

AGREEMENT
BETWEEN
BOARD OF EDUCATION
FREEBURG
COMMUNITY CONSOLIDATED SCHOOL DISTRICT NO. 70
AND
FREEBURG ELEMENTARY TEACHERS' ASSOCIATION

2018-2019
2019-2020
2020-2021
2021-2022
2022-2023

ARTICLE 1

The Board of Education of Freeburg Community Consolidated School District No. 70 hereinafter referred to as the Board, recognizes the Freeburg Elementary Teacher's Association, an affiliate of the Illinois Education Association, and the National Education Association hereinafter referred to as the Association, as the sole and exclusive negotiating agent for all certified employees excluding Superintendent, Assistant Superintendent, Principals, supervisors, managerial employees, confidential employees and short term employees, for the duration of this Agreement.

ARTICLE II

2.1 Right to Organize

Teachers shall have the right to organize, join and assist the Freeburg Elementary Teachers' Association, hereinafter referred to as the "Association", and to participate in professional negotiations with the Board.

2.2 Dues Deduction

The Board shall deduct from each employee's pay the current state and national dues of the Association, provided the Board has an employee-executed annual authorization for dues deduction, the amount of which shall be certified by the Association.

2.3 Meetings, Notices and General Information

The Association may be granted the use of the following:

- The use of school buildings for Freeburg Elementary Teachers' Association meetings;
- The use of teacher mailboxes; inter-school mail, and faculty lounge bulletin boards for the purpose of internal communications;
- The use of school equipment, e.g. typewriters, computers, and copy machines, for the conduct of internal Association communications.
- The President of the Association shall be given an agenda of school board meetings at least 24 hours prior to the beginning of the meetings. (1996)

2.4 Right of Representation

When an employee is required to appear before the Board concerning any matter which could adversely affect the employee's continuing employment or the employee's salary, the employee shall be entitled to have a representative present.

2.4.1 The employee shall be advised in writing of the reasons for the request at least 48 hours prior to the meeting and shall be advised of the nature of the reasons to appear.

2.5 Personnel File

Each employee shall have the right to review the contents of said employee's personnel file with 48 hours notice and with an administrator present and to attach and place therein written reactions to its contents. Material which is derogatory to an employee's conduct, service, character, or personality shall be placed in an employee's file only after the employee has had the opportunity to acknowledge that he/she has seen such material by affixing his signature on the actual copy to be filed. The signature does not indicate agreement with the content of the materials. The employee may not remove any material from said file. With at least one school day's notice to the Superintendent, the employee will receive a copy of his or her file except confidential letters of recommendation. (1996)

2.6 School Calendar

The Association shall have the right to be represented at any meeting held for the purpose of setting a school calendar. The President of the Association shall be notified at least 24 hours in advance of any such meeting. (1996)

2.7 Committees

The Association will appoint representatives to Board established school reform committees required by the State Board of Education, including but not limited to the Joint RIF Committee and Joint Evaluation Committee. If mutually agreed, release time shall be arranged for teachers participating in these committees.

2.8 Parental Complaints

Teachers shall be notified of any parental complaints lodged against them within THREE (3) days of such complaints. (1996)

ARTICLE III

3.1 Teacher Work Day

The teacher work day shall be from ten (10) minutes (2003) before classes start until fifteen (15) minutes after classes end. Teachers shall be required to attend before (2003) or after-school faculty meetings provided that said meetings are announced at least twenty-four (24) hours in advance. The teacher shall be entitled to: a daily duty-free lunch period of no less than thirty consecutive minutes, during which no supervision duties shall be required (1988), and weekly planning time of not less than 200 minutes. In the event of early dismissals within a week, the planning time may be adjusted proportionately.

- 3.1.1 Teachers shall be required to attend a reasonable number of school functions as currently expected by the District. (1988)
- 3.1.2 Each teacher will attend a workshop and/or seminar sponsored by the Regional office of Education (or equivalent) as scheduled by the administration with the consent of the teacher as to which workshop to attend. (1990/Revised 2003)
- 3.1.3 Teachers shall be in their classrooms ten (10) minutes prior to the beginning of their classes unless a school duty requires their presence elsewhere. (1988)

3.2 Teacher Work Year

The Teacher work year shall consist of no more than one hundred eighty (180) teacher attendance days.

- 3.2.1 All position vacancies and newly created positions with the exception of administrative positions shall be posted in the office at least fifteen (15) calendar days prior to the Board action to fill that position. This provision may be waived in the event of an emergency, providing that a reasonable attempt is made to contact those employees potentially affected or interested. (1996)
- 3.2.2 Teachers shall be notified of any changes in their tentative teaching assignment by August 1 preceding the beginning of the school year. If a change is necessary after August 1, the teacher affected will be consulted prior to any change. (1990)

3.3 Reduction in Force

When the Board deems it necessary to reduce the numbers of teachers in the district because of reasons such as declining enrollments, inadequate finances, elimination of programs, consolidation, etc., then reductions shall be in accordance with the Illinois School Code.

3.4 Evaluation

The parties agree that they will comply with and cooperate in the implementation of all legally-required elements in the Performance Evaluation Reform Act of 2010 (“PERA”), the Part 50 Administrative Rules (Evaluation of Certified Employees) under Article 24A and 34 of the Illinois School Code, and the Education Reform Act of 2011 (“Senate Bill 7”), including but not limited to the creation of any joint committee(s) that may be required by such legislation.

Teacher evaluation methods, instrument, procedures, and descriptors developed by District 70, in good-faith cooperation with FETA, shall be followed.

3.5 Records Day

A records day shall be established at the end of the school year.

ARTICLE IV

TEACHER COMPENSATION AND FRINGE BENEFITS

4.1 Salary

A schedule of reimbursement for full-time employees, during the term of this Agreement, shall be set forth in Appendix A which is attached hereto and incorporated in this agreement.

- 4.1.1 Salary Schedule Clarification – Beginning with the 2003-2004 school year the number of steps on the Bachelor’s columns will be as follows: BA column – 12 steps; BA + 8 Column – 14 steps; BA + 16

Column – 16 steps; BA + 24 Column – 18 steps. The Master’s columns will all retain 20 steps. People who have already moved beyond those positions will be frozen at that step. They may move horizontally on the schedule, but may not move vertically. The district will recognize graduate credit hours for movement on the salary schedule from “traditional” classroom curriculums as well as graduate correspondence or electronic coursework curriculums. However, graduate correspondence and electronic coursework curriculums must come from an institution listed in Exhibit A of this collective bargaining agreement or may come from another institution if that institution and course are pre-approved by the superintendent.

- 4.1.2 Electronic coursework that may not be directly related to an employee’s field may not receive credit toward salary movement. Restrictions regarding correspondence and electronic coursework also apply to teachers who enroll in a Master’s Degree program with accumulated hours that do not count toward the degree. For example, if a teacher is on the salary schedule at BA24 and enrolls in a Master’s program that does not count those hours from correspondence and electronic coursework, when they obtain the Master’s degree and move to the MA column, the aforementioned hours will not count toward horizontal movement beyond the MA column.

4.2 Date of Pay

The payday for all employees shall be day fifteen (15) and day thirty (30) of each month, except in February the second payday shall be the last day of the month. If the designated pay day should occur on a day when school is not in session; employees shall receive their checks on the last workday before the regular pay date.

- 4.2.1 Certified employees shall have the option of direct deposit of their paychecks.

4.3 Supplemental Jobs

The supplemental pay schedule for duties beyond the regular day shall be set forth in Appendix B that is attached to and incorporated into this agreement.

- 4.3.1 Teachers will be given the opportunity to sign for and fill any gate duties (ticket sellers) at extra-curricular events. Teachers may sign up for two dates on the initial posting of the duty schedule by the athletic director, and two dates on each successive day until the dates are filled (2007) Duties shall be compensated according to the agreed upon schedule (SEE EXHIBIT B).
- 4.3.2 When an internal substitute is required for a teacher for certain class periods, the administration may request a member of the faculty to teach a class period. The rate of pay may be found on the negotiated Extracurricular stipend schedule. (2005)
- 4.3.3 The athletic director shall be in charge of securing scorekeepers and timers for extra-curricular events at his/her discretion. However, he/she shall give priority to and make every effort possible to secure teachers working under this contract. Scorekeepers and timers shall be compensated according to the agreed upon schedule (SEE EXHIBIT B).

4.4 Mileage

The district shall pay all mileage if the employee is required to use his personal car for school-related business.

4.4.1 The rate shall be at the current IRS level. (2001)

4.5 Insurance

The Board agrees to pay insurance for each full-time employee under the following terms and conditions:

The Board will pay major medical and hospitalization at the highest coverage level (currently the “platinum” level) in full for each certified employee. Dental coverage, under the current “high” dental plan, will also be paid in full by the District for each employee who chooses to take the medical coverage. Individuals will be responsible through payroll deduction for the remaining share of the plan coverage for their family, if applicable. Beginning on September 1, 2014, current employees will be locked into their choice between receiving health insurance and receiving cash equal to 75% of the individual medical insurance under the following conditions:

- After September 1, 2014, employees receiving health insurance will not be eligible to receive the cash option.
- Employees may switch from receiving the cash option to receiving the insurance only.
- New employees not previously covered under prior collective bargaining agreement hired for the 2014-2015 school year and beyond will not be eligible to receive the cash option.
- Employees hired by the district between January 1, 1980 and January 1, 1989 shall retain the choice between receiving health insurance or 75% of the individual medical insurance consistent with the provisions of the employer’s flexible benefits plan, Internal Revenue Service Section 125, and the applicable rules and regulations of the Teachers’ Retirement System of Illinois.
- Employees hired by the district prior to January 1, 1980 shall retain the choice between receiving health insurance or 100% of the individual medical insurance consistent with the provisions of the employer’s flexible benefits plan, Internal Revenue Service Section 125, and the applicable rules and regulations of the Teachers’ Retirement System of Illinois.

4.5.1 Any changes in the current medical and/or dental insurance coverage shall be made only after study and recommendation by a committee comprised of representatives from the Freeburg Elementary Teachers’ Association and the Administration/Board.

4.5.2 The Board shall provide a \$10,000 life insurance policy for each certified employee.

4.5.3 Employees shall retain the right to continue group insurance coverage at the group rate in case of work stoppage or upon retirement provided they reimburse the board for any cost of benefits incurred.

4.5.4 Dismissed certificated employees shall retain insurance benefits, paid by the District, until the beginning of the following school term, at which time, they shall be eligible for COBRA; (i.e. an employee laid off in April will be paid through August.)

4.5.5 With prior notification to the superintendent, teachers may provide the District with a list of their personal property to be insured by the District. (1988)

4.6 Money for Continuing Education

The Board agrees to reimburse certified personnel tuition costs, not to exceed the per credit charge set by Southern Illinois University (Edwardsville). The pool amount shall be eight thousand dollars (\$8000) for the

2018-2019 school year and beyond. Tuition reimbursement shall be limited to graduate courses in the field of education. No teacher shall be entitled to reimbursement for more than three semester hours per fall semester, three semester hours per spring semester, or nine semester hours per summer term. In order to become eligible for reimbursement, the teacher shall file proof of courses completed (achieved grade of B, or better) and credits earned in the District office by October 1st of the following year. Tuition reimbursement for graduate level correspondence or electronic coursework is also allowed as long as the coursework comes from an institution listed in Exhibit A of this collective bargaining agreement or another institution if that institution and course are pre-approved by the superintendent.

Reimbursement shall be paid one time per school year, on October 15th for the previous school year to include fall, spring, and summer semesters. Reimbursement will be made with equal distribution of funds to eligible teachers. (1999).

4.7 Retirement

- 4.7.1 Board Paid Retirement – The Board agrees to pay in full the employees TRS and THIS Fund obligations directly to the Teacher Retirement System. The schedule provided to teachers will indicate salary with the paid retirement and THIS included. (2001)
- 4.7.2 The Board agrees to make a retirement payment to teachers in the amount not to exceed six percent (6%), including any regular salary increase and extra-curricular salaries, for each of the last four years of service to the district. In order to qualify for this benefit, teachers must make request for the payment by June 1 of the year of resignation. Teachers may opt for this benefit at any time during their last four years of service. To qualify for all four years of the benefit, the request would have to be made by June 1 of the school year three years prior to final retirement. This benefit will be afforded only to those teachers with at least 20 years of service to the District at the time the letter is submitted and who intend, and are eligible, to retire from the Teacher Retirement System and will not cause the District to incur any TRS Early Retirement Option (ERO) costs. A letter of resignation, effective the end of the school term, must accompany the request for payment. (1999) The amount shall be calculated based on the teacher's salary during the year prior to notification, including extra-curricular salaries, according to the most recent Salary Schedule in effect as of the date the teacher submits his/her resignation. Such payments shall be included on the June 30 check. Once the teacher gives notice under this provision, in exchange for this retirement bonus, (s)he agrees to forego for the remainder of pre-retirement period (the time from submission of letter of resignation to retirement) any lane change on the salary schedule that would normally be due for completion of additional coursework. (For example, if a teacher gave notice of retirement on May 1, 2013, any lane changes due after that date would be foregone.) In the event a teacher gives notice of intent to retire under this contract but will retire under a future contract, the benefit in effect at the time the letter is submitted shall be awarded (i.e. the benefit vests at the time letter is submitted).
- 4.7.3 Both the Freeburg Elementary Teachers' Association and the Freeburg C.C.S.D. No. 70 Board of Education agree to a "Hold Harmless" clause that enables either side to ask for 4.7.2 to be reopened for negotiations if the Teacher Retirement System, the Illinois General Assembly, or the Illinois State Board of Education passes or adopts rules, regulations, or laws that conflict with the intent of this section of the Collective Bargaining Agreement.
- 4.7.4 Penalties related to the 6% increase allowed during the years used to calculate retirement income will be avoided by controlling the extra-curricular assignments and stipends paid during the determining years, and by reducing the final incentive bump (June 30) to fit within the 6% allowed by statute.

4.7.5 Both the Freeburg Elementary Teachers' Association and the Freeburg C.C.S.D. No 70 Board of Education agree to avoid in all circumstances any payment by the District of a Board-paid penalty or fee to TRS, or any Board or District liability to fund any portion of teacher's TRS annuity due to an increase in compensation from one year to the next. This section does not apply to teachers who are not eligible for TRS annuity (whether or not they apply) and could not under any circumstances become eligible for TRS annuity within five years of the end of the school year in which the compensation is earned. No teacher's creditable TRS earnings from employment in the School District, irrespective of form and no matter how arising and whether or not arising under this collective bargaining agreement, may exceed the amounts herein. No teacher's TRS creditable earning from employment in this School District, including but not limited to:

- * Vertical and horizontal salary schedule movement
- * Stipends
- * Salary increases
- * Retirement incentives
- * Extra duties
- * Changes in position or
- * Section 125 plan or flex plan benefits or contributions

shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of a teachers' retirement annuity, or result in any District or Board-paid penalty or fee to TRS. If the sum or percentage amount which triggers any obligation for the District or Board to pay additional amounts to cover all or part of a teacher's retirement annuity or cover any Board or District paid penalty or fee to TRS decreases, then the maximum of the teacher's creditable TRS earnings from employment in this School District shall similarly decrease so as to avoid any Board or District paid penalty or fee.

Even if another provision of this collective bargaining agreement would otherwise provide, in the event a teacher's TRS creditable earnings would increase by more than six percent (6%), or any such lesser amount that would trigger a District paid penalty or fee to TRS due to salary increase in any year over a prior year, the teacher shall receive only the maximum increase to TRS creditable compensation allowed under this provision.

ARTICLE V

LEAVES

5.0 Sick Leave

Each full-time tenured staff member shall be annually entitled to thirteen (13) days of sick leave each year without loss of pay. Full-time, non-tenured staff shall be entitled to ten (10) days of sick leave each year without loss of pay. Part-time employees covered by the contract shall be provided sick leave on a prorated basis consistent with their percentage of employment. Sick leave shall be limited to a maximum of 440 days. (2003)

5.0.1 One sick leave day may be used for purposes of bereavement at the discretion of the employee.

5.1 Personal Leave

Each certified employee shall be allowed to request up to four (4) Personal Leave Days per year at full pay. Those days may not be used the day before or after a school holiday or the first or last week of school without the permission of the Superintendent. Unless prohibited by emergency, the employee will give 24 hours notice of request for leave. Approval shall be granted on a first-come, first served basis. In addition, personal leave is limited to a maximum of two (2) teachers for the same day. Personal leave requests beyond those initial two (2) shall be subject to the sole discretion of the Superintendent. If the cause for request of leave is sensitive, specific reasons need not be given. These days if not used, shall be added to staff member's accumulated sick day total. (1999)

5.2 Uncompensated Leave

5.2.1 Leaves of absence may be granted without pay to tenured employees as determined by the Board.

5.2.2 Written request for leaves of absence without pay shall be made at least one month prior to the start of the leave. The employee shall give written notice of intent to return from leave by March 1 of the school year prior to return.

5.2.3 Uncompensated leaves may be granted for:

- Advance study
- Educationally related travel
- Military service
- Maternity/paternity/adoption
- Other reasons acceptable to the Board

5.2.4 Employees on approved leave will retain seniority.

5.2.5 Employees returning from an unpaid leave of absence shall be placed on the salary schedule at their prior position plus one year unless the employee worked more than one hundred (100) days in the school year in which the leave began, then the employee shall be credited with the step advancement.

5.2.6 Employees on uncompensated leave may continue insurance benefits if they reimburse the District for any cost of benefits for which they apply.

5.3 Association leave

The Association shall be allowed to use up to five (5) days of leave for Association-related business. This leave will be granted with the understanding the Association will pay the cost of the substitute teacher(s).

5.4 Uncompensated Sick Leave Absence

Any teacher who becomes ill or physically incapacitated and who has used all allowable sick leave shall be granted an uncompensated leave of absence for the duration of said school year. Arrangements for prorating the balance of pay due the teacher shall be made through the administration.

ARTICLE VI

GRIEVANCE PROCEDURE

6.0 Definitions

A grievance shall be any claim by the Association or teacher that there has been a violation, misinterpretation, or misapplication of this negotiation agreement. The written grievance shall state the article and section of this agreement that is alleged to have been violated.

6.0.1 All time limits consist of school days, except when a grievance is submitted fewer than ten (10) days, before the close of the current school term. Then, time limits shall consist of all weekdays. School days for the purpose of the grievance procedure shall mean teacher employment days.

6.1 Procedures

The parties hereto acknowledge it is usually most desirable for an employee and the employee's immediately involved administrator to resolve problems through free and informal communications. An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her immediate supervisor. Then, if requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

- 6.1.1 Step 1 – The Assistant superintendent or Principal will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The Association's representative, the grievant, and the Assistant Superintendent or Principal shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with written response, including the reasons for the decision. A grievance must be submitted within fifteen (15) days of the date of the alleged violation. (2001)
- 6.1.2 Step 2 – If the grievance is not resolved at STEP 1, then the Association may refer the grievance to the Superintendent, or the Superintendent's official designee within ten (10) days after receipt of the STEP 1 answer. The Superintendent shall schedule the STEP 2 grievance meeting within ten (10) days of receipt of the referral from the Teachers' Association. The Superintendent, or his/her designee, shall file and answer within ten (10) days of the STEP 2 grievance meeting and communicate it in writing to the Employee, the Assistant Superintendent or Principal, and the Association President. (2001)
- 6.1.3 Step 3 – If the grievance is not resolved at STEP 2, then the Association and the superintendent will refer the grievance to the board of education to be discussed at the next regular board meeting. Within ten (10) days of the meeting, the Grievant and Association shall be provided with a written response.
- 6.1.4 Step 4 – If the teacher or the Association is not satisfied with the disposition of the grievance at STEP 3, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor

Arbitration Rules of the American Arbitration Association which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date of the STEP 3 answer, then the grievance shall be deemed withdrawn.

6.2 Authority of the Arbitrator

The authority of the arbitrator shall be limited to rendering a decision based upon the terms of this Agreement, and shall not include the authority to change or modify any of the terms or conditions thereof.

6.3 Filing of Materials

All records related to a grievance shall be filed separately from personnel files of the employee.

6.4 Association Participation (Employee Represented)

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level, and no employee shall be required to discuss any grievance if the Association's representative is not present.

6.5 Association Participation (Employee Not Represented)

When the Association does not represent an employee, the Association shall reserve the right to have its representative present to state its views at STEPS 1, 2, or 3.

6.6 No Reprisals Clause

The Board or Administration shall take no reprisals against any employee because of the employer's participation in a grievance.

6.7 Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

6.8 No Written Response

If no written decision has been rendered within the time limits indicated by a STEP, then the grievance may be processed to the next STEP.

6.9 Fees

The fees and expenses of the arbitrator shall be shared equally by both parties.

6.10 Interruption of Instructional Program

It is agreed any investigation or other handling or processing of any grievance by the Grievant or organization representatives shall be conducted with a minimum of interruption to the instructional program.

ARTICLE VII

NEGOTIATIONS PROCEDURE

7.0 Date to Begin

The parties shall commence bargaining for a successor agreement on a date mutually agreed upon by both parties, but no later than 90 days prior to the fall school term.

7.1 Authority of Negotiators

Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counterproposals, and to seek tentative agreements. Tentative agreements shall be reduced to writing and initialed and upon final agreement, the entire contract shall be submitted to the Association and the Board for ratification.

7.2 Impasse

It is agreed that the parties will jointly request the services of a mediator from the Federal Mediation and Conciliation Service (FMCS) if either party believes the services of a mediator would help the parties reach agreement.

ARTICLE VIII

EFFECT OF AGREEMENT

8.0 No Strike

The Association agrees that it shall not engage in any strike during the period of this agreement, except under the provisions of the Illinois Educational Labor Relations Act, Section 13.

8.1 Complete Understanding

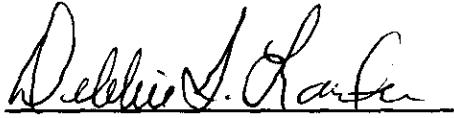
During the negotiations which produced this agreement, the parties acknowledge that each enjoyed full and complete opportunity to introduce all matters to be bargained and that said matters were considered and reduced to the terms and conditions set forth herein, which represent the full and complete understanding between the parties. All issues between the parties are hereby resolved and the terms and conditions of this agreement shall not be changed for any reason, except by mutual written agreement of the parties. The Board reserves all right and powers established by law.

8.2 Term of Agreement

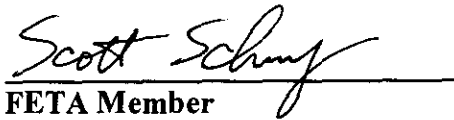
This agreement shall be effective on the FIRST DAY OF THE 2018-2019 SCHOOL YEAR and shall continue in effect through the last day prior to the 2023-2024 SCHOOL YEAR

In witness thereof:

For the Freeburg Elementary
Teacher's Association IEA-NEA



President

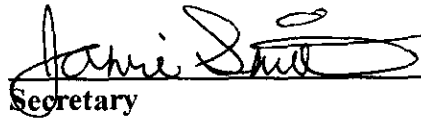


FETA Member

For the Board of Education
Freeburg Community
Consolidated School District
No. 70



President



Secretary

This Agreement is signed this 27th day of February, 2018.

Approved Post-Secondary Institutions

Under the provisions of 4.1 and 4.6 of the Collective Bargaining Agreement with the Freeburg Elementary Teachers' Association, the following post-secondary institutions are acceptable for consideration for tuition reimbursement:

- University of Illinois
- Illinois State University
- Southern Illinois University (Carbondale and Edwardsville)
- Eastern Illinois University
- Western Illinois University
- Northern Illinois University
- University of Chicago
- Lindenwood University
- McKendree College
- St. Louis University
- Washington University
- University of Missouri
- Webster University
- Greenville College
- Rockford College
- Southeast Missouri State University
- Fontbonne College
- Maryville University

Extra-Curricular Stipends (With all TRS and THIS included)

	18-19	19-20	20-21	21-22	22-23
Baseball	\$4,277	\$4,337	\$4,398	\$4,459	\$4,522
Softball	\$4,277	\$4,337	\$4,398	\$4,459	\$4,522
Asst. Baseball	\$500	\$507	\$514	\$521	\$529
Asst. Softball	\$500	\$507	\$514	\$521	\$529
Boys B-ball	\$5,103	\$5,175	\$5,247	\$5,321	\$5,395
Girls B-Ball	\$5,103	\$5,175	\$5,247	\$5,321	\$5,395
Asst. Boys B-Ball	\$3,726	\$3,779	\$3,832	\$3,885	\$3,940
Asst. Girls B-Ball	\$3,726	\$3,779	\$3,832	\$3,885	\$3,940
Cheerleading	\$3,181	\$3,225	\$3,271	\$3,316	\$3,363
Volleyball	\$4,058	\$4,115	\$4,172	\$4,231	\$4,290
Asst Volleyball	\$3,145	\$3,189	\$3,234	\$3,279	\$3,325
Track	\$3,213	\$3,258	\$3,304	\$3,350	\$3,397
Track	\$3,213	\$3,258	\$3,304	\$3,350	\$3,397
Asst. Track	\$250	\$254	\$257	\$261	\$264
AD	\$2,866	\$2,906	\$2,946	\$2,988	\$3,029
Chess	\$929	\$942	\$955	\$968	\$982
Scholar Bowl	\$1,839	\$1,865	\$1,891	\$1,918	\$1,945
Student (Character) Council	\$2,635	\$2,672	\$2,710	\$2,748	\$2,786
Yearbook	\$1,092	\$1,107	\$1,123	\$1,139	\$1,155
Ticket Seller	\$36	\$36	\$38	\$38	\$38
Timer	\$36	\$36	\$38	\$38	\$38
Scorekeeper	\$36	\$36	\$38	\$38	\$38
Crowd Supervision	\$55	\$55	\$60	\$60	\$60
Tutoring/Internal Sub	\$34	\$34	\$34	\$34	\$34

Salary Schedule for 2018-2019

Step	BA	BA + 8	BA + 16	BA + 24	MA	MA + 8	MA + 16	MA + 24
1	42,800	43,391	44,233	45,074	49,496	50,508	51,520	52,832
2	44,069	44,661	45,502	46,343	50,905	51,917	52,929	54,242
3	45,339	45,930	46,772	47,613	52,315	53,327	54,339	55,651
4	46,608	47,200	48,041	48,882	53,724	54,736	55,748	57,060
5	47,878	48,469	49,311	50,152	55,134	56,146	57,158	58,470
6	49,601	50,192	51,033	51,875	56,997	58,009	59,021	60,333
7	50,924	51,515	52,356	53,198	58,459	59,472	60,484	61,796
8	52,246	52,838	53,679	54,521	59,922	60,934	61,947	63,259
9	53,569	54,161	55,002	55,844	61,395	62,397	63,410	64,722
10	54,892	55,484	56,325	57,167	62,848	63,860	64,872	66,185
11	56,722	57,314	58,155	58,996	65,118	66,130	67,142	68,454
12	58,152	58,743	59,585	60,426	66,688	67,700	68,712	70,024
13		60,173	61,015	61,856	68,258	69,270	70,282	71,594
14		61,603	62,445	63,286	69,828	70,840	71,852	73,164
15			63,874	64,716	71,397	72,410	73,422	74,734
16			65,704	66,546	73,367	74,379	75,392	76,704
17				67,975	74,937	75,949	76,961	78,273
18				69,405	76,507	77,519	78,531	79,843
19					78,184	79,196	80,208	81,520
20					80,160	81,273	82,185	83,497

Salary Schedule for 2019-2020

Step	BA	BA + 8	BA + 16	BA + 24	MA	MA + 8	MA + 16	MA + 24
1	43,400	43,941	44,783	45,624	49,996	51,008	52,020	53,332
2	44,669	45,211	46,052	46,893	51,380	52,392	53,429	54,717
3	45,939	46,480	47,322	48,163	52,790	53,802	54,839	56,126
4	47,208	47,750	48,591	49,432	54,199	55,211	56,248	57,535
5	48,478	49,019	49,861	50,702	55,609	56,621	57,658	58,945
6	50,201	50,742	51,583	52,425	57,472	58,484	59,521	60,808
7	51,524	52,065	52,906	53,748	58,934	59,947	60,984	62,271
8	52,846	53,388	54,229	55,071	60,397	61,409	62,447	63,734
9	54,169	54,711	55,552	56,394	61,870	62,872	63,910	65,197
10	55,492	56,034	56,875	57,717	63,323	64,335	65,372	66,660
11	57,322	57,864	58,705	59,546	65,593	66,605	67,642	68,929
12	58,752	59,293	60,135	60,976	67,163	68,175	69,212	70,499
13		60,723	61,565	62,406	68,733	69,745	70,782	72,069
14		62,153	62,995	63,836	70,303	71,315	72,352	73,639
15			64,424	65,266	71,872	72,885	73,922	75,209
16			66,254	67,096	73,842	74,854	75,892	77,179
17				68,525	75,412	76,424	77,461	78,748
18				69,955	76,982	77,994	79,031	80,318
19					78,659	79,671	80,708	81,995
20					80,710	81,823	82,685	84,047

Salary Schedule For 2020-2021

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24
1	43,850	44,191	45,033	45,874	50,246	51,258	52,270	53,582
2	45,169	45,511	46,352	47,193	51,670	52,682	53,719	55,007
3	46,489	46,830	47,672	48,513	53,120	54,132	55,169	56,456
4	47,808	48,150	48,991	49,832	54,569	55,581	56,618	57,905
5	49,128	49,469	50,311	51,152	56,019	57,031	58,068	59,355
6	50,901	51,242	52,083	52,925	57,922	58,934	59,971	61,258
7	52,274	52,615	53,456	54,298	59,424	60,437	61,474	62,761
8	53,646	53,988	54,829	55,671	60,927	61,939	62,977	64,264
9	55,019	55,361	56,202	57,044	62,440	63,442	64,480	65,767
10	56,392	56,734	57,575	58,417	63,933	64,945	65,982	67,270
11	58,272	58,614	59,455	60,296	66,243	67,255	68,292	69,579
12	59,752	60,093	60,935	61,776	67,853	68,865	69,902	71,189
13		61,573	62,415	63,256	69,463	70,475	71,512	72,799
14		63,053	63,895	64,736	71,073	72,085	73,122	74,409
15			65,374	66,216	72,682	73,695	74,732	76,019
16			67,254	68,096	74,692	75,704	76,742	78,029
17				69,575	76,302	77,314	78,351	79,638
18				71,055	77,912	78,924	79,961	81,248
19					79,629	80,641	81,678	82,965
20					81,910	83,023	83,885	85,247

Salary Schedule For 2021-2022

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24
1	44,300	44,491	45,333	46,174	50,546	51,558	52,570	53,882
2	45,669	45,861	46,702	47,543	52,010	53,022	54,059	55,347
3	47,039	47,230	48,072	48,913	53,500	54,512	55,549	56,836
4	48,408	48,600	49,441	50,282	54,989	56,001	57,038	58,325
5	49,778	49,969	50,811	51,652	56,479	57,491	58,528	59,815
6	51,601	51,792	52,633	53,475	58,422	59,434	60,471	61,758
7	53,024	53,215	54,056	54,898	59,964	60,977	62,014	63,301
8	54,446	54,638	55,479	56,321	61,507	62,519	63,557	64,844
9	55,869	56,061	56,902	57,744	63,060	64,062	65,100	66,387
10	57,292	57,484	58,325	59,167	64,593	65,605	66,642	67,930
11	59,222	59,414	60,255	61,096	66,943	67,955	68,992	70,279
12	60,752	60,943	61,785	62,626	68,593	69,605	70,642	71,929
13		62,473	63,315	64,156	70,243	71,255	72,292	73,579
14		64,003	64,845	65,686	71,893	72,905	73,942	75,229
15			66,374	67,216	73,542	74,555	75,592	76,879
16			68,304	69,146	75,592	76,604	77,642	78,929
17				70,675	77,242	78,254	79,291	80,578
18				72,205	78,892	79,904	80,941	82,228
19					80,649	81,661	82,698	83,985
20					83,110	84,223	85,085	86,447

Salary Schedule For 2022-2023

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24
1	44,850	44,991	45,833	46,674	51,046	52,058	53,070	54,382
2	45,819	46,111	46,952	47,793	52,210	53,222	54,259	55,547
3	47,189	47,480	48,322	49,163	53,700	54,712	55,749	57,036
4	48,558	48,850	49,691	50,532	55,189	56,201	57,238	58,525
5	49,928	50,219	51,061	51,902	56,679	57,691	58,728	60,015
6	51,751	52,042	52,883	53,725	58,622	59,634	60,671	61,958
7	53,224	53,465	54,306	55,148	60,164	61,177	62,214	63,501
8	54,646	54,938	55,729	56,571	61,707	62,719	63,757	65,044
9	56,069	56,361	57,202	57,994	63,260	64,262	65,300	66,587
10	57,492	57,784	58,625	59,467	64,793	65,805	66,842	68,130
11	59,422	59,714	60,555	61,396	67,143	68,155	69,192	70,479
12	61,152	61,243	62,085	62,926	68,793	69,805	70,842	72,129
13		62,773	63,615	64,456	70,443	71,455	72,492	73,779
14		64,403	65,145	65,986	72,093	73,105	74,142	75,429
15			66,674	67,516	73,742	74,755	75,792	77,079
16			68,704	69,446	75,792	76,804	77,842	79,129
17				70,975	77,442	78,454	79,491	80,778
18				72,605	79,092	80,104	81,141	82,428
19					80,849	81,861	82,898	84,185
20					83,810	84,923	85,785	87,147

APPENDIX A

Freeburg Community Consolidated School District #70 *Special Education Workload Plan*

In order to provide students with IEPs the free, appropriate education to which they are entitled, Freeburg C.C.S.D. #70 and the Freeburg Elementary Teachers' Association (FETA) hereby adopt this Workload Plan for Special Educators. This Plan is adopted pursuant to the regulations promulgated by the Illinois State Board of Education, 23 111.Admin. Code 226.735. The purpose of this workload plan is to review District special educator workload so that the District is providing students with IEPs the free, appropriate public education to which they are entitled and that all services required under student's IEPs are provided. The plan is meant to examine all areas affecting a special educator's workload and to provide a framework to meet the challenges associated with the ever-changing Individualized Education Plan (IEP) needs of students.

This Workload Plan shall take effect for the 2009-10 school year, and shall remain in effect unless and until the District and FETA amends or modifies the Plan. The Plan describes workload activities and the procedures to follow when special educators have specific responsibilities as part of this plan. Both administrators and special educators have specific responsibilities as part of this plan.

This Plan is based on an analysis of the activities for which the District's special educators are responsible, including, but not limited to: individualized instruction; consultative services and other collaboration among staff members; attendance at IEP meetings and other staff conferences; and paperwork and reporting. This Plan is intended to create a flexible framework for determining staff and service levels appropriate to provide FAPE to the special education students served by the District.

1. The District will ensure that a sufficient number of staff are available so that all services required under students' IEPs, as well as all needed ancillary and support services, can be provided at the requisite level of intensity.
2. The District will not exceed the class sizes established by the Illinois State Board of Education, pursuant to 23 111.Admin. Code 226.730. It is also hereby noted that

- "class size" limits are distinct from the workload limits provided for in this Plan.
3. Each school year, the District and FETA will analyze and review the activities of its special educators to ensure that a sufficient number of staff are available so that all services required under students' IEPs, as well as all needed ancillary and support services, can be provided at the requisite level of intensity without excessive workload on the teachers. This review will take place by the final student attendance day of each school year for the next school year. During this review, this document may be reopened for negotiations, if either side so chooses.
 4. Each semester, the case manager will review all of the students' IEPs on his or her caseload to ensure that all necessary staff, including regular educators, have received a copy of the IEP (including any accommodations or modifications required by the IEP). The case manager will also ensure that all related services are scheduled and any assistive technology or other necessary equipment is available and functional.
 5. If a special educator has concerns about his/her workload, the following process will occur:
 - a. If a special educator feels their workload is not in compliance with this plan, the special educator shall submit a written summary of his/her concerns to the building administrator.
 - b. Within five school days, the building administrator will schedule a meeting with the special educator.
 - c. The special educator may be asked to provide the building administrator schedules: including service minutes, consultation time and other requirements regarding the workload issue.
 - d. The building administrator, after meeting with the concerned special educator, will develop written options and strategies to address the issues.
 - e. If the special educator believes their issues have not been addressed sufficiently, he or she may schedule a meeting with the Superintendent, involved parents, and a BASSC representative to discuss the issues.
 6. At no time shall the caseload of a speech-language pathologist exceed sixty (60) students.

APPENDIX B

REDUCTION-IN-FORCE

MEMORANDUM OF UNDERSTANDING

The purpose of this Memorandum of Understanding is to address the issue of seniority tie-breakers for teachers within the Reduction-In-Force (hereafter "RIF") sequence. Freeburg Community Consolidated School District No. 70 (hereafter "District") and Freeburg Elementary Teachers Association (hereafter "Union") agree to the following:

1. 105 ILCS 5/24-12 pertains to the Removal or Dismissal of Teachers in Contractual Continued Service. Removal or dismissal of Freeburg Community Consolidated School District No. 70 teachers in contractual continued service (i.e.: tenured teachers) shall be consistent with this statute.
2. 105 ILCS 5/24-12 provides that each school district must, in the event of dismissal or removal as a result of a decision of a school board to decrease the number of teachers employed by the board, a decision of a school board to discontinue some particular type of teaching service, or a reduction in the number of programs or positions in a special education joint agreement, establish a sequence of dismissal among teachers categorized by positions and groups.
3. Pursuant to 105 ILCS 5/24-12, teachers are placed into groupings based on their summative performance evaluation ratings. Values are assigned to each teacher's ratings, which result in teachers being categorized into one of four groupings.
4. Grouping 1 shall consist of each teacher not in contractual continued service (i.e.: non-tenured) and who (i) has not received a performance evaluation rating, (ii) is employed for one school term or less to replace a teacher on leave, or (iii) is employed on a part-time basis.
5. Grouping 2 shall consist of each teacher with a Needs Improvement or Unsatisfactory performance evaluation rating on either of the teacher's last two (2) performance evaluation ratings.
6. Grouping 3 shall consist of each teacher with a performance evaluation rating of at least Satisfactory or Proficient on both of the teacher's last two (2) performance evaluation ratings, if two (2) ratings are available, or on the teacher's last performance evaluation rating, if only one (1) rating is available, unless the teacher qualifies for placement in Grouping 4.
7. Grouping 4 shall consist of each teacher whose last two (2) performance evaluation ratings are Excellent and each teacher with two (2) Excellent performance evaluation ratings out of the teacher's last three (3) performance evaluations ratings with a third rating of Satisfactory or Proficient.
8. Pursuant to 105 ILCS 5/24-12(b), among teachers qualified to hold a position, teachers must be dismissed in the order of their Groupings, with teachers in Grouping 1 dismissed first and teachers in Grouping 4 dismissed last.
9. In the event a reduction in force is necessary among teachers in Grouping 1, the parties agree that teachers in this Group will be dismissed at the discretion of the District.

10. In the event a reduction in force is necessary among teachers in Grouping 2, the sequence of dismissal must be based upon average performance evaluation ratings, with the teacher or teachers with the lowest average performance evaluation rating dismissed first. The teacher's average performance evaluation rating must be calculated using the average of the teacher's last two (2) performance ratings, if two (2) ratings are available, or the teacher's last performance evaluation rating, if only one (1) rating is available, using the following numerical values: 4 for Excellent; 3 for Proficient or Satisfactory; 2 for Needs Improvement; and 1 for Unsatisfactory. As between or among teachers in Grouping 2 with the same average performance evaluation, the teacher or teachers with the shorter length of continuous service with the school district must be dismissed first. Continuous service shall be measured as years of continuous unbroken service as a teacher with the District. If two (2) or more employees were hired as teachers at the same School Board meeting, a system of tie-breakers will be employed. The first tie-breaker will be to determine which teacher has the shorter length of continuous service with the school district as both a teacher and a paraprofessional employee. Continuous service as a paraprofessional will be determined by the Board-approved date of employment as a paraprofessional. (NOTE: For purposes of determining continuous service, the "Date Hired" column on the Certified Personnel Seniority List will not change so as not to cause confusion with TRS. Rather, a separate seniority list indicating any prior continuous service as a paraprofessional by currently certified teachers will be administered by the District and shared annually with the Union just as the Certified Personnel Seniority is shared). The teacher with the shorter continuous service, or no service, as a paraprofessional with the school district must be dismissed first. If a tie still exists, the second tie-breaker will be a lottery draw (i.e.: random drawing by placing the names of the teachers in a hat). The manner in which the random drawing will take place will be agreed upon by the Union and the District prior to the drawing. The District Superintendent, Union, and all teachers involved in the random drawing have the right to be present for the drawing.

11. In the event a reduction in force is necessary among teachers in Grouping 3 or 4, continuous service will control the order of dismissal, with the teacher or teachers with the least amount of continuous service dismissed first. Continuous service shall be measured as years of continuous unbroken service as a teacher with the District. If two (2) or more employees were hired as teachers at the same School Board meeting, a system of tie-breakers will be employed. The first tie-breaker will be to determine which teacher has the shorter length of continuous service with the school district as both a teacher and a paraprofessional employee. Continuous service as a paraprofessional will be determined by the Board-approved date of employment as a paraprofessional. (NOTE: For purposes of determining continuous service, the "Date Hired" column on the Certified Personnel Seniority List will not change so as not to cause confusion with TRS. Rather, a separate seniority list indicating any prior continuous service as a paraprofessional by currently certified teachers will be administered by the District and shared annually with the Union just as the Certified Personnel Seniority is shared). The teacher with the shorter continuous service, or no service, as a paraprofessional with the school district must be dismissed first. If a tie still exists, the second tie-breaker will be a lottery draw (i.e.: random drawing by placing the names of the teachers in a hat). The manner in which the random drawing will take place will be agreed upon by the Union and the District prior to the drawing. The District Superintendent, Union, and all teachers involved in the random drawing have the right to be present for the drawing.

12. Teachers who are subject to removal or dismissal shall receive notice by certified mail, return receipt requested, or personal delivery with receipt at least forty-five (45) days before the end of the school term, together with a statement of honorable dismissal and the reason.