

Glenview Public Schools

Glenview, Illinois

CONSTITUTION

An Agreement Between

The Glenview Education Association

and

The Board of Education

of the Glenview Public Schools



2007-2012

GLENVIEW 34
SCHOOL DISTRICT

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PREAMBLE

The Glenview Public Schools shall assist parents in fulfilling their responsibilities by providing a quality educational program which is based on the premise that each child can learn. Primary emphasis shall be placed on learning which will prepare children for success in the future as mature, productive adults. Recognizing the aspirations of the community and the needs of each student, a comprehensive educational program shall be provided within a nurturing and supportive environment. The program shall assist each child to develop the ability to think creatively, solve problems of greater complexity as the child matures, recognize one's role in a democratic society which interfaces with a complex and varied world culture, develop positive relationships and be adaptable to the changes to which society and the student will be subjected with greater frequency. To accomplish all of this, emphasis shall be placed on the learner and the process of learning with the intent of developing a joy for lifelong learning.

MISSION

Recognizing the needs of each child and believing all children can learn, the mission of Glenview School District 34 is to empower children to be responsible learners and decision makers in a changing society.

PRINCIPLES

The following principles shall guide our efforts: The following principles shall guide our efforts:

1. WE RECOGNIZE that the primary educator of all children is the family unit. WE ARE COMMITTED to encourage and provide opportunities for informed meaningful parental involvement in the District's educational process.
2. WE RECOGNIZE that the standard by which we evaluate all of our efforts is whether these undertakings advance the well being of children entrusted to us. WE ARE COMMITTED to this standard.
3. WE RECOGNIZE the importance of broad-based involvement in decision making in matters of such importance as the education of children. WE ARE COMMITTED to structures and processes which rely on collaboration and consensus* in making educational decisions.
4. WE RECOGNIZE the importance of teachers being involved in the setting and implementing of standards of professional practice, receiving appropriate recognition for their efforts and having opportunities for growth and advancement. WE ARE COMMITTED to the growth of teaching as a profession.
5. WE RECOGNIZE the great responsibilities involved in the educational process. WE ARE COMMITTED to holding ourselves and each other accountable in these matters, by processes which will assess fulfillment of mutually determined goals and objectives.
6. WE RECOGNIZE that we always can do better. WE ARE COMMITTED to encouraging innovation and creative risk-taking in the pursuit of excellence in education.
7. WE RECOGNIZE the diversity present in our school communities. WE ARE COMMITTED to placing educational decision making in the hands of those involved at the building level.
8. WE RECOGNIZE that resources are finite. WE ARE COMMITTED to thoughtful use of resources to achieve our mission.

These principles shall provide the framework for the relationship between the Board of Education and the Glenview Education Association as we collectively provide professional services to the students of the District. As part of this relationship, the Board recognizes the Association's responsibility to represent the teaching profession and the Association recognizes the Board's responsibility to represent the community.

In this relationship, the Board will continue to set the broad goals and mission of the District, and the Association will participate in determining how best to meet these goals and realize this mission.

**In the implementation of this Agreement, the definition for consensus provided by the MidContinent Regional Education laboratory shall be used. "Consensus means general agreement and concord. For consensus to exist, it is not necessary for every participant to agree in full, but it is necessary for every participant to be heard and, in the end, for no one to believe that the decision violates his or her conviction. It is not necessary that every person consider the decision the best one."*

RECOGNITION

- A. The Board of Education of Community Consolidated School District 34, Cook County, Glenview, Illinois, hereinafter referred to as the "Board," recognizes pursuant to current law the Glenview Education Association (which the Board acknowledges is an affiliate of the IEA/NEA,) hereinafter referred to as the "Association," as the sole and exclusive negotiating agent for all full-time and part-time regularly employed certificated teachers, except for the Superintendent and other central office professional staff, principals, assistant principals, coordinators of student services, substitutes, teacher associates, health clerks, paraprofessionals and all administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge, discipline or evaluate teachers or having the responsibility to make recommendations thereon.
- B. The term "teacher" when used hereinafter in the Agreement shall refer to all employees represented by the Association in the negotiating unit as determined in the above section. No teacher shall be excluded from the negotiating unit based upon his/her participation, through committees or otherwise, in any manner of institutional governance or educational policy, nor will such participation by any member in any way alter the structure of the negotiating unit.
- C. The Board agrees not to negotiate with any teacher organization other than the Association during the duration of this Agreement except as provided by law. The Board agrees not to negotiate with any teacher individually during the duration of this Agreement on matters covered by the provisions of this Agreement. This shall not be construed to preclude the issuance of individual teacher employment contracts by the Board to non-tenured teachers, provided only that such individual teacher employment contracts shall be made to conform to this Agreement. Part-time members of the bargaining unit shall be granted a pro rata share of salary, leave and fringe benefits except in cases where the insurance companies/providers require the exclusion of individuals because of their part-time status.

ROLES

BOARD

The Board, as the elected representatives of the community, has the responsibility for the governance of the District. In exercising this role, the Board shares with the professional staff through a collaborative, consensus decision-making model the responsibility for determining how the goals and mission of the District might be achieved. In taking this action, the Board retains the following rights:

To establish goals and expectations for the District that are enhanced through the work of the Constitution. The Board establishes the ends; the committees and councils determine the means.

To evaluate whether the District is performing at a level consistent with the expectations of the community and in keeping with the goals and policies of the Board.

To employ all personnel in the District and to establish or approve expectation standards for continued employment and/or promotion and/or demotion. One of the expectations is that the Board and all District employees will support and carry out the principles and processes of the Constitution.

To take action on all expenditures of funds. To exercise whatever other rights and responsibilities are granted to it by the statutes of the State of Illinois except in those areas specified in this Agreement where the Board has agreed to share decision-making with the Association.

TEACHER

The following expectations are meant to serve as guidelines to all involved in the implementation of this Agreement.

A teacher employed by the Glenview Public Schools should look upon his/her role in a holistic professional manner. The teaching role extends beyond a teacher's most important role, the interaction with students in the classroom. In addition to this role of teaching, a professional teacher in Glenview is expected to engage in activities such as those required for planning for instruction, site-based management activities, District committee and grade level work, parent/teacher conferences and parent/teacher relationships through curriculum nights and open houses.

The planning role is multi-fold. It includes:

1. Planning for instruction on an individual basis.
2. Planning with colleagues at a grade level, on a team, in a department and other such activities.
3. Building-wide planning. This extends beyond building council to such activities as planning relative to the organization, budgeting and scheduling within the building. This planning may require occasional evenings or weekend workshops, as determined by the local building council.

4. Planning at the District level through participation on curriculum committees when necessary.

A professional teacher's role also includes the requirement for continuing self-development. Participation in required and voluntary staff development workshops, graduate courses, action research and peer coaching all contribute to one's growth. It is the expectation that all new teachers who are employed by the

District will earn a Master's degree within 7(seven) years of employment. Staff members are encouraged to pursue advanced education, which will prepare them for administrative, professorial and other leadership roles either within or outside the District.

The professional teacher's role in Glenview is one of growing, giving, sharing, and receiving. It is a role of learning, both for pupils and the professional. By the same token, it is recognized that a professional has a life beyond his/her profession. Therefore, expectations, though high, must be realistic to recognize personal roles as well. Indeed, the professional who sets limits and nurtures other parts of his/her life is better able to contribute to that profession. Achieving a balance between work and leisure allows teachers to model the importance of a life enriched by positive personal relationships and by active participation in a free society.

PRINCIPAL

A principal has a clear sense of purpose and is committed to serving all members of the school community. As the instructional leader, the principal possesses a deep understanding of the teaching and learning process and believes the best use of time is by providing learning and growth opportunities for others. Principals are responsible for cultivating a supportive learning community. They develop and maintain positive and trusting relationships and strive to create an atmosphere of mutual respect. They understand, practice and promote collaboration in their work with staff members, parents and students. They ensure that "learning for all ... whatever it takes" is the driving force behind every decision. Principals have clear goals that are aligned with the District's Strategic Plan. They assume accountability for student growth and find ways to measure and document student growth.

*Principals' Leadership Dispositions and Commitments:**

- Believe that all decisions should be child-centered and consistent with our mission and goals
- Believe their behavior should promote and encourage empowerment
- Have an obligation to establish and maintain cohesive interdependent teams that have a high commitment to respect
- Believe that learning is a life-long endeavor and that their behavior should promote and encourage risk-taking in order to foster creativity and innovation

- Have an obligation to build in quality control and assurance strategies throughout the District
- Believe that effective leadership requires an orientation toward service

*The following dimensions are areas of focus for principals in their daily work:**

- Stewardship
- Student Achievement
- Leadership Development
- School Climate
- Management
- Communication and Decision Making
- Resilience

**As described in the Leadership Evaluation Framework*

ORGANIZATION: BUILDING

LOCAL SCHOOL COUNCIL

To facilitate building-based decision making, each elementary attendance area shall have a Local School Council (LSC) composed of four parents (two representing each of the cluster's schools) elected via a process established by the PTA, four teachers (two representing each of the cluster's schools) elected by the respective faculties and the two principals. Middle schools shall have one Local School Council (LSC) composed of four parents (two representing each middle school) elected via a process established by the PTA, four teachers (two representing each middle school) elected by the respective faculties and the two principals. Utilizing the consensus model of decision-making, the LSC annually shall: 1) establish broad goals and expectations for the clusters and/or schools which address both local needs and District objectives, and 2) participate in the evaluation of the success of the clusters and/or schools in meeting these goals and expectations. All actions of a LSC shall be consistent with District goals and expectations.

The Board shall monitor the activities of each LSC and shall have the authority to ask a LSC to reconsider its actions and/or to hold its actions in abeyance and/or to suspend a LSC if necessary.

BUILDING COUNCIL

Each building shall establish a Building Council which, collaboratively with the principal, shall determine how the school can best achieve the goals and expectations established by the Board, the LSC and the building staff. The Building Council shall develop policies and/or procedures related to the organization, budget and educational program for each respective school. These policies and/

or procedures may address scheduling, student assignment, recommendations concerning instructional staff selection, staff assignment, and other professional matters as may be appropriate and shall be consistent with District goals and expectations. These policies and/or procedures should be recorded in a “Decision Making/Responsibility Matrix” for the building and this matrix should be reviewed annually. In addition the Building Council shall develop a School Improvement Plan, which addresses local needs and evaluates the success of such programs in the improvement of student achievement. The structure of the Building Council which includes the principal, assistant principal and certified staff shall be left to the discretion of the staff and principal in each building.

The Building Council shall operate according to the consensus model of decision-making. When a decision cannot be achieved by consensus, the issue shall be presented to the District Coordinating Council (**see p. 11**) which shall attempt to assist the Building Council to resolve the issue. If a resolution cannot be facilitated, the District Coordinating Council shall address the issue.

The principal shall administer the building in accordance with the principles of the Constitution and established policies and procedures. In areas where a policy, procedure or practice may not exist, or while a matter is under deliberation or appeal to the District Coordinating Council, the principal shall have full authority to act in a manner which best serves the needs of the school.

ORGANIZATION: DISTRICT

The District is organized to provide flexibility to schools yet maintain a “school system”. To facilitate the operations of the District, three standing committees shall be established. The three committees shall be: **EDUCATION, PERSONNEL, and COMPENSATION.**

Each committee shall be composed of a primary teacher, an intermediate teacher, a middle school teacher, a principal, a District administrator, the Superintendent and the President of the Association. In addition, a Board member may serve on each committee at the discretion of the Board.

The Association shall select a primary, intermediate and middle school teacher to serve on each committee. The Administrative Council shall elect a principal and the Superintendent shall appoint a District administrator to serve on each committee. If the Board should choose to have a member serve on any or all committees, the president of the board shall appoint a Board member to serve on said committee(s). The terms of each teacher, and principal representative shall be two years with a limit of three successive terms. The term of the Board representative will be two years. The terms will begin at an organizational meeting which normally shall be held in April. At the organizational meeting, the members of the committee shall elect a chairperson who shall be a teacher. The District administrator shall be the secretary. The chairperson and secretary shall be responsible for developing the agenda for the meetings. The chairperson shall be responsible for the overall operations and effectiveness of the respective committee. The secretary shall

be responsible for maintaining a record of the proceedings of each meeting and distributing them to the members of the committee.

Each committee shall meet as often as it deems necessary to address issues relative to its area of responsibility and shall operate according to the consensus model of decision-making. When a decision cannot be achieved by consensus, the issue shall be presented to the District Coordinating Council which shall attempt to assist the committee to resolve the issue. If a resolution cannot be facilitated, the District Coordinating Council shall address the issue. In cases where time is of the essence, the Superintendent and the President of the Association shall confer and arrive at an interim resolution until the issue can be addressed by the District Coordinating Council.

In fulfilling this Agreement and other responsibilities, the Superintendent may make decisions necessary to maintain the proper functioning of the District.

Any committee decision which recommends an expenditure of District funds shall require approval by the Board.

EDUCATION COMMITTEE

The Education Committee shall coordinate activities in the areas of instruction, curriculum, staff development, organization for instruction, programming student assessment and data analysis, program evaluation and other areas related to the instructional program in keeping with the goals and expectations of the District as established by the Board. Building and District level educational initiatives including but not limited to School Improvement Plans and pilot projects generated by staff, the Board or the community are subject to the approval of the Education Committee.

TWO SUBCOMMITTEES SHALL BE ESTABLISHED AS FOLLOWS:

1) Instructional Specialist Committee

The Instructional Specialist Committee shall be composed of the Instructional Specialists and the Assistant Superintendent for Student Achievement. The Instructional Specialist Committee shall be responsible for making recommendations to the Education Committee regarding the overview and coordination of District-wide curriculum and District-wide staff development efforts and maintaining a well balanced, up-to-date comprehensive program for the school district, recognizing that the Board has final responsibility to approve all curriculum. Instructional Specialist involvement in building-level staff development efforts will be determined by each Building Council on an annual basis.

2) Technology Committee

The District Technology committee will collaborate on review and assess a yearly purchase plan, educational opportunities process as defined in the District Technology Plan. The Technology Committee shall be responsible for making recommendation to the Education Committee regarding the overview and coordination of District-wide technology recommendations and related staff development efforts. Ad hoc committees shall be established by the Edu-

cation Committee and/or the Instructional Specialist Committee and/or the Technology Committee to study specific areas of curriculum, design specific staff development programs, etc. All reports of the Ad Hoc Committees will be presented to the Education Committee for evaluation.

PERSONNEL COMMITTEE

The Personnel Committee shall coordinate activities in the areas of teacher evaluation in accordance with the procedures as delineated in the Bylaws. In addition, the Personnel Committee shall develop and/or review policies and/or procedures concerning teacher and Association rights and teacher welfare issues in keeping with the goals and expectations of the District as established by the Board.

TWO STANDING SUBCOMMITTEES SHALL BE ESTABLISHED AS FOLLOWS:

1) Interview Committee

The selection of non-administrative career development roles will be through the Personnel Committee, recognizing the Board of Education has the final responsibility for all employment in the District. The Executive Director of Human Resources shall advise the faculty of career enhancement opportunities and how to apply for them. Description of the position, eligibility criteria and responsibilities will be posted on the Intranet. Interview committees will be comprised of staff members who are familiar with the role being sought and may include representation of principals, other administrators, instructional specialists, standing committee representatives and building representatives.

Appeal Process: Staff members may make appeals to the District Coordinating Council. The Board of Education shall be appraised of all appeals and has the right to review said appeals.

2) Sick Leave Bank Review Board (see Article VI.A.)

COMPENSATION COMMITTEE

The Compensation Committee shall develop procedures and recommend policies to the Board in the areas of salaries and fringe benefits, in keeping with the goals and expectations of the District as established by the Board. In addition, the Compensation Committee may make recommendations to the Board as the budget is developed.

A standing subcommittee shall be established as follows:

Insurance Committee

The Insurance Committee shall be composed of the members of the Compensation Committee and two representatives from the Support Staff. This committee is responsible for making recommendations to the Compensation Committee regarding annual insurance rates and escrow balances. In addition, the committee will monitor the performance of the insurance administrator and consultant and recommend changes as needed.

DISTRICT COORDINATING COUNCIL

The District Coordinating Council shall monitor the implementation of this Agreement and gather and disseminate information related to the Constitution. In addition, the District Coordinating Council shall hear and act on appeals to the actions of any Building Council or District committee or subcommittee. Further, the District Coordinating Council shall develop and oversee an on-going Constitution training program for new staff, the Board, administration and for members of the Local School Councils, Building Councils, District committees and subcommittees. The District Coordinating Council shall consist of the chairpersons of the Education, Personnel and Compensation committees, a principal selected by the Administrative Council, the President of the Board, the President of the Association, the Superintendent, a representative from the LSC, a non-parent community member and a representative from Glenview Professional Association. The decision of the District Coordinating Council regarding appeals shall be final and binding, and may include the suspension of the operations of a Building Council. No concerns, complaints or appeals regarding the actions, inaction or deliberations of any Local School Council, Building Council, District committee or subcommittee or the District Coordinating Council shall be handled through the grievance procedure.

A Building Council, District committee or subcommittee also may request intervention by the District Coordinating Council when it is unable to reach a consensus on an issue.

The District Coordinating Council shall meet as needed and shall operate by the consensus model of decision making.

In the event that the District Coordinating Council is unable to reach consensus on any matter, the matter will be resolved by the Superintendent and the President of the Association.

In the event that the District Coordinating Council is called to act in any of the above areas but because of time constraints is unable to act, the Superintendent and President of the Association will jointly discharge the District Coordinating Council's responsibility on an interim basis.

DURATION AND EFFECT OF AGREEMENT

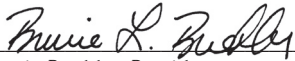
- A) The terms and conditions set forth in this Agreement, including its By-Laws which are appended to and made a part of this agreement, represent the full and complete understanding and commitment between the parties hereto. The District Coordinating Council can amend this Constitution and/or the By-Laws subject to ratification by the Association and the Board.
- B) Dealing with issues which are in or may be brought into the forums of the Local School Councils, Building Councils, District Coordinating Council, Education Committee, Personnel Committee and/or Compensation Committee waives any additional rights of either party to bargain collectively with respect to any subject or matter whether or not specifically referred to or covered by this Agreement or known at the time this Agreement was developed or signed.
- C) Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, that article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated 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.
- D) This Agreement shall be effective on July 1, 2007, and shall continue in effect until June 30, 2012. In addition, this Agreement shall automatically renew itself for one additional year on June 1st for each year beginning on June 1, 2011 and each year thereafter unless either party shall notify the other party that it intends to have the Agreement terminate on the then effective termination date. Notwithstanding the extension of the Agreement, any other employee organization may file a representation challenge or any employees may petition for decertification during the window period, as provided by statute, during 2012 and/or the window period each year thereafter.
- E) This agreement is signed this 30th day June, 2007.

IN WITNESS WHEREOF:

Glenview Education Association

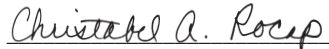
Board of Education

C.C. School District 34
Cook County, Glenview, Illinois

by 
Bonnie Buehler, President

by 
Scott Martin, President

Attest: 
Katie Beck, Chairperson
Compensation Committee

Attest: 
Christabel Rocap, Secretary
Board of Education

BYLAWS

ARTICLE 1 – ASSOCIATION AND TEACHER RIGHTS

A) Association Meetings

In the event that the Association desires to send, at its own expense, representatives to national or state affiliate conferences, conventions or workshops, these representatives shall be excused for such purposes without loss of salary for not more than ten (10) school days in the aggregate. The Association shall reimburse the District for the cost of the substitute(s) for these ten (10) days. Also, no individual teacher shall be excused for more than five (5) days in any school year and the frequency of excused leaves shall not impair the quality of classroom instruction. A written request for leave shall be submitted to the Superintendent five (5) days prior to the requested leave date. For the purpose of assisting in the continuing implementation of the Agreement Between the Board of Education and the Glenview Education Association, the President of the Association will be provided 50% release time per year, contingent upon the Association contributing an amount equivalent to 10% of the President's salary toward defraying the cost of said released time. The District will invoice the GEA annually for the stipend amount.

B) Appearance Before the Board

When any teacher is required to appear before the Board, any Board Committee, the Superintendent or the Director of Personnel Services concerning any matter which could directly affect the continuation of that teacher in his/her employment, or could affect his/her salary or any increment pertaining thereto, the teacher shall be given written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to represent him/her during such meeting or interview.

C) Review of Personnel File

Each teacher shall have the right, upon written request, to review the contents of his/her personnel file, with the exception of letters of reference which were written with the intention of remaining confidential. The teacher shall be permitted to place on the file written reactions to any of the contents reviewed. A representative of the Association may, at the teacher's request, accompany the teacher in this review. Such review shall be by appointment during normal office business hours and in the presence of a designated employee of the Board. Neither the teacher nor his/her representative shall permanently remove any material from the file, but the teacher shall have the right to hand copy any material available to him/her under this section, or to have such copies made by District office personnel at the usual and customary cost.

D) Certificates

Certificates will be maintained in a storage area separate from the personnel files.

E) Calendar

2007–08: The school calendar shall consist of 199 days of which 189 will be student attendance days or professional days and ten (10) emergency days. The school calendar for a new teacher to the District shall consist of 204 days of which 189 will be student attendance days or professional days and five (5) of which will be professional pre-service days and 10 emergency days.

2008–12: The school calendar shall consist of 198 days of which 188 will be student attendance days or professional days and ten (10) emergency days. The school calendar for a new teacher to the District shall consist of 203 days of which 188 will be student attendance days or professional days and five (5) of which will be professional pre-service days and 10 emergency days.

This calendar may be modified by the addition of one or more days the Superintendent of the Education Service Region, the State Superintendent of Education or any other official or official agency over which the Board has no control should direct that an Institute Day or any other type of day shall be held or observed. When a teacher takes any leave without pay or fails to complete a school year for any reason, the teacher's per diem pay rate for purposes of salary adjustment will be 1/189 in the 2007–2008 school year and 1/188 thereafter of his/her annual salary.

F) Suspension Without Pay

Any suspension of a teacher without pay shall be for cause.

ARTICLE II – VACANCIES AND TRANSFERS

A) Vacancies

During the school year, the Superintendent or his/her designee shall announce all vacancies as they occur in the District publication, Up-to-the-Minute. During the summer vacation, vacancy notifications shall be included in Up-to-the-Month or by procedures agreed upon by the Association. In addition, a person designated by the Association will receive more frequent notification during the summer provided the Association makes this request in writing. A vacancy shall exist when the number of teachers in a particular school building is less than the number of teaching positions in one of the following categories: art, music, physical education, English as a second language, special education, speech/language, social work, psychologist, learning center teachers, departmental areas at middle schools, Early Childhood, kindergarten–grade 2, grades 3–5, drama, gifted, tech facilitator, global language.

B) Voluntary Transfer

Any teacher may apply for a transfer to fill a specific vacancy which exists in the District. Application for such transfer shall be in writing to the Superintendent or his/her designee and shall specify the specific position requested. All such requests shall be reviewed in consideration of the needs of the District and the interests and aspirations of the individual teacher.

Transfer requests shall be processed according to the following procedure: The teacher interested in the transfer will be included on the eligibility list for the specified vacancy and shall be granted an interview. The respective building principals shall then review the credentials of each available candidate and shall recommend for appointment the candidate which s/he feels is best qualified for the position in the respective school. Decisions that have been made regarding transfer requests shall be communicated in writing to applicants. Prior to the District-wide posting of vacancies, the building principal shall post on the faculty board each teaching position which is available within the building. Teachers interested in an intra-building reassignment shall make their desires known in writing to the principal of his/her school. The building principal may reassign the teachers involved if s/he determines it is in the best interest of the school and District to do so. Tenured teachers shall have preference over non-tenured teachers in all situations where the principal determines both candidates to be equally qualified.

C) Involuntary Transfers

Involuntary transfers of teachers shall be effected when the Superintendent determines that a building has:

- a. If the Superintendent determines it is for good and sufficient cause; or
- b. Surplus staff
 - i. In cases when an involuntary transfer is necessitated because of a surplus number of staff members, the teachers in the building shall be advised of the need for a reduction and shall be given an opportunity to request voluntary transfers. In the event that an adequate number of qualified volunteers are not obtained, the Administration shall implement the following procedure:
 - ii. A written determination shall be made as to the needs of the building and/or District.
 - iii. Each teacher's academic and professional qualifications shall be assessed in relation to the building/District needs.
 - iv. Unless the above procedure indicates the retention of specific teachers, teachers shall be transferred according to seniority, which would result in the transfer of teachers with the least amount of District seniority.
 - v. After the Administration has made a determination as to which teacher(s) shall be transferred, it shall notify the staff in the building of the decision made as soon as practicable.

Any teacher who is involuntarily transferred may request a formal meeting with the evaluating supervisor to explain the results of his/her assessment through the above procedure. The involuntarily transferred teacher may bring a representative to the meeting.

Any teacher affected by an involuntary transfer shall be released by the Board from his/her contract if s/he so requests in writing. A teacher who has been involuntarily transferred shall be given consideration for any vacancy which may become available within one year of the involuntary transfer. Application for such consideration must be made in writing to the Superintendent or his/her designee and must specify the particular vacancy desired. If the request for transfer is not granted, the teacher shall be notified. Upon the request of the teacher, reasons for the denial shall be given in writing.

ARTICLE III – REDUCTION IN FORCE

When the Board decides that it is necessary to terminate the employment of tenured teachers in order to reduce the number of teachers in the District because of decreased enrollment or to decrease expenditures, the President of the Association will be notified in writing of such action in advance of any public announcement. Upon written request by the Association to the Superintendent, representatives of the Association shall be given an opportunity to discuss and provide input relative to such reductions in staff at a meeting with the Superintendent.

When reductions shall be necessitated, the Board shall first remove teachers who have not entered into continued contractual service. Thereafter, the Board shall terminate tenured teachers according to the following procedure:

- A) The Board shall determine the needs of the District and specify them in writing. Such needs shall not include financial considerations which would be the criteria used for the termination of a higher salaried teacher.
- B) Tenured certified staff will be placed on a seniority list based on length of continuous service in the District. Certified staff will have all areas of certification listed on the seniority list.
- C) Based on seniority, certified staff members will have the right to exercise eligibility in any categories where they have certification and endorsement.
- D) Each certified staff member's seniority, academic (college preparation) and professional qualifications (certification, teaching experience and evaluations) shall be assessed in relation to the needs of the District.
- E) If the above procedure indicated the retention of specific teachers due to the needs of the District, they shall be retained. All other teachers shall be terminated according to a seniority system, the teachers with the least amount of District seniority being terminated first. In the event that two or more teachers meet the needs of the District and have equal seniority in a category, total teaching experience of these teachers shall determine the order of lay off.
- F) Any teacher scheduled to be terminated through this procedure shall be entitled to a meeting, upon written request, with the Superintendent, prior to official termination, to discuss said termination.
- G) For purposes of this Agreement, Seniority will be defined as described in the Illinois School Code. Seniority will be only for tenured teachers and based on continuous years of service in the district.

RECALL PROVISION

If a teacher on tenure has been dismissed because of reduction in force, s/he shall be offered a position in the District in the inverse order of reduction should a vacancy become available in the category from which the teacher was terminated up to one (1) year from the beginning of the school term immediately following said termination.

ARTICLE IV – GRIEVANCE PROCEDURE

A) Definitions and Basic Principles

1. Any complaint by a teacher or the Association that there has been an alleged violation, misinterpretation, or misapplication of the terms of this Agreement, shall be a grievance. However, as stipulated in the Agreement, no concerns, complaints or appeals regarding the actions, inactions or deliberations of any Local School Council, Building Council, District Committee or subcommittee or the District Coordinating Council shall be grievable.
2. All time limits consist of teacher employment days, except that during summer vacation periods, time limits shall consist of all School District office workdays.

B) The parties hereto acknowledge that it is usually most desirable for a teacher and his/her immediately involved supervisor to resolve problems through free and informal communications. When requested by the teacher, an Association representative may accompany the teacher to assist in the informal resolution of the grievance. If, however, such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

1. The teacher or the Association shall present the grievance in writing to the supervisor immediately involved within twenty (20) days after the alleged violation occurred. The written grievance shall include: a) the factual basis for the grievance; b) the provisions of this agreement which are alleged to have been violated or misapplied; and c) a specific remedy requested. Within ten (10) days after the Grievance has been submitted, the parties shall meet in an attempt to resolve the grievance. The supervisor shall provide a written answer, which shall include reasons for his/her decision, to the aggrieved teacher within ten (10) days after the meeting. At this and all future conferences regarding the grievance, the teacher may be represented by the Association representative if s/he so chooses.
2. If the grievance is not resolved at step 1, the grievance may be referred to the Superintendent or his/her designee within ten (10) days after receipt of the Step 1 answer. The Superintendent shall arrange for a meeting to take place within ten (10) days of his/her receipt of the appeal. Each party shall have the right to include in his/her representation such witnesses and counselors as it deems necessary to develop the facts pertinent to the grievance. Upon conclusion of the meeting, the Superintendent shall

have ten (10) days to provide his/her written decision, with reasons, to the grievant.

3. If the grievance is not resolved at step 2, the grievance may be referred to impartial arbitration. The grievant shall submit in writing a notice to the Board within thirty (30) days of receipt of the step 2 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within ten (10) days after said notice is given. If the two parties fail to reach agreement on an arbitrator within ten (10) days, the American Arbitration Association will be requested to provide a panel(s) of arbitrators. The arbitrator shall be selected in accordance with the practices of the American Arbitration Association. The decision of the arbitrator shall be binding upon the parties.
 - a. The arbitrator shall have no power to alter the terms of this Agreement nor to amend, modify, nullify, ignore or add to the provisions of this Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the parties involved and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of this Agreement.
 - b. The Board and the Association shall bear equally the costs of arbitration proceedings. All legitimate expenses incurred by the arbitrator and his/her fee shall be shared equally by the Board and the Association. Each party shall be responsible for compensating its own legal counsel, representatives and witnesses, if they are necessary to process the grievance.
 - c. If either party requests a transcript of the proceedings, that party shall bear the full cost of that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the parties. If a copy of the transcript shall be furnished to the arbitrator, the cost of such shall be paid as part of the costs for the arbitration proceedings.
 - d. All claims for back wages shall be limited to the amount of wages that an employee would have otherwise earned plus interest, less any state unemployment compensation or other salary s/he may have earned on a replacement job during the period of back pay.
- C) Any teacher or group of teachers shall have the right to present a grievance in accordance with these procedures. A group shall consist of teachers who hold the grievance in common.
- D) A teacher who participates in a grievance shall be free from disciplinary action or reprisal because of such participation.
- E) Failure of a grievant or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an adminis-

trator's failure to give a written decision within the time limits shall permit the grievance to proceed to the next step. The time limits, however, may be extended by mutual consent.

- F) It is agreed that any investigations or other handling or processing of any grievance by the grievant shall be conducted so as to result in no interference or interruption whatsoever of the teacher's obligations and duties related to the instructional program.
- G) While the grievance is being processed, the discussions relative to the grievance by any administrator with the aggrieved shall be made only in the presence of the designated representative, provided the teacher indicates in writing to the Superintendent and the Association that this is his/her desire.
- H) The parties agree to make every reasonable effort to schedule arbitration hearings at times when teachers can be present to represent the Association or testify as witnesses without interfering with their teaching or other assigned duties. If a teacher is required to represent the Association or testify during his/her regular assignment, said teacher shall be released for such purposes and the Association shall reimburse the District for the cost of the substitute(s) necessitated to comply with this provision.
- I) If a grievance arises from an action of the Superintendent, the grievance shall be filed at step 2.
- J) All documents, communications, and records generated by the processing of a grievance shall be filed separately from the personnel file of the grievant.
- K) If any employee or the Association files any claim or complaint in any court of law, with any governmental agency or with any adjudicative body other than under this grievance procedure, then the School District shall not be required to process the same claim or set of facts through the grievance procedure. This provision shall not apply to unfair labor practice changes filed with the Illinois Educational Labor Relations Board.
- L) A grievance may be withdrawn at any level by mutual consent of the parties without establishing precedent.

ARTICLE V – PROFESSIONAL COMPENSATION AND RELATED PROVISIONS

A) Compensation

1. The compensation schedules for teachers with Master's degrees for the 2007–08, 2008–09, 2009–10, 2010–11, and 2011-2012 school years shall be as set forth in appendices A, B, C, D and E of this Agreement.
2. The compensation schedules for teachers with Bachelor's degrees for the 2007–08, 2008–09, 2009–10, 2010–11, and 2011-2012 school years shall be as set forth in Appendices A, B, C, D and E of this Agreement. Such schedules shall be effective as of the first teacher employment day of each school year and include the 10.2% (9.4% TRS plus .8%THIS) of

the teacher's retirement contribution, which shall be paid to the Illinois Teachers' Retirement System.

3. Notwithstanding anything in the Agreement to the contrary, a teacher who is within four (4) years of being eligible to retire or eligible to retire pursuant to TRS, shall not receive an increase in the teacher's creditable earnings of greater than six percent (6%) over the teacher's previous year's creditable earnings.
4. When a teacher receives a Master's degree prior to the start of the school, the teacher will be advanced to step B of the Master's Schedule. If the teacher's current salary is in excess of the salary of Step B, the teacher shall be placed on the Master's Schedule at the salary level closest to the salary s/he last received in the District and then will be advanced one step. If this results in a salary which is less than the teacher would have received if s/he continued on the Bachelor's Schedule, s/he shall be advanced one additional step on the Master's Schedule. Salary adjustments for receipt of Master's degree shall be made upon receipt of an official college/university transcript indicating completion of the degree. When a teacher receives a Master's Degree during the school year, the teacher shall be placed on the Master's Schedule at the salary level closest to the salary currently being received.
5. Part time teachers will advance one step on the salary schedule for each calendar year of experience in the District effective with the 1998-99 contract year. Salary will be proportionate to their part time status.
6. Subject to satisfactory performance and where applicable, a person shall advance a step on the schedule with each full year of additional experience on the salary schedules.

B) Summer School

Summer school shall be compensated at the rate of thirty-seven and 68/100 (\$37.68) for the 2007-2008 school year (summer 2008). The rates for units and hourly pay referenced in this paragraph beginning with the 2008-2009 school year shall be increased by the CPI as established by Cook County Tax Cap Legislation each year.

C) Continued Professional Preparation

1. It is the expectation that all new teachers who are employed by the District will earn a Master's degree within seven (7) years of employment. Pre-approval for the master's program shall be obtained through the Human Resource Office. The teacher with Bachelor's degree in a pre-approved Master's program is eligible to receive up to one thousand dollars (\$1,000.00) per fiscal year toward tuition. Reimbursement cannot be used toward materials or fees. Teachers on Board approved leave are not eligible to receive tuition reimbursement for the year they are on leave.

2. Certified staff with a Master's Degree who hold an initial certificate must:
 - a. Fulfill all the state professional development requirements for his/her recertification,
 - b. Enter his/her recertification activity professional development activity on the (Illinois State Board of Education) ISBE (Educator Certification System) ECS, and
 - c. Provide an annual copy of his/her ISBE ECS professional development activity log to HR by the first Friday in May in order to receive an annual salary incremental increase.
 - d. Certified staff members with a Master's Degree who hold an initial certificate are eligible to receive \$200.00 per year tuition/workshop reimbursement under the following conditions:
 - Tuition/workshop must be pre-approved by the building principal, and
 - Following completion, request for reimbursement must be submitted to the Business Office with copy of principal's pre-approval, receipt of payment, and proof of completion.
3. Certified staff members with a Master's degree holding a standard certificate must:
 - a. Fulfill all the state professional development requirements for his/her recertification,
 - b. Enter his/her recertification activity professional development activity on the (Illinois State Board of Education) ISBE (Educator Certification System) ECS, and
 - c. Provide an annual copy of his/her ISBE ECS professional development activity log to HR by the first Friday in May in order to receive an annual salary incremental increase.
 - d. Certified staff members with a Master's degree holding a standard certificate are eligible to receive a tuition reimbursement of up to \$1,000.00 to be applied toward coursework/workshops in the 5 year period congruent with their recertification plan under the following conditions:
 - Tuition/workshop must be pre-approved by the building principal, and
 - Following completion, request for reimbursement must be submitted to the Business Office with copy of principal's pre-approval, receipt of payment, and proof of completion.
4. The District promotes staff acquisition of the National Board Certification and will provide payment of the required fees for up to four (4) new can-

didates per year provided the fees are not funded by the State of Illinois. In addition, each candidate will be allowed up to four (4) release days in the year of application, with pay to complete the requirements. Should a teacher need an additional year to complete the requirements, he/she will be allowed up to two (2) release days with pay during that year. Application to receive District compensation as outlined above should be made to the Education Committee according to the timeline and procedures developed by the Education Committee. Once a teacher has acquired the National Board Certification, he/she may mentor one District teacher per year through the process. The mentor shall receive a 1% stipend.

5. The District supports staff acquisition of a Doctoral degree and will provide up to four (4) release days during the dissertation process. Pre-approval for the doctoral program shall be obtained through the Human Resource Office.

D) Insurance Programs

During the term of this Agreement and any extension thereto, the Board will pay for the following insurance coverage for those full-time teachers who elect such coverage:

1. Full single premiums for the District Hospitalization and Major Medical Plan.
2. Full single premiums for the District Dental Plan.
3. Term life insurance equal to the teacher's salary rounded out to the next higher thousand dollars up to a maximum of \$50,000.
4. Disability insurance which shall provide the teacher with 60% of his/her salary after being disabled for a period of 90 days, said benefit to be provided in conjunction with the disability benefit provided under the Illinois Teachers' Retirement System.
5. Employee Assistance Program available for all staff.

Teachers may elect to use an amount equivalent to the full single premium cost for the Hospitalization and Major Medical Plan toward the cost of family coverage in the District Plan. The insurance plans adopted by the Board for 2007-08 shall constitute the minimum standards of coverage provided by the Board for the duration of this Agreement unless changes are mutually agreed upon by the Compensation Committee and the Board.

Part-time certified staff members (must work 50% or more for medical coverage and 75% or more for dental coverage) shall be provided these benefits on a pro-rata basis subject to approval of the insurance carriers.

E) Deductions

1. Salary Redirect

Each teacher may designate certain amounts of his or her salary which may be used for the benefits listed below, provided that the designated

benefit is a qualified benefit as defined in the Internal Revenue Code. The teacher must provide written notice of the dollar amounts elected to be used in each category prior to the onset of each plan year. New employees shall make such written election within ten (10) days of employment. If the amount elected in a given category is not used within the plan year, the unused amount shall be forfeited and may not be carried forward. Alterations in the amounts elected may not be made during the plan year except for changes in family or employment status as defined in Internal Revenue Service Regulations.

Benefits:

- a. Single Medical/Dental Insurance
- b. Family Medical Insurance
- c. Un-reimbursed Medical Expenses up to \$2,500
- d. Disability Insurance
- e. Group Life Insurance
- f. Dependent Care up to \$5,000

2. Payroll Deductions

Authorization for the following payroll deductions shall be by annual written consent of the professional employee:

- a. Tax sheltered annuities from authorized companies'
- b. United Fund,
- c. An approved credit union,
- d. Salary Redirect Plan,
- e. Long Term Care Insurance Plan from authorized companies.

3. Dues Payment

By October 1st of each year, the Association shall provide the Board with a list of members from whom current membership dues of the Association and its affiliates shall be deducted. The member may pay the dues in one lump sum, or the Association dues will be prorated and deducted from ten (10) consecutive paychecks beginning with the second paycheck in October. The dues authorization shall be irrevocable for the current school year. Termination of employment for any reason shall not constitute revocation of authorization for dues deduction. The remainder of the dues owed shall be deducted from the final paycheck of the teacher subject to the teacher's written authorization to do so.

All dues deducted by the Board shall be transmitted to the treasurer of the Association in five (5) installments during the months of November through March. The Association agrees to hold harmless and defend the Board from any and all claims, suits or other actions which may arise from

the deduction of dues under this section, provided only that the Board shall make such deductions and remittances as are provided herein.

F) Mileage

Teachers shall be paid at the mileage rate established annually by the Internal Revenue Service for all approved mileage to perform their assigned duties outside the District. In addition, teachers assigned to two or more buildings shall be paid at the Internal Revenue Service rate for pre-approved travel within the District. Such approval shall be provided when a teacher is required to travel between two or more buildings during the same school day in order to fulfill the teacher's assignment. This reimbursement shall not apply to travel for meetings within the District. Vouchers for reimbursement for travel shall be submitted on the appropriate District forms and shall verify date, distance and purpose of travel.

G) District Retirement

In order to be eligible for the benefits provided in this Section G, the Teacher must not have received an increase in creditable earnings in any year that would cause the Board to pay a penalty to TRS if the teacher retires at anytime after the teacher would begin to receive the salary increases included in this Section G. For example, a teacher that received greater than a 6% increase in his/her salary in any of the three (3) years prior to the year in which the teacher would start to receive benefits under this Section G, would not be eligible for these benefits.

1. Retirement Benefit For Retirees with at Least Fifteen Years of Service in the District

a. Retirement-Based, Four (4) Year Salary Increase

For Teachers with at least fifty-five (55) years of age at the time of retirement and who are retiring into the Illinois Teachers' Retirement System ("TRS") upon termination of his/her teaching service with the District, the Board agrees to increase such Teacher's last full-time salary rate by 6% of the Teacher's previous year's regular base salary for each year of the Teacher's employment with the District prior to retirement up to a maximum of four (4) years inclusive of all other compensation reportable to TRS, including but not limited to extra duty stipends or any other raise derived from changes to the salary schedule due to collective bargaining.

In order for a teacher to receive the 6% increase in a given year, the Teacher must submit a letter of intent to retire to the Human Resources Department by June 1 of the previous year, unless the Teacher is retiring at the end of the 2009-2010 or 2010-2011 school year with a three year or four year notice, respectively, in which case the retirement notice must be submitted by September 15, 2007.

b. Retirement Benefit Options

In addition to the salary increase provided in Section G.1a., teachers who provide notice of retirement pursuant to Section G.1a., have at least fifteen (15) years of service in the District and who are not retiring under the TRS Modified Early Retirement Option (“MERO”) shall be entitled to the post-retirement stipend in Paragraph ii below. A teacher with at least fifteen (15) years of service in the District who is retiring into TRS under MERO may choose between the following two retirement benefits:

- i. District Payment of the Teacher’s MERO Contribution The Board shall pay on behalf of the Teacher, the Teacher’s one-time contribution to TRS, to the extent required by law, pursuant to the TRS MERO thereby avoiding the early retirement reduction in allowance.
- ii. Post-Retirement Recognition Stipend The Board shall pay the Teacher a post-retirement recognition stipend based on the Teacher’s year of notice pursuant to the schedule below setting forth a stipend based upon a four (4) year notice. If a teacher gives less than four (4) years of notice, the post retirement recognition stipend set forth in the schedule will be reduced proportionately with each year of the four years counting as 25% of the total. Post retirement benefits under this Section will discontinue in the event the teacher leaves the District for any reason prior to the effective date of his/her retirement notice unless otherwise mutually agreed.

Letter of Intent to retire Due to the HR Dept.	Retirement Date	*6% salary increases	Post retirement recognition stipend
September 15, 2007	June 2010	2008, 2009, 2010	43,000
September 15, 2007	June 2011	2008, 2009, 2010, 2011	41,000
June 1, 2008	June 2012	2009, 2010, 2011, 2012	39,000
June 1, 2009	June 2013	2010, 2011, 2012, 2013	39,000
June 1, 2010	June 2014	2011, 2012, 2013, 2014	39,000
June 1, 2011	June 2015	2012, 2013, 2014, 2015	39,000

iii. Limitation on Participation

The Board may limit the number of Teachers eligible to participate under this Section G.1b. in any year to five (5) Teachers. Such limitation will be based on those who submit for retirement first.

2. Retirement Benefit For Retirees with Less Than Fifteen Years of Service in the District

Teachers who have less than fifteen (15) years of service in the District shall be entitled to a post-retirement stipend equal to Two Hundred Dollars (\$200.00) for each year of service in District 34, whether or not the teacher retires under MERO, pursuant to the schedule below. Post retirement benefits under this Section will discontinue in the event the teacher leaves the District for any reason prior to the effective date of his/her retirement notice unless otherwise mutually agreed.

Letter of Intent to retire Due to the HR Dept.	Retirement Date	Post Retirement Recognition Stipend
September 15, 2007	June 2010	
September 15, 2007	June 2011	
June 1, 2008	June 2012	
June 1, 2009	June 2013	
June 1, 2010	June 2014	\$200 for each year
June 1, 2011	June 2015	of service in District 34

3. If a teacher has provided 15 or more full years of service to the District, the Board shall make a partial payment toward the teacher’s health insurance premium, provided the teacher secures health insurance coverage through the Illinois Teachers’ Retirement System or channels other than the District’s policies. Such payment shall be no less than 5% of the premium for individual coverage under the District’s basic plan after 15 full years of service and 5% for each additional year of full time service thereafter up to 50% of the premium, provided that no premium increase shall exceed 15% of the previous year’s premium. Such payment shall be provided until the retiree reaches the age of eligibility for Medicare.

H) Committee Work, Specialist Stipends, District Summer Curriculum Development and Extra Duty Compensation

Committee Work, Specialist Stipends, District Summer Curriculum Development and Extra Duty Compensation are part of creditable earnings. Notwithstanding anything in the Agreement to the contrary, a teacher who is within four (4) years of being eligible to retire or eligible to retire pursuant to TRS, shall not receive an increase in the teacher’s creditable earnings of greater than six percent (6%) over the teacher’s previous year’s creditable earnings.

1. **Committee and Specialist Stipends:** Teachers who serve on the Education, Personnel, or Compensation Committees shall receive a 5% increase on their basic salary. Instructional Specialists will receive a stipend of \$3,588.00 for 2007–08. Instructional Specialists stipends shall be adjusted annually in accordance with the CPI as established by Cook Co. Tax. Cap Legislation. In addition to services provided during the school year, committee members may be expected to provide services during the summer recess, if necessary, to accomplish their assignment. Instructional

Specialists are expected to work an extended contract of up to five days during the summer for ongoing training and professional development related to the position. Committee work during the summer beyond these five days would be reimbursed at the contractual unit rate.

2. **Mentor Stipend:** Teachers assuming responsibilities for mentoring residents and interns as part of the Clinical School Program or teachers new to the District are eligible for a stipend as follows: mentors who supervise an Intern shall receive 2 1/2% above salary; mentors who supervise a first year teacher to the District or a Resident I shall receive 1 1/2% above salary and mentors who supervise a second year teacher to the District or a Resident II shall receive 1% above salary.
3. **District Summer Curriculum Development:** The Curriculum Subcommittee of Education will develop and/or approve District summer curriculum projects and assign an appropriate number of units to them. Each unit should require approximately 25 hours of professional input and shall be compensated at a rate of Nine Hundred forty-two and 02/100 (\$942.02). The rates for units and hourly pay referenced in this paragraph beginning with the 2007–2008 school year shall be increased by the CPI as established by Cook Co. Tax Cap Legislation each year.
4. **Extra Duty Compensation:** Stipends are appropriate for duties and responsibilities beyond reasonable professional expectations. The following extra duties are recognized as appropriate ones for which teachers may apply. The administration shall be responsible for determining which extra duties shall be filled and who will fill said extra duty from the applications received. In the event there are insufficient applications to fill the extra duty assignments, the Administration shall have the right to assign teachers to fill them on a fair and equitable basis, taking into consideration the teachers' qualifications. Teachers involuntarily assigned to playground and cafeteria supervision during the student lunch hour shall have the option of receiving the stipend or being granted a comparable duty-free lunch period between 11:00 a.m. and 2:00 p.m. in conformity with the Illinois School Code. In the event there are insufficient teachers willing to accept the stipend for playground and cafeteria supervision, the Administration may assign teachers to this duty on a fair and equitable basis and in a manner which s/he determines to be least disruptive to the normal school program.
 - a. Supervision Hall/bus/locker supervision (before and/or after-school) and activity period at middle schools - \$14.47/hr for the 2007–08 school year. Playground and/or cafeteria supervision - \$31.62/hr (At middle schools, supervisors shall have an option of \$2,750.00/yr).
 - b. Middle School Sports and Co-curricular Activities Middle School stipends for interscholastic athletics and co-curricular activities will be determined by the Compensation Committee and will be paid per the schedule rate with a cap on the number of hours. See Appendix E

for a complete list of stipends and their maximum allocation. The Compensation Committee will determine each building's allocation on an annual basis with input from Building Councils and current sponsors. Efforts will be made to keep similar core activities between both middle schools. If approved in advance by the principal or designee, two or more teachers may share stipend responsibilities; however, if such occurs, hours for such activities shall not increase. For all District 34 schools, the allocation for extra curricular activities is not meant to cover the cost of supplies or planning time. Each principal is responsible for reviewing the activities and each building council is responsible for approving the activities on an annual basis. Stipend recipients will complete a blue sheet for their hours on a weekly basis. In addition, stipend sponsors will be expected to keep a log noting the activities for each meeting and the number of students in attendance. Teachers, with the approval of the Building Council, may propose to pilot a new co-curricular activity. Proposals should include expected number of students, goals and objectives, philosophy, student expectations, meeting frequency and duration, and responsibilities of the sponsor. Proposals will then be submitted to the Education committee and would be approved for a one year pilot. Pilot sponsors would be compensated for a maximum of 20 hours at the schedule rate. No more than two pilots would be approved at each middle school for any given year.

c. Intermediate Stipends

The intermediate school stipend of \$5,573.00 will be allocated to each intermediate school building budget to allow the Building Council to allocate stipends for clubs and activities based on the needs of the students. The principals will make every effort to maintain consistency of core offerings. By October 15th of each year, the intermediate principals will bring to the Compensation committee a list of activities and stipends for that school. Each of the above stipends shall be adjusted annually in accordance with the CPI as established by Cook Co. Tax Cap Legislation beginning with the 2007–08 school year. The Compensation Committee will review on an annual basis the hours allocated to each position and shall determine if payment is hourly or by stipend.

I) Maintenance of Membership

1. Each teacher, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues. The obligation to pay a fair share fee does not apply to any teacher who was hired before July 1, 1989 and who was not a member of the Association on October 1, 1989.

2. In the event that the teacher does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the nonmember.
3. All dues deducted by the Board shall be transmitted to the treasurer of the Association in five (5) installments during the months of November through March.
4. In the event of any legal action against the Board brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - a. The Board gives prompt notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
 - b. The Board gives reasonable cooperation to the association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and all appellate levels.
5. The Association agrees that in any action so defended, it will indemnify and hold harmless the Board from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's non-negligent compliance with this Article. It is expressly understood that this hold harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board of the Board's imperfect execution of the obligations imposed upon it by this Article.
6. The obligation to pay a fair share fee will not apply to any teacher who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such teacher is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the teacher to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

ARTICLE VI – LEAVES

A) Sick Leave

Each participant shall be entitled to a total of fifteen (15) sick leave days with full pay per school year. Unused days shall be accumulated to a total of 360 days, in addition to the days granted for the current year. Sick leave shall be strictly 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, sons-in-law, daughters-in-law, aunts, uncles and legal guardians. The participant may be required to provide substantiation of personal illness or serious illness or death in the immediate family according to applicable state law. Participants who have exhausted all personal sick leave days may apply to the Sick Leave Bank Review Board for additional sick leave days. The Sick Leave Bank Review Board shall consist of three teachers (one primary, one intermediate and one middle school) elected by a process established by the GEA, a principal, the Director of Human Resources, and two representatives from the non-certified staff, one of whom is a teaching associate. The Board shall operate by consensus. The Sick Leave Bank initially shall be implemented for the 1994–95 school year by a contribution of 90 days by the District and one additional day by each participant employed as of 7/1/94 or hired after 7/1/94. A participant withdrawing from the bargaining unit for whatever reason will not be able to withdraw contributed days. The guidelines for use of the Sick Leave Bank shall be developed by the Sick Leave Bank Review Board and shall be subject to approval by the Board. The participants shall not hold the Sick Leave Bank Review Board, or the Administration of School District 34 liable for any decision made by the Sick Leave Review Board. All leave taken under the above provisions shall be deducted from the participant's twelve (12) week entitlement to unpaid Family and Medical Leave. On the recommendation of the Superintendent, the Board may grant leaves of absence without pay to persons on tenure for reasons of health when all accumulated sick leave shall have been used.

B) Personal Leave

Each teacher shall be entitled to two (2) days of personal leave without loss of pay per year. Personnel leave may be accumulated up to five (5) days. Unused personal leave days beyond five will be accumulated as sick leave. Personal days shall convert to accumulated sick leave days at the rate of one sick day per one day of unused personal leave. Written notification for such leave shall be submitted to the principal at least five (5) teacher employment days prior to the desired onset of such leave on form entitled "Personal Leave." Two (2) week notification is required for use of more than 2 consecutive personal leave days. In an emergency, such written notification shall be submitted as soon as practicable. Personal leave shall not be taken during the first five (5) or last five (5) teacher employment days, the day immediately preceding or the day following a school vacation or holiday or in conjunction with an extended leave without pay. These restrictions shall not apply to recognized religious holidays of the teacher's faith, attendance at a wedding or graduation of a member of the immediate family, a funeral not covered by sick leave, or an emergency which shall be explained. Personal leave shall not be used during a work stoppage of any kind.

C) Maternity/Parental Leave

A tenured teacher shall be eligible for maternity/parental leave without pay subject to the following conditions:

1. The teacher shall advise the Superintendent or his/her designee of the pregnancy no later than the fourth month of pregnancy or upon ascertainment of such condition, whichever shall be the later. At such time, she shall provide a written statement from her obstetrician or physician indicating the expected date of delivery and that in his/her opinion the teacher may safely continue in her employment and perform all her regular teaching duties during her pregnancy. From time to time, the Superintendent or his/her designee may request the teacher to furnish subsequent statements from her doctor indicating her continued ability to perform her teaching duties.
2. Application for such leave shall be made in writing to the Superintendent or his/her designee at least 90 calendar days prior to the anticipated birth of the child.
3. The Superintendent or his/her designee, in consultation with the teacher, shall develop a plan for the commencement and term of such leave with the understanding that in order to provide continuity in instruction, a teacher shall not begin a school year if the anticipated date of birth is prior to November 1st. The leave shall not exceed the balance of the school year during which the teacher delivers and one additional school year. The Superintendent or his/her designee shall provide the teacher with a written summary of the arrangements made under the provisions of this paragraph.
4. Sick leave shall not be applicable during the period of leave. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District.
5. Any teacher who has been employed for 100 or more days in the school year prior to the commencement of such leave shall be entitled to advancement on the salary schedule. If the leave exceeds the year in which such leave commences, the second year shall not be considered for step advancement on the salary scale.
6. In all instances where a teacher is granted a leave of six (6) months or more, as a condition thereof, s/he shall advise the Superintendent in writing no later than March 1st of the year in which the leave shall terminate that s/he intends to return to employment. Return to the District shall be in accordance with the previously agreed upon plan but shall be subject to changed educational and/or employment conditions in the District. Failure to advise the Superintendent or his/her designee of intent to return as required by this Agreement shall be treated as an election not to return to employment and as a resignation from the District.

7. A male teacher shall be entitled to a child rearing leave of absence. Such leave shall be unpaid and shall be subject to all of the applicable notices or other requirements of this section. Eligibility for such leave shall arise upon the anticipated birth of a child which the teacher has fathered.
8. All leave taken under this provision shall be deducted from the teacher's twelve (12) week entitlement to unpaid Family and Medical Leave.

D) Adoption Leave

A tenured teacher adopting a child three (3) years of age or younger may be entitled, upon request, to an adoption leave not to exceed the balance of the school year during which the child is legally assigned and one (1) additional school year provided the teacher notifies the Superintendent or his/her designee within thirty (30) days of submission of application for adoption. In all instances where a teacher is granted a leave of six (6) months or more, as a condition thereof, the teacher shall advise the Superintendent in writing no later than March 1st of the year in which the leave shall terminate that s/he intends to return to employment. Return to the District shall be in accordance with the previously agreed upon plan but shall be subject to changed educational and/or employment conditions in the District. Failure to advise the Superintendent or his/her designee of intent to return as required by the Agreement shall be treated as an election not to return to employment and as a resignation from the District. All leave taken under this provision shall be deducted from the teacher's twelve (12) week entitlement to unpaid Family and Medical Leave.

E) Leave of Absence

Upon written application, a leave of absence of one (1) year without pay may be granted by the Board to a maximum of five (5) tenured teachers per year. The Board shall not approve such leaves unless there is a reasonable expectation that the teacher intends to return to the District. Application for said leave must be submitted in writing to the Superintendent prior to March 1. Approved leaves will be for one academic year only and shall commence at the beginning of the school year. Sick leave shall not be applicable during the period of leave. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District. In all instances where a teacher is granted a leave of six (6) months or more, as a condition thereof, s/he shall advise the Superintendent in writing no later than March 1st of the year in which the leave shall terminate that s/he intends to return to employment. Return to the District shall be in accordance with the previously agreed upon plan but shall be subject to changed educational and/or employment conditions in the District. Failure to advise the Superintendent or his/her designee of intent to return as required by this Agreement shall be treated as an election not to return to employment and as a resignation from the District. It is understood that the granting of a leave is totally within the discretion of the Board and shall be non-precedential.

F) Duty Related Injury Leave

In case of any accident or injury to a teacher which shall have occurred in the course of and arising out of employment, and while the teacher was acting pursuant to Board policy, the Board shall continue the teacher's salary (but not including any extracurricular or other stipends) in full. At such date as the teacher shall begin to receive Workers Compensation payments, the Board shall reduce its salary payments to the teacher in the amount thereof. All such payments shall be without reduction of accumulated sick leave of the teacher. This paragraph shall cease to be effective at the end of the school year during which the injury occurred or on such date as the teacher would otherwise qualify for disability payments of any type under the Illinois Teachers' Retirement System, whichever shall first occur.

G) Religious Leave

Staff members shall be given an opportunity to use personal leave or provide compensatory service for observance of recognized religious holidays of the teacher's faith. Compensatory services shall be provided during a regular school vacation period if this option is selected. Such leave shall be granted upon written application to the Superintendent at least five (5) days prior to the holiday if that option is desired. Compensatory service shall be service provided under the direction of the Superintendent or his/her designee and shall be of equal duration to the time absent.

H) Court Leave

Court leave for jury or witness duty in any local, state or federal court shall be granted with full pay with the understanding that the Board reserves the right to attempt to get the teacher excused from said jury duty and provided the teacher remits to the school district any reimbursement given to the teacher for said activity excluding up to \$10.00 out-of-pocket costs per day for transportation and parking, subject to submission of vouchers for same. Court leave shall not apply when the person is a party to a lawsuit.

I) Military Leave

Whenever a tenured teacher leaves his/her position to fulfill his/her military obligation in any branch of the armed forces by induction or enlistment, for a period not to exceed four (4) school years, and return from the service with an honorable discharge or separation directly to District 34, said employee will be credited unused sick leave benefits and tenure rights earned prior to the time of his/her leave, and will be advanced on the District's salary schedule up to two (2) years, in the same manner as if s/he served this period in the employ of the District. Request for said leave shall be made to the Superintendent or his/her designee as soon as the induction notice is received or when the application for enlistment is made. Such leave shall be unpaid. In all instances where a teacher is granted military leave, as a condition thereof, the teacher shall advise the Superintendent in writing no later than March 1st of the year prior to which the teacher plans to resume teaching responsibilities of his/her

intent to do so. Assignment to a teaching position shall begin the August following discharge or separation from the military service and shall be subject to changed educational and/or employment conditions in the District. Failure to notify the Superintendent or his/her designee of his intent to return by March 1st of the year of discharge or separation as required by this Agreement shall be treated as an election not to return to employment and as a resignation from the District.

J) Leaves and School Closings

When the schools are officially closed by the Superintendent, no sick, personal or religious leave days previously arranged by a teacher shall be deducted for any day that schools are closed.

K) Hospitalization Insurance During Leave

A tenured teacher who has been granted a leave of absence shall have a right to participate in the District's insurance programs, provided said teacher applies for same in writing, the insurance carrier (s) concur(s), and the teacher makes timely payments for the full premiums. Premiums shall be payable beginning with the first full month of the leave until the first full month when the teacher returns to active employment.

ARTICLE VII – TEACHER EVALUATION

A) Types and Purposes of Evaluation

There shall be three (3) types of evaluation:

1. Type A Evaluation - for the purpose of determining whether a teacher is performing at an excellent, satisfactory or unsatisfactory level.
2. Type B Evaluation - for the purpose of selecting Consulting Teachers.
3. Type C Evaluation - for the purpose of providing professional growth.

B) Personnel Committee

1. All evaluation procedures shall be conducted under the auspices of the Personnel Committee.
2. The Personnel Committee shall have the following responsibilities:
 - a. To monitor Type A and Type C evaluations on a continuing basis to assure their reliability and validity.
 - b. To formulate, review and revise, as needed, the criteria, instruments and procedures used to assess standards of satisfactory performance in Type A evaluations. The expectations outlined in the Agreement, especially the section on the Teacher's Role, should serve as a guide to the Personnel Committee in its deliberations.
 - c. To select Consulting Teachers and to develop the methods and criteria to be utilized in determining which applicants are to be selected

as Consulting Teachers pursuant to the provisions of Chapter 105s 5/24A-5 of the Illinois School Code as well as any other criteria which the Committee shall deem appropriate.

C) Procedures for Type A and Type C Evaluations

1. Scope of the Evaluation Process

The performance of each teacher shall be monitored on an ongoing basis. A teacher's evaluation shall be based on the quality of instruction as determined by formal and informal classroom observations, relationships with students, parents, teachers and administrators, professionalism and other areas as outlined in the formal evaluation instrument.

2. Notification of Evaluation Process

As part of the teacher orientation process in the District, all new teachers will be informed of the evaluation procedures, standards and instruments to be used. Each teacher shall sign a statement indicating participation in the orientation regarding an understanding of the evaluation procedures.

3. Procedural Bar to Evaluations

No evaluation shall take place until the above orientation has taken place.

4. Evaluation of Traveling and/or Unassigned Teachers

A teacher assigned to several buildings shall be evaluated by the building principal of the building to which the teacher is assigned for the majority of his/her teaching time with input from the principal(s) from the other buildings in which s/he teaches. If the time spent in two buildings is identical, the Personnel Committee shall determine who shall evaluate the teacher.

5. Goal Setting Conference

By November 1st of each year, each teacher and principal shall meet to establish appropriate goals which shall be mutually agreed to for the teacher. If goals cannot be mutually agreed upon, either party may request assistance from the Personnel Committee to identify goals which would be appropriate for the teacher.

6. Formal Observation Process:

- a. A full-time first and second year non-tenured teacher shall be formally observed not less than twice per semester. A full-time third and fourth year non-tenured teacher shall be formally observed not less than once per semester.
- b. A part-time non-tenured teacher and a tenured teacher shall be formally observed not less than once each year.
- c. Each formal observation shall include a pre-observation conference during which the teacher shall share his/her plans, procedures or

methodology and expectations for the lesson. A date and time for the observation shall be set at this conference.

- d. The principal shall prepare a written report on each formal observation and shall give a copy of the report to the teacher at a post observation conference which shall be held within five (5) working days after the formal observation unless another time is mutually agreed to by both parties.

7. Informal Observations

The principal shall make as many informal observation visits as s/he deems necessary to properly assess the teaching effectiveness of the teacher. These observations need not be pre-announced nor do they require pre- or post-observation conferences.

8. Formal Evaluation Conference:

- a. A non-tenured teacher shall be evaluated at least twice annually.
- b. A tenured teacher shall be evaluated not less than once every two years.
- c. The evaluation conferences shall be held in the spring to review the teacher's performance during the prior year(s). As part of the evaluation process, the principal shall rate a teacher as satisfactory or unsatisfactory in relation to the professional expectations in the District. If a teacher is rated unsatisfactory, the reasons for such shall be stated in specific terms. Before a principal rates a teacher as unsatisfactory, the principal shall have conducted a minimum of two formal observations of the teacher.

9. Remediation Procedure for Tenured Teachers in Event of Unsatisfactory Performance

A tenured teacher shall have a remediation plan and procedure developed and implemented in accordance with Chapter 105s 5/24A-5, of the Illinois School Code.

10. Teacher's Right to Respond

Each teacher shall be required to sign and be given a copy of the Evaluation Report prepared by the principal at the end of an evaluation conference. A teacher may respond in writing to the evaluation if s/he so desires. The written response shall be signed by the principal to acknowledge s/he has received and read the response. The response will then be appended to the teacher's evaluation and placed in his/her personnel file. The signature of the teacher and/or principal on the evaluation form or response indicates knowledge of the report but not necessarily concurrence with the report or response.

11. Consulting Teacher Role

The Consulting Teacher shall be assigned to a teacher rated "unsatisfactory" to provide advice on how to improve teaching skills and to success-

fully complete the remediation plan. The Consulting Teacher will not be used by either party in any dismissal hearings. No statements attributable to the Consulting Teacher will be admissible in written evaluations or dismissal hearings.

D) Procedures for Type B Evaluations

1. Teachers interested in becoming Consulting Teachers shall apply to the Personnel Committee.
2. The Personnel Committee shall establish the procedures for selection of the Consulting Teachers. As part of the selection process, the Personnel Committee may utilize a process consisting of peer review by teachers in the same subject area or grade level.

E) Procedures for Type C Evaluation

1. Any teacher may apply for Type C Evaluation who has met all standards on the evaluation instrument for two additional cycles beyond obtaining tenure or being placed on cycle (part-time teachers only).
2. The plan/project/research must be initiated in the first year of the evaluation cycle, presented on or before the goal setting conference with the principal and mutually agreed upon by the teacher and principal.
3. A principal may remove a teacher from Type C Evaluation and return the teacher to the process and procedures of Type A Evaluation. In such instances the principal shall provide in writing reason for the change in Evaluation type.

F) The Board shall hold harmless Consulting Teachers and Personnel Committee members from any legal liability arising from the performance of their duties in these respective areas.

G) The content of any evaluation or observation report is not grievable.

H) Failure to comply with a procedural step in this evaluation process shall not prevent the Board from placing a tenured teacher on remediation nor prevent the Board from releasing a non-tenured teacher.

ARTICLE VIII – NO STRIKE

The Board and Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means, and agreements shall result from negotiating in good faith. The Association, therefore, agrees that there shall be no strikes, work stoppages or other concerted action or refusal to fully perform job functions and responsibilities or other clear disruption of the operations of the District by the Association or by its officers, agents or members during the term of this Agreement.

ARTICLE IX – JOB SHARE

Full time, tenured teachers may apply for participation in the Job Share Program in accordance with a process developed and monitored by the Personnel Committee.

ARTICLE X – LOCAL PROFESSIONAL DEVELOPMENT COMMITTEE

IN ACCORDANCE WITH THE Section 21-14 of the School Code [105 ILCS 5/21-14] a Local Professional Development Committee is established to approve recertification plans, monitor progress, verify completed activities and recommend certificate renewal. The LPDC shall be composed of a primary teacher, an intermediate teacher and a middle school teacher, an alternate, a community representative and a District administrator. The Association shall select a primary, intermediate, middle school and alternative teacher to serve on the LPDC. The superintendent shall appoint a District administrator to serve on the LPDC and make a recommendation regarding the community representative. The term of each teacher representative shall be three years. The district administrator shall be the chairperson. The LPDC shall call meetings as often as it deems necessary to approve, monitor, verify and recommend certificate renewal. Teacher members of the LPDC will receive a yearly stipend equal to one unit rate of pay. The District and the Association shall equally share the cost of the stipend.

APPENDICES

APPENDIX A

GLENVIEW PUBLIC SCHOOLS TEACHER SALARY SCHEDULE 2007-2008

BACHELOR		RESIDENT		MASTER	
STEP	AMOUNT	STEP	AMOUNT	STEP	AMOUNT
B-F	\$36,274	RES 1	\$21,500	M-B	\$43,823
B-G	\$36,768	RES 2	\$22,500	M-C	\$45,542
B-H	\$37,229			M-D	\$47,328
B-I	\$37,660			M-E	\$49,184
B-J	\$38,819			M-F	\$51,595
B-K	\$39,978			M-G	\$53,787
B-L	\$41,137			M-H	\$56,785
B-M	\$42,297			M-I	\$59,949
B-N	\$43,456			M-J	\$63,290
B-O	\$44,615			M-K	\$66,816
B-P	\$45,774			M-L	\$70,539
B-Q	\$46,934			M-L+1	\$73,090
B-R	\$48,093			M-L+2	\$74,552
B-S	\$49,251			M-L+3	\$76,042
B-T	\$50,412			M-L+4	\$77,563
B-U	\$51,571			M-L+5	\$79,114
B-V	\$52,729			M-L+6	\$80,697
B-W	\$53,889			M-L+7	\$82,310
B-X	\$55,048			M-L+8	\$83,956
B-Y	\$56,207			M-L+9	\$85,635
B-Z	\$57,367			M-L+10	\$87,348
B-Z+1	\$58,525				
B-Z+2	\$59,696				
B-Z+3	\$60,324				
B-Z+4	\$61,487				
B-Z+5	\$62,830				
B-Z+6	\$64,087				
B-Z+7	\$65,369				
B-Z+8	\$66,676				
B-Z+9	\$68,010				

Notwithstanding anything in the Agreement to the contrary, a teacher who is within four (4) years of being eligible to retire or eligible to retire pursuant to TRS, shall not receive an increase in the teacher's creditable earnings of greater than six percent (6%) over the teacher's previous year's creditable earnings.

APPENDIX B

GLENVIEW PUBLIC SCHOOLS TEACHER SALARY SCHEDULE 2008-2009

BACHELOR		RESIDENT		MASTER	
STEP	AMOUNT	STEP	AMOUNT	STEP	AMOUNT
B-F	\$36,727	RES 1	\$21,500	M-B	\$45,120
B-G	\$37,181	RES 2	\$22,500	M-C	\$47,329
B-H	\$37,687			M-D	\$49,185
B-I	\$38,160			M-E	\$51,114
B-J	\$38,601			M-F	\$53,119
B-K	\$39,789			M-G	\$55,722
B-L	\$40,978			M-H	\$58,090
B-M	\$42,166			M-I	\$61,328
B-N	\$43,354			M-J	\$64,745
B-O	\$44,542			M-K	\$68,353
B-P	\$45,731			M-L	\$72,161
B-Q	\$46,919			M-L+1	\$74,771
B-R	\$48,107			M-L+2	\$77,476
B-S	\$49,295			M-L+3	\$79,025
B-T	\$50,483			M-L+4	\$80,605
B-U	\$51,672			M-L+5	\$82,217
B-V	\$52,860			M-L+6	\$83,861
B-W	\$54,047			M-L+7	\$85,539
B-X	\$55,237			M-L+8	\$87,249
B-Y	\$56,424			M-L+9	\$88,994
B-Z	\$57,612			M-L+10	\$90,773
B-Z+1	\$58,801			M-L+11	\$92,589
B-Z+2	\$59,989				
B-Z+3	\$61,188				
B-Z+4	\$61,832				
B-Z+5	\$63,024				
B-Z+6	\$64,401				
B-Z+7	\$65,689				
B-Z+8	\$67,003				
B-Z+9	\$68,343				

Notwithstanding anything in the Agreement to the contrary, a teacher who is within four (4) years of being eligible to retire or eligible to retire pursuant to TRS, shall not receive an increase in the teacher's creditable earnings of greater than six percent (6%) over the teacher's previous year's creditable earnings.

APPENDIX C

GLENVIEW PUBLIC SCHOOLS TEACHER SALARY SCHEDULE 2009-20010

BACHELOR		RESIDENT		MASTER	
STEP	AMOUNT	STEP	AMOUNT	STEP	AMOUNT
B-F	\$37,186	RES 1	\$21,500	M-B	\$46,456
B-G	\$37,645	RES 2	\$22,500	M-C	\$48,730
B-H	\$38,110			M-D	\$51,116
B-I	\$38,629			M-E	\$53,120
B-J	\$39,114			M-F	\$55,203
B-K	\$39,566			M-G	\$57,368
B-L	\$40,784			M-H	\$60,180
B-M	\$42,002			M-I	\$62,737
B-N	\$43,220			M-J	\$66,234
B-O	\$44,438			M-K	\$69,925
B-P	\$45,656			M-L	\$73,821
B-Q	\$46,874			M-L+1	\$76,491
B-R	\$48,092			M-L+2	\$79,257
B-S	\$49,310			M-L+3	\$82,124
B-T	\$50,528			M-L+4	\$83,767
B-U	\$51,745			M-L+5	\$85,441
B-V	\$52,964			M-L+6	\$87,150
B-W	\$54,182			M-L+7	\$88,893
B-X	\$55,398			M-L+8	\$90,671
B-Y	\$56,618			M-L+9	\$92,484
B-Z	\$57,834			M-L+10	\$94,333
B-Z+1	\$59,052			M-L+11	\$96,220
B-Z+2	\$60,271			M-L+12	\$98,144
B-Z+3	\$61,488				
B-Z+4	\$62,718				
B-Z+5	\$63,378				
B-Z+6	\$64,599				
B-Z+7	\$66,011				
B-Z+8	\$67,331				
B-Z+9	\$68,678				
B-Z+10	\$70,052				

Notwithstanding anything in the Agreement to the contrary, a teacher who is within four (4) years of being eligible to retire or eligible to retire pursuant to TRS, shall not receive an increase in the teacher's creditable earnings of greater than six percent (6%) over the teacher's previous year's creditable earnings.

APPENDIX D

GLENVIEW PUBLIC SCHOOLS
TEACHER SALARY SCHEDULE
2010-2011

BACHELOR		RESIDENT		MASTER	
STEP	AMOUNT	STEP	AMOUNT	STEP	AMOUNT
B-F	\$37,651	RES 1	\$21,500	M-B	\$47,831
B-G	\$38,116	RES 2	\$22,500	M-C	\$50,173
B-H	\$38,586			M-D	\$52,629
B-I	\$39,063			M-E	\$55,205
B-J	\$39,595			M-F	\$57,370
B-K	\$40,092			M-G	\$59,619
B-L	\$40,555			M-H	\$61,957
B-M	\$41,804			M-I	\$64,995
B-N	\$43,052			M-J	\$67,756
B-O	\$44,300			M-K	\$71,533
B-P	\$45,549			M-L	\$75,519
B-Q	\$46,797			M-L+1	\$78,250
B-R	\$48,046			M-L+2	\$81,080
B-S	\$49,294			M-L+3	\$84,013
B-T	\$50,542			M-L+4	\$87,052
B-U	\$51,791			M-L+5	\$88,793
B-V	\$53,038			M-L+6	\$90,568
B-W	\$54,288			M-L+7	\$92,379
B-X	\$55,536			M-L+8	\$94,226
B-Y	\$56,783			M-L+9	\$96,111
B-Z	\$58,033			M-L+10	\$98,033
B-Z+1	\$59,280			M-L+11	\$99,993
B-Z+2	\$60,529			M-L+12	\$101,993
B-Z+3	\$61,778			M-L+13	\$104,033
B-Z+4	\$63,026				
B-Z+5	\$64,286				
B-Z+6	\$64,963				
B-Z+7	\$66,214				
B-Z+8	\$67,662				
B-Z+9	\$69,015				
B-Z+10	\$70,795				
B-Z+11	\$71,803				

Notwithstanding anything in the Agreement to the contrary, a teacher who is within four (4) years of being eligible to retire or eligible to retire pursuant to TRS, shall not receive an increase in the teacher's creditable earnings of greater than six percent (6%) over the teacher's previous year's creditable earnings.

APPENDIX E

GLENVIEW PUBLIC SCHOOLS TEACHER SALARY SCHEDULE 2011-2012

BACHELOR		RESIDENT		MASTER	
STEP	AMOUNT	STEP	AMOUNT	STEP	AMOUNT
B-F	\$38,122	RES 1	\$21,500	M-B	\$49,247
B-G	\$38,592	RES 2	\$22,500	M-C	\$51,658
B-H	\$39,069			M-D	\$54,186
B-I	\$39,551			M-E	\$56,839
B-J	\$40,039			M-F	\$59,621
B-K	\$40,585			M-G	\$61,959
B-L	\$41,094			M-H	\$64,389
B-M	\$41,569			M-I	\$66,914
B-N	\$42,849			M-J	\$70,194
B-O	\$44,128			M-K	\$73,177
B-P	\$45,408			M-L	\$77,255
B-Q	\$46,688			M-L+1	\$80,050
B-R	\$47,967			M-L+2	\$82,945
B-S	\$49,247			M-L+3	\$85,945
B-T	\$50,526			M-L+4	\$89,053
B-U	\$51,806			M-L+5	\$92,275
B-V	\$53,086			M-L+6	\$94,120
B-W	\$54,364			M-L+7	\$96,002
B-X	\$55,645			M-L+8	\$97,922
B-Y	\$56,925			M-L+9	\$99,880
B-Z	\$58,203			M-L+10	\$101,878
B-Z+1	\$59,484			M-L+11	\$103,915
B-Z+2	\$60,762			M-L+12	\$105,993
B-Z+3	\$62,042			M-L+13	\$108,113
B-Z+4	\$63,323			M-L+14	\$110,275
B-Z+5	\$64,601				
B-Z+6	\$65,893				
B-Z+7	\$66,587				
B-Z+8	\$67,870				
B-Z+9	\$69,353				
B-Z+10	\$70,740				
B-Z+11	\$72,155				
B-Z+12	\$73,598				

Notwithstanding anything in the Agreement to the contrary, a teacher who is within four (4) years of being eligible to retire or eligible to retire pursuant to TRS, shall not receive an increase in the teacher's creditable earnings of greater than six percent (6%) over the teacher's previous year's creditable earnings.

APPENDIX F

GLENVIEW PUBLIC SCHOOLS

MIDDLE SCHOOL STIPENDS

Interscholastic Athletics	Maximum Hours	Maximum Stipend 2006-07	Maximum Stipend 2007-08
Cross Country	120	\$1,895	\$1,959
Assistant Cross Country			\$1,306
Volleyball girls 7	100	\$2,947	\$3,048
Volleyball girls 8	100	\$2,947	\$3,048
Volleyball boys 7	100	\$2,947	\$3,048
Volleyball boys 8	100	\$2,947	\$3,048
Soccer 7	100	\$2,316	\$2,395
Soccer 8	100	\$2,316	\$2,395
Track boys	140	\$2,632	\$2,721
Track girls	140	\$2,632	\$2,721
Basketball girls 7	180	\$4,211	\$4,354
Basketball girls 8	180	\$4,211	\$4,354
Basketball boys 7	180	\$4,211	\$4,354
Basketball boys 8	180	\$4,211	\$4,354
Spirit Squad	130	\$2,211	\$2,286
Athletic Director	220	\$5,053	\$5,224

Notwithstanding anything in the Agreement to the contrary, a teacher who is within four (4) years of being eligible to retire or eligible to retire pursuant to TRS, shall not receive an increase in the teacher's creditable earnings of greater than six percent (6%) over the teacher's previous year's creditable earnings.

APPENDIX F *continued*
 GLENVIEW PUBLIC SCHOOLS
 MIDDLE SCHOOL STIPENDS

Interscholastic Athletics	Maximum Hours	Maximum Stipend 2006-07	Maximum Stipend 2007-08
Global Language Club	35	\$895	\$925
Jazz Band	35	\$1,053	\$1,088
Show Choir	35	\$1,053	\$1,088
Drama Club	35	\$737	\$762
Art Club	35	\$895	\$925
Math Club	20	\$447	\$463
Student Council	100	\$1,053	\$1,088
Yearbook	60	\$895	\$925
Builders Club	35	\$895	\$925
Science/Tech Club	35	\$895	\$925
School Drama Performance			
Director	140	\$3,684	\$3,809
Producer	30	\$737	\$762
Set and Props Coord.	30	\$1,053	\$1,088
Musical Director	30	\$1,053	\$1,088
Ensemble (instrumental)	20	\$447	\$463
pod cast	20	\$447	\$463
Max. Total Stipends at Attea		\$63,921	\$66,094
Max. Total Stipends at Springman		\$63,921	\$66,094
District Wide Jazz Ensemble		\$811	\$838
Total District MS Stipends		\$128,652	\$133,026

**** middle school per hour rate does not correspond with above**

Notwithstanding anything in the Agreement to the contrary, a teacher who is within four (4) years of being eligible to retire or eligible to retire pursuant to TRS, shall not receive an increase in the teacher's creditable earnings of greater than six percent (6%) over the teacher's previous year's creditable earnings.

