

**AGREEMENT BETWEEN**

**THE BOARD OF EDUCATION**

**SESSER-VALIER COMMUNITY UNIT SCHOOL DISTRICT NO. 196**

**AND**

**SESSER-VALIER EDUCATION ASSOCIATION  
IEA/NEA**

**2019-2020**

**2020-2021**

**2021-2022**

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## **ARTICLE I**

### **RECOGNITION**

The Board of Education of Sesser-Valier Community Unit School District No. 196, hereinafter referred to as the Board, and the Sesser-Valier Education Association, hereinafter referred to as the Association, recognize that the ultimate aim of public schools is to provide the best education possible for children and youth in the district. Attainment of the educational objectives is a joint responsibility of the Board of Education, the administration and supervisory staff, and the professional teaching personnel, including staff participation in the consideration of items listed in Article III, Section A.

The Board of Education of Sesser-Valier Community Unit School District No. 196 recognizes the Sesser-Valier Education Association, an affiliate of the Illinois Education Association and the National Education Association, as the sole negotiating agent for the certificated employees of the District, except for the Superintendent and building principals.

## **ARTICLE II**

### **PRINCIPLES**

#### **A. Attaining Objectives**

Attainment of educational objectives of the District requires mutual understanding and cooperation between the Board, the administrative and supervisory staff, and the professional teaching personnel.

To this end, free and open exchange of views is desirable and necessary, with all parties participating in deliberations as defined in Article III, Section A.

#### **B. Professional Teaching Personnel**

It is recognized that teaching is a profession requiring specialized educational qualifications and that the success of the educational program in the District depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with the conditions under which their services are rendered. As evidence of their acceptance of the professional rights and responsibilities of teachers, the Association pledges itself to abide by the Code of Ethics of the Teaching Profession.

It is further recognized that teachers have the right to join, or not to join, any organization for their professional or economic improvement. Further, any individual or group of teachers may present their view to the Board.

#### **C. Board of Education**

It is recognized that the legal responsibility for education is vested in the local Board of Education, and that this responsibility of final decision making cannot be delegated. However, the Board agrees to good faith negotiations. Final authority rests with the decisions of the Board of Education.

#### **D. Administration**

It is recognized that the Administration has a dual role to fulfill, as educational and professional leader of the staff and as chief administrative officer of the Board of Education. It is recognized that the administration has the responsibility to help provide those conditions which enable teachers and other staff members to achieve their professional goals within a framework of improved educational service to the pupils. Therefore, administration should be involved in decisions on matters which affect the exercise of their responsibility.

**E. Good Faith Negotiation**

Good Faith Negotiation is defined as a forthright, open exchange between both parties avoiding circumvention and delusiveness. Good Faith Negotiations are exemplified as replying in good conscience as to why a proposal is or is not acceptable.

**ARTICLE III**

**NEGOTIATION PROCEDURES**

**A. Scope**

Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith with respect to:

1. Salaries
2. Wage related fringe benefits
3. Conditions of employment
4. Grievance procedure

**B. Committee Membership**

Designated representatives of both the Board and of the Association shall constitute a joint negotiating committee for the conducting of good faith negotiations. Each team is to be represented at each negotiating session by no more than five (5) representatives.

**C. Meetings**

If negotiations are requested by either party on matters specified in Article III, Section A, the other party shall be notified in writing by January 15<sup>th</sup> of any year this Agreement is in force and such negotiations shall begin no later than the first Tuesday following the first Monday in February.

Special meetings between the participating parties will be called upon written request of any of the parties; the request shall contain the reason for the meeting. A mutually agreeable meeting date will be set within fifteen (15) days.

Facts, opinions and proposals will be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement.

All professional negotiation meetings shall be closed meetings with only participating Board and staff representatives in attendance.

**D. Communication**

Requests to the Superintendent shall be made to him or his designated representative; requests to the Board shall be made through the Superintendent; and requests to the Association shall be through the Superintendent.



**E. Information**

The Board and the Superintendent agree to furnish to the Association's members of the Professional Negotiation Committee, in accordance with their reasonable requests, appropriate information concerning financial resources of the District, tentative budgetary requirements and allocations, and such routinely prepared information as will assist the Association in developing intelligent, accurate, and constructive programs on behalf of the teachers and their students. Nothing herein shall require the central administration staff to research and assemble information.

The Association will furnish copies of any pertinent information as reasonably requested by the Superintendent or Board.

**F. Requests for Assistance**

All participants have the right to utilize the services of consultants in deliberations. However, the official spokesman shall be the designated negotiator for the party.

**G. Agreement**

Tentative agreements may be reached at any stage of the negotiations. When such tentative agreement is reached both parties shall initial such proposal as an indication of tentative agreement. Such agreement is subject to change by either party prior to final acceptance. When the Association and Board reach tentative agreement on all matters being negotiated, they will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval. Upon ratification by both parties, they shall become an appendix to this Agreement. When necessary, provisions in the Agreement shall be reflected in the individual contract. The Agreement shall not discriminate against any member of the teaching staff, regardless of membership or non-membership in the teachers' organization.

**H. Failure to Reach Agreement**

**Mediation**

If the parties fail to reach agreement, either party may request the assistance of a mediator to assist in the resolution of outstanding issues. In the event that one party requests assistance, the other party shall join in the request for assistance. The Federal Mediation and Conciliation Service (FMCS) shall be notified and shall provide a mediator.

The format, dates, and times of meeting will be arranged by the mediator, and such meetings will be conducted in closed session.

The mediator shall meet with the parties or their representatives, or both, forthwith, either jointly or separately, and shall take such other steps as he/she deems appropriate in order to persuade the parties to resolve their differences and effect a mutually acceptable

agreement, provided that the mediator shall not, without the consent of both parties, make findings of fact or recommend terms of settlement.

## ARTICLE IV

### GRIEVANCE PROCEDURE

#### **A. Definition**

Any claim by the Association or a teacher that there has been a violation, misinterpretation or misapplication of any of the terms of the Agreement shall be a grievance.

#### **B. Time Limits**

All time limits herein shall consist of school days except that when a grievance is submitted fewer than ten (10) days before the last day of school, time limits shall consist of school business days so that the matter may be resolved as soon as possible after the close of the school term. Time limits may be extended only with the written consent of the Superintendent and the Association.

#### **C. Procedure**

Step 1: An employee and his principal should first attempt to resolve a grievable problem through free and informal communications. When requested by either party, the Association representative may intervene to assist in this resolution. However, should such informal processes fail to satisfy the supervisor and the teacher, then a grievance may be processed as follows.

Step 2: If the complaint is not resolved in the initial meeting, the employee must present the problem in writing within twenty (20) days after the occurrence of the event giving rise to the grievance. This written complaint is to be presented to the Superintendent who will arrange a meeting within ten (10) days. The Association's representative, the Superintendent or his designee, and the grievant shall be present for the meeting.

The Superintendent shall provide the grievant with a written answer on the grievance within ten (10) days. Such answer shall include the reasons on which such answer is based.

Step 3: If the problem is not resolved at Step 2, the employee may request a meeting with the Board of Education to be convened within thirty (30) days of the request. The Association's representative, the Superintendent or his designee and the grievant shall be present at the meeting. Within ten (10) days of the meeting, the Board of Education shall provide a written response to the Association and the grievant, including the reasons for its decision.

**D. Arbitration**

If either party is not satisfied with the disposition of the grievance at Step 3, or the Step 3 time limits expire without action, then either the Association or the Board may submit the grievance to binding arbitration under the rules of the American Arbitration Association which shall act as administrator of the proceedings. If neither party files a demand for arbitration within thirty (30) days of the date for the Step 3 reply, then the grievances shall be deemed withdrawn.

The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of this Agreement. His authority will be strictly limited to deciding only the issue or issues presented to him in writing by the School Board and the Association. However, it is mutually agreed that the arbitrator is empowered to include in his award such financial reimbursements as he judges to be proper. Each party shall bear the full cost for its side of the arbitration and will pay one-half (1/2) of the cost for the arbitrator.

**E. Other**

Provided both parties agree, Step 1 and/or Step 2 of the Grievance Procedure may be bypassed and the grievance brought directly to the next step.

No disposition of any grievance shall be in conflict with any of the terms or conditions of this Agreement.

By mutual agreement a grievance may be settled at any step without establishing precedent.

A grievance arising under this contract may be processed through the grievance procedure until resolution even after expiration of the contract.

**ARTICLE V**

**EMPLOYMENT CONDITIONS**

**A. School Calendar**

The Association shall be consulted annually by the Superintendent on the preparation of the school calendar for the coming academic year.

**B. School Policies**

A copy of the school policies shall be available to any teacher in the office of the Superintendent and the school's library(ies). All revisions in such policies shall be posted in the school offices and the three (3) teacher plan rooms within seven (7) days of its effective date.

**C. Non-Discrimination**

The Board and the Association agree that it is their mutual responsibility to treat all members of the bargaining unit in a fair and equitable manner. Accordingly, the Board and the Association agree that they will not discriminate against any staff member with respect to hours, wages, terms and conditions of employment, and equal representation by reason of the employee's membership or non-membership in any professional organization or participation or non-participation in any grievance, work stoppage or other job action. Further, the Association and its members agree not to discriminate against Board members and their families because of any contract dispute between the parties.

**D. Teacher Qualifications**

It is the desire of the Board to have all teachers fully qualified in the fields they teach and to work toward this goal as personnel and circumstances allow.

**E. Preparation Time**

The Board shall guarantee at least thirty (30) consecutive minutes per day, free of student contact, as a preparation period for each teacher.

**F. Pupil-Teacher Ratio**

The Board and the Association agree that pupil-teacher ratio is the major determining factor in relation to hiring and retention of personnel, the utilization of present facilities, and any future construction or building programs in the District.

**G. Student Discipline Procedure**

Although the Board recognizes that the teacher has the responsibility for the maintenance of discipline within his/her classroom, the Board also recognizes its responsibility to give all reasonable support and assistance to the teacher with respect to the maintenance of control and discipline in the classroom.

**H. Special Education Needs**

The Board shall attempt to satisfy needs of special education students by working to improve the present program.

**I. Notification of Assignments**

Teachers shall be given written notice of any tentative change in teaching assignments for the forthcoming year no later than seventy-five (75) days before the opening of school. In the event it is necessary to change the tentative teaching assignments after that date, the teacher affected shall be promptly notified and consulted. If the change in teaching assignment is not acceptable to the teacher, the teacher shall be allowed to resign with thirty (30) days notice.

**J. Notification of Vacancy**

All staff members are encouraged to apply for vacancies in which they are interested and qualified. The Board and Association believe that it is in the best interest of the students and the District for assignments to be made on the basis of qualifications and needs.

Whenever there are any vacancies in the District, any teacher may request to fill the position. Notification of such vacancies shall be posted in the school offices and the three (3) plan rooms. If any vacancies occur during the summer vacation, notification will be made by mail at the time of the first pay period following the vacancy.

**K. Faculty Meetings**

Faculty meetings shall be held as often as necessary on school time.

**L. Personnel Files**

All teachers shall have the right to examine their personnel file at any time and shall be made aware of any material placed in that file following the inception of this Article.

**M. Reduction in Personnel**

The Board and Association agree that, in the event of reduction of any personnel, the Board will conform and abide by the applicable sections of the School Code (105 ILCS 5/24-11; 105 ILCS 5/24-12 and 105 ILCS 5/10-23.5).

**N. Contractual Continued Service**

Contractual continued service in the District shall conform to the School Code (105 ILCS 5/24-11 and 105 ILCS 5/24-12).

**O. Representation on Agenda**

A representative of the Sesser-Valier Education Association will be granted recognition on the agenda of the regular meetings of the Board of Education. He or she shall report any pertinent information to the Board of Education and the Sesser-Valier Education Association concerning matters of mutual interest.

**P. Professional Growth**

If the Board wishes to require additional professional growth at a future date and agrees to negotiate this upon request with the Sesser-Valier Education Association, the Sesser-Valier Education Association will agree to withdraw the request for professional growth at this time.

**Q. Paper Work**

In order to reduce paper work for certified teaching staff, the following non-teaching duties will not be performed as they have in the past. Certified teaching staff having direct day-to-day contact with students will no longer be required to fill out the register book, write receipts for money collected, keep records of outstanding debts, or notify parents of those debts with the exception of the first day of the school year.

**R. Seniority for Part-Time Teaching**

At the time a teacher acquires tenure status, the teacher shall accrue seniority credit for part-time teaching experience as follows:

1. Only continuous teaching experience with the District, part-time or full-time, shall be counted in determining seniority credit.
2. Part-time teaching experience means teaching under a specific contract and not as a temporary day-to-day substitute teacher.
3. Seniority credit for part-time teaching experience shall be credited at the time tenure status is gained and for any part-time teaching subsequent to the attainment of tenure status that is continuous employment by the District. This provision shall be retroactive, and teachers currently on tenured status shall be given seniority credit for

- any part-time teaching experience prior to gaining tenure status provided the part-time employment represented continuous employment by the District.
4. Part-time credit shall be granted for part-time teaching where the qualifying teacher has been employed for either part of the school year or for part of the school day and such time shall be prorated by using the total equivalent number of teaching days divided by 180 days for each year.

Examples are as follows:

Example #1: A teacher who taught one (1) semester and one (1) day or ninety-one (91) days would be credited with  $91/180$  of a year. ( $91$  divided by  $180 = 0.5055$  of a year)

Example #2: Any teacher who was employed for three-sevenths ( $3/7$ ) of a day for the entire year would be credited with  $3/7$  of a year. ( $3$  divided by  $7 = 0.4285$  or a year of 77.13 days)

#### **S. Teacher Work Day**

The teacher workday shall begin at 8:00 AM. All district teachers shall be in their classroom, assigned work station, laboratory in which the teacher is to conduct his/her first class of the day or attending to supervisory duties assigned by the Principal or Superintendent by 8:20 AM. The workday shall be concluded when, in the teacher's professional judgment, the work for the day is completed, but not before 3:30 PM unless an earlier departure time has been approved by the Principal or Superintendent. Morning duty will begin at 8:00 AM. There will be two high school teachers on duty each week.

All teachers will sign a sign out list in their respective office before leaving the school premises during the school day. They will sign in upon their return.

#### **T. Teacher Evaluations**

Teacher evaluations will be conducted on a one or two year basis according to state law. The local evaluation tool agreed upon by the Sesser-Valier Board of Education and the Sesser-Valier Education Association will be used.

#### **U. Handbook Committee**

A committee will be formed consisting of teachers and administration to prepare a Teachers' Handbook. The final product must be approved by both the Board of Education and the Association.



## ARTICLE VI

### LEAVES

#### A. Sick Leave

Beginning on July 1, 2011, when the first determination of sick leave award under this provision shall occur and on each July 1 thereafter, a teacher shall be eligible for a sick leave grant pursuant to the following table. To receive the award, the employee must on each July 1 when determinations are made (days are awarded on the first day of work) have the requisite number of years of service and must have the minimum number of accumulated sick leave days specified. Failure to have both the requisite years of service and the requisite number of sick leave days accumulated before the grant of days indicated under normal annual allotment shall result in the teacher receiving the next lesser allotment (a teacher with 21+ years of service but more than 90 but fewer than 210 accumulated sick leave days at the beginning of any year shall receive 14 days, not 15 days of sick leave. A teacher with 21+ years of service but less than 90 accumulated sick leave days at the beginning of any year of service shall receive 12 days). Years of service shall mean continuous years of service as a bargaining unit member in Sesser-Valier School District and shall require that the employee have the full number of years and accumulated days specified (i.e. no rounding up). Sick leave days shall mean accumulated sick leave days in Sesser-Valier School District (not total days banked in the TRS system). This provision shall be prospective beginning July 1, 2011.

Years of Service	Normal Annual Allotment	Sick Leave Days
0-10	12	0
11-20	14	90
21+	15	210

Sick leave shall accumulate without limit.

The term “sick leave” shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. Maternity leave shall not be interpreted to mean sick leave.

#### B. Funeral Leave

Funeral leave with full pay shall be provided in the event of a death in the family or in the case of a close personal friend. This leave shall be charged as sick leave or as personal business leave at the discretion of the teacher.

#### C. Personal Leave

The Board shall allow three (3) days to be used for business or professional leave. Two (2) half days may be substituted for one of these days. Teachers may accumulate a maximum of five (5) personal leave days. All teachers must declare before the last pupil

attendance day of each school year whether their unused personal days shall accumulate as personal days or sick leave.

One additional, non-cumulative day may be used with the teacher paying the substitute. Except in case of emergencies, two (2) days written notice of the necessity for leave shall be submitted to the Superintendent or his designee.

Teachers requesting four (4) or more consecutive personal days shall notify the Superintendent or Principal in writing at least one week in advance, except in the case of an emergency. Extended personal leave days will be left to the discretion of the Superintendent based on the availability of substitutes. The day immediately preceding or immediately following a legal holiday or school recess may be recognized as a business or professional leave day. This will be left to the discretion of the Superintendent based on the availability of substitutes.

**D. Conference Leave**

Each teacher shall be allowed to attend, with full pay, educational conferences, meetings or workshops sponsored by professional associations with the Superintendent's approval. Teachers attending professional meetings and conferences on approval of the Superintendent shall be reimbursed for actual meal expenses, lodging expense, and forty (40) cents per mile for travel expense.

If a teacher is required to attend a meeting or conference, and the District is reimbursed that teacher's expense, the teacher shall receive the amount of money which the District is reimbursed or the amount provided in the appendage, whichever is greater.

**E. Release Time for Association Representatives**

Upon written notice of the Association president, a total of ten (10) days leave with full pay shall be provided for representatives of the Association to transact business or to attend I.E.A. or N.E.A. professional meetings. Time blocks of half days or more will be granted upon request. The Association will reimburse the school district for the cost of the substitute teacher.

**F. Special Education Release Time**

All special education teachers will receive two (2) days release time to do diagnostic testing and prepare IEPs. The building principal shall have in his sole and exclusive discretion authority to add a third day if a teacher requests additional time.

## ARTICLE VII

### COMPENSATION AND BENEFITS

#### **A. Compensation Schedules**

The salary schedule is designated as Appendix A, and the extra duty pay schedule is designated as Appendix B. Both are incorporated into and made a part of this Agreement.

#### **B. Illinois Teachers' Retirement Contribution**

The Board shall pay on behalf of the employee out of the salary agreement listed in this contract the required contribution to the Teachers' Retirement System of the State of Illinois in the form of an employer-paid pension contribution pursuant to 40 ILCS 5/16-152 *et seq.*, the intent of which shall be to shelter the contribution from federal income taxation pursuant to Section 414(h)(2) of the Internal Revenue Code and tax rulings 81-35 and 81-36.

#### **C. Hospitalization Insurance**

For the 2019-2020 school year, the Board shall pay \$510 per month toward the employee's share of individual hospitalization insurance and the minimum life insurance mandatory by the company. For the 2020-2021 school year, the Board shall pay \$540 per month toward the employee's share of individual hospitalization insurance and the minimum life insurance mandatory by the company. For the 2021-2022 school year, the Board shall pay \$570 per month toward the employee's share of individual hospitalization insurance and the minimum life insurance mandatory by the company. All conditions of insurance coverage shall be maintained at the standard in effect at the time this agreement is signed provided that such conditions shall be changed at the expressed provision of this agreement. In addition, if an employee chooses an available District hospitalization insurance coverage option that costs less than the said paid rate above, the employee will not be paid the difference between the monthly hospitalization insurance allotment and the selected coverage premium.

Teachers of District No. 196 who retire or are given a leave of absence for personal or health reasons may continue to participate in the District's hospitalization plan by paying the full cost of said plan.

#### **D. Mileage Allowance**

Car allowance and liability insurance when one is required to travel from Sesser-Valier Community Unit School District No. 196 for field trips and other business of the District as approved by the District Superintendent shall be paid for at the rate of forty (40) cents per mile.

**E. Internal Substitution**

If there is a need for internal substitution in the District and the need is known at least twenty-four (24) hours in advance, the individual, if required to use his planning period, shall be paid at the following rates: 50-60 minutes--\$13.50; 40-49 minutes--\$13.00; and 30-39 minutes--\$12.50. Additionally, if the internal substitution should fall on a day with a scheduled extended instructional period (i.e. semester exam day) and the individual substitutes 75-95 minutes, he shall be paid at a rate of \$22.00. All rates listed above in this paragraph include TRS (employer shall pay TRS out of \$13.50 above, e.g.).

**F. Payroll Deductions**

The School District shall deduct local Sesser-Valier Education Association dues from the September salary and submit same to the Association treasurer. At the teacher's option, I.E.A. and N.E.A. dues may be deducted from the teacher's monthly salary equally over a nine month period.

**G. Pay Dates**

Effective August 16, 2012, members of this bargaining unit shall have the option to be paid for work performed over either 10 months or 12 months on a twice-per-month basis as outlined below. On or before the first day of work during each school term, the employee shall provide notice of his selection of payroll option (10 months-20 payrolls or 12 months-24 payrolls) on a form provided by the district. In the event that an employee fails to notify the district of his payroll option, he will be paid over a 12-month period (the default selection).

Employees shall be paid twice-per-month in substantially equal installments in accordance with the payroll procedures of the District on the 11<sup>th</sup> and 26<sup>th</sup> of each month (reducing the number of pay dates from 26 to 24). All changes that affect payroll (deductions, inclusion of additional time sheets, other additions or subtractions) shall be posted not later than seven (7) calendar days prior to the issuance of payroll checks or the change sought shall be carried over to the next payroll period. An employee seeking to post a change shall make his or her request in writing to the district bookkeeper. The making of such request shall not lead to the inference that the change sought is or is not appropriate. In the event that a scheduled payroll falls on a Saturday, Sunday, or school holiday, the payroll shall be issued on the school business day immediately before the scheduled payroll date. For the purposes of this paragraph, "school holiday" shall mean a national holiday when school is not in session and a recognized holiday on the school calendar when school is in session.

Example #1: If a payroll is scheduled for Sunday, August 26<sup>th</sup>, said payroll would be issued on Friday, August 24<sup>th</sup>.

Example #2: If a payroll is scheduled for Monday, December 26<sup>th</sup> (a school holiday), said payroll would be issued on Friday, December 23<sup>rd</sup>.

Example #3: If a payroll is scheduled for Sunday, December 26<sup>th</sup>, said payroll would be issued on Wednesday, December 22<sup>nd</sup> (both Thursday, December 23<sup>rd</sup> and Friday, December 24<sup>th</sup>, are observed school holidays).

Example #4: If a payroll is scheduled for Saturday, December 26<sup>th</sup>, said payroll would be issued on Wednesday, December 23<sup>rd</sup> (both Thursday, December 24<sup>th</sup> and Friday, December 25<sup>th</sup>, are observed school holidays).

Example #5: If a payroll is scheduled for a date during a Spring Break (if any) in any given year, said payroll would be issued on the originally-scheduled date (i.e. payroll is not issued early during a Spring Break).

The intent of the parties hereto is that (1) no employee shall be pre-paid for work yet-to-be performed and (2) to establish 24 fixed payroll dates over a 12-month period.

## **H. Military Buy-Out**

The Board agrees to pay the individual cost for any military provision under the Downstate Teacher Retirement System of Illinois. This provision can be used in addition to any other retirement incentive, bonus, or buy-out provision whether bargained with the Association or offered by the Downstate Teacher Retirement System of Illinois. This payment shall be made directly to the system.

## **I. Retirement**

### **1. Base Severance Benefits**

The Sesser-Valier Board of Education ("District" or "employer") shall provide a severance benefit (calculated on the basis of salary schedule pay and not including extra duty pay) to any Sesser-Valier certified employee who not later than January 2<sup>nd</sup> in any given year submits his or her irrevocable notice of retirement containing a certain retirement date. No such retirement date shall be more than three years later than the end of the school year in which the notice is given. In an emergency, the Superintendent may, at his discretion, approve a request to retire if the notice is received after January 2<sup>nd</sup>. Access to any incentive or benefit under this provision shall require the employee seeking the incentive or benefit to retire pursuant to the notice contemplated herein and pursuant to a TRS retirement program as contemplated herein.

The severance benefit shall be an amount equal to thirty percent (30%) of the employee's gross annual salary as reflected by proper placement on the salary schedule entitled SESSER-VALIER SALARY SCHEDULE INCLUDING BOARD PAID RETIREMENT (not including extra duties) during the employee's last year before retirement.

The calculation of the thirty percent (30%) shall be estimated at the time the notice of retirement is received by the employer, and a final calculation shall be made and the amount of the benefit adjusted as necessary at the actual time of retirement.

The intent of the parties is that the above incentive shall not be used in conjunction with any other retirement program offered by TRS if the benefit required by the employer to TRS or the employee would, when combined, exceed the thirty percent (30%) amount as specified above (in which case the employee shall not be eligible for the thirty percent (30%) severance benefit.). The benefit contemplated herein shall not be used in conjunction with a military buyout, if any payment for the military buyout is made by the employer during the employee's last four years of employment, notwithstanding any provision which might seem to suggest otherwise elsewhere in this contract. Neither shall the incentive provided for hereunder be available to any employee who retires under ERO or exercises an ERO option. The employer shall be permitted to recover without contest from the employee or the Association any incentive contemplated hereunder if paid to an employee who retires under ERO. All compensation for severance benefits resulting from Article VII; H (1): Base Severance Benefits, shall be a portion of a pooled benefit amount for distribution as provided herein (Section 3).

## 2. Sick Leave

In addition to a Base Severance Benefit, a benefit shall be granted by paying a retiring employee at the rate of \$200.00 per day for up to but not exceeding thirty (30) available, unused sick days in excess of 340 but less than 371 (30 days). This Sick Leave provision may be used in addition to any other retirement payment, benefit, or buy-out provision whether bargained with the Association or offered by TRS. Additionally the employer shall pay an employee retiring under a TRS retirement program \$25.00 per day for any unused accumulated sick leave not used as service credit to a maximum of 100 such days (maximum benefit of \$2500). Any unused sick days reimbursed at a rate of \$200.00 per day shall no longer be viewed as available, unused sick days for compensation at a rate of \$25.00 per day. An available sick leave day as used herein is a day that was awarded and accumulated under Article VI; A, Sick Leave, which, until the time of retirement, was available for use in the event of illness, and at the time of retirement as used herein, shall be used by reporting the day(s) to TRS for credit for creditable service or for compensation under the terms of this provision, not both. Any day compensated as a part of creditable service in accordance with the terms of this provision shall not be reported to TRS as an available sick leave day. The District shall report all days, as required, for individuals receiving compensation for available, unused sick leave days post retirement, and for whom service credit is not needed to meet the service credit requirements of TRS for full retirement (not using an ERO option.).

All awards for available sick leave from Article VII; H (2): Sick Leave, shall be added to the pooled benefit amount on the last day of employment and distributed as provided in Section 3.

### 3. Distribution

The time period between the date that the retirement letter is received until the actual date of retirement constitutes the pre-retirement period. During each year of the pre-retirement period, the employee's total creditable earnings will be increased from the creditable earnings derived using proper placement on the salary schedule to an amount equal to a 106% increase over the total creditable earnings for the prior year. The amount that it takes to increase the creditable earnings derived from proper placement on the salary schedule to the amount that is 106% above the creditable earnings from the prior year shall be deducted from the pooled benefit amount. The same procedure shall be used each year of the pre-retirement period until the total pooled benefit amount is paid out or retirement occurs. The calculation shall be adjusted, if necessary, so that the pooled benefit amount is never exceeded.

During the pre-retirement period until the final day of employment, the funds available for distribution from the pooled benefit amount will be solely derived from Article VII; H (1): Base Severance Benefits. On the last day of employment, the benefits due the employee from Article VII; H (2): Sick Leave, if any, shall be added to the pooled benefit amount. The employee's total creditable earnings will be increased from the creditable earnings derived using proper placement on the salary schedule up to an amount equal to a 106% increase over the total creditable earnings for the prior year paid in one lump sum on the last payroll check. The amount that it takes to increase the creditable earnings derived from proper placement on the salary schedule to the amount that is 106% above the creditable earnings from the prior year shall be deducted from the pooled benefit amount. The actual amount of increase will be determined by the actual dollar amount of the pooled benefit on the final day.

If retirement occurs prior to expending the pooled benefit, the remaining balance shall be paid to the employee in one lump sum. The benefits anticipated in this paragraph will be paid on or after the thirty-first day following the employee's retirement, but shall be paid prior to sixty days following the date of retirement.

In calculation of the six percent (6%) increases, the amount each year may be rounded down to the nearest \$5.00 to avoid TRS penalties.

### 4. Intent

The intent of the parties is that the employer shall not experience any penalty for payment to any teacher of any creditable earnings in excess of six percent resulting solely from Article VII; H, Retirement, and the bargaining that resulted in Article VII; H, Retirement, plus any wage increase in a given year was premised on that understanding. It was also the intent of the parties to protect present benefits and retirement income to the extent possible (without invocation of a penalty obligation on the employer) and not to penalize any employee financially, if not necessary, to protect the employer from penalty.

The benefits provided for hereunder shall not be available to any employee who retires under ERO or who exercises an ERO option. The employer shall be permitted to recover without contest from the employee or the Association any incentive contemplated hereunder if paid to an employee who retires under ERO.

These provisions may be bargained at the discretion of the parties in a successor agreement; however, it is the intent of the parties that to the extent the employer can provide any employee offering a resignation under this provision the incentives provided for herein without incurring a TRS penalty for exceeding the 6% cap set forth in PA 94-04, the employer shall do so.

Either party may request to reopen consideration of this provision following any legislative changes or rule (including TRS interpretation of rules) changes that affect this provision for the purpose of negotiating appropriate revisions. Status quo for purposes of such bargaining shall be compliance with this provision (to the extent possible) but under no circumstances shall status quo be interpreted to require the District to incur any additional assessment or penalty. If and when bargaining begins pursuant to a demand to bargain and if and when no agreement can be reached on the issue, the employer shall not be required to distribute the pooled benefit amount in a fashion that would result in any increased cost to the District due to a TRS assessment or penalty resulting from the legislative change or rules change beyond the negotiated benefit amount paid in behalf of the employee and the District's normal obligation. The District shall distribute the pooled benefit amount in a fashion that results in no additional assessment or penalty with as great a portion as possible being applied to creditable earnings.

Any employee offering a resignation as outlined herein will receive the pooled retirement benefit as a minimum guarantee through up to three years beyond the expiration of this agreement as outlined herein regardless of the inclusion of this provision in successor agreements.

Once established, the retirement date can be moved forward without penalty to the employee so long as the employee will not retire under ERO or exercise an ERO option on the newly established date of retirement, and retirement may be moved forward as long as notice is given by January 2<sup>nd</sup> of the year of retirement. A greater portion of the pooled benefit amount may be distributed post retirement as negotiated herein.

This provision is tentatively agreed to and ratified with the understanding that Article VII; H, Retirement, will be submitted to TRS for review to obtain reasonable assurance from TRS that the District will incur no penalties or additional assessments resulting from Article VII; H, Retirement, and that the language of Article VII; H, Retirement, is not otherwise problematic to TRS. The language shall be revised through the negotiation process as necessary based upon findings from TRS and resubmitted and revised until reasonable assurance is obtained.



5. Death Benefit

In case of the death of a teacher while in service to the district, his or her estate shall receive an amount equal to the amount of sick leave benefit to which the employee was entitled at the time of his or her death as per Article VII; H (2): Sick Leave. Additionally if a teacher has turned in a letter of retirement prior to his/her death under the provisions of Article VII; H (1): Base Severance Benefits, his or her estate shall receive an amount equal to the amount of the benefit to be received in the school year in which death occurred. (The amount that it takes to increase the creditable earnings derived from proper placement on the salary schedule to the amount that is 106% above the creditable earnings from the prior year shall be the benefit for that year under Article VII; H (1): Base Severance Benefits.)

**J. Committees**

Committees (such as but not limited to: LPDC, Quality Review) meeting outside the work day will be paid \$22.00 per hour. All rates in this paragraph include TRS (employer shall pay TRS out of \$22.00).

**ARTICLE IX**

**EFFECT OF AGREEMENT**

**A. Validity**

Should any article, section or clause of the Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from the Agreement to the extent that it violated the law, but 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.

**B. Amendments**

Amendments or changes in this Agreement shall be executed in writing and signed by both the Board and the Association, and shall be appended hereto and become a part thereof.

**C. No Strike**

The Association agrees not to strike during the term of this contract.

**D. Duration**

Terms and conditions herein shall be in effect beginning with August 15, 2019, and until twelve (12:00) midnight the day before the opening of school for the 2022-2023 school year. It will be renewed automatically for one year periods unless:

1. Written notice is given prior to January 15 of the year in which this Agreement is to terminate, or prior to January 15 of any subsequent year, by either party of its desire to terminate, amend or modify this Agreement.
2. Challenging Associations: Any organization desiring to challenge the Association as the exclusive bargaining agent must make their challenge in accordance with the applicable rules and regulations of the Illinois Educational Labor Relations Board.

**E. Acceptance**

This Agreement is signed this 25<sup>th</sup> day of July, 2019.

**IN WITNESS WHEREOF:**

**FOR THE SESSER-VALIER EDUCATION ASSOCIATION, IEA/NEA**

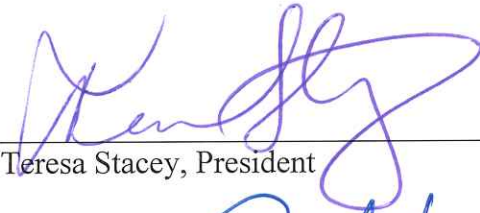


Craig Garner, President

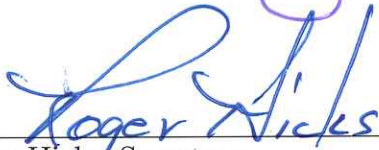


LeAnn Miller, Secretary

**FOR THE BOARD OF EDUCATION,  
SESSER-VALIER COMMUNITY UNIT SCHOOL DISTRICT NO. 196**



Teresa Stacey, President



Roger Hicks, Secretary

**APPENDIX A**  
**SALARY SCHEDULE**

<b>SESSER-VALIER SALARY SCHEDULE INCLUDING BOARD PAID RETIREMENT 2019-2020</b>								
<b>YRS</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>MS</b>	<b>MS+8</b>	<b>MS + 16</b>	<b>MS + 24</b>
0	40139	40602	41065	41528	41991	42454	42917	43380
1	41051	41514	41977	42440	42957	43420	43883	44346
2	41963	42426	42889	43352	43923	44386	44849	45312
3	42875	43338	43801	44264	44889	45352	45815	46278
4	43787	44250	44713	45176	45855	46318	46781	47244
5	44699	45162	45625	46088	46821	47284	47747	48210
6	45611	46074	46537	47000	47787	48250	48713	49176
7	46523	46986	47449	47912	48753	49216	49679	50142
8	47435	47898	48361	48824	49719	50182	50645	51108
9	48347	48810	49273	49736	50685	51148	51611	52074
10	49259	49722	50185	50648	51651	52114	52577	53040
11	50171	50634	51097	51560	52617	53080	53543	54006
12	51083	51546	52009	52472	53583	54046	54509	54972
13	51995	52458	52921	53384	54549	55012	55475	55938
14	52907	53370	53833	54296	55515	55978	56441	56904
15	53819	54282	54745	55208	56481	56944	57407	57870
16	54731	55194	55657	56120	57447	57910	58373	58836
17	55643	56106	56569	57032	58413	58876	59339	59802
18	56555	57018	57481	57944	59379	59842	60305	60768
19	57467	57930	58393	58856	60345	60808	61271	61734
20	58379	58842	59305	59768	61311	61774	62237	62700
21	59291	59754	60217	60680	62277	62740	63203	63666
22	60203	60666	61129	61592	63243	63706	64169	64632
23	61115	61578	62041	62504	64209	64672	65135	65598
24	62027	62490	62953	63416	65175	65638	66101	66564
25	62939	63402	63865	64328	66141	66604	67067	67530
26	63851	64314	64777	65240	67107	67570	68033	68496
27	64763	65226	65689	66152	68073	68536	68999	69462
28	65675	66138	66601	67064	69039	69502	69965	70428
29	66587	67050	67513	67976	70005	70468	70931	71394
30	67499	67962	68425	68888	70971	71434	71897	72360
31	68411	68874	69337	69800	71937	72400	72863	73326
32	69323	69786	70249	70712	72903	73366	73829	74292
33	70235	70698	71161	71624	73869	74332	74795	75258
<b>BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE *(CAP OF \$510 PER MONTH)</b>								

**Status Quo:** Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

<b>SESSER-VALIER SALARY SCHEDULE INCLUDING BOARD PAID RETIREMENT 2020-2021</b>								
<b>YRS</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>MS</b>	<b>MS+8</b>	<b>MS + 16</b>	<b>MS + 24</b>
0	40554	41017	41480	41943	42406	42869	43332	43795
1	41466	41929	42392	42855	43372	43835	44298	44761
2	42378	42841	43304	43767	44338	44801	45264	45727
3	43290	43753	44216	44679	45304	45767	46230	46693
4	44202	44665	45128	45591	46270	46733	47196	47659
5	45114	45577	46040	46503	47236	47699	48162	48625
6	46026	46489	46952	47415	48202	48665	49128	49591
7	46938	47401	47864	48327	49168	49631	50094	50557
8	47850	48313	48776	49239	50134	50597	51060	51523
9	48762	49225	49688	50151	51100	51563	52026	52489
10	49674	50137	50600	51063	52066	52529	52992	53455
11	50586	51049	51512	51975	53032	53495	53958	54421
12	51498	51961	52424	52887	53998	54461	54924	55387
13	52410	52873	53336	53799	54964	55427	55890	56353
14	53322	53785	54248	54711	55930	56393	56856	57319
15	54234	54697	55160	55623	56896	57359	57822	58285
16	55146	55609	56072	56535	57862	58325	58788	59251
17	56058	56521	56984	57447	58828	59291	59754	60217
18	56970	57433	57896	58359	59794	60257	60720	61183
19	57882	58345	58808	59271	60760	61223	61686	62149
20	58794	59257	59720	60183	61726	62189	62652	63115
21	59706	60169	60632	61095	62692	63155	63618	64081
22	60618	61081	61544	62007	63658	64121	64584	65047
23	61530	61993	62456	62919	64624	65087	65550	66013
24	62442	62905	63368	63831	65590	66053	66516	66979
25	63354	63817	64280	64743	66556	67019	67482	67945
26	64266	64729	65192	65655	67522	67985	68448	68911
27	65178	65641	66104	66567	68488	68951	69414	69877
28	66090	66553	67016	67479	69454	69917	70380	70843
29	67002	67465	67928	68391	70420	70883	71346	71809
30	67914	68377	68840	69303	71386	71849	72312	72775
31	68826	69289	69752	70215	72352	72815	73278	73741
32	69738	70201	70664	71127	73318	73781	74244	74707
33	70650	71113	71576	72039	74284	74747	75210	75673
<b>BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE</b>								
<b>*(CAP OF \$540 PER MONTH)</b>								

**Status Quo:** Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

<b>SESSER-VALIER SALARY SCHEDULE INCLUDING BOARD PAID RETIREMENT 2021-2022</b>								
<b>YRS</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>MS</b>	<b>MS+8</b>	<b>MS + 16</b>	<b>MS + 24</b>
0	40969	41432	41895	42358	42821	43284	43747	44210
1	41881	42344	42807	43270	43787	44250	44713	45176
2	42793	43256	43719	44182	44753	45216	45679	46142
3	43705	44168	44631	45094	45719	46182	46645	47108
4	44617	45080	45543	46006	46685	47148	47611	48074
5	45529	45992	46455	46918	47651	48114	48577	49040
6	46441	46904	47367	47830	48617	49080	49543	50006
7	47353	47816	48279	48742	49583	50046	50509	50972
8	48265	48728	49191	49654	50549	51012	51475	51938
9	49177	49640	50103	50566	51515	51978	52441	52904
10	50089	50552	51015	51478	52481	52944	53407	53870
11	51001	51464	51927	52390	53447	53910	54373	54836
12	51913	52376	52839	53302	54413	54876	55339	55802
13	52825	53288	53751	54214	55379	55842	56305	56768
14	53737	54200	54663	55126	56345	56808	57271	57734
15	54649	55112	55575	56038	57311	57774	58237	58700
16	55561	56024	56487	56950	58277	58740	59203	59666
17	56473	56936	57399	57862	59243	59706	60169	60632
18	57385	57848	58311	58774	60209	60672	61135	61598
19	58297	58760	59223	59686	61175	61638	62101	62564
20	59209	59672	60135	60598	62141	62604	63067	63530
21	60121	60584	61047	61510	63107	63570	64033	64496
22	61033	61496	61959	62422	64073	64536	64999	65462
23	61945	62408	62871	63334	65039	65502	65965	66428
24	62857	63320	63783	64246	66005	66468	66931	67394
25	63769	64232	64695	65158	66971	67434	67897	68360
26	64681	65144	65607	66070	67937	68400	68863	69326
27	65593	66056	66519	66982	68903	69366	69829	70292
28	66505	66968	67431	67894	69869	70332	70795	71258
29	67417	67880	68343	68806	70835	71298	71761	72224
30	68329	68792	69255	69718	71801	72264	72727	73190
31	69241	69704	70167	70630	72767	73230	73693	74156
32	70153	70616	71079	71542	73733	74196	74659	75122
33	71065	71528	71991	72454	74699	75162	75625	76088
<b>BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE</b>								
<b>*(CAP OF \$570 PER MONTH)</b>								

**Status Quo:** Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

SESSER-VALIER SALARY SCHEDULE NOT INCLUDING TRS 2019-2020 (For Information Purposes Only)								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	36526	36948	37369	37790	38212	38633	39054	39476
1	37356	37778	38199	38620	39091	39512	39934	40355
2	38186	38608	39029	39450	39970	40391	40813	41234
3	39016	39438	39859	40280	40849	41270	41692	42113
4	39846	40268	40689	41110	41728	42149	42571	42992
5	40676	41097	41519	41940	42607	43028	43450	43871
6	41506	41927	42349	42770	43486	43907	44329	44750
7	42336	42757	43179	43600	44365	44787	45208	45629
8	43166	43587	44009	44430	45244	45666	46087	46508
9	43996	44417	44838	45260	46123	46545	46966	47387
10	44826	45247	45668	46090	47002	47424	47845	48266
11	45656	46077	46498	46920	47881	48303	48724	49145
12	46486	46907	47328	47750	48761	49182	49603	50025
13	47315	47737	48158	48579	49640	50061	50482	50904
14	48145	48567	48988	49409	50519	50940	51361	51783
15	48975	49397	49818	50239	51398	51819	52240	52662
16	49805	50227	50648	51069	52277	52698	53119	53541
17	50635	51056	51478	51899	53156	53577	53998	54420
18	51465	51886	52308	52729	54035	54456	54878	55299
19	52295	52716	53138	53559	54914	55335	55757	56178
20	53125	53546	53968	54389	55793	56214	56636	57057
21	53955	54376	54797	55219	56672	57093	57515	57936
22	54785	55206	55627	56049	57551	57972	58394	58815
23	55615	56036	56457	56879	58430	58851	59273	59694
24	56445	56866	57287	57709	59309	59731	60152	60573
25	57274	57696	58117	58538	60188	60610	61031	61452
26	58104	58526	58947	59368	61067	61489	61910	62331
27	58934	59356	59777	60198	61946	62368	62789	63210
28	59764	60186	60607	61028	62825	63247	63668	64089
29	60594	61015	61437	61858	63705	64126	64547	64969
30	61424	61845	62267	62688	64584	65005	65426	65848
31	62254	62675	63097	63518	65463	65884	66305	66727
32	63084	63505	63927	64348	66342	66763	67184	67606
33	63914	64335	64757	65178	67221	67642	68063	68485
<b>BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE</b> <b>*(CAP OF \$510 PER MONTH)</b>								

**Status Quo:** Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

SESSER-VALIER SALARY SCHEDULE NOT INCLUDING TRS 2020-2021 (For Information Purposes Only)								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	36904	37325	37747	38168	38589	39011	39432	39853
1	37734	38155	38577	38998	39469	39890	40311	40732
2	38564	38985	39407	39828	40348	40769	41190	41612
3	39394	39815	40237	40658	41227	41648	42069	42491
4	40224	40645	41066	41488	42106	42527	42948	43370
5	41054	41475	41896	42318	42985	43406	43827	44249
6	41884	42305	42726	43148	43864	44285	44706	45128
7	42714	43135	43556	43978	44743	45164	45586	46007
8	43544	43965	44386	44807	45622	46043	46465	46886
9	44373	44795	45216	45637	46501	46922	47344	47765
10	45203	45625	46046	46467	47380	47801	48223	48644
11	46033	46455	46876	47297	48259	48680	49102	49523
12	46863	47285	47706	48127	49138	49559	49981	50402
13	47693	48114	48536	48957	50017	50439	50860	51281
14	48523	48944	49366	49787	50896	51318	51739	52160
15	49353	49774	50196	50617	51775	52197	52618	53039
16	50183	50604	51026	51447	52654	53076	53497	53918
17	51013	51434	51855	52277	53533	53955	54376	54797
18	51843	52264	52685	53107	54413	54834	55255	55677
19	52673	53094	53515	53937	55292	55713	56134	56556
20	53503	53924	54345	54767	56171	56592	57013	57435
21	54332	54754	55175	55596	57050	57471	57892	58314
22	55162	55584	56005	56426	57929	58350	58771	59193
23	55992	56414	56835	57256	58808	59229	59650	60072
24	56822	57244	57665	58086	59687	60108	60530	60951
25	57652	58073	58495	58916	60566	60987	61409	61830
26	58482	58903	59325	59746	61445	61866	62288	62709
27	59312	59733	60155	60576	62324	62745	63167	63588
28	60142	60563	60985	61406	63203	63624	64046	64467
29	60972	61393	61814	62236	64082	64504	64925	65346
30	61802	62223	62644	63066	64961	65383	65804	66225
31	62632	63053	63474	63896	65840	66262	66683	67104
32	63462	63883	64304	64726	66719	67141	67562	67983
33	64291	64713	65134	65555	67598	68020	68441	68862
<b>BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE</b> <b>*(CAP OF \$540 PER MONTH)</b>								

**Status Quo:** Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.



SESSER-VALIER SALARY SCHEDULE NOT INCLUDING TRS 2021-2022 (For Information Purposes Only)								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	37282	37703	38124	38546	38967	39388	39810	40231
1	38112	38533	38954	39376	39846	40267	40689	41110
2	38942	39363	39784	40206	40725	41147	41568	41989
3	39772	40193	40614	41036	41604	42026	42447	42868
4	40601	41023	41444	41865	42483	42905	43326	43747
5	41431	41853	42274	42695	43362	43784	44205	44626
6	42261	42683	43104	43525	44241	44663	45084	45505
7	43091	43513	43934	44355	45121	45542	45963	46385
8	43921	44342	44764	45185	46000	46421	46842	47264
9	44751	45172	45594	46015	46879	47300	47721	48143
10	45581	46002	46424	46845	47758	48179	48600	49022
11	46411	46832	47254	47675	48637	49058	49479	49901
12	47241	47662	48083	48505	49516	49937	50358	50780
13	48071	48492	48913	49335	50395	50816	51238	51659
14	48901	49322	49743	50165	51274	51695	52117	52538
15	49731	50152	50573	50995	52153	52574	52996	53417
16	50561	50982	51403	51825	53032	53453	53875	54296
17	51390	51812	52233	52654	53911	54332	54754	55175
18	52220	52642	53063	53484	54790	55212	55633	56054
19	53050	53472	53893	54314	55669	56091	56512	56933
20	53880	54302	54723	55144	56548	56970	57391	57812
21	54710	55131	55553	55974	57427	57849	58270	58691
22	55540	55961	56383	56804	58306	58728	59149	59570
23	56370	56791	57213	57634	59185	59607	60028	60449
24	57200	57621	58043	58464	60065	60486	60907	61329
25	58030	58451	58872	59294	60944	61365	61786	62208
26	58860	59281	59702	60124	61823	62244	62665	63087
27	59690	60111	60532	60954	62702	63123	63544	63966
28	60520	60941	61362	61784	63581	64002	64423	64845
29	61349	61771	62192	62613	64460	64881	65302	65724
30	62179	62601	63022	63443	65339	65760	66182	66603
31	63009	63431	63852	64273	66218	66639	67061	67482
32	63839	64261	64682	65103	67097	67518	67940	68361
33	64669	65090	65512	65933	67976	68397	68819	69240
<b>BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE</b> <b>*(CAP OF \$570 PER MONTH)</b>								

**Status Quo:** Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

**APPENDIX B**  
**EXTRA-DUTY SCHEDULE (2019-2022)**

<b>Extra Duty Position</b>	<b>Gross Salary (Including TRS)</b>	<b>Net Salary (For Information Purposes Only)</b>	<b>Number of Sponsors</b>
Athletic Director*	\$5,720	\$5,205	1
Head Football*	\$5,720	\$5,205	1
Assistant Football*	\$3,961	\$3,605	3
Head Basketball*	\$5,720	\$5,205	2
Head Basketball & Assistant Basketball*	\$6,531	\$5,943	1
Assistant Basketball & Freshman Basketball*	\$4,705	\$4,282	1
Head Volleyball*	\$5,720	\$5,205	1
Assistant Volleyball*	\$3,961	\$3,605	1
Junior High Volleyball*	\$2,272	\$2,068	1
8 <sup>th</sup> Grade Basketball*	\$3,961	\$3,605	1
7 <sup>th</sup> Grade Basketball*	\$3,516	\$3,200	1
7 <sup>th</sup> /8 <sup>th</sup> Grade Basketball*	\$4,915	\$4,473	1
Head Track*	\$3,152	\$2,868	2
Junior High Track*	\$2,272	\$2,068	2
Head High School Baseball*	\$3,305	\$3,008	0
Junior High Baseball*	\$2,272	\$2,068	1
Head Softball*	\$3,305	\$3,008	0
Junior High Softball*	\$2,272	\$2,068	1
Technology Coordinator (must have enhanced qualifications)	\$5,720	\$5,205	1
Senior Class Sponsor	\$1,869	\$1,701	1
Junior Class Sponsor	\$1,869	\$1,701	2
Sophomore Class Sponsor	\$1,176	\$1,070	1
Freshman Class Sponsor	\$1,176	\$1,070	1
Outdoorsmen Sponsor	\$1,721	\$1,566	1
FCCLA Sponsor	\$1,721	\$1,566	1
FFA Sponsor	\$1,721	\$1,566	1
Band Director	\$3,813	\$3,470	1
Field Marching Competition	\$1,431	\$1,302	1
Cheerleading Sponsor*	\$1,795	\$1,634	1
Cheerleading Sponsor—Junior High*	\$1,282	\$1,167	1
School Plays (Per Play)*	\$1,542	\$1,403	1
Student Council Sponsor	\$1,832	\$1,667	1
Scholastic Bowl—High School	\$1,394	\$1,268	1
Scholastic Bowl—Junior High School	\$842	\$766	1
National Honor Society Sponsor	\$1,690	\$1,538	1
Youth in Government Sponsor	\$1,690	\$1,538	1
Rembrandt Sponsor	\$1,394	\$1,268	1
Junior High Class Sponsor	\$1,139	\$1,037	2
Dance Team Sponsor*	\$991	\$902	1
Yearbook Sponsor	\$3,665	\$3,335	1
High School Math Team Coach	\$1,815	\$1,652	1
<b>Totals</b>			<b>46</b>

\*See Appendix C (Extracurricular Qualifications)

- A. The salary amount reflects the total compensation paid by the district for the extra duty position.
- B. **Annual Filling of Extra Duty Positions:** Teachers holding extracurricular positions must notify the Superintendent by the April board meeting if they do not intend to fill the position for the next school year. The only exception to this would be an emergency situation (This would be left to the discretion of the Superintendent.). The Board of Education is not obligated to fill these extra duty positions, but if a position is to be filled, and the board is unable to fill the above positions with teachers after the positions have been posted for two (2) weeks after the April board meeting, they may negotiate with other personnel a sum not to exceed the above established salaries. Beginning with the 2001-2002 school year, any position that is filled by personnel outside the Sesser-Valier teaching staff for two consecutive years will still have to be posted to teachers each year. However, the Board is under no obligation to award such a position to the teaching staff until the current person no longer holds the position.
- C. **Ticket Takers:** The pay rate for ticket takers at extracurricular events will be \$25.00 per evening per person.
- D. In the event a bargaining unit member who is a coach or sponsor for the employer (in each case hereinafter, "employer" refers to the Sesser-Valier Community Unit School District No. 196) leaves his or her coaching or sponsorship position and accepts a coaching or sponsorship position in another district, then for so long as the employee shall remain in the employ of the employer, the employee shall have no right superior to any other applicant (whether such applicant is or is not a member of the bargaining unit) when applying for any extra duty position that may subsequently become vacant. This provision shall have full weight and effect with respect to any posted position effective upon execution of this contract and shall apply to all coaches or sponsors who left positions as contemplated herein regardless of when such coaches or sponsors left such positions.

**APPENDIX C**

**EXTRA-CURRICULAR QUALIFICATIONS**

**Athletic Director, Sports, Cheerleading, Pom Pon Sponsor, Play Sponsor**

Applicants shall have the proper credentials and meet at least one of the following criteria:

1. Must have experience coaching/sponsoring in the particular sport/activity
2. Must have participated in the particular sport or activity in high school or college.
3. Must have completed 9 hours of college course work in the particular sport/activity, or attended at least 3 different workshops on the sport or activity. (Must be documented).

**Athletic Director**

The Athletic Director will be given one period of high school release time above that ordinarily provided to high school teachers or the equivalent of that time if an elementary or junior high teacher is appointed to the position of Athletic Director.

**Memorandum of Understanding**

The Association and the Board of Education agree that they will enter into a separate agreement setting forth the manner in which the District and members of the bargaining unit will comply with those federal statutes concerning the maintenance of a drug-free workplace.