

AGREEMENT BETWEEN

THE BOARD OF EDUCATION

SESSER-VALIER COMMUNITY UNIT SCHOOL DISTRICT NO. 196

AND

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

2014-2015

2015-2016

2016-2017

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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 15th 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

The Board shall pay \$400 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 11th and 26th 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 26th, said payroll would be issued on Friday, August 24th.

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

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

Example #4: If a payroll is scheduled for Saturday, December 26th, said payroll would be issued on Wednesday, December 23rd (both Thursday, December 24th and Friday, December 25th, 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 2nd 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 2nd. 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 2nd 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 VIII

FAIR SHARE

- A. Each Bargaining Unit Member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, 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.
- B. In the event that the Bargaining Unit Member 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 non-member.
- C. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.
- D. In the event of any legal action against the Employer 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:
 - 1. The Employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and
 - 2. The Employer gives full and complete 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.
- E. The Association agrees that, in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's non-negligent compliance with this Article.
 - 1. It is expressly understood that this save 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 or the Board's imperfect execution of the obligations imposed upon it by this Article.
- F. The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such Employee 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 employee 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 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, 2014, and until twelve (12:00) midnight the day before the opening of school for the 2017-2018 school year. It will be renewed automatically for one year periods unless:

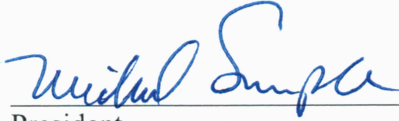
1. Written notice is given prior to January 15 of the year in which this Agreement is to terminate, or prior to January 15 of any subsequent year, by either party of its desire to terminate, amend or modify this Agreement.
2. Challenging Associations: Any organization desiring to challenge the Association 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 14th day of July, 2014.

IN WITNESS WHEREOF:

FOR THE SESSER-VALIER EDUCATION ASSOCIATION, IEA/NEA

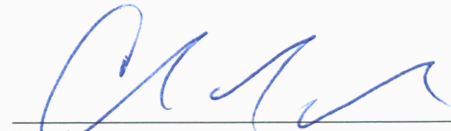


President

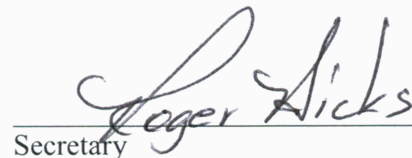


Secretary

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



President



Secretary

APPENDIX A

SALARY SCHEDULE

SESSER-VALIER SALARY SCHEDULE INCLUDING BOARD PAID RETIREMENT 2014-2015								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	38999	39462	39925	40388	40851	41314	41777	42240
1	39881	40344	40807	41270	41787	42250	42713	43176
2	40763	41226	41689	42152	42723	43186	43649	44112
3	41645	42108	42571	43034	43659	44122	44585	45048
4	42527	42990	43453	43916	44595	45058	45521	45984
5	43409	43872	44335	44798	45531	45994	46457	46920
6	44291	44754	45217	45680	46467	46930	47393	47856
7	45173	45636	46099	46562	47403	47866	48329	48792
8	46055	46518	46981	47444	48339	48802	49265	49728
9	46937	47400	47863	48326	49275	49738	50201	50664
10	47819	48282	48745	49208	50211	50674	51137	51600
11	48701	49164	49627	50090	51147	51610	52073	52536
12	49583	50046	50509	50972	52083	52546	53009	53472
13	50465	50928	51391	51854	53019	53482	53945	54408
14	51347	51810	52273	52736	53955	54418	54881	55344
15	52229	52692	53155	53618	54891	55354	55817	56280
16	53111	53574	54037	54500	55827	56290	56753	57216
17	53993	54456	54919	55382	56763	57226	57689	58152
18	54875	55338	55801	56264	57699	58162	58625	59088
19	55757	56220	56683	57146	58635	59098	59561	60024
20	56639	57102	57565	58028	59571	60034	60497	60960
21	57521	57984	58447	58910	60507	60970	61433	61896
22	58403	58866	59329	59792	61443	61906	62369	62832
23	59285	59748	60211	60674	62379	62842	63305	63768
24	60167	60630	61093	61556	63315	63778	64241	64704
25	61049	61512	61975	62438	64251	64714	65177	65640
26	61931	62394	62857	63320	65187	65650	66113	66576
27	62813	63276	63739	64202	66123	66586	67049	67512
28	63695	64158	64621	65084	67059	67522	67985	68448
29	64577	65040	65503	65966	67995	68458	68921	69384
30	65459	65922	66385	66848	68931	69394	69857	70320
31	66341	66804	67267	67730	69867	70330	70793	71256
32	67223	67686	68149	68612	70803	71266	71729	72192
33	68105	68568	69031	69494	71739	72202	72665	73128

BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE
***(CAP OF \$400 PER MONTH)**

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
INCLUDING BOARD PAID RETIREMENT
2015-2016**

YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	38999	39462	39925	40388	40851	41314	41777	42240
1	39896	40359	40822	41285	41802	42265	42728	43191
2	40793	41256	41719	42182	42753	43216	43679	44142
3	41690	42153	42616	43079	43704	44167	44630	45093
4	42587	43050	43513	43976	44655	45118	45581	46044
5	43484	43947	44410	44873	45606	46069	46532	46995
6	44381	44844	45307	45770	46557	47020	47483	47946
7	45278	45741	46204	46667	47508	47971	48434	48897
8	46175	46638	47101	47564	48459	48922	49385	49848
9	47072	47535	47998	48461	49410	49873	50336	50799
10	47969	48432	48895	49358	50361	50824	51287	51750
11	48866	49329	49792	50255	51312	51775	52238	52701
12	49763	50226	50689	51152	52263	52726	53189	53652
13	50660	51123	51586	52049	53214	53677	54140	54603
14	51557	52020	52483	52946	54165	54628	55091	55554
15	52454	52917	53380	53843	55116	55579	56042	56505
16	53351	53814	54277	54740	56067	56530	56993	57456
17	54248	54711	55174	55637	57018	57481	57944	58407
18	55145	55608	56071	56534	57969	58432	58895	59358
19	56042	56505	56968	57431	58920	59383	59846	60309
20	56939	57402	57865	58328	59871	60334	60797	61260
21	57836	58299	58762	59225	60822	61285	61748	62211
22	58733	59196	59659	60122	61773	62236	62699	63162
23	59630	60093	60556	61019	62724	63187	63650	64113
24	60527	60990	61453	61916	63675	64138	64601	65064
25	61424	61887	62350	62813	64626	65089	65552	66015
26	62321	62784	63247	63710	65577	66040	66503	66966
27	63218	63681	64144	64607	66528	66991	67454	67917
28	64115	64578	65041	65504	67479	67942	68405	68868
29	65012	65475	65938	66401	68430	68893	69356	69819
30	65909	66372	66835	67298	69381	69844	70307	70770
31	66806	67269	67732	68195	70332	70795	71258	71721
32	67703	68166	68629	69092	71283	71746	72209	72672
33	68600	69063	69526	69989	72234	72697	73160	73623

BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE

*(CAP OF \$400 PER MONTH)

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**SESSER-VALIER SALARY SCHEDULE
INCLUDING BOARD PAID RETIREMENT
2016-2017**

YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	38999	39462	39925	40388	40851	41314	41777	42240
1	39911	40374	40837	41300	41817	42280	42743	43206
2	40823	41286	41749	42212	42783	43246	43709	44172
3	41735	42198	42661	43124	43749	44212	44675	45138
4	42647	43110	43573	44036	44715	45178	45641	46104
5	43559	44022	44485	44948	45681	46144	46607	47070
6	44471	44934	45397	45860	46647	47110	47573	48036
7	45383	45846	46309	46772	47613	48076	48539	49002
8	46295	46758	47221	47684	48579	49042	49505	49968
9	47207	47670	48133	48596	49545	50008	50471	50934
10	48119	48582	49045	49508	50511	50974	51437	51900
11	49031	49494	49957	50420	51477	51940	52403	52866
12	49943	50406	50869	51332	52443	52906	53369	53832
13	50855	51318	51781	52244	53409	53872	54335	54798
14	51767	52230	52693	53156	54375	54838	55301	55764
15	52679	53142	53605	54068	55341	55804	56267	56730
16	53591	54054	54517	54980	56307	56770	57233	57696
17	54503	54966	55429	55892	57273	57736	58199	58662
18	55415	55878	56341	56804	58239	58702	59165	59628
19	56327	56790	57253	57716	59205	59668	60131	60594
20	57239	57702	58165	58628	60171	60634	61097	61560
21	58151	58614	59077	59540	61137	61600	62063	62526
22	59063	59526	59989	60452	62103	62566	63029	63492
23	59975	60438	60901	61364	63069	63532	63995	64458
24	60887	61350	61813	62276	64035	64498	64961	65424
25	61799	62262	62725	63188	65001	65464	65927	66390
26	62711	63174	63637	64100	65967	66430	66893	67356
27	63623	64086	64549	65012	66933	67396	67859	68322
28	64535	64998	65461	65924	67899	68362	68825	69288
29	65447	65910	66373	66836	68865	69328	69791	70254
30	66359	66822	67285	67748	69831	70294	70757	71220
31	67271	67734	68197	68660	70797	71260	71723	72186
32	68183	68646	69109	69572	71763	72226	72689	73152
33	69095	69558	70021	70484	72729	73192	73655	74118

BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE
***(CAP OF \$400 PER MONTH)**

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SESSER-VALIER SALARY SCHEDULE NOT INCLUDING TRS 2014-2015 (For Information Purposes Only)								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	35333	35753	36172	36592	37011	37430	37850	38269
1	36132	36552	36971	37391	37859	38278	38698	39117
2	36931	37351	37770	38190	38707	39126	39546	39965
3	37730	38150	38569	38989	39555	39975	40394	40813
4	38529	38949	39368	39788	40403	40823	41242	41661
5	39329	39748	40167	40587	41251	41671	42090	42509
6	40128	40547	40967	41386	42099	42519	42938	43358
7	40927	41346	41766	42185	42947	43367	43786	44206
8	41726	42145	42565	42984	43795	44215	44634	45054
9	42525	42944	43364	43783	44643	45063	45482	45902
10	43324	43743	44163	44582	45491	45911	46330	46750
11	44123	44543	44962	45381	46339	46759	47178	47598
12	44922	45342	45761	46181	47187	47607	48026	48446
13	45721	46141	46560	46980	48035	48455	48874	49294
14	46520	46940	47359	47779	48883	49303	49722	50142
15	47319	47739	48158	48578	49731	50151	50570	50990
16	48119	48538	48957	49377	50579	50999	51418	51838
17	48918	49337	49757	50176	51427	51847	52266	52686
18	49717	50136	50556	50975	52275	52695	53114	53534
19	50516	50935	51355	51774	53123	53543	53962	54382
20	51315	51734	52154	52573	53971	54391	54810	55230
21	52114	52533	52953	53372	54819	55239	55658	56078
22	52913	53333	53752	54171	55667	56087	56506	56926
23	53712	54132	54551	54971	56515	56935	57354	57774
24	54511	54931	55350	55770	57363	57783	58202	58622
25	55310	55730	56149	56569	58211	58631	59050	59470
26	56109	56529	56948	57368	59059	59479	59898	60318
27	56909	57328	57747	58167	59908	60327	60746	61166
28	57708	58127	58547	58966	60756	61175	61594	62014
29	58507	58926	59346	59765	61604	62023	62442	62862
30	59306	59725	60145	60564	62452	62871	63291	63710
31	60105	60524	60944	61363	63300	63719	64139	64558
32	60904	61323	61743	62162	64148	64567	64987	65406
33	61703	62123	62542	62961	64996	65415	65835	66254

BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE
*(CAP OF \$400 PER MONTH)

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SESSER-VALIER SALARY SCHEDULE NOT INCLUDING TRS 2015-2016								
(For Information Purposes Only)								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	35333	35753	36172	36592	37011	37430	37850	38269
1	36146	36565	36985	37404	37873	38292	38712	39131
2	36958	37378	37797	38217	38734	39154	39573	39993
3	37771	38191	38610	39030	39596	40015	40435	40854
4	38584	39003	39423	39842	40457	40877	41296	41716
5	39396	39816	40235	40655	41319	41738	42158	42577
6	40209	40629	41048	41468	42181	42600	43020	43439
7	41022	41441	41861	42280	43042	43462	43881	44301
8	41835	42254	42673	43093	43904	44323	44743	45162
9	42647	43067	43486	43906	44765	45185	45604	46024
10	43460	43879	44299	44718	45627	46047	46466	46885
11	44273	44692	45112	45531	46489	46908	47328	47747
12	45085	45505	45924	46344	47350	47770	48189	48609
13	45898	46317	46737	47156	48212	48631	49051	49470
14	46711	47130	47550	47969	49074	49493	49912	50332
15	47523	47943	48362	48782	49935	50355	50774	51194
16	48336	48755	49175	49594	50797	51216	51636	52055
17	49149	49568	49988	50407	51658	52078	52497	52917
18	49961	50381	50800	51220	52520	52939	53359	53778
19	50774	51193	51613	52032	53382	53801	54221	54640
20	51587	52006	52426	52845	54243	54663	55082	55502
21	52399	52819	53238	53658	55105	55524	55944	56363
22	53212	53632	54051	54470	55966	56386	56805	57225
23	54025	54444	54864	55283	56828	57247	57667	58086
24	54837	55257	55676	56096	57690	58109	58529	58948
25	55650	56070	56489	56909	58551	58971	59390	59810
26	56463	56882	57302	57721	59413	59832	60252	60671
27	57275	57695	58114	58534	60274	60694	61113	61533
28	58088	58508	58927	59347	61136	61556	61975	62394
29	58901	59320	59740	60159	61998	62417	62837	63256
30	59713	60133	60552	60972	62859	63279	63698	64118
31	60526	60946	61365	61785	63721	64140	64560	64979
32	61339	61758	62178	62597	64582	65002	65421	65841
33	62152	62571	62990	63410	65444	65864	66283	66703

BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE
***(CAP OF \$400 PER MONTH)**

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 2016-2017 (For Information Purposes Only)								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	35333	35753	36172	36592	37011	37430	37850	38269
1	36159	36579	36998	37418	37886	38306	38725	39145
2	36986	37405	37825	38244	38761	39181	39600	40020
3	37812	38231	38651	39070	39637	40056	40476	40895
4	38638	39058	39477	39897	40512	40931	41351	41770
5	39464	39884	40303	40723	41387	41806	42226	42645
6	40291	40710	41130	41549	42262	42682	43101	43521
7	41117	41536	41956	42375	43137	43557	43976	44396
8	41943	42363	42782	43202	44013	44432	44852	45271
9	42770	43189	43608	44028	44888	45307	45727	46146
10	43596	44015	44435	44854	45763	46182	46602	47021
11	44422	44842	45261	45680	46638	47058	47477	47897
12	45248	45668	46087	46507	47513	47933	48352	48772
13	46075	46494	46914	47333	48389	48808	49228	49647
14	46901	47320	47740	48159	49264	49683	50103	50522
15	47727	48147	48566	48986	50139	50558	50978	51397
16	48553	48973	49392	49812	51014	51434	51853	52273
17	49380	49799	50219	50638	51889	52309	52728	53148
18	50206	50625	51045	51464	52765	53184	53604	54023
19	51032	51452	51871	52291	53640	54059	54479	54898
20	51858	52278	52697	53117	54515	54934	55354	55773
21	52685	53104	53524	53943	55390	55810	56229	56649
22	53511	53930	54350	54769	56265	56685	57104	57524
23	54337	54757	55176	55596	57141	57560	57980	58399
24	55164	55583	56003	56422	58016	58435	58855	59274
25	55990	56409	56829	57248	58891	59310	59730	60149
26	56816	57236	57655	58075	59766	60186	60605	61025
27	57642	58062	58481	58901	60641	61061	61480	61900
28	58469	58888	59308	59727	61517	61936	62356	62775
29	59295	59714	60134	60553	62392	62811	63231	63650
30	60121	60541	60960	61380	63267	63686	64106	64525
31	60947	61367	61786	62206	64142	64562	64981	65401
32	61774	62193	62613	63032	65017	65437	65856	66276
33	62600	63019	63439	63858	65893	66312	66732	67151

BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE
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APPENDIX B
EXTRA DUTY SCHEDULE (2014-2017)

Extra Duty Position	Gross Salary (Including TRS)	Net Salary (For Information Purposes Only)	Number of Sponsors
Athletic Director*	\$5,553	\$5,031	1
Head Football*	\$5,553	\$5,031	1
Assistant Football*	\$3,846	\$3,485	3
Head Basketball*	\$5,553	\$5,031	2
Head Basketball & Assistant Basketball*	\$6,341	\$5,745	1
Assistant Basketball & Freshman Basketball*	\$4,568	\$4,138	1
Head Volleyball*	\$5,553	\$5,031	1
Assistant Volleyball*	\$3,846	\$3,485	1
Junior High Volleyball*	\$2,206	\$1,999	1
8 th Grade Basketball*	\$3,846	\$3,485	1
7 th Grade Basketball*	\$3,414	\$3,093	1
7 th /8 th Grade Basketball*	\$4,772	\$4,323	1
Head Track*	\$3,060	\$2,772	2
Junior High Track*	\$2,206	\$1,999	2
Head High School Baseball*	\$3,209	\$2,908	0
Junior High Baseball*	\$2,206	\$1,999	1
Head Softball*	\$3,209	\$2,908	0
Junior High Softball*	\$2,206	\$1,999	1
Technology Coordinator (must have enhanced qualifications)	\$5,553	\$5,031	1
Senior Class Sponsor	\$1,815	\$1,644	1
Junior Class Sponsor	\$1,815	\$1,644	2
Sophomore Class Sponsor	\$1,142	\$1,035	1
Freshman Class Sponsor	\$1,142	\$1,035	1
Outdoorsmen Sponsor	\$1,671	\$1,514	1
FCCLA Sponsor	\$1,671	\$1,514	1
FFA Sponsor	\$1,671	\$1,514	1
Band Director	\$3,702	\$3,354	1
Field Marching Competition	\$1,389	\$1,258	1
Cheerleading Sponsor*	\$1,743	\$1,579	1
Cheerleading Sponsor—Junior High*	\$1,245	\$1,128	1
School Plays (Per Play)*	\$1,497	\$1,356	1
Student Council Sponsor	\$1,779	\$1,612	1
Scholastic Bowl—High School	\$1,353	\$1,226	1
Scholastic Bowl—Junior High School	\$817	\$741	1
National Honor Society Sponsor	\$1,641	\$1,487	1
Youth in Government Sponsor	\$1,641	\$1,487	1
Rembrandt Sponsor	\$1,353	\$1,226	1
Junior High Class Sponsor	\$1,106	\$1,002	2
Dance Team Sponsor*	\$962	\$871	1
Yearbook Sponsor	\$3,558	\$3,223	1
Totals			45

*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.