

Collective Bargaining Agreement

Grant Park School District #6 and the Grant Park Education Association

2021-2022

2022-2023

2023-2024

I. Recognition

The Board of Education of Grant Park Community Unit School District No. 6, Grant Park, Kankakee County, Illinois, hereinafter referred to as the "Board", hereby recognizes the Grant Park EA/IEA/NEA, hereinafter referred to as the "Association" as the sole bargaining agent for all full-time and part-time regularly employed certificated, professional and nonsupervisory personnel except the Superintendent, principals, teacher's aides; and/or teacher clerks; substitutes (other than those replacing teachers on leaves of absence exceeding sixty [60] school days), and confidential, managerial and craft employees as defined by law.

II. Management Rights

The Board retains and reserves the ultimate responsibility for proper management of the School District conferred upon and vested in it by the statutes and Constitutions of the State of Illinois and the United States, including (but not limited to) the responsibility for and the right:

- A. To maintain executive management and administrative control of the School District and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.
- B. To hire, direct, assign and transfer all employees and, subject to the provisions of the law, to determine their qualifications and the conditions for their continued employment, dismissal or demotion.
- C. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
- D. To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board Policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.
- E. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of teachers and non-classroom assignments.
- F. To subcontract work assignment positions held by and duties performed by members of the bargaining unit. However, during the term of the

Agreement, the Board shall not dismiss current members of the bargaining unit for the purpose of subcontracting. Any subcontracting relationships formed by the Board shall not be interpreted to invest in such subcontractors the status of assignees of the rights of this Agreement, nor shall the same be deemed to invest in such subcontracting agencies the status of co-employer with the Board of Education.

The exercise of the foregoing powers, rights, authorities, duties, and responsibilities by the Board shall be limited only by the specific and express terms of this Agreement.

III. Association Rights

- A. **Association Building Use** - The Association may use school buildings for local Association meetings, provided that such meetings are scheduled through the Superintendent no later than forty-eight (48) hours in advance. When special services are required, the Board may make a reasonable charge. It is agreed that such meetings shall not interfere with or interrupt normal school operation.
- B. **Association Representatives on School Grounds** - Duly authorized agents of the Association, upon notifying the school building office, may meet with bargaining unit members in school buildings during the duty free times of such members.
- C. **Association Equipment Use** - The Association shall be permitted, upon advance reasonable request, to use the District duplicating equipment provided that such use shall not interfere with the District's use thereof, and provided further that the Association shall reimburse the District for the actual cost thereof.
- D. **Notices, Communications**
 - 1. The Association may post notices of its activities and matters of Association concern on teacher bulletin boards, at least one of which shall be available in each building for such purpose.
 - 2. The Association may use teacher mail boxes for communications to teachers, provided no additional cost is incurred by the District.
- E. **Notice of Meetings** - Notice of all regular and special meetings of the Board and the Agendas, Statement of Purpose, and Board Report, which shall include all financial information and all other public information but exclude those items for Closed Session and Superintendent Notes, shall be made available to the Association President at least 24 hours prior to the scheduled time of the meeting. Two copies of the unapproved minutes

of all open board meetings shall be given to the Association President as soon as available.

- F. **Names/Addresses** - Names and addresses of newly hired teachers who consent thereto shall be provided to the Association President subsequent to approval of their contracts by the Board.

- G. **Association Leave** - The Association shall be granted two (2) days leave with pay per school year for the Association President's or his/her designee's attendance at Association sponsored conventions, conferences and the like, provided that the leave does not impair the quality of classroom instruction, a qualified substitute is available and the Association reimburses the Board for the cost of the substitute within five (5) days of leave. The Association President shall submit a written request for the use of such leave one (1) week in advance of the proposed leave.

- H. **Documents** - The Association shall be given one copy of the following items as soon as they are available:
 - a. The Annual Statement of Affairs (ISBE Form No. 50-37)
 - b. The District's Budget (ISBE Form No. 50-36)
 - c. The "Audit"
 - d. The scattergram of the certified teachers
 - e. The annual insurance report for the certified teachers
 - f. Yearly Certificate of Tax Levy

IV. Leadership Advisory Committee

A Leadership Advisory Committee, comprised of a teacher from the elementary, middle, and high school building, shall be created and meet on a monthly basis to discuss pertinent items relating to the District. Committee members will be selected by the perspective buildings and/or Association. Representatives who meet before or after contractual hours will be compensated as per the CBA.

Nothing in this Section shall be construed to permit the Council to consider items pertaining to the current Collective Bargaining Agreement or items currently being negotiated.

V. Representation

Whenever any teacher is required to appear before the Board or Superintendent concerning disciplinary action or any matter which could adversely affect the continuation of that teacher's employment or the salary or increments pertaining thereto, the teacher shall be given prior notice of the reasons for such meeting or

interview and shall be permitted to have any Association representative of his/her choosing present for advice and representation during such meeting or interview.

VI. Reduction in Staff

- A. If the Administration proposes that teachers be honorably dismissed due to a reduction in force within the meaning of law, the Association President and/or his/her designee shall be notified in writing prior to formal board action and shall be permitted to address the Board in closed session concerning such dismissals prior to formal Board action. Should the Association President and/or his/her designee desire to appear before the Board pursuant to the terms of this paragraph, the District Administration shall be notified in writing of the same no less than forty-eight (48) hours prior to the requested appearance before the Board.
- B. Any program of honorable dismissal shall comply with the provisions of statutory and decisional law, then appertaining.
- C. When honorably dismissing teachers, the Board shall determine seniority and length of service as follows:
 - 1. "Length of continuous service" shall mean the uninterrupted period of time while in the full-time employ of the Board in any position which requires a license issued by the Illinois State Board of Educator Preparation and Licensure Board.
 - 2. "Date of hire" shall mean the date on which the Board of Education formally employed each teacher as reflected in the Board minutes.
 - 3. In the event that two teachers share the same date of hire, the Board may consider any or all of the following factors to determine the order of their dismissal:
 - a. Additional coursework beyond the Bachelor's degree and additional degrees, if any.
 - b. Areas of specialization (degrees, research, publication, etc.)
 - c. Actual experience in areas of specialization.
 - d. Multiple certification.
 - e. The teacher's quality of performance as reflected by the teacher's evaluation in the district and by recognized special contributions made to the education of students.
 - f. References and recommendations.

VII. School Calendar, Work Day, Early Dismissal

- A. The Board of Education, in its sole and nonreviewable discretion, has the responsibility for adopting an annual school calendar. The Association may submit written suggestions, data, and research concerning the same prior to adoption. Any teacher required to work more than 180 days shall have his/her salary adjusted on a per diem basis according to the salary schedule then in effect. The payment of additional compensation required hereunder shall not apply to summer school.
- B. The teachers normal work day shall begin at 7:55 a.m. and conclude at 3:25 p.m. The principal or Superintendent may appoint, on a rotating basis, two teachers from each school to be in the building and available for supervision 15 minutes prior to commencement of the work day each morning. The normal work day as defined herein shall be exclusive of requirements and assignments such as extracurricular duties, faculty meetings, parent conferences, field trips and other student supervisory responsibilities as assigned. Teachers shall be entitled to a lunch period of at least thirty (30) minutes duration. Teachers (K-12) shall be entitled to at least forty (40) consecutive minutes per day preparation time. In the event of a change of start or end time by the District, the Superintendent and Association President will meet and modify the times listed above.
- C. On the day preceding extended breaks (including, but not limited to: Thanksgiving, Christmas, Easter Vacation, and Spring Break), teachers shall be dismissed at the close of the class period after buses have left the building. On the final day of the school year, teachers shall be dismissed upon completion of their individual checkout.
- D. Teachers shall not be required to perform any invasive medical procedures on students.

VIII. Assignments, Vacancies, Evaluation Plan

- A. **Assignments** - Teachers shall be notified in writing prior to thirty days prior to the beginning of the school year of their tentative building and teaching assignments including grade level and subject area for the coming year. Should a change in assignment be necessary subsequent to the close of school the Superintendent or his/her designee shall notify the teacher of the change. Mailing such notice to the teacher shall serve as compliance with this provision. Teaching assignments shall not be changed more than seven days prior to the commencement of the school year except in emergencies, which shall include but not be limited to, cases of resignation, retirement or enrollment changes.

Certified staff members will receive notification pertaining to their tentative schedule no later than seven calendar days prior to the commencement of the school year.

B. Vacancies

1. A vacancy occurs when the Superintendent posts notice of a potential need for employment within the bargaining unit.
2. The Superintendent shall provide the Association President an electronic copy of the vacancy within twenty-four (24) hours of occurrence.
3. A copy of such notices shall be made available to the Association President or his/her designee at the time of posting and to any teacher with recall rights as defined by the *Illinois School Code*.
4. Vacancies for Committee assignments shall be posted when available and/or when a current representative resigns from such committee or leaves the District. The Superintendent will provide a notice to the Association President as well as the Building Principal. The vacancy notice shall be posted in the building in which the representative vacancy occurred and the individual to represent on the committee shall be selected by the Building Principal. The Leadership Committee is excluded from the vacancy process and shall be selected at the sole discretion of the Superintendent of Schools. All interested applicants can request committee duties and responsibilities, which is located in the district office.

C. Assignment Overload

1. An assignment overload shall be defined as when a teacher voluntarily accepts an extra teaching assignment in lieu of a planning period.
2. When an assignment overload takes place, a teacher shall receive additional compensation, which is prorated to the amount that is one-fifth of the contracted salary on the approved (current year) certified scale.

D. EVALUATION PLAN

A PERA joint committee, in accordance with SB 7, comprised of equal members of teachers, selected by the Association, and administrators of the district shall review the Evaluation Plan *at least every two (2) years* to determine if any

changes or adjustments will be recommended. All formal observations shall be conducted in person and with the knowledge of the teacher. Any informal observations must be reduced to writing if they are to be used as part of the formal evaluation.

Notification of Evaluation Process

Teachers will be notified of the evaluation process and anticipated schedule as required by PERA regulations.

Purpose of Evaluation

The purpose of teacher evaluation is to determine the level of performance of the teacher and students. The overall goal is to improve teaching and learning.

Evaluation Process

A. Initial Evaluation

No formal observation will take place prior to September 1st of each year.

B. Non-Tenured Teacher

A non-tenured employee shall be formally observed not less than twice a year during the employee's probationary period.

C. Tenured Teacher

Tenured teachers shall be formally evaluated at least every other employment year.

D. Pre-Evaluation Conference

Each formal evaluation shall be initiated by a pre-evaluation conference, no less than three (3) working days prior to the evaluation, between the evaluator and the teacher to be evaluated. The pre-evaluation conference shall include a review of the expectations of the parties and notice of the date(s) and time(s) for the formal evaluation(s).

Post Observation Conference and Procedure

All formal observations shall be reduced to writing and a copy given to the teacher within ten (10) school days of any formal observation and at least twenty-four hours prior to the post observation conferences. The conference should generally take place within the five (5) days after the Employee has received the evaluations, although the absence of the teacher or the evaluator, or other extenuating circumstances may delay the holding of this conference.

Employee's Right to Respond to Evaluation

A teacher may put any objections or response to a summative evaluation in writing and have them attached to the evaluation in the teacher's personnel file.

IX. Sick Leave

Teachers shall be entitled to twelve (12) sick leave days with pay per school term. Sick leave shall be interpreted to mean birth, adoption, personal illness, quarantine at home and/or illness in the household, or serious illness or death in the immediate family or household. Immediate family shall mean the teacher's parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, grandparents-in-law, brothers-in-law, sisters-in-law, legal guardians. Teachers shall not be paid for misuse of such leave and may be subject to further discipline for misuse thereof. No employee will be permitted to use sick leave for elective surgery. A licensed physician determines whether or not surgery is elective. Sick leave days shall be cumulative to no more than 340 days at the end of the school year.

Teachers who move from part-time to full-time shall have their accumulated sick leave days prorated accordingly. Unused personal leave days may accumulate as sick leave at the beginning of the following year. (See Section XI).

X. Funeral Day

In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period of three (3) school days beyond such death (per occurrence). "Immediate Family" is interpreted to be parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-laws, sisters-in-laws, brothers-in-laws, son-in-laws, daughter-in-laws, and legal guardians or any other member of the family residing in the household at the time of death. Additional bereavement days may be granted by the Superintendent and these days will be taken off of the sick leave. Bereavement days must be taken within a reasonable amount of time following the death.

In the case of death of an uncle, aunt, or grandparent of spouse the teacher is entitled to be absent one (1) day without loss of compensation (holidays excluded). These days cannot be accumulated or transferred to accumulated sick leave.

XI. Personal Leave

Teachers may utilize three (3) personal leave days per school year with pay. Application for such leave shall be forwarded through the principal to the Superintendent for his/her approval at least five (5) days prior to the proposed commencement of such leave.

Except in the instance of an extraordinary circumstance (which shall be explained to the Superintendent of Schools) or for observance of a recognized religious holiday, such leave day shall not be granted during the first seven (7) or the last seven (7) teacher employment days of the school year or on the teacher employment day immediately preceding or following a school holiday or recess period. The Superintendent may waive the five (5) day application period in his/her sole discretion. The Superintendent may also waive the seven (7) day or pre/post holiday/recess provision, but only in extraordinary situations and when there will be no negative impact on the students or the education program as determined by the Superintendent. Any unused personal leave day(s) shall be added to the employee's accumulated sick leave.

XII. General Leaves of Absence

- A. The Board of Education, in its sole and non-reviewable discretion, may grant full-time, tenured teachers a leave of absence for purposes specified herein. Such leave may be for the balance of the current school term or a period not to exceed one (1) full school term and shall be without pay and benefits. All requests for leaves shall be made in writing and presented to the Superintendent not less than 120 days prior to the proposed commencement of the leave. Reasons for the Board considering such leaves may be as follows:
1. Exchange teaching programs in other states, territories, countries;
 2. Formal approved education programs designed to acquire additional course credit that is related to a teacher's current assignment as solely determined by the Superintendent and the Board;
 3. Foreign, military or governmental sponsored programs;
 4. Cultural travel or work programs related to professional activities;
 5. Health and hardship;
 6. Serving in the state legislature; and
 7. Other good reasons as determined solely by the Board.
- B. **Return from Leave** - Upon returning from leave to active employment, a teacher will receive an available assignment suitable to his/her professional preparation, provided that leave status will not exempt a teacher from a Reduction in Force. Placement in his/her previous assignment is not guaranteed. Time on leave shall not count for advancement on the salary schedule, except that Teachers who have received approval for an education program may receive credit on the salary schedule for the year they are on leave.
- C. **Benefits During Leave** - Leaves which are approved by the Board shall be without loss of tenure, or without loss of length of service credit or accumulated sick leave, but the time on leave shall not count towards

continuous service or employment by the Board. Additional sick leave shall not accrue during the duration of the leave. Teachers on leave are responsible for making arrangements with the Teachers' Retirement System for pension credit, if allowed. Teachers on approved leaves of absence may participate in available District medical insurance programs, but at the expense of the teacher, subject to the consent of the insurance program.

- D. **Intent to Return** - In all instances where a teacher is granted an unpaid leave, as a condition thereof, the employee shall advise the Superintendent in writing no later than February 15th, prior to the termination of such leave, of his/her intent to return to employment. Failure to advise the Superintendent by said date of the intent to return as required herein, shall be conclusively treated as an election not to return to employment and as an absolute resignation from the District, and no action shall lie against the Board therefore.
- E. A teacher granted a leave of absence hereunder shall agree, in all cases, as a condition precedent to the granting of such leave, to waive any claim to unemployment compensation. In the event such waiver is not effective, the teacher agrees to reimburse the Board for any resultant unemployment compensation costs incurred by the Board.

XIII. Family and Medical Leave Act

- A. **Definition** - as used in this section:
1. "Eligible teacher" means a teacher who has been employed in a full-time capacity with the District for at least one (1) academic term and has at least 1,250 hours of service with the District during the previous academic term. For purposes of determining hours of service for eligibility purposes, the number of days of service reported to the Illinois Teachers' Retirement System shall be multiplied by 7 hours per day.
 2. The term "academic term" means that portion of the school year, July 1, to the following June 30, when school is in actual session.
 3. The term "equivalent position" shall mean any position for which an eligible teacher is **licensed and legally qualified to teach** with compensation and benefits equal to or better than the compensation and benefits received by an eligible teacher prior to being granted a leave under this section.

4. Other terms shall be defined as defined in the Family and Medical Leave Act (P.L. 103-3) and rules and regulations as promulgated by the United States Department of Labor.
- B. **Leaves** - Eligible teachers shall be granted a total of 12 work weeks of unpaid leave during any academic year for one or more of the following reasons:
1. the birth of a child and to care for a newborn child;
 2. the adoption of a child or the placement of a foster child;
 3. to care for a spouse, son, daughter, or parent who has **serious** health conditions; and
 4. a serious health condition that makes the employee **unable to perform** his/her job.
 5. any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty"; or
 6. to care for a covered servicemember with a serious injury or illness If the eligible employee is the servicemember's spouse, son, daughter, parent, or next of kin (military caregiver leave) (up to 26 weeks)
- C. **Use of Accrued Paid Personal or Sick Days** - The eligible teachers requesting Family and Medical Leave herein may use any available, accrued paid personal days towards computation of days used **as part of** any 12-week period allowed. Eligible teachers requesting leave for reasons 3 and 4 above may also use accrued paid sick leave. Sick leave may also be used for reason 6 above if the servicemember is a person for whom sick leave may be taken for other reasons. If requested by the eligible teacher and **after all** available accrued paid personal or sick days have been expended, the Board shall grant any necessary additional unpaid leave so that the total of available Family and Medical Leave equals 12 weeks (or 26 weeks for reason 6). (Teachers will be permitted to use sick leave for up to 6 weeks following birth of a child, as in the past.)
- D. **Continuation of Health Insurance** - The Board shall maintain health care coverage for the duration of the Family and Medical Leave at the **same level** and under the **same conditions** that existed at the time of the commencement of this leave.
- E. **Accrued Benefits** - **No** eligible teacher taking Family and Medical Leave shall experience the **loss of benefits**, such as group life insurance, disability insurance, or pension benefits **accrued before** the date the Family and Medical Leave started.

- F. **Notification** - An eligible teacher shall provide the Superintendent at least forty-five (45) days advance notice before the date the leave is to begin of the teacher's intention to take the leave, if the need for the leave is foreseeable based on an expected birth, placement for adoption or foster care, or planned medical treatment for a **serious** health condition of the eligible teacher or eligible family member. The teacher shall additionally provide the Superintendent at least forty-five (45) days notice before the date the leave is to terminate of the teacher's intention to return to work.

If the forty-five (45) days advance notice is not practicable due to a lack of knowledge of approximately when leave will be required to begin or terminate, a change in circumstances, or a medical emergency, notice of the teacher's intention to take leave or to return to work must be given to the Superintendent as soon as practicable after the need for leave or termination date becomes known to the teacher.

An eligible teacher shall make every reasonable effort to schedule planned medical treatment so as not to disrupt unduly the operations of the District, subject to the approval of the health care provider.

- G. **End of Academic Year** - If an eligible teacher begins leave:

1. more than five (5) weeks prior to the end of an academic term, the Superintendent can require the leave to extend to the end of the academic term if the leave is of at least three (3) weeks and the employee seeks to return within the last three weeks of the academic term;
2. less than five (5) weeks prior to the end of the academic term, because of the birth of a son or daughter; the placement of a son or daughter for adoption or foster care; to care for a spouse, son, daughter, or parent with a serious health condition; or to care for a covered servicemember, the Superintendent can require the leave to extend to the end of the academic term if the leave is of at least two (2) weeks and the return to employment would occur within two (2) weeks of the end of the academic term, and
3. less than three (3) weeks prior to the end of the academic term, because of the birth of a son or daughter; the placement of a son or daughter for adoption or foster care; to care for a spouse, son, daughter, or parent with a serious health condition; or to care for a covered servicemember, the Superintendent can require the leave to extend to the end of the term if it is greater than five (5) working days.

- H. **Repealer** - In the event the Family and Medical Leave Act is repealed in whole or in part, then this section of this Article shall, as of the date of repeal, no longer be in force and effect.

XIV. Teacher Compensation

- A. **Salary Schedules** - See Appendices A, B and C.

B. **TRS Contribution**

The District has included the TRS Retirement Contribution (TRS) in the presented salary scales for credible earning purposes. In addition, the District includes the THIS Contribution (up to 1.24%).

The parties agree that if during the term of this contract if the required TRS employer or employee contributions are increased, the parties agree to meet within 30 calendar days to negotiate the impact of such increase.

C. **Salary Schedule Placement and Movement**

1. Where a qualified teacher has previous teaching experience as a certified teacher, (Grades K-12), one (1) year credit for each one (1) year of actual teaching experience up to a maximum of twenty (20) years previous teaching experience shall be allowed for determining initial placement on the salary schedule.

Where a qualified teacher has no previous teaching experience as a certified teacher, the Board of Education, in its sole and nonreviewable discretion, may grant up to eight (8) years credit for significant educational or other work experience, for initial placement on the salary schedule.

2. In order to progress horizontally on the salary schedule, a teacher shall submit a certified transcript or evidence of successful coursework completion together with a copy of the request for an official transcript to the Superintendent no later than August 31 in order for the teacher to progress at the beginning of the academic year, or on or before February 28 in order for the teacher to progress on March 1. If a teacher does not deposit an official transcript, the Board shall, without further action, be permitted to recoup all salary schedule movement.
3. It is understood that horizontal movement on the salary schedule requires graduate level coursework and must be approved by the Superintendent prior to attendance of the first class. In order to move horizontally to the MS + 36 column, a teacher needs to earn 36 hours

after the date the Master's degree was conferred. This will also apply to the MS + 12, and MS + 24 columns. If someone is currently at MS or MS + 12, he/she must actually have earned a total of 12 or 24 hours after the date of the Master's degree in order to move to the appropriate column.

5. Teachers who are contracted for less than half-time may not advance vertically on the salary schedule. Teachers who are contracted for half-time will be granted one (1) step upon the accumulation of two (2) years of half-time experience. Half steps are not granted. Teachers who are contracted for more than 50% will advance on the salary schedule as if they were full-time teachers.

D. Tuition Reimbursement (Full time teachers only) - All post-degree coursework credit after employment must be pre-approved by the Superintendent prior to the commencement of such work in order to qualify for reimbursement. Approval shall be granted for courses taken for advanced or further certification requirements, expansion of knowledge of teaching methods and/or psychology, completion of advanced degree requirements and/or professional development.

The Board shall reimburse the Full Time Teacher \$150 per semester hour upon completion of such pre-approved coursework. In order to qualify, the teacher must earn a grade of "B" or better for graduate work. The Board's obligation to reimburse for such course-work shall be limited to no more than 48 semester hours beyond the Bachelor's degree and no more than 48 semester hours beyond the Master's degree (including hours which may have been taken prior to employment). Quarter hours will be prorated accordingly. Tuition reimbursement is offered to those licensed teachers who have two years professional teaching experience in a public or private school system.

In order to receive reimbursement for tuition and fees, the teacher must submit evidence of successful coursework completion to the Superintendent together with actual proof of payment for tuition and fees. Reimbursement checks shall be issued according to the following schedule:

Submitted no later than August 31- reimbursed on or before September 25

Submitted no later than January 31- reimbursed on or before February 25

Submitted no later than May 31- reimbursed on or before June 25

In order for a teacher to receive reimbursement for coursework taken during the summer, the teacher must return to the district in the fall.

A teacher who is on an approved leave of absence must return to the district as a teacher in order to qualify for reimbursement of tuition and fees. A transcript is required to be provided to the district office before reimbursement can be processed.

- E. **Supplemental Pay** - Extra-curricular and Committee positions. See Appendices B and C. Committee positions shall be paid according to the hourly stipend as follows: \$30 per hour. A list of committees appears in Appendix C.
- F. **Payroll Deductions** - Upon application by a teacher, the Board shall deduct from the teacher's pay such amounts as authorized by the teacher for the teacher's credit union, insurance premiums and annuities.
- G. **Dues Check Off** - Upon the written request of any bargaining unit member, the Board shall deduct from his/her compensation during regular payroll periods any dues payable by such member to the Association. The amount deducted shall be transmitted to the Association within ten (10) working days from the time of withholding.
- H. **Payroll Procedures** – All employees will have their payroll deposited directly into their bank account and will be provided a voucher electronically. Teachers' salaries shall be paid bi-monthly from September 1, through August 31, on the 10th and 25th day of each month. If such dates fall on a weekend or during a holiday vacation period, payment therefore shall be made on the last workday before such dates. A teacher may elect to be paid his/her annual salary on a ten or twelve-month basis.
- I. **Substitution** - Should a teacher willingly volunteer to substitute internally and give up his/her preparation period, such teacher's pay per period shall be as follows:

Full Period (over 30 minutes)	\$30.00
Partial Period (under 30 minutes)	\$25.00
White Bus Driver- Flat Fee	\$30.00

- I. **Retirement Incentive** - Employees may give an irrevocable notification of retirement up to 2 years in advance of the expected retirement. Upon notification of retirement, the employee will leave the salary and extra duty schedule and receive a 6% increase in creditable earnings. Voluntary resignation from an extra duty assignment would cause the compensation to be reduced accordingly. The 6% incentive raises are compounded in each of the notice years. This incentive plan assumes that the employee will not have exceeded 6% creditable earnings in non-incentive years that are used by TRS for calculating the teacher's retirement annuity. In the

event that an employee had received a greater than 6% increase in a *non-incentive year used by TRS for calculating the retirement annuity* and a contribution to TRS would be required of the employer, the teacher would not be eligible for this incentive plan.

Any certified employee who has at least eighteen (18) years of full-time service who elects to notify the Grant Park Board of Education by May 1 of the expected year of retirement, shall be eligible to apply for permission to retire and to avail himself/herself of the provisions of this section. However, nothing in this section shall prohibit any teacher from resigning for retirement purposes without benefit of this policy.

Qualifications and limitations: To be eligible for this benefit, a person must comply with all of the foregoing and following requirements and limitations.

1. The person must be eligible to retire on the date of retirement under Illinois Teachers' Retirement System and receive an immediate retirement benefit.
2. The person must file an irrevocable letter of retirement with the Board of Education, through the Superintendent, by July 1 in the year the retirement incentive would begin. The retirement incentive may begin up to two years in advance of the retirement date.
3. No person may participate in this program unless he/she has sufficient service credit and/or age credit under the Illinois Teachers' Retirement System to exempt the employer from the payment of any penalty or any additional amount to the Teachers' Retirement System.
4. It is the understanding and agreement of the parties that nothing in this section authorizes or requires the Board or Association to ensure, insure, guarantee, establish, represent or predict that the incentives herein shall be defined as "creditable earnings" or any particular level of benefits to be received by any teacher from the teachers' retirement System of the State of Illinois.
5. For each person electing retirement, they will leave the salary and extra duty schedule and receive a 6% increase in creditable earnings. The creditable earnings will be the TRS reported earnings as of June 30 preceding the beginning of the incentive. Incentive increases shall be compounded annually. Voluntary resignation from an extra-duty assignment shall cause the compensation to be reduced accordingly.

K. National Board Certification Incentive – Teachers will be offered a one-time incentive of \$1,200 for achieving National Board Certification in addition to any other incentive received.

XV. Insurance

The Board shall pay the following amounts toward the monthly costs (premiums) for group health/major medical, dental, and life insurance for eligible full-time teachers:

	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>
Employee only	\$657	\$677	\$698
Employee plus Child	\$1008	\$1028	\$1048
Employee plus Spouse	\$1103	\$1123	\$1143
Employee and Family	\$1468	\$1488	\$1508

Eligibility for insurance will be determined by the carrier. Coverage includes and assumes a set deductible and coinsurance, which will be reviewed by an Insurance Committee consisting of two Association members and the District Superintendent. (Other provisions may apply as stated in insurance summary.) Any full-time tenured teacher who is reduced to part-time, but no less than 50% of full-time, may continue to receive the same insurance benefits as full-time.

Employees on the Employee Only plan will not be permitted to change to the Employee +1 plan unless they (the employees) are willing to assume the difference between the Employee Only plan and their desired plan for six (6) calendar months, with the following exceptions:

1. Those who marry
2. Those who have or adopt a child

Employees may, however, change from the Employee Only plan to the Employee and Family plan at any time. Employees who move from the Employee Only to the Employee and Family plan will have to wait six (6) months before moving to the Employee +1 plan (with the same two exceptions). New employees may choose the plan of their choice.

The amount of gross wages due a teacher in the form of salary shall be a sum specified on the salary schedule less the payment by the Board, paid in installments as otherwise required by law or as authorized by the teacher pursuant to the Collective Bargaining Agreement.

The teacher shall have no right or claim to the funds so remitted. Once said election is made as provided above, it may not be rescinded except in the case of the death of the insured dependents.

The Board does not warrant that the deduction made in the amounts as listed on the compensation schedule by the Board for the teachers as set forth above are deemed excludable from the teachers' gross wages, and as such, the Association and each individual teacher shall and do hereby indemnify and hold harmless the Board, its members, its agents, and its employees from any and all claims, demands, actions, complaints, suits, assessments or deficiencies or other liability by reason of the payments of dependent insurance premiums to the provision of this Section.

XVI. Grievance Procedures

- A. **Definition** - A grievance is defined as a written complaint or claim by an employee or the Association that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement. The complaint or claim shall include a plain and concise statement of the facts constituting the violation, misinterpretation or misapplication and shall name the teacher(s) involved.
- B. **Representation** - The Board acknowledges the right of a grievant to be assisted by the Association at any level of the grievance procedure. The Association acknowledges the right of any member of the Administration to receive assistance as desired in any step of the grievance procedure. At any stage of the grievance procedure, the grievant may be represented by a representative of his or her choice or maintain the grievance without assistance or representation. A grievance may be withdrawn at any level without establishing precedent.
- C. **Time Limits** - A business day is defined as a day on which the school administration office is open for business. Failure of any employee or the Association to act on a grievance within the prescribed time limits will act as a bar to any further appeal and an Administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual written consent.
- D. **Procedures**
- Informal Step:** The grievant shall attempt to resolve any grievance in informal, oral discussion with the building principal within ten (10) business days of the occurrence of the matter to be grieved. A grievance involving the act of any Administrator above the building level shall initially be filed at Step 2 of the grievance procedure, after the grievant has first consulted the involved Administrator.

Step 1 (Building Principal): If the grievance cannot be resolved informally, the grievant shall present the grievance in writing to his/her building principal no later than twenty (20) business days after the occurrence of the alleged claim or complaint. The principal shall conduct a meeting within five (5) business days after receipt of the grievance with the grievant, the Association or other representative if so desired by the grievant, and any person whose assistance the principal requests. The principal shall have five (5) business days following the meeting in which to provide his/her written memorandum setting forth the disposition of the grievance to the grievant. Such memorandum shall contain the reasons upon which the disposition of the grievance is based.

Step 2 (Superintendent): If the grievant is not satisfied with the disposition of the grievance at Step 1, or if Step 1 time limits expire without the issuance of the principal's memorandum, the grievant may within ten (10) business days submit the grievance to the Superintendent. The Superintendent or his/her designee shall within five (5) business days conduct a meeting with the same parties being present as may be present in Step 1. The Superintendent shall have five (5) business days following the meeting in which to provide his/her written memorandum to the grievant setting forth the disposition of the grievance to the grievant. Such memorandum shall contain the reasons upon which the disposition of the grievance is based.

Step 3 (Board): If the grievant is not satisfied with the disposition of the grievance at Step 2, or if Step 2 time limits expire without the issuance of the Superintendent's memorandum, the grievant may within ten (10) business days submit the grievance to the Board of Education. Upon receipt of the request, the Board of Education shall, within thirty (30) calendar days, conduct a closed session meeting on the grievance with the same parties being present as may be present in Steps 1 and 2. The Board shall provide the grievant with its written memorandum setting forth the disposition of the grievance within five (5) business days following the meeting. Such memorandum shall contain the reasons upon which the disposition of the grievance is based.

Step 4 (Arbitration): If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The grievant and the Association shall submit a written request for arbitration to the Superintendent within ten (10) business days of issuance of the Board's memorandum. The arbitrator shall be selected from the American Arbitration Association in accordance with their voluntary labor tribunal rules.

Neither party to the grievance will be permitted to assert grounds not previously asserted before the Board of Education. Each party shall be

entitled to representation and witnesses. The arbitrator shall have no power to alter the terms of this Agreement, nor to make any award void or prohibited by law, statutory or decisional. The arbitrator's decision shall be binding upon the parties and his/her decision shall be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

The cost of the arbitrator shall be shared equally by the aggrieved party and the school district. Should either party request a transcript of the proceedings, that party will bear the cost of the transcript.

- E. **Bypass of Grievance Steps** - After attempting to resolve a grievance at the Informal Step, the Association and the Superintendent may agree to bypass any step(s) of the grievance procedure, with the exception of Step 3 (Board).
- F. **Grievance Materials** - The grievance filed by any teacher, the correspondence or memoranda related to the processing thereof, and the arbitration transcript of proceedings, if any, shall be filed separately from the involved teacher's(s') personnel file(s). However, the final determination of a grievance at any step shall be included in the involved teacher's(s') personnel file(s). Notwithstanding the foregoing, it is understood and agreed that any grievance materials excluded from a teacher's file pursuant to this paragraph shall not preclude the use of such information by the Board in any judicial or quasi-judicial proceeding and that such materials shall be subject to the inspection of the teacher as may be provided by law.
- G. **Release Time** - Should the investigation of any grievance require, in the sole judgment of the Superintendent, that an employee be released from his/her regular assignment, he/she will be released without loss of pay or benefits.
- H. **No Reprisals** - The Board agrees to take no reprisals against any person for his/her participation in the grievance process. The Association agrees to take no reprisals against any person because of his/her participation or refusal to participate in the grievance process.

XVII. Equal Responsibility

The Association and the Board acknowledge that the terms contained in this Agreement are the result of full, frank and arms-length negotiations between the parties. Accordingly, the Association and the Board assume equal responsibility for the inclusion of each and every provision in this Agreement.

The Association and the Board agree to co-indemnify the other and their respective officers, agents and employees against any and all claims, demands, suits, and judgments (including the costs of defense associated with same) arising from any claim that any of the provisions of this Agreement violate any federal, state or local laws, rules or regulations.

XVIII. Negotiations Procedures

1. Upon written request by the Association or the Board prior to March 1, of the school year during which this Agreement expires, the parties shall meet and commence negotiations for a successor agreement not later than May 1.
2. There shall be two signed copies of any final agreement. One copy shall be retained by the Board and one by the Association.
3. Within thirty (30) days after the Agreement is signed, copies of this Agreement shall be provided to each bargaining unit member. The cost of such copies shall be shared equally by the Board and the Association.
4. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

XIX. Separability

If any provision of this Agreement or any application of this Agreement to any bargaining unit member or to any group of bargaining unit members is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

XX. Effect of Agreement

The Board and the Association acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining.

Accordingly, the Board and Association hereby understand and agree that:

1. This Agreement embodies the complete and final understanding reached by the parties as to the wages, hours, and terms and conditions of employment for employees covered by this Agreement.

2. This Agreement may not be supplemented or amended during its term except by the written, mutual agreement of the Board and Association.
3. The Association agrees that the Board shall not be obligated to bargain collectively with the Association during the term of this Agreement with respect to any matter pertaining to or having an impact on wages, hours, and terms and conditions of employment whether or not such matter may have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
4. Any individual contract between the Board and an individual bargaining unit member heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

XXI. No Strike

During the term of this Agreement neither the Association or its agents or any employee, for any reason, will engage in a strike, or any other interference with the work and statutory functions or obligations of the Board whether it be at any of the District's public buildings, its administrative offices or any other location.

XXII. Reopener

Notwithstanding the negotiated salary and benefits contained herein, if on or after the effective date of this agreement, the District should experience: (1) an increase in the Districts required contribution to the Illinois Teacher's Retirement System; (2) a freeze or other new limitation on the District's ability to levy increased property taxes; or (3) a reduction in State funding, then this bargaining agreement in terms of financial aspects only (limited to salary schedule, insurance, and extracurriculars) shall be reopened if agreed upon for negotiations within 30 days. If none of the factors are experienced by the District on or before June 30th, 2024 section XXII becomes null and void.

XXIII. Duration

This Agreement shall be effective as of August, 2021 and shall continue in effect until approximately August, 2024. This Agreement shall expire at such expiration date unless extended for a specific period or periods by mutual written agreement of the parties.

date unless extended for a specific period or periods by mutual written agreement of the parties.

Grant Park Education Association
IEA/NEA

Board of Education, Grant Park
Community Unit School District No. 6
Grant Park, Kankakee County, Illinois

By: Katie Gutierrez
Katie Gutierrez, Negotiator, GPEA

By: Tim Markland
Tim Markland, President

By: Nicole Fosle
Nicole Fosle, Negotiator, GPEA

By: Vicki Gawlinks
Vicki Gawlinks, Vice-President

FY 22

	BS	BS/12	BS/24	BS/36	MS	MS/12	MS/24	MS/36
Lanes:	1	2	3	4	5	6	7	8
Steps:								
1	36969	37706	38631	39522	40489	41371	42311	43320
2	37723	38476	39420	40329	41315	42214	43175	44203
3	38491	39262	40226	41151	42159	43077	44147	45105
4	39224	40136	41068	42025	43004	44009	45040	46094
5	40028	40957	41911	42889	43887	44915	45969	47046
6	40847	41795	42771	43770	44791	45841	46919	48019
7	41683	42654	43649	44672	45716	46788	47890	49014
8	42539	43532	44548	45594	46660	47757	48882	50031
9	43413	44428	45467	46534	47624	48746	49896	51069
10	44306	45343	46406	47496	48611	49755	50931	52130
11	45219	46279	47366	48480	49618	50789	51990	53217
12	46152	47235	48345	49484	50649	51844	53072	54325
13	47095	48213	49346	50511	51702	52924	54179	55458
14	48081	49211	50372	51562	52778	54027	55309	56618
15	49078	50232	51418	52634	53877	55153	56465	57803
16	50096	51276	52487	53731	55000	56306	57645	59012
17	51136	52343	53581	54853	56149	57482	58851	60248
18	52198	53433	54698	55997	57324	58685	60085	61512
19	53287	54547	55839	57166	58523	59915	61345	62804
20	54397	55686	57006	58363	59747	61172	62632	64125
21	55485	56849	58200	59586	61001	62455	63950	65474
22	56594	58037	59418	60835	62281	63768	65294	66852
23	57726	59199	60606	62052	63526	65043	66600	68188
24	58881	60382	61819	63292	64797	66344	67932	69552
25	60058	61589	63055	64558	66092	67671	69290	70943
26	61258	62821	64315	65849	67415	69024	70677	72363
27	62484	64077	65603	67166	68762	70405	72090	73810
28	63734	65358	66915	68509	70138	71813	73532	75287
29	65009	66666	68253	69880	71541	73248	75003	76791
30	66308	67999	69618	71278	72971	74714	76503	78327
31	67634	69358	71010	72704	74430	76208	78033	79894
32	68986	70746	72431	74158	75917	77732	79593	81492
33	70368	72161	73880	75640	77435	79286	81185	83122
34	71776	73605	75357	77153	78986	80873	82808	84783
35	73210	75076	76864	78696	80566	82490	84464	86480
36	74675	76578	78401	80269	82176	84140	86152	88209

FY 23

	BS	BS/12	BS/24	BS/36	MS	MS/12	MS/24	MS/36
Lanes:	1	2	3	4	5	6	7	8
Steps:								
1	38078	38837	39790	40708	41704	42612	43581	44619
2	38854	39630	40603	41538	42555	43480	44470	45530
3	39646	40439	41432	42385	43424	44369	45471	46458
4	40401	41340	42300	43286	44294	45329	46391	47476
5	41229	42186	43168	44176	45204	46263	47348	48458
6	42072	43049	44054	45083	46134	47216	48326	49459
7	42934	43934	44959	46012	47087	48191	49327	50484
8	43815	44838	45884	46962	48060	49190	50348	51532
9	44716	45761	46831	47930	49053	50208	51393	52602
10	45636	46703	47798	48921	50069	51248	52459	53694
11	46576	47667	48787	49934	51107	52313	53550	54814
12	47537	48652	49795	50969	52169	53399	54664	55955
13	48508	49660	50827	52027	53253	54512	55804	57122
14	49524	50688	51883	53109	54362	55647	56968	58317
15	50551	51739	52960	54213	55494	56808	58159	59537
16	51599	52815	54061	55343	56650	57995	59374	60782
17	52671	53913	55188	56498	57834	59207	60617	62055
18	53764	55036	56339	57677	59043	60446	61888	63357
19	54886	56183	57515	58881	60278	61713	63185	64688
20	56029	57356	58717	60114	61540	63007	64511	66048
21	57150	58554	59946	61373	62831	64329	65868	67438
22	58292	59779	61200	62660	64149	65681	67253	68858
23	59458	60975	62424	63914	65432	66995	68598	70234
24	60647	62193	63673	65191	66741	68335	69970	71638
25	61860	63437	64946	66495	68075	69701	71369	73072
26	63096	64705	66245	67824	69437	71095	72797	74534
27	64358	66000	67571	69181	70825	72517	74252	76024
28	65646	67318	68922	70565	72242	73967	75738	77545
29	66960	68666	70301	71977	73687	75446	77253	79094
30	68298	70038	71706	73416	75161	76956	78798	80677
31	69663	71439	73141	74885	76663	78494	80374	82291
32	71056	72868	74604	76383	78195	80064	81981	83936
33	72479	74326	76096	77909	79758	81665	83620	85616
34	73929	75813	77618	79468	81355	83299	85292	87327
35	75407	77328	79170	81057	82983	84964	86998	89074
36	76915	78876	80753	82677	84642	86664	88737	90855

FY 24

	BS	BS/12	BS/24	BS/36	MS	MS/12	MS/24	MS/36
Lanes:	1	2	3	4	5	6	7	8
Steps:								
1	40000	40500	40984	41929	42955	43890	44888	45958
2	40400	40819	41821	42785	43831	44784	45804	46895
3	40835	41653	42675	43657	44726	45700	46835	47852
4	41613	42580	43569	44584	45622	46689	47783	48901
5	42466	43451	44463	45501	46560	47651	48768	49911
6	43334	44341	45375	46435	47518	48633	49776	50943
7	44222	45252	46308	47393	48500	49637	50806	51999
8	45130	46183	47260	48371	49502	50665	51859	53078
9	46057	47134	48236	49368	50524	51714	52935	54180
10	47005	48104	49232	50389	51571	52785	54033	55305
11	47973	49097	50250	51432	52640	53882	55156	56458
12	48963	50111	51289	52498	53734	55001	56304	57634
13	49963	51149	52351	53587	54851	56148	57479	58836
14	51010	52208	53440	54702	55992	57317	58677	60066
15	52067	53291	54549	55839	57158	58512	59903	61323
16	53147	54399	55683	57003	58349	59735	61156	62606
17	54251	55530	56844	58193	59569	60983	62435	63917
18	55377	56687	58029	59407	60815	62259	63744	65258
19	56532	57869	59240	60647	62087	63564	65081	66629
20	57710	59077	60478	61917	63386	64897	66447	68030
21	58864	60311	61745	63214	64716	66259	67844	69461
22	60041	61572	63036	64540	66074	67652	69270	70923
23	61242	62804	64297	65831	67395	69005	70656	72341
24	62467	64059	65583	67147	68743	70385	72069	73787
25	63716	65340	66895	68490	70117	71792	73510	75264
26	64989	66647	68232	69859	71520	73228	74981	76770
27	66289	67980	69598	71257	72949	74692	76480	78305
28	67616	69338	70990	72682	74409	76186	78010	79872
29	68969	70726	72410	74136	75898	77709	79570	81467
30	70346	72140	73857	75619	77415	79264	81162	83098
31	71753	73582	75335	77131	78963	80849	82785	84760
32	73188	75054	76842	78674	80541	82466	84440	86454
33	74653	76555	78379	80247	82151	84115	86129	88184
34	76147	78087	79946	81852	83796	85798	87851	89947
35	77669	79648	81545	83489	85472	87513	89608	91746
36	79223	81242	83175	85157	87181	89264	91399	93581

APPENDIX B - ATHLETIC STIPENDS

<u>HIGH SCHOOL</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>
Athletic Director (High School)	\$6,405	\$6,725	\$7,062
Head Basketball (Boys)	\$5,903	\$6,198	\$6,508
Head Basketball (Girls)	\$5,903	\$6,198	\$6,508
Head Volleyball	\$3,680	\$3,864	\$4,057
Head Baseball	\$3,579	\$3,758	\$3,946
Head Softball	\$3,579	\$3,758	\$3,946
Head Soccer (Boys)	\$3,126	\$3,282	\$3,446
Head Soccer (Girls)	\$3,126	\$3,282	\$3,446
Head Golf (Boys)	\$2,622	\$2,753	\$2,891
Head Wrestling	\$2,600	\$2,730	\$2,867
Head Golf (Girls)	\$2,622	\$2,753	\$2,891
JV Asst. Basketball (Boys)	\$3,579	\$3,758	\$3,946
JV Asst. Basketball (Girls)	\$3,579	\$3,758	\$3,946
JV Asst. Volleyball	\$2,188	\$2,297	\$2,412
JV Asst. Baseball	\$2,067	\$2,170	\$2,279
JV Asst. Softball	\$2,067	\$2,170	\$2,279
JV Asst. Soccer (Boys)	\$1,614	\$1,695	\$1,779
JV Asst. Soccer (Girls)	\$1,614	\$1,695	\$1,779
JV Asst. Wrestling	\$2,139	\$2,246	\$2,358
Freshman Coach - Baseball	\$2,018	\$2,119	\$2,225
Freshman Coach - Softball	\$2,018	\$2,119	\$2,225
Freshman Coach - Basketball (Boys)	\$2,987	\$3,136	\$3,293
Freshman Coach - Basketball (Girls)	\$2,987	\$3,136	\$3,293
HS Cheerleading	\$2,018	\$2,119	\$2,225
Bass Fishing	\$187	\$196	\$206
 <u>MIDDLE SCHOOL</u>			
Athletic Director (Middle School)	\$5,145	\$5,402	\$5,672
8th Grade Basketball - Boys	\$3,579	\$3,758	\$3,946
7th Grade Basketball - Boys	\$2,421	\$2,542	\$2,669
6th Grade Basketball - Boys	\$1,412	\$1,483	\$1,557
8th Grade Basketball - Girls	\$3,579	\$3,758	\$3,946
7th Grade Basketball - Girls	\$2,421	\$2,542	\$2,669
6th Grade Basketball - Girls	\$1,412	\$1,483	\$1,557
5th Grade Basketball (Camp)	\$1,109	\$1,164	\$1,223
Head Baseball	\$2,067	\$2,170	\$2,279
Assistant Coach Baseball	\$1,109	\$1,164	\$1,223
Head Softball	\$2,067	\$2,170	\$2,279
Assistant Coach Softball	\$1,109	\$1,164	\$1,223
8th Grade Volleyball	\$2,222	\$2,333	\$2,450
7th Grade Volleyball	\$1,566	\$1,644	\$1,727
6th Grade Volleyball	\$1,412	\$1,483	\$1,557
Cheerleading	\$1,285	\$1,349	\$1,417
HeadTrack	\$2,221	\$2,332	\$2,449
Assistant Track	\$1,566	\$1,644	\$1,727
*Ticket Taker & Seller	\$42	\$44	\$46
*Scorekeeper & Timer	\$42	\$44	\$46
Supervision	\$42	\$44	\$46

Athletic/Academic stipends shall be paid upon proof of the completion of the activity.
 *These positions do not require a TRS contribution.

Head coach shall receive one-half (50%) of stipend if assistant position is not filled. If two people choose to share a duty, the stipend shall be split proportionately.

APPENDIX B - NON-ATHLETIC STIPENDS

<u>HIGH SCHOOL</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>
Yearbook Sponsor	\$3,126	\$3,282	\$3,446
Senior Class Sponsor	\$757	\$795	\$835
Junior Class Co-Sponsor	\$1,141	\$1,198	\$1,258
Junior Class Co-Sponsor	\$1,141	\$1,198	\$1,258
Sophomore Class Sponsor	\$504	\$529	\$556
Freshman Class Sponsor	\$504	\$529	\$556
Student Council	\$1,008	\$1,058	\$1,111
National Honor Society	\$607	\$637	\$669
Academic Bowl/Matchpoints	\$1,211	\$1,272	\$1,335
W.Y.S.E.	\$301	\$316	\$332
Math Team	\$1,264	\$1,327	\$1,394
Spanish Club	\$504	\$529	\$556
Chess	\$504	\$529	\$556
Approved Club	\$504	\$529	\$556
<u>MIDDLE SCHOOL</u>			
Student Council	\$880	\$924	\$970
National Junior Honor Society	\$607	\$637	\$669
Math Team	\$1,161	\$1,219	\$1,280
Scholastic Bowl	\$607	\$637	\$669
Spelling Team	\$554	\$582	\$611
Chess	\$504	\$529	\$556
Bowling	\$504	\$529	\$556
Approved Club	\$504	\$529	\$556
<u>MUSIC/DRAMA</u>			
Head HS or MS Drama (per production)	\$1,166	\$1,224	\$1,286
Asst. HS or MS Drama (per production)	\$504	\$529	\$556
HS/MS Combined Production	\$857	\$900	\$945
Asst. HS or MS Combined Production	\$504	\$529	\$556
*Limit 3 per year			
Music Events (Band)	\$1,090	\$1,145	\$1,202
Jazz Band	\$1,090	\$1,145	\$1,202
Music Events (Chorus)	\$1,090	\$1,145	\$1,202
<u>OTHER</u>			
Mentor	\$ 504	\$529	\$556

Athletic/Academic stipends shall be paid upon proof of the completion of the activity.

Appendix C

List of Committees

Emergency Committee
Technology Committee
School Improvement Committee

date unless extended for a specific period or periods by mutual written agreement of the parties.

Grant Park Education Association
IEA/NEA

Board of Education, Grant Park
Community Unit School District No. 6
Grant Park, Kankakee County, Illinois

By: Katie Gutierrez
Katie Gutierrez, Negotiator, GPEA

By: [Signature]
Tim Markland, President

By: [Signature]
Nicole Foster, Negotiator, GPEA

By: Vicki Gawlinks
Vicki Gawlinks, Vice-President