipend _____

STIPEND IN LIEU OF COMPENSATORY TIME

A stipend at a supervisory rate of \$45 per hour will be paid to a teacher who supervises a single event, student-related activity if the work is approved in writing and in advance by the principal and the superintendent. A single event, student-related activity is a school sponsored student activity on a Saturday, Sunday, or holiday. The activity must be a minimum of three (3) hours but no more than eight (8) hours.

Please attach any pertinent materials.

Approved by Superintendent _____

Date _____

APPENDIX D

PERSONAL DAY REQUEST

A teacher may arrange for four (4) days absence a year for personal business without loss of pay. Unused personal business leave will be converted to sick days at the end of the fiscal year. In addition, in the case of an unforeseen emergency, the Superintendent may, in their sole discretion, permit a teacher to use one day of sick leave for personal reasons during the year.

Procedure

Arrangements for a substitute during absence for personal reasons are to be cleared, in advance, with the building principal who will then forward the request to the Office of the Superintendent.

*Absence for personal business **immediately prior to or following a holiday or vacation period and during the last two weeks of the school year**, is to be requested in writing to the Superintendent.*

If a substitute is unavailable, permission for the personal leave may not be granted. Absence due to the closing of school will not be counted against any leave.

Name	_____	School	_____
Date(s)	_____	Time	_____
Grade/Class	_____		_____
Substitute Requested:	<input type="radio"/> Yes <input type="radio"/> No		
Employee's Signature	_____	Date	_____
Principal's Approval	_____	Date	_____
Superintendent's Approval	_____	Date	_____