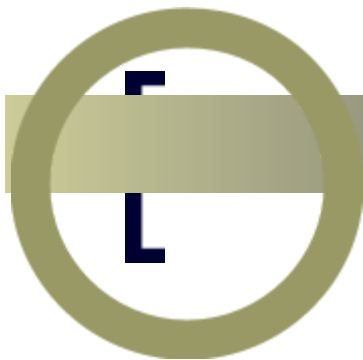




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**PROFESSIONAL AGREEMENT BETWEEN THE
BOND COUNTY COMMUNITY UNIT SCHOOL
DISTRICT NO. 2**

BOARD OF EDUCATION

AND THE

**GREENVILLE EDUCATION ASSOCIATION
IEA-NEA**

2024-2025

2025-2026

BOND COUNTY COMMUNITY UNIT #2

CONTRACT

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ARTICLE I – RECOGNITION

1.1

The Board of Education, hereinafter referred to as the Board, recognizes the Greenville Education Association, an affiliate of the IEA-NEA, hereinafter referred to as the Association, as the sole and exclusive negotiation agent for all certificated teaching personnel in the District, except Superintendent, Assistant Superintendent, and other individuals holding like positions in the Unit Administrative Office, also Principals, other administrative or supervisory personnel having authority to hire, transfer, assign, promote, discharge, or discipline other employees or effectively recommend such action, aides and substitutes. The positions of department heads and teacher team leaders shall not be considered as administrative or supervisory as per the above definition.

ARTICLE II - PRINCIPLES

2.1

The Association and Board agree to participate in good faith negotiations regarding hours, wages, and other terms and conditions of employment.

2.2

The parties recognize that the primary goal of the District is the best education of students that is possible within the means of the District.

ARTICLE III - PROCEDURES

3.1

Each party shall select its own representatives, not to exceed four (4) in number at any given session. Each party shall select its own spokesperson.

3.2

Negotiations for the next Agreement shall begin after May 1st of the final year of this Agreement at the request of either party. Negotiations will begin within sixty (60) days of the date the request for negotiations is received, at a time and place agreed upon by the parties. All items for which negotiations are requested shall be exchanged by the parties by the second meeting and thereafter shall not be expanded unless agreed upon by both parties.

3.3 Information

The Board shall make available at the Association's request regularly and routinely prepared information concerning the financial condition of the District, including, but not limited to, annual financial reports, audits, and adopted revised budgets. In addition, the Board and the Administration will grant requests for any other available and pertinent information, which may be relevant to negotiations. Nothing herein shall require the central administrative staff to research and assemble information.

3.4 Request for Assistance

The negotiation committees may call upon competent professional and lay representatives to consider the matters under discussion and to make suggestions. All participants have the right to utilize the services of consultants in the deliberations.

3.5 Agreement and Appendices

If tentative agreement is reached on all matters being negotiated, a proposed written memorandum of understanding embodying tentative negotiation agreements will be submitted to the Association and the Board of Education for ratification. No tentative agreements shall be finalized unless ratified by both the Association and Board of Education.

3.6 Impasse and Mediation

If agreement is not reached on all items within forty-five (45) days before school begins, either party may call for mediation and/or impasse as a means of attempting resolution on the item or items of dispute.

- A. A mediator shall be secured from the Federal Mediation and Conciliation Service, according to their established procedures.
- B. The mediator shall have the authority to confer separately or jointly with the parties, review pertinent data and make suggestions and recommendations for settlement.

3.7

The parties agree that all items of this Agreement have been discussed during the negotiations leading to this Agreement and that no additional negotiations on the Agreement will be conducted on any items, whether contained herein or not, except by mutual consent.

ARTICLE IV - AGREEMENT

4.1

When the modified or amended Agreement has been reached, the complete Agreement shall be made in writing and submitted for ratification to the Board and to the Association. When approved by both parties, it shall be signed by their respective presidents or designated officials.

ARTICLE V - ATTENDANCE COSTS

5.1

Costs for consultants chosen by any party shall be paid for by that party. The cost of a mediator or arbitrator shall be shared equally by the Board and the Association.

ARTICLE VI – EMPLOYEE AND ASSOCIATION RIGHTS

6.1 Dues Deduction

- A. The Board shall deduct from each Employee's pay the current dues of the Association in equal installments over the employee's payroll periods commencing with the first paycheck in October. The Association President shall identify the local Association treasurer for the monthly remittance and dues will be remitted to the Association within ten (10) business days.
- B. Proper authorization for membership payroll deductions shall be the signature of the Employee on an authorization form prepared by the Association and submitted to the Superintendent or his/her designee. Such authorization shall remain from year to year unless the Employee cancels such authorization by notice in writing to the superintendent and the Association President(s).
- C. If an employee resigns or retires from employment at any time during the school year, the Board shall deduct the unpaid pro rata portion of the annual dues from the Employee's final paycheck.
- D. In the event that any legal action against the Employer is brought to court or administrative agency because of its compliance with this Article, the Greenville Education Association agrees to defend such action at its own expense and through its own counsel, provided:
 - a. The Employer gives immediate notice of such action in writing to the Greenville Education Association and permits the Association to intervene as a party if it so desires, and

- b. The Employer gives full and complete cooperation to the Greenville Education Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both the trial and appellate levels.
- c. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's non-negligent compliance with this article.
- d. It is expressly understood that this hold harmless provision is between the Greenville Education Association, not IEA or NEA, and the Employer. This hold harmless provision will not apply to any claim, demand, suit, or other form of liability which may arise as a result of any type of willful misconduct by the Employer or the Employer's imperfect execution of the obligations imposed upon it by this article.

6.2 Employment Conditions

When a member of the bargaining unit is required to appear before an Administrator or the Board concerning any matter which the employee reasonably believes could result in disciplinary action, the Employee shall be given reasonable prior written notice of the reasons for such meeting and shall be entitled to request an Association representative to attend the meeting. However, meetings of an evaluative nature or related to the evaluation process are excluded from prior written notice.

The discipline of a teacher, excluding verbal and written reprimands, shall be based upon just cause.

Dismissal of tenured teachers shall be in accordance with the provisions of the Illinois School Code, 105 ILCS 5/10-22.4 and 104 ILCS 5/24-12.

This section does not apply to probationary teacher dismissals, who are subject to dismissal in accordance with the Illinois School Code, 105 ILCS 5/24-11.

6.3 Personnel File

An official personnel file for each Employee shall be maintained at the Unit Office. Each Employee shall have the right to review the contents of his/her personnel file, except material the Employee and his/her representative are excluded from reviewing pursuant to the Illinois Personnel Records Review Act, 820 ILCS 40/10.

No disciplinary material may be placed in the personnel file unless the Employee has been given a copy of such material, and given an opportunity to attach a written

response. Any materials added to the personnel file by the Employee must be signed and dated by the Employee and initialed by a Unit Office employee.

Unless it has been placed in the personnel file in accordance with the requirements of this provision, no disciplinary material in the file may be used for disciplinary action against the Employee.

6.4 Right to Organize

Employees shall have the right to organize, join and assist the Association and to participate in professional negotiations with the Board. The Board shall not discriminate against any Employee with respect to hours, wages, terms and conditions of employment for reasons of membership in the Association or participation in negotiations with the Board.

6.5 Meetings, Notices and General Information

Use of School Buildings

School buildings may be used for Association meetings after regular school class hours provided such meetings do not interfere with the instructional program. The Association representative shall arrange with the building Principal for use of a room.

Representative on School Grounds

Duly authorized representatives of the Association shall have the right to meet and transact official business on school property, provided they inform the Administration in advance. Such activities are not to occur during Employee work hours, interfere with or interrupt the regular or extra-curricular activities of the District or interfere with the scheduled activities of any teacher. Exceptions during work hours may be granted with Administrative permission.

Use of Mailboxes, District e-mail, and Alert Now

The Association shall have the right to use faculty mailboxes for appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit. The Association, with administrative assistance, shall have the right to use the District's e-mail and Alert Now notification systems (or similar systems) for notification of Association meetings.

Use of Bulletin Board

The Association shall be provided with bulletin board space as approved by the Principal in each building. Only authorized representatives of the Association will use the bulletin boards for Association announcements, and all material posted will relate only to the Association's official business as negotiating agent of the teaching staff.

6.6 Board Meeting Notification

The Board will furnish a copy of the notice of regular and special meetings along with the agenda of such meetings. The Association President shall be provided one (1) copy

of the official open Board minutes once they have been approved. The above information shall be provided the Association President at the same time the information is given to members of the Board of Education.

6.7 Documents

The Board agrees to provide the President of the Association or designee a copy of the District's budget, budget amendments, and annual financial report at the Unit Office during normal working hours. A current policy manual will be available at all attendance centers.

6.8 Distribution of Agreement

Within thirty (30) days of ratification of the Agreement, the District shall post a copy of the Agreement on the District website. The Association has permission to use District resources (equipment/paper) to provide copies as needed.

Within ten (10) working days, new Employees will be given a copy of the Agreement by the Employer.

ARTICLE VII - EMPLOYMENT, QUALIFICATIONS AND ASSIGNMENTS

7.1 Vacancies

A vacancy is defined as any new or existing position currently not filled by a bargaining unit Employee, including positions listed on Appendix B, which the Board decides to fill, as a result of enrollment changes, resignation, retirement, death, or termination. Positions filled via involuntary and voluntary transfers and teachers recalled following a reduction in force shall not be considered vacancies and will not be posted. The Board will fill all vacancies in accordance with the Illinois School Code, 105 ILCS 5/24-1.5.

Notification of all vacancies of certificated personnel may be publicly advertised and shall be posted in all buildings monthly during the school year, and in the Unit Office during June, July and August. No vacancy shall be filled until such vacancy has been posted for at least five (5) working days. A copy of the posting notice shall be sent via e-mail to all certified staff.

7.2 Transfer Policy

- A. Transfer requests shall be made on transfer application forms; receipt shall be acknowledged by the Administration.
- B. Transfer approval shall be at the discretion of the Superintendent and involved Principals.

C. A teacher involuntarily transferred shall, upon his/her written request, be released from their employment contract.

D. A teacher may request a written explanation from the Board and/or an Administrator regarding unapproved transfer requests or involuntary transfers.

7.3 Job Descriptions

The parties agree to develop job descriptions in conformance with state statutes and ISBE rules and regulations.

7.4 Teacher Assignments

The Board retains the right to organize and reorganize the schools and to assign teachers according to their qualifications and the best interests of the pupils, the educational program, and the needs of the District.

The Superintendent or his/her designee will inform teachers of their tentative assignments for the following school year by the end of the current school year. Should changes and/or adjustments in assignments be necessary after that time, the teacher will be notified as promptly as circumstances permit in order that the teacher may prepare for such assignments.

7.5 Instructional Coaches/Leaders and Behavior Specialists

The primary duty of the Instructional Coach/Leader and Behavior Specialist is to support teachers with the goal of improving academic performance and school appropriate behavior for the students of our district. In order to preserve the integrity of their program and avoid crossing over into the responsibility of administrators, in no way shall information observed or gathered by instructional coaches/leaders or the behavior specialist be used as a basis for any evaluator comments. Professionals in these roles are not part of the evaluation process in any way, but may offer suggestions for district/building based professional development activities. Additionally, all efforts will be made to not utilize instructional coaches/leaders and behavior specialists as substitute teachers/aides.

ARTICLE VIII - WORKING CONDITIONS

8.1 Work Day

The work day for teachers shall be seven (7) hours and forty-five (45) minutes noting that teachers shall report earlier or remain later for supervising assignments, parent and student conferences, faculty meetings and emergencies as determined by the Superintendent or Principal. The Administration may require teachers to attend activities beyond the work day such as: orientations, graduations, open house, award ceremonies, student performances, PTO meetings, etc. The required number of

activities shall not exceed four (4) in any school year. The work day as defined above shall include a duty-free, uninterrupted lunch period as required by the Illinois School Code 105 ILCS 5/24-9. Every effort will be made to avoid scheduling IEP meetings during the duty free lunch time or preparation period.

Special education teachers within the district will receive two (2) paid IEP workdays. **Staff in Pre-K who are dual-certified, and serving as both general and special education teacher, will also receive these paid IEP workdays.** If substitute teachers are not available for IEP workdays, the special education teachers **and Pre-K dual-certified staff** will be paid at the current rate of substitute pay per day up to a maximum of two (2) days.

Exceptions to these working hours may occur when positions are created by specific grants, which exist for the purpose of increased home-school contracts. Examples include the At-Risk Pre-School and Title I Home Coordinator.

On early dismissal days due to inclement weather, teachers may leave following the departure of the school buses from their schools. Teachers will not have a reduction in pay or be required to make up any additional time (in person or virtually) due to this shortened work day.

8.2 Payday

Payment for teaching services shall be on the 25th of each month, or the last working day before the 25th if it is not a working day. Employees shall have a direct deposit option. All teachers, except those in the District for the first year, shall have a ten (10) month or twelve (12) month option for distribution of salary. Teachers must inform the Unit Office in writing by September 1st of their choice for the payment option. A form will be provided by the District to be signed. Those teachers not submitting the form will be designated as the twelve (12) month payment option. Once a payment option has been chosen, teachers cannot change their decision of pay for that one (1) year period. Teachers selecting the ten (10) month option will not receive paychecks in July and August. Teachers in the District for the first year must choose the twelve (12) month payment option.

8.3 Teacher's First Year in District Pay

First year teachers will receive their first month's salary in two (2) equal payments. The first to be received two (2) weeks after the first day of school, the second on the established school pay period.

8.4 Experience

One (1) regular school term or major fraction thereof (91 school days), shall be considered as one (1) year of employment in basing the salaries on the pay scale.

8.5 Homebound Instruction

Teachers involved in homebound instruction will be paid on an hourly basis as per Appendix B.2. Mileage will be paid to the teacher if the student lives more than one and one-half (1 ½) miles from the school to the site of instruction.

8.6 Extra Duties and Extra-Curricular Assignments

Extra duties and extra-curricular assignments, both paid and unpaid, shall first be assigned to teachers who volunteer for such duties. In the absence of sufficient numbers of volunteers, the Board shall assign extra duties on an equitable schedule. Copies of extra duty schedule will be made available to all teachers within the first ten (10) days of the school year. In the absence of sufficient numbers of volunteers for extra-curricular assignments, the Board will make an attempt to spread the assignment of responsibilities among qualified personnel on a rotating basis.

8.7 Teaching Load

The Board and Administration agree to continue diligently working to control classroom size. **When requested by staff or recommended by the IEP team, the administration shall make efforts to provide relevant training.** In the decision-making process, consideration will be given to the amount of time needed to prepare for and educate special-needs students.

8.8 Qualified Substitutes

The Board will make every effort to employ qualified substitutes for all positions.

8.9 Pay for Internal Substitution

When required by the Administration to accept students from another teacher for twenty-five (25) minutes or longer, classroom teachers will be paid thirty dollars (\$30.00) per period or elementary equivalent. Teachers may mutually agree to internal substitution without compensation. If compensation is made to the substitute, the requesting teacher will have a minimum of one-quarter (¼) day deducted. No teacher shall be paid more than ninety dollars (\$90.00) per day for internal substitution.

8.10 School Calendar

The school calendar shall consist of a minimum of one hundred eighty-five (185) days, of which one hundred seventy-six (176) shall be student attendance days and four (4) shall be institute days. The teacher work year shall consist of one hundred eighty (180) teacher attendance days. Unused emergency days shall not become work days for teachers. By March 1st, the Association President will provide input on the school calendar for the subsequent school year. Once five (5) emergency days are exhausted in a

school year, the Superintendent shall discuss calendar options with the Association leadership prior to final determination.

8.11 Notification of Waiver Application

The Board of Education shall provide the President of the Association with written notice at least thirty (30) days prior to the day the Board shall consider a waiver application of Illinois School Code. The notice shall include the substance of the waiver application.

8.12 Educational Excellence/Curriculum Coordinating Committee (EECCC)

An Educational Excellence/Curriculum Coordinating Committee (EECCC) shall consist of the Superintendent, the Association President, at least three (3) building Administrators, and at least one (1) teacher per building. This committee shall meet at mutually agreeable times as determined by the Association President **(or Co-Presidents)** and Superintendent. Association members are welcome to suggest future agenda items to the Association President(s), which will then be shared with the Superintendent. All certified staff members are welcome to attend **and will receive an agenda for the EECCC meeting via school email within forty-eight (48) hours of the meeting. The forty-eight (48) hour timeline will not be a grievable issue.**

The purpose of the committee shall include the following:

1. To establish a means of communication that promotes excellence by bringing about discussions of topics that affect a wide range of staff and students.
2. To evaluate, reinvigorate and develop the BCCU#2 academic curriculum.

3. Follow up on recently implemented programs and curriculum.

The committee will meet at least once during each semester as arranged by mutual agreement of the Superintendent (or designee) and Association President (or designee).

8.13 Administering Medication

Teachers may be requested to administer medication, but no teacher will be required to administer medication.

8.14 Mileage

With administrative approval, bargaining unit members using their personal automobiles for school business and those with multi-school assignments shall receive mileage at the IRS reimbursement rate per mile. This applies to travel between schools, homebound instruction assignments, or required home visits. This does not apply to commute mileage to and from home. Teachers shall keep daily records of such mileage by the month on forms provided. Mileage reimbursement shall be paid monthly.

8.15 Summer Workshops

Teachers attending the District's professional development meetings during the summer and not on a contractual attendance day will be compensated at a rate of twenty-five dollars (\$25.00) per hour. The parties clearly understand that summer workshops are voluntary and not mandatory.

8.16 Use of Video Cameras In and Near School Buildings

Video cameras may be installed in school building hallways, cafeterias, gymnasiums, libraries, office areas, and in outdoor locations. Cameras may be located in teacher classrooms or work areas only with prior notice to the teacher and negotiations with the Association consistent with the Illinois Education Labor Relations Act.

The intent of the use of video cameras is to maintain a safe environment for students and Employees. The content of videotapes is subject to District policy and procedures concerning school student records and only those people with a legitimate educational or administrative purpose may view the video recordings. If the content of video material becomes the subject of a student disciplinary hearing, it shall be treated like other evidence in the proceeding. If the content of video material becomes the subject of an Employee disciplinary hearing, the Employee (and, at the request of the Employee, the Association) shall have access to copies of the ~~tape~~video.

8.17 Mentoring Program

Each newly hired teacher with two (2) or fewer years of teaching experience (mentee) shall be assigned a District mentor for a minimum of four (4) semesters. All teachers interested in mentoring will be considered; the mentor will be assigned by the building Administrator of the mentee. The mentor will have a minimum of sixteen (16) meetings per school year with the mentee. Each mentor will receive an additional one (1) day of professional leave per year to observe the mentee. Each mentee will receive one (1) day of professional leave per year to observe an exemplar colleague. Mentors will receive a stipend of one thousand dollars (\$1,000) per year, payable in two (2), five hundred dollar (\$500.00) installments in December and May. Exceptions on newly hired teachers being assigned to the program may be made on a case-by-case basis where mutually agreed upon by the Board and Association President(s).

The Teachers Together = Excellence in Education framework or another recognized program may be used as a guideline. A Governing Panel will be established that includes three (3) Administrators, a minimum of one (1) officer from the Association, and a minimum of two (2) teachers. This panel will consider and adjust the framework as necessary.

In the event that a mentor/mentee expresses concern about the partnership, the Administrator may assign a new mentor as needed.

ARTICLE IX - REDUCTION IN FORCE AND RECALL

9.1

By February 1st, the District shall provide to the Association President ~~and post in each school building~~ the certified teacher seniority list. Seniority shall be based on date of hire by the Board of Education. Part-time employees' seniority shall be prorated. In the event of equal seniority, ties shall be resolved in the following order:

- A. Total college credit hours accepted by the District for placement on the salary schedule.
- B. Total college credit hours in the field of study relevant to the needs of the District.
- C. Grade point average in the field of study relevant to the needs of the District.
- D. Rating on performance-based evaluation.

In the event that a reduction in force is necessary, reductions in force and recall rights shall comply with the Illinois School Code, 105 ILCS 5/24-12(b).

ARTICLE X - TEACHER'S RETIREMENT

10.1 Retirement Bonus

- A. Teachers who have completed at least ten (10) years of teaching in BCCU#2 and who have a minimum of fifteen (15) years of teaching shall be eligible for a retirement bonus provided the teacher submits his/her irrevocable letter of retirement to the Board on or before May 1st of his/her final year of teaching. The retirement bonus shall be awarded as follows:
 1. For teachers with fifteen (15) to twenty (20) years of creditable teaching service in the Illinois Teachers Retirement System (ITRS), the Board will pay six thousand dollars (\$6,000).
 2. For teachers with more than twenty (20) years of creditable teaching service in the ITRS, the Board will pay eight thousand dollars (\$8,000).
 - Teachers who have twenty (20) or more years of full-time teaching service in the school District at the end of their last year of employment in the school District, the Board will pay an additional four thousand dollars (\$4,000) for a total benefit of twelve thousand dollars (\$12,000).
 - Teachers who have thirty (30) or more years of full-time teaching service in the school District at the end of their

last year of employment in the school District, the Board will pay an additional eight thousand dollars (\$8,000) for a total benefit of sixteen thousand dollars (\$16,000).

3. The employee must be eligible to retire under the rules of Illinois Teachers Retirement System.
- B. Normally, the retirement bonus shall be paid together with the July and August salary due, in one (1) lump sum, prior to June 30th of the current fiscal year. However, the amount of the retirement bonus included as part of the teacher's final salary payment may be limited to prevent the teacher's salary from exceeding the TRS reportable salary increase cap of six percent (6%). The capped portion of the retirement bonus payment not included in the teacher's final salary payment shall be made as a lump sum payment no later than September 25th in the year of retirement.
- C. Teachers may submit a written request to retire to the Board two (2) to ~~four~~ five (5) years in advance. In such cases, the teacher's retirement bonus (using the guidelines in 10.1.A and 10.1.B) would be apportioned between the salaries of their last two (2) to four (4) years. Teachers also need to notify the Superintendent's office of the amount of accumulated sick leave days that will be used for ITRS service credit. Payment for accumulated sick leave days not used for ITRS credit (see Section 12.1.D) would also be apportioned between the salaries of their last two (2) to four (4) years. The written request to retire must be submitted by May 1st for the retirement bonus to be apportioned for the Fiscal year ending June 30th of the same year. However, the amount of the unused sick leave included as part of the teacher's final salary payment may be limited to prevent the teacher's salary from exceeding the TRS reportable salary increase cap of six percent (6%). The capped portion of the sick leave payment not included in the teacher's final salary payment shall be made as a lump sum payment no later than September 25th in the year of retirement.

Any payments for unused sick leave that are not used for TRS service credit will be applied to a teacher's yearly compensation under the following conditions:

1. Once a teacher's retirement bonus (see section 10.1.A) has been paid in full, payment for any accumulated sick days greater than one hundred eighty (180) will be applied to a teacher's compensation in their next-to-last year of teaching. This payment would be included in their June paycheck. The number of sick days compensated would be limited to prevent the teacher's earnings from exceeding the previous year's TRS creditable earnings by six percent (6%).
2. In a retiring teacher's final year, any payment for accumulated sick days that are not used for TRS service credit shall be paid on the June paycheck.

The number of sick days compensated will be limited to a maximum six percent (6%) increase over the previous year's TRS creditable earnings.

3. Following payment of sick days in the teacher's last year and next-to-last year, any remaining sick days eligible for monetary compensation will be paid no later than September 25th in the year of retirement.

D. Applicable taxes and pension payments shall be deducted by the Board prior to payment.

E. Retired teachers who accept the retirement bonus shall be allowed to participate in the District's hospitalization and major medical insurance plan for Employees for not more than three (3) years following retirement or age sixty-five (65), whichever occurs first. The retiree shall pay the cost of insurance monthly, one (1) month in advance of the date payments are due the insurance carrier. Non-payment of insurance premiums will terminate coverage.

F. **Sick Leave Balloon: A teacher who provides more than four (4) years advanced notice of retirement and at the time of notice has at least ten (10) years of service with Bond County CUSD #2, shall be awarded a sick leave balloon benefit. Upon board approval of the employee's irrevocable retirement letter, the employer shall immediately increase the employee's accumulated sick leave so that the total of such leave available to the employee shall be three hundred forty days (340). This benefit shall be awarded prior to the teacher's fourth (4th) school year prior to retirement, not to exceed 340 days of total accrued sick leave.**

In order to receive this benefit, the teacher shall provide the District with an irrevocable letter of retirement by May 1st when the teacher is more than four (4) years from the date of retirement (For example, a teacher retiring at the end of the 2028-2029 school year would need to submit their irrevocable letter of retirement by May 1, 2025).

The teacher will still receive the yearly sick-leave and personal leave allotment prior to each school year remaining before their retirement, with a cap not to exceed 340 days upon retirement.

G. **Following Board approval of an irrevocable retirement letter, the teacher may request additional sick leave days if a catastrophic illness or injury significantly impacts their number of sick-leave days that were intended to be used for additional service credit with the Illinois Teachers' Retirement System.**

10.2 **Lifetime Athletic Pass**

Teachers who have retired from the District shall receive a lifetime pass allowing them to attend BCCU#2 athletic events free of charge. This pass cannot be used at certain IHSA events in which the pass is not accepted.

ARTICLE XI - GRIEVANCE PROCEDURE

11.1 Definition

- A. Any claim by the Association or a teacher that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall be a grievance.
- B. Grievances involving two (2) or more Employees or one (1) or more supervisors, and grievances involving an Administrator above the building level may be filed as a class grievance.
- C. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of all weekdays. In the summer, time limits for grievances will be based on weekdays that the District office is open.

11.2 Procedures

The parties hereto acknowledge that it is usually most desirable for an Employee and the Employee's immediately involved supervisor to resolve the problems through free and informal communications. When requested by the Employee, an Association representative may accompany the Employee to assist in the informal resolutions of the grievance. If, however, the informal process fails to satisfy the Employee, a grievance may be processed as follows:

A. Step One

Grievance shall only be considered to the contract. Grievance shall be submitted to the immediately involved supervisor in writing dated and signed by the grievant specifying the section(s) of this Agreement alleged to have been violated, and the remedy sought. Grievance shall be submitted to the immediate supervisor within ten (10) days of the occurrence of the grievance. A grievance shall be settled within ten (10) days or passed to the Superintendent or his/her designee for further consideration, or for filing of a settled first step grievance.

B. Step Two

If the grievance is not resolved at step one, the grievant and/or the Association shall refer the grievance to the Superintendent or his/her designee within ten (10) days of receipt of the step one answer. The

Superintendent or his/her designee shall hear the grievance within ten (10) days of receipt of the grievance. The grievant shall be present at the hearing and may use counsel as desired.

C. Step Three

If the Association is not satisfied with the disposition of the grievance at step two, the Association may submit the grievance to final and binding arbitration with the American Arbitration Association, which shall act as the administrator of the proceedings.

If a demand for arbitration is not filed with the Board within thirty (30) days of the date of the step two answer, then the grievance shall be deemed withdrawn.

1. The arbitrator shall have no power to alter the terms of this Agreement.
2. Each party shall bear the full costs for its representation in the grievance procedure.
3. The fees and expenses of the arbitrator shall be shared equally by the parties.
4. If only one (1) party requests the presence of a court reporter, that party shall bear the cost of the reporter. If both parties request a court reporter, they shall share the costs.
5. If only one (1) party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

D. The final result of each formal grievance shall be signed by the Superintendent and grievant and filed by the Superintendent.

11.3 Bypass to Superintendent

If the aggrieved and the Superintendent agree, step one of the grievance procedures may be bypassed, and the grievance brought directly to step two.

11.4 Class Grievance

Class grievances involving one (1) or more teachers or one (1) or more supervisors, and grievances involving an Administrator above the building level may be initially filed by the Association at step two.

11.5 Association Participation

A. The Board acknowledges the right of the Association's grievance representative to assist 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.

- B. When an Employee is not represented by the Association, the Association shall reserve the right to have its representative present to state its views at any stage of the grievance procedure.

11.6 Materials

- A. All records related to a grievance shall be filed separately from the personnel files of the Employee.
- B. The aggrieved files shall be made available for examination by the grievant.

11.7 No Reprisals Clause

No reprisals shall be taken by the Board or the Administration against any Employee because of the Employee's participation in a grievance.

11.8 Grievance Withdrawal

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

ARTICLE XII - LEAVES

12.1 Sick Leave

The Board of Education shall grant all full and part-time certificated teaching personnel sick leave provision to the amount of twelve (12) days at full pay during the school term in each school year. Part-time teaching personnel will receive sick leave days on a pro-rated basis. If such Employee does not use the full amount of sick leave which is allowed, the unused amount shall accumulate without limit. Sick leave may be taken in the following increments: one-fourth (1/4) day (two hours or less), one-half (1/2) day (more than two (2) hours but less than four (4) hours), and one (1) day (four (4) or more hours).

The Board may grant a teacher additional sick leave days, above the normal annual allotment, provided the Association is given prior notice and mutually agrees to the award of the additional days. These Board granted sick days are not eligible for the payment stated in 12.1.D.

- A. Paid sick leave may be used for maternity purposes.
- B. Sick leave shall be interpreted to mean personal illness, quarantine at home, mental or behavioral health complications, or serious illness or death in the

immediate family or those with a significant relationship to the teacher (see section 12.2). Sick leave shall also be interpreted to mean birth, adoption, placement for adoption, and the acceptance of a child in need of foster care. Sick leave may be used consistent with the Illinois School Code. The District may request the employee to submit documentation for the use of sick leave in accordance with the Illinois School Code.

- C. Teachers incapacitated by illness or accident for three (3) months or more may apply to the Board of Education for an unpaid leave of not more than one (1) school year. Such teacher shall submit a medical report indicating the teacher's expected date of return to work.
- D. Upon retirement from full-time teaching in this District and all other districts in the State of Illinois, teachers with unused sick leave shall be paid not less than fifty percent (50%) of the full day rate for substitute teacher pay for each accumulated sick day not used for TRS retirement earned in Bond County Community Unit #2, including the current year. The fifty percent (50%) minimum of the full day substitute pay rate per day payment for unused sick days shall be limited to a maximum of three hundred forty days (340) days. Per TRS rules and regulations, sick leave for which the Employee has received compensation shall not be reported to TRS for service credit.
- E. The School Board may require a physician's certificate, or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such a person's faith, as a basis for pay during leave after an absence of three (3) consecutive days for personal illness, or as it may deem necessary in other cases.

12.2 Emergency Leave

- A. The Superintendent or his/her designee may grant emergency leave requests. Part-time teaching personnel will receive emergency leave on a pro-rated basis. Emergency leave may include natural or personal disaster and funeral leaves not covered under article 12.1.
- B. The teacher shall notify the Principal prior to taking emergency leave and state the reason.
- C. Emergency leave days will be deducted from accumulated sick leave.
- D. The Superintendent's or his/her designee's denial of emergency leave shall not be subject to the grievance procedure.

12.3 Personal Leave

- A. Teachers shall be allowed two (2) personal leave days per year. Part-time teaching personnel will receive personal leave days on a pro-rated basis. Personal leave days are intended to be used for events that cannot be attended to during non-attendance days or times.
- B. The teacher will request approval from the Principal two (2) working days in advance of taking the personal leave.
- C. The Board shall pay the teacher and the substitute teacher.
- D. Personal leave shall be granted to not more than fifteen percent (15%) of the teachers assigned to any one building on a given day. Exceptions may be granted with signed approval by that building's Principal.
- E. Only one (1) of the two (2) personal leave days in a school year may be used on the day before or the day after a scheduled holiday or scheduled break by each teacher. Only one (1) teacher per building may use a personal leave day before or after a scheduled holiday. These days will be granted on a first-come, first-served basis. Exceptions may be granted with signed approval by that building's Principal.
- F. Unused personal leave shall be added to unused accumulated sick leave.

12.4 Association Leave

Association leave shall be limited to not more than ten (10) person days. These days are granted to the Association for the use of those individuals assigned by the Greenville Education Association Executive Committee.

- A. The Board shall pay the teacher for up to ten (10) days and the substitute for up to four (4) days used.
- B. If more than four (4) days are used, the Association shall pay the substitute for up to six (6) days.
- C. No more than five (5) Association members shall be granted Association leave in a single day.

12.5 A. Professional Leave

Professional leave is intended for in-service training, workshops, clinics, seminars, conventions, and similar functions that relate to a teaching assignment or that would benefit the educational process.

- 1. Teachers may be allowed two (2) professional leave days per year.

2. Application for professional leave shall be made to the Principal. The purpose of the leave shall be stated.
3. The Board shall pay the teacher and the substitute.
4. Expenses approved by the Superintendent shall be paid.

B. Extra-Curricular Leave

Extra-curricular leave is intended for in-service training, workshops, clinics, seminars, conventions, competitions, and similar functions that relate to an extra-curricular assignment or that would benefit the educational process.

1. Personnel given extra-curricular assignments may be allowed extra-curricular leave.
2. Application for extra-curricular leave shall be made to the Superintendent. The purpose of the leave shall be stated.
3. The Board shall pay the extra-curricular personnel and the substitute if necessary.
4. Expenses approved by the Superintendent shall be paid.

12.6 Court Appearances

An Employee called for jury duty or job-related court appearances during working hours shall be paid full salary for such time and suffer no loss of benefits or contractual advantage, provided the District is reimbursed the amount of jury or appearance pay (if provided) for those working days when the teacher was absent, excluding compensation for food and travel.

12.7 Child Care Leave

- A. Unpaid child care leave may be granted as an extension of sick leave to care for newborn children. Application for child care leave for newborn children as an extension of sick leave shall be made to the Superintendent at least thirty (30) days in advance.
- B. Unpaid child care leave may be granted to care for newly adopted children. Teachers who have applied for adoption of children shall register their intent to adopt in writing with the Superintendent. Application for child care leave for adopted children shall be made to the Superintendent as soon as the parents are notified of the adoption date.
- C. Child care leave shall be limited to the remainder of the school year.

- D. Teachers on child care leave shall have their health insurance premiums paid by the Board during the first ninety (90) calendar days of child care leave. Teachers on child care leave wishing to maintain health insurance coverage beyond the first ninety (90) calendar days of leave shall pay the premiums to the Board for such coverage until return to employment or termination.

12.8 Adoption Leave

Teachers shall be entitled to use twelve (12) weeks of unpaid Family Medical Leave or up to thirty (30) sick leave days for adoption in accordance with the Illinois School Code, 105 ILCS 5/24-6.

12.9

Teachers on approved leave shall retain work experience and sick leave credit when returning to full-time employment immediately following the leave. Teachers on unpaid leave of one (1) full year shall accrue no sick leave benefit or salary increment. Teachers on unpaid leave of less than one (1) year:

- A. Sick leave shall accrue on the basis of one (1) day sick leave per month worked.
- B. Salary increment shall accrue if the teacher works ninety (90) days or more in a year.

12.10 Educational Leave Without Pay

If requested, the Board may grant educational leave without pay to not more than one (1) applicant within a school semester. Leave shall be granted for a period of at least four (4) months, but not in excess of one (1) year for resident study, research, travel, or other purposes designed to improve the teacher's effectiveness in Bond County Community Unit #2. Such leave shall be subject to the following conditions:

- A. Eligibility
 - 1. An applicant must possess a valid teacher certificate and must have completed six (6) consecutive school terms of full-time service in the district. Any leave of absence granted by the Board shall not be considered an interruption of contractual continued service.
 - 2. Applicants shall not have received educational leave during six (6) school terms immediately preceding application.
 - 3. Each applicant will submit a formal plan through the Superintendent not later than sixty (60) days prior to the beginning of the educational leave. The Superintendent and Board of Education will review and approve the plan if it meets all requirements of this section and grant the educational

leave. In the case of multiple applicants, the Board will select one (1) applicant based on the relative positive impact of that applicant's educational leave on the District after their return to the District.

B. General Provisions

1. Each recipient shall agree to return to service in the District upon termination of the educational leave, and to continue in such services for a period of one (1) year, unless exempted from doing so through mutual agreement or prevented from doing so by illness, incapacity or death.
2. The contractual continued service status of an Employee on educational leave shall not be affected.
3. Teachers granted leave of absence may have the option to purchase medical insurance on the District's group policy at a cost equal to the amount paid by the Board of Education to the insurance provider for an individual Employee.

12.11 Other Leaves of Absence

A leave of absence of one (1) or two (2) years without pay or other job related benefits may be granted to any teacher upon application to the Superintendent and approval by the Board of Education.

12.12 Return After Paid/Unpaid Leave

The Board cannot guarantee that teachers who apply for and are granted paid or unpaid leave will return to the same assignment. Teachers on unpaid leave will retain their seniority status as of the beginning of such leave and an effort will be made by the Administration to place them in the same or comparable position.

12.13 Family Medical Leave

All full-time and part-time Employees shall be eligible for up to twelve (12) weeks of family medical leave for any purpose allowed by the Family Medical Leave Act. During the family medical leave period, the Employer shall continue to pay the health premium pursuant to this collective bargaining Agreement. The Employee shall have the option to make use of family medical leave or any other contractual leave. Employees shall not be required to use family medical leave prior to, instead of, or as a substitute for any accrued leave. At the Employee's option, the Employee may elect to use personal leave or sick leave during family medical leave. Where both spouses are employed by the Board, each will be entitled to twelve (12) weeks of leave in any twelve (12) month period.

12.14 Catastrophic Illness/Injury Leave

The Board of Education may grant additional paid leave in the event of catastrophic illness or debilitating injury. To be a candidate for this leave an Employee must have used all other forms of paid leave (i.e. sick leave, personal leave, emergency leave, or vacation). A written request must be sent to the Superintendent requesting this leave. The reason for the leave must be stated in the request. Further, the requesting person must provide medical information to verify the request. The Board may have the information reviewed by their own physician at the Board's expense.

A candidate would be eligible for catastrophic leave for an amount of days not to exceed forty (40) school days during his or her term of employment in the District. Payment for catastrophic leave will be based on the Employee's position on the salary schedule at the time of the request. Payment for part-time Employees will be pro-rated. An Employee may apply for a maximum of twenty (20) days per request. Each subsequent request for catastrophic illness/injury leave must be submitted in writing to the Superintendent. All catastrophic leave days are to be "repaid" to the District. This repayment may include future sick leave, emergency, vacation, in-service, personal leave and/or financial reimbursement.

All requests will be reviewed by the Administrative Committee of the Board, which will recommend action to the full Board. All decisions of the Board will be final.

12.15 Sick Leave Days Donation

Any employee may donate sick leave days to any other member of the bargaining unit who has exhausted his/her sick leave days.

Requests and Eligibility Procedures:

A. Application for donated sick leave shall be made to the Superintendent with a copy to the Association President(s). The Employee's request must be accompanied by a written medical statement from the Employee or family member's treating physician.

B. Members of the bargaining unit will be informed of the need for sick leave donation by the Superintendent.

C. Employees will donate days by emailing the Superintendent or Superintendent's designee. Contribution of sick leave shall be strictly voluntary and at the option of each individual Employee. Individual records of donations will remain confidential.

D. The donated days will be administered jointly through a drawing by the Superintendent or Superintendent's designee and Association President(s). Each day donated by certified staff will be represented once in the drawing. Individuals may directly donate days to a specific staff member prior to the drawing.

E. Donated days will be granted in increments of ten (10) days up to a maximum of ninety (90) days. Days which are not used shall be returned to the donating Employee.

F. An Employee absent due to a work-related injury who is receiving worker's compensation benefits is not eligible to receive donated sick days.

G. An Employee receiving TRS disability benefits shall cease eligibility to use sick leave days under this policy.

ARTICLE XIII - PROFESSIONAL COMPENSATION AND RELATED PROVISIONS

13.1

The teacher's Salary Schedule is in Appendix A, attached hereto.

13.2 Illinois Teacher Retirement Contributions

- A. The Board shall pay up to nine percent (9%) of the individual teacher's salary to the State of Illinois Teachers' Retirement System. This payment is made directly to TRS and is in addition to the base salary as listed in Appendix A.
- B. The Board will pay the Member Contribution percentage for each teacher to the Teacher Health Insurance Security Fund. This payment is made directly to TRS and is in addition to the salary listed in Appendix A.

13.3 Placement on the Salary Schedule

- A. Teachers new to or rehired by the District shall be given credit for previous experience accepted by the Illinois Teachers' Retirement System to determine placement on the teacher's salary schedule. In order to fill vacancies in specified teacher shortage areas, as defined in the Board Policy Manual, the Board may recognize up to five (5) years of other teaching experience, military experience, or other related work experience.
- B. Salary increments are not automatic. Should the work of a teacher be unsatisfactory as determined by the Principal and the Superintendent through evaluation procedure, salary increases will be withheld by the Board. In such cases the teacher shall be notified as to the situation and shall have the opportunity for a conference with the Administration to discuss means of improvement.
- C. Horizontal movement on the salary schedule for additional course work shall be made on the September payroll for transcripts submitted prior to September 15th, and on the February payroll, calculated on a per diem basis, from January 21st for transcripts submitted prior to February 15th. **Starting in the 2025-2026 school year, horizontal movement on the salary schedule for additional course work shall be made on the September payroll for transcripts submitted prior to September first (1st).**

D. Credit beyond the bachelor's degree column must be for:

1. Courses in a Master's Degree plan with prior written approval of the Superintendent.
2. Graduate hours toward professional growth with prior written approval of the Superintendent.

3. For salary credit beyond the Master's degree, only graduate coursework taken after earning the Master's degree will apply toward additional salary schedule credit in the Master's plus lanes.

Prior written approval is obtained by completing the Course Approval Form For Advancement on the Salary Schedule. The Superintendent takes into consideration the following: pertinence to the area of education, relevance to the teaching assignment, and benefit to Bond County Community Unit #2 students.

When the Course Approval Form For Advancement on the Salary Schedule is submitted to the Superintendent, said request shall be granted or rejected within twenty (20) business days of its submission. If the request is rejected, the Superintendent shall notify the teacher of the reasons for the rejection. The rejection of a course shall not be subject to the grievance procedure. Forms may be resubmitted to clarify or provide additional information relevant to a rejection.

- E. Graduate level courses taken beyond the Master's Degree will be accepted for placement on the salary schedule when courses are in the teacher's teaching field, when courses apply toward a degree program, or when courses apply toward a second major or consist of one reading course, or three counseling courses. A minimum grade of "B" in a graduate level course as recorded on the official attending college transcript is required to advance on the salary schedule. Pass/Fail or audited courses will not meet the criteria for advancement on the salary schedule. Non-graduate level hours can be considered, if the course work addresses a defined curricular need of the District.
- F. All teachers shall earn additional Professional Development Hours as required by the Illinois State Board of Education for the renewal of their Professional Educator's License.
- G. All online coursework will be submitted with appropriate documentation including proof of accreditation from one of the U.S. regional accrediting organizations as listed by Web USA or the U.S. Department of Education. The Superintendent shall have the authority to review each course's eligibility. The Superintendent's decision shall be final and not subject to the grievance procedure. The Superintendent must receive, prior to his/her approval, documentation of the content of the course, number of credit hours, the

name of the sponsoring institution, and how the student is to be evaluated in the course. If no grade is given, the Superintendent may require a written demonstration of proficiency.

- H. All teachers new to the system must have a complete physical examination prior to employment. Such examination is to be at the teacher's expense.
- I. Teachers shall inform the Principal in advance of any absence. Absences not covered by the leave provisions of Article XII shall result in a reduction of pay of 1/180th of annual salary for each day of such absences.

13.4 Appendix B Review and Recommendations

Coaching and Extra-Curricular salaries are listed in Appendix B attached hereto. A joint committee comprised of an equal number of Administrators and Association representatives will meet to review and identify modifications to Appendix B. The committee will submit its recommendations to the Board and Association officers for consideration during successor contract negotiations. **This committee will meet beginning in the first semester previous to upcoming contract negotiations in order to prepare such recommendations.**

13.5 National Board Certification

The District will provide up to two thousand dollars (\$2,000) for professional development reimbursement to teachers (proportionate to the annual number of candidates) who complete the National Board Certification process or Maintenance of Certification process for National Board Certification. A maximum of five hundred dollars (\$500.00) will be allowed per candidate. To receive this reimbursement, teachers will need to submit proof within a calendar year of their completion.

A pool of teachers who have already achieved National Board Certification or who have completed the National Board Certification process may be asked to participate in the formal mentoring program or assist with in-services.

ARTICLE XIV – INSURANCE

14.1 Hospitalization and Major Medical

Each full-time Employee ~~will receive~~ shall be provided with full individual hospitalization and major medical **insurance from the Board for the length of this professional agreement up to a maximum amount of eight hundred dollars (\$800) per month through December 31, 2024, eight hundred fifty dollars (\$850) (\$800) per month in 2022-2023 for the calendar year January 2025 through December 2025, and nine hundred dollars (\$900) per month for the calendar year January 2026 through December 2026** for the premium for an individual plan selected by the Employee ~~or the actual cost of the monthly premium, whichever is less~~. Employees will be responsible for any additional premium costs for coverage which is not covered by the Board's

individual employee contribution. For the 2023-2024 school year, the Board of Education and Association agree to begin to negotiate the district's monthly premium contribution by July 1, 2023. Additionally, the Board will pay the premium for a Term Life Insurance Policy for each Employee, up to a maximum policy limit of twenty-five thousand dollars (\$25,000) or such lower policy limit the Employee qualifies for in accordance with the insurance carrier's qualifications/criteria. Employees will have the option of selecting a High Deductible Health Plan (HDHP). For Employees selecting coverage under the HDHP plan in ~~2022-2023 and 2023-2024~~ 2024-2025 and 2025-2026, the difference per month between the Standard Plan (as determined by the Insurance Committee) and the HDHP will be contributed to a Health Savings Account (HSA) in the Employee's name. The Board and the Association shall agree upon the specifications and carrier of this policy. All district employees will be notified of Insurance Committee meetings at least forty-eight (48) hours in advance via school email, and are welcome to participate. The forty-eight (48) hour timeline will not be a grievable issue. Part-time Employees shall receive insurance benefits on a pro-rated basis. Teachers who are considered 0.75 Full Time Equivalent or more will be granted full insurance benefits.

Insurance coverage shall begin September 1st and expire on August 31st of the following year. While participating in the HOPE Trust Insurance program, the deductible year is considered January 1 to December 31 of the same calendar year. In the event the District employs a husband and wife spouses and both are eligible for Board paid individual insurance coverage, the amount of Board paid individual coverage for both Employees can be combined and applied to a family insurance premium, provided that both Employees mutually agree.

~~Effective September 1, 2015, members of this bargaining unit, who are eligible to do so, may elect to participate in a District sponsored Health Reimbursement Arrangement (HRA) Plan.~~

~~Consistent with the Plan document, an Employee may request a summary statement of claim or account balance of the HRA account. All aspects of the HRA will be governed and subject to the Bond County CUSD #2 Deductible Reimbursement Plan/Health Reimbursement Arrangement (HRA) Plan dated September 1, 2019.~~

ARTICLE XV - IN-SERVICE EDUCATION

15.1 Teacher In-Service

- A. The In-Service Program schedule shall be provided to each teacher on its completion.
- B. Recommendations for Professional Development opportunities may be submitted to the Educational Excellence/Curriculum Coordinating Committee (see section 8.12).

- C Each year, the District will provide each teacher the opportunity to earn a minimum of sixteen (16) Continuing Education Units that can be submitted through the Illinois State Board of Education's Educator Licensure Information System (ELIS).

ARTICLE XVI - EFFECT OF AGREEMENT

16.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

16.2 Individual Contracts

Individual contracts or employment agreements shall reflect the terms and conditions of this Agreement.

16.3 Savings Clause

Should any article, section or clause of this Agreement be declared illegal by court of competent jurisdiction, that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

16.4 No Strike

The Association agrees that it will not, during the period of this Agreement, directly or indirectly engage in or assist in a strike.

16.5 Management Rights

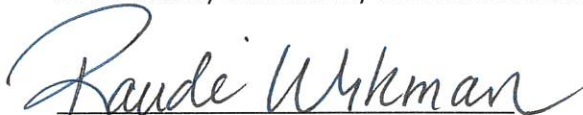
It is expressly understood and agreed that all functions, rights, powers and authority of the Board which are not specifically limited by the express language of this Agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

16.6

This Agreement shall become effective as of August 14, 2024 and will remain in effect until August 14, 2026.

This agreement is signed this 14th day of August, 2024.

For the Board of Education
Bond County Community Unit School District #2


President

For the Greenville Education
Association IEA-NEA

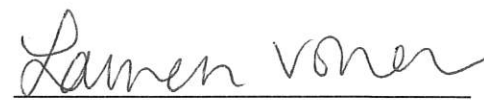

Co-President

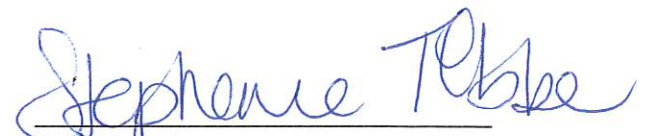

Secretary


Co-President


GEA Negotiator


GEA Negotiator


GEA Negotiator


GEA Negotiator

Appendix A
2024-2025 Salary Schedule

		BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32	DR	
Total	1	44,867	46,662	48,456	50,251	52,046	53,840	55,635	57,430	59,224	61,019	1
TRS 9%		4,038	4,200	4,361	4,523	4,684	4,846	5,007	5,169	5,330	5,492	
Salary		40,829	42,462	44,095	45,728	47,362	48,994	50,628	52,261	53,894	55,527	
Total	2	46,662	48,456	50,251	52,046	53,840	55,635	57,430	59,224	61,019	62,814	2
TRS 9%		4,200	4,361	4,523	4,684	4,846	5,007	5,169	5,330	5,492	5,653	
Salary		42,462	44,095	45,728	47,362	48,994	50,628	52,261	53,894	55,527	57,161	
Total	3	48,456	50,251	52,046	53,840	55,635	57,430	59,224	61,019	62,814	64,608	3
TRS 9%		4,361	4,523	4,684	4,846	5,007	5,169	5,330	5,492	5,653	5,815	
Salary		44,095	45,728	47,362	48,994	50,628	52,261	53,894	55,527	57,161	58,793	
Total	4	50,251	52,046	53,840	55,635	57,430	59,224	61,019	62,814	64,608	66,403	4
TRS 9%		4,523	4,684	4,846	5,007	5,169	5,330	5,492	5,653	5,815	5,976	
Salary		45,728	47,362	48,994	50,628	52,261	53,894	55,527	57,161	58,793	60,427	
Total	5	52,046	53,840	55,635	57,430	59,224	61,019	62,814	64,608	66,403	68,198	5
TRS 9%		4,684	4,846	5,007	5,169	5,330	5,492	5,653	5,815	5,976	6,138	
Salary		47,362	48,994	50,628	52,261	53,894	55,527	57,161	58,793	60,427	62,060	
Total	6	53,840	55,635	57,430	59,224	61,019	62,814	64,608	66,403	68,198	69,993	6
TRS 9%		4,846	5,007	5,169	5,330	5,492	5,653	5,815	5,976	6,138	6,299	
Salary		48,994	50,628	52,261	53,894	55,527	57,161	58,793	60,427	62,060	63,694	
Total	7	55,635	57,430	59,224	61,019	62,814	64,608	66,403	68,198	69,993	71,787	7
TRS 9%		5,007	5,169	5,330	5,492	5,653	5,815	5,976	6,138	6,299	6,461	
Salary		50,628	52,261	53,894	55,527	57,161	58,793	60,427	62,060	63,694	65,326	
Total	8	57,430	59,224	61,019	62,814	64,608	66,403	68,198	69,993	71,787	73,582	8
TRS 9%		5,169	5,330	5,492	5,653	5,815	5,976	6,138	6,299	6,461	6,622	
Salary		52,261	53,894	55,527	57,161	58,793	60,427	62,060	63,694	65,326	66,960	
Total	9	59,224	61,019	62,814	64,608	66,403	68,198	69,993	71,787	73,582	75,377	9
TRS 9%		5,330	5,492	5,653	5,815	5,976	6,138	6,299	6,461	6,622	6,784	
Salary		53,894	55,527	57,161	58,793	60,427	62,060	63,694	65,326	66,960	68,593	
Total	10	61,019	62,814	64,608	66,403	68,198	69,993	71,787	73,582	75,377	77,171	10
TRS 9%		5,492	5,653	5,815	5,976	6,138	6,299	6,461	6,622	6,784	6,945	
Salary		55,527	57,161	58,793	60,427	62,060	63,694	65,326	66,960	68,593	70,226	
Total	11	62,814	64,608	66,403	68,198	69,993	71,787	73,582	75,377	77,171	78,966	11
TRS 9%		5,653	5,815	5,976	6,138	6,299	6,461	6,622	6,784	6,945	7,107	
Salary		57,161	58,793	60,427	62,060	63,694	65,326	66,960	68,593	70,226	71,859	
Total	12	0	66,403	68,198	69,993	71,787	73,582	75,377	77,171	78,966	80,761	12
TRS 9%		0	5,976	6,138	6,299	6,461	6,622	6,784	6,945	7,107	7,268	
Salary		0	60,427	62,060	63,694	65,326	66,960	68,593	70,226	71,859	73,493	
Total	13	0	0	0	71,787	73,582	75,377	77,171	78,966	80,761	82,555	13
TRS 9%		0	0	0	6,461	6,622	6,784	6,945	7,107	7,268	7,430	
Salary		0	0	0	65,326	66,960	68,593	70,226	71,859	73,493	75,125	
Total	14	0	0	0	73,582	75,377	77,171	78,966	80,761	82,555	84,350	14
TRS 9%		0	0	0	6,622	6,784	6,945	7,107	7,268	7,430	7,592	
Salary		0	0	0	66,960	68,593	70,226	71,859	73,493	75,125	76,758	
Total	15	0	0	0	0	77,171	78,966	80,761	82,555	84,350	86,145	15
TRS 9%		0	0	0	0	6,945	7,107	7,268	7,430	7,592	7,753	
Salary		0	0	0	0	70,226	71,859	73,493	75,125	76,758	78,392	
Total	16	0	0	0	0	78,966	80,761	82,555	84,350	86,145	87,939	16
TRS 9%		0	0	0	0	7,107	7,268	7,430	7,592	7,753	7,915	
Salary		0	0	0	0	71,859	73,493	75,125	76,758	78,392	80,024	
Total	17	0	0	0	0	80,761	82,555	84,350	86,145	87,939	89,734	17
TRS 9%		0	0	0	0	7,268	7,430	7,592	7,753	7,915	8,076	
Salary		0	0	0	0	73,493	75,125	76,758	78,392	80,024	81,658	
Total	18	0	0	0	0	0	0	0	0	89,734	91,529	18
TRS 9%		0	0	0	0	0	0	0	0	8,076	8,238	
Salary		0	0	0	0	0	0	0	0	81,658	83,291	
Total	19	0	0	0	0	0	0	0	0	91,529	93,323	19
TRS 9%		0	0	0	0	0	0	0	0	8,238	8,399	
Salary		0	0	0	0	0	0	0	0	83,291	84,924	
Total	25	0	0	0	75,377	0	0	0	0			25
TRS 9%		0	0	0	6,784	0	0	0	0			
Salary		0	0	0	68,593	0	0	0	0			

Appendix A
2025-2026 Salary Schedule

		BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32	DR	
Total	1	46,437	48,294	50,152	52,009	53,867	55,724	57,582	59,439	61,297	63,154	1
TRS 9%		4,179	4,346	4,514	4,681	4,848	5,015	5,182	5,350	5,517	5,684	
Salary		42,258	43,948	45,638	47,328	49,019	50,709	52,400	54,089	55,780	57,470	
Total	2	48,294	50,152	52,009	53,867	55,724	57,582	59,439	61,297	63,154	65,012	2
TRS 9%		4,346	4,514	4,681	4,848	5,015	5,182	5,350	5,517	5,684	5,851	
Salary		43,948	45,638	47,328	49,019	50,709	52,400	54,089	55,780	57,470	59,161	
Total	3	50,152	52,009	53,867	55,724	57,582	59,439	61,297	63,154	65,012	66,869	3
TRS 9%		4,514	4,681	4,848	5,015	5,182	5,350	5,517	5,684	5,851	6,018	
Salary		45,638	47,328	49,019	50,709	52,400	54,089	55,780	57,470	59,161	60,851	
Total	4	52,009	53,867	55,724	57,582	59,439	61,297	63,154	65,012	66,869	68,727	4
TRS 9%		4,681	4,848	5,015	5,182	5,350	5,517	5,684	5,851	6,018	6,185	
Salary		47,328	49,019	50,709	52,400	54,089	55,780	57,470	59,161	60,851	62,542	
Total	5	53,867	55,724	57,582	59,439	61,297	63,154	65,012	66,869	68,727	70,584	5
TRS 9%		4,848	5,015	5,182	5,350	5,517	5,684	5,851	6,018	6,185	6,353	
Salary		49,019	50,709	52,400	54,089	55,780	57,470	59,161	60,851	62,542	64,231	
Total	6	55,724	57,582	59,439	61,297	63,154	65,012	66,869	68,727	70,584	72,442	6
TRS 9%		5,015	5,182	5,350	5,517	5,684	5,851	6,018	6,185	6,353	6,520	
Salary		50,709	52,400	54,089	55,780	57,470	59,161	60,851	62,542	64,231	65,922	
Total	7	57,582	59,439	61,297	63,154	65,012	66,869	68,727	70,584	72,442	74,299	7
TRS 9%		5,182	5,350	5,517	5,684	5,851	6,018	6,185	6,353	6,520	6,687	
Salary		52,400	54,089	55,780	57,470	59,161	60,851	62,542	64,231	65,922	67,612	
Total	8	59,439	61,297	63,154	65,012	66,869	68,727	70,584	72,442	74,299	76,157	8
TRS 9%		5,350	5,517	5,684	5,851	6,018	6,185	6,353	6,520	6,687	6,854	
Salary		54,089	55,780	57,470	59,161	60,851	62,542	64,231	65,922	67,612	69,303	
Total	9	61,297	63,154	65,012	66,869	68,727	70,584	72,442	74,299	76,157	78,014	9
TRS 9%		5,517	5,684	5,851	6,018	6,185	6,353	6,520	6,687	6,854	7,021	
Salary		55,780	57,470	59,161	60,851	62,542	64,231	65,922	67,612	69,303	70,993	
Total	10	63,154	65,012	66,869	68,727	70,584	72,442	74,299	76,157	78,014	79,872	10
TRS 9%		5,684	5,851	6,018	6,185	6,353	6,520	6,687	6,854	7,021	7,188	
Salary		57,470	59,161	60,851	62,542	64,231	65,922	67,612	69,303	70,993	72,684	
Total	11	65,012	66,869	68,727	70,584	72,442	74,299	76,157	78,014	79,872	81,729	11
TRS 9%		5,851	6,018	6,185	6,353	6,520	6,687	6,854	7,021	7,188	7,356	
Salary		59,161	60,851	62,542	64,231	65,922	67,612	69,303	70,993	72,684	74,373	
Total	12	0	68,727	70,584	72,442	74,299	76,157	78,014	79,872	81,729	83,587	12
TRS 9%		0	6,185	6,353	6,520	6,687	6,854	7,021	7,188	7,356	7,523	
Salary		0	62,542	64,231	65,922	67,612	69,303	70,993	72,684	74,373	76,064	
Total	13	0	0	0	74,299	76,157	78,014	79,872	81,729	83,587	85,444	13
TRS 9%		0	0	0	6,687	6,854	7,021	7,188	7,356	7,523	7,690	
Salary		0	0	0	67,612	69,303	70,993	72,684	74,373	76,064	77,754	
Total	14	0	0	0	76,157	78,014	79,872	81,729	83,587	85,444	87,302	14
TRS 9%		0	0	0	6,854	7,021	7,188	7,356	7,523	7,690	7,857	
Salary		0	0	0	69,303	70,993	72,684	74,373	76,064	77,754	79,445	
Total	15	0	0	0	0	79,872	81,729	83,587	85,444	87,302	89,159	15
TRS 9%		0	0	0	0	7,188	7,356	7,523	7,690	7,857	8,024	
Salary		0	0	0	0	72,684	74,373	76,064	77,754	79,445	81,135	
Total	16	0	0	0	0	81,729	83,587	85,444	87,302	89,159	91,017	16
TRS 9%		0	0	0	0	7,356	7,523	7,690	7,857	8,024	8,192	
Salary		0	0	0	0	74,373	76,064	77,754	79,445	81,135	82,825	
Total	17	0	0	0	0	83,587	85,444	87,302	89,159	91,017	92,874	17
TRS 9%		0	0	0	0	7,523	7,690	7,857	8,024	8,192	8,359	
Salary		0	0	0	0	76,064	77,754	79,445	81,135	82,825	84,515	
Total	18	0	0	0	0	0	0	0	0	92,874	94,731	18
TRS 9%		0	0	0	0	0	0	0	0	8,359	8,526	
Salary		0	0	0	0	0	0	0	0	84,515	86,205	
Total	19	0	0	0	0	0	0	0	0	94,731	96,589	19
TRS 9%		0	0	0	0	0	0	0	0	8,526	8,693	
Salary		0	0	0	0	0	0	0	0	86,205	87,896	
Total	25	0	0	0	78,014	0	0	0	0			25
TRS 9%		0	0	0	7,021	0	0	0	0			
Salary		0	0	0	70,993	0	0	0	0			

Appendix B

- 1 Extra increments for special assignments. The following indexes apply to the beginning Bachelor's Degree salary on Appendix A.

A. High School Activities

	Years of Service <i>in activity at</i> Bond County Community Unit #2			
	<u>1-3</u>	<u>4-6</u>	<u>7-9</u>	<u>10+</u>
Head Football	14%	16%	18%	20%
Head Basketball	14%	16%	18%	20%
Yearbook	10%	12%	14%	15%
Volleyball	9%	11%	13%	15%
Soccer	8%	10%	12%	14%
Assistant Football	8%	10%	12%	14%
Assistant Basketball	8%	10%	12%	14%
Head Baseball	8%	10%	12%	14%
Head Track	8%	10%	12%	14%
Softball	8%	10%	12%	14%
Basketball/Competition Cheerleading	8%	10%	12%	14%
Tennis	7%	9%	11%	13%
Golf	7%	9%	11%	13%
Cross Country	7%	9%	11%	13%
Marching Band	6%	8%	10%	12%
Scholastic Bowl	6%	8%	10%	12%
Musical	6%	8%	10%	12%
Assistant Baseball	5%	7%	9%	11%
Assistant Softball	5%	7%	9%	11%
Assistant Volleyball	5%	7%	9%	11%
<u>Assistant Scholastic Bowl</u>	<u>4%</u>	<u>6%</u>	<u>8%</u>	<u>10%</u>
Assistant Golf	4%	6%	8%	10%
Assistant Soccer	4%	6%	8%	10%

Assistant Track	4%	6%	8%	10%
Assistant Basketball/Competition Cheerleading	4%	6%	8%	10%
<u>Assistant Tennis</u>	<u>4%</u>	<u>6%</u>	<u>8%</u>	<u>10%</u>
Summer Band	3%	5%	7%	9%
Play	3%	5%	7%	9%
Football Cheerleading	2%	4%	6%	8%
Flag Team	2%	4%	6%	8%
Dance Team	2%	4%	6%	8%
Pep Band	1%	3%	5%	7%

B. Junior High Activities

	<u>1-3</u>	<u>4-6</u>	<u>7-9</u>	<u>10+</u>
Head Basketball	8%	10%	12%	14%
Volleyball	5%	7%	9%	11%
Assistant Basketball	5%	7%	9%	11%
Head Track	5%	7%	9%	11%
Baseball	5%	7%	9%	11%
<u>Softball</u>	<u>5%</u>	<u>7%</u>	<u>9%</u>	<u>11%</u>
Assistant Volleyball	4%	6%	8%	10%
Assistant Baseball	4%	6%	8%	10%
<u>Assistant Softball</u>	<u>4%</u>	<u>6%</u>	<u>8%</u>	<u>10%</u>
Scholastic Bowl	4%	6%	8%	10%
<u>Assistant Scholastic Bowl</u>	<u>3%</u>	<u>5%</u>	<u>7%</u>	<u>9%</u>
Assistant Track	3%	5%	7%	9%
Cheerleading	3%	5%	7%	9%
Music	2%	4%	6%	8%
Marching Band	1%	3%	5%	7%

C. Elementary School Activities

	<u>1-3</u>	<u>4-6</u>	<u>7-9</u>	<u>10+</u>
Basketball Coach	2%	4%	6%	8%

The Board has the option to recognize experience from other districts. The Board may recognize experience as an assistant as experience in a head coaching position.

D. Teachers on Duty for More than Nine (9) Months

Ten (10) months - One-ninth (1/9) of salary schedule

Eleven (11) months - Two-ninths (2/9) of salary schedule

~~E. Board approved Academic Activity/Club - 3% of base pay~~

2. Activity Duty Pay Schedule per duty - if and when assigned as follows:

(The following list of duties is not necessarily all-inclusive.)

A. High School:

<u>Rate of Pay</u>	<u>Twenty-five dollars (\$25.00)</u>	<u>Thirty-five dollars (\$35.00)</u>
	Ticket Sales	Scorer - Varsity and JV
	Ticket Collection	Timer - Varsity and JV
	Announcer	Scoreboard - Varsity and JV
	Statistician - Varsity	Scholastic Bowl Moderator
	Chain Crew - Varsity	

B. Junior High

Scorer - Thirty-five dollars (\$35.00)

Scoreboard/Timer - Thirty-five dollars (\$35.00)

Ticket Sales - Twenty-five dollars (\$25.00)

Scholastic Bowl Moderator - Thirty-five dollars (\$35.00)

C. Student Fan Bus Supervision:

Teachers supervising a student fan bus will be paid thirty dollars (\$30.00) for a round trip.

D. Extra pay will be paid monthly.

E. Extra days or hours assigned shall be paid at 1/180th of the salary or the appropriate fraction of 7 ¼ hour day. This shall not apply to daily internal substitution, summer school, or Driver's Education behind-the-wheel supervision.

- F. Up to two (2) Prom Coordinators will be paid a maximum of five hundred dollars (\$500) total.
- G. Up to two (2) Homecoming Sponsors will be paid a maximum of five hundred dollars (\$500) total.
- H. Summer school teachers and Driver's Education supervisors will be paid at a rate of thirty dollars (\$30.00) per hour.
- I. One yearbook sponsor from each elementary/junior high attendance center will be paid a two hundred fifty dollar (\$250) stipend.
- ~~J. The high school Robotics sponsor will be paid a five hundred dollar (\$500) stipend.~~

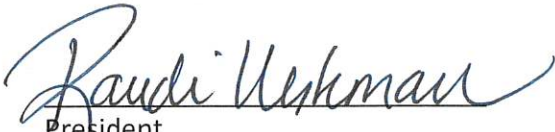
J. Academic Activities/Clubs

- **High School Robotics (\$500 stipend)**
- **High School Art Club (3% of base)**
- **High School Student Council (3% of base)**
- **High School National Honor Society (2% of base)**
- **High School Model UN (2% of base)**
- **GJH After School Art (3% of base)**
- **GJH STEM Club (3% of base)**
- **GJH Model UN (\$500 stipend)**
- **Pocahontas Model UN (\$500 stipend)**

Memorandum of Understanding
Teacher Evaluation Concerns

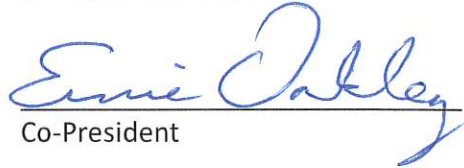
In order to address concerns about the evaluation process and instrument, the Superintendent will arrange for teachers to meet in the first semester biannually (every two years) in focus groups to provide input regarding the evaluation process and instrument. This information will be compiled and presented to the Superintendent. The Superintendent will meet with the members of the Joint Evaluation Committee by February 1 of the same school year to review concerns so the committee can make recommendations for any needed revisions.

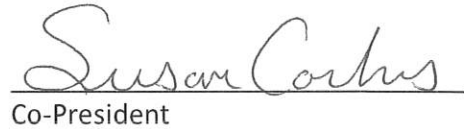
For the Board of Education
Bond County Community Unit School District #2


President


Secretary

For the Greenville Education
Association IEA-NEA

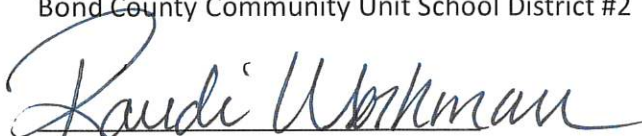

Co-President


Co-President

Memorandum of Understanding
Special Education and Reading Interventionists' Workload

On a biannual (every two years) basis, the Association and the Board shall create a Workload Committee to review reading intervention, special education, and related student services in BCCU#2. The purpose of the committee is to ensure the needs of students are being met. Areas of discussion may include, but are not limited to: delivery of services, students' needs, teacher workload/caseload, class size, equity, and facilities. The committee will include at least two administrators, one Special Education teacher from each building, one Reading Interventionist, and one Speech Language Pathologist. This committee may be called upon to make recommendations to the Board.

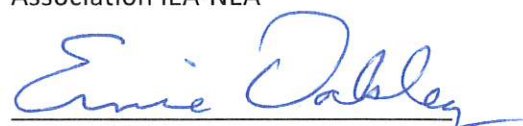
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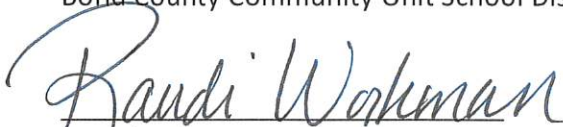


Co-President

Memorandum of Understanding
Student Discipline Advisory Team

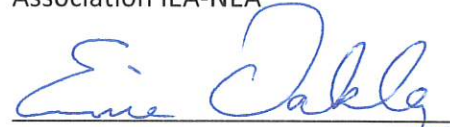
In the spirit of collaboration, the administration and association shall work cooperatively to establish a Student Discipline Advisory Team. This team shall consist of no fewer than two administrators, one school counselor or school social worker, and three teachers per building. This group shall meet regularly, at least once per semester, or at the request of either party. All district employees will be notified of these meetings at least forty-eight (48) hours in advance via school email. The purpose of said team is to discuss matters related to student behavior and support one another in meeting our students' need for consistency. This team will serve in an advisory nature, brainstorming creative solutions to address the increase in dysregulated behaviors and offering new ways to hold students accountable for their actions, while remaining within the current state/federal guidelines. Recommendations for adopting practices and procedures from the team will be shared with the superintendent and membership at large.

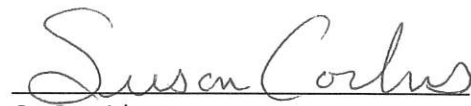
For the Board of Education
Bond County Community Unit School District #2


President


Secretary

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Co-President


Co-President