

North Boone Board of Education's Last Best and Final Offer Presented on October 18, 2011

**Tentative Agreements**

**Article II**

**PAY PERIOD**

All personnel will be required to have Direct Deposit for 26 pay periods yearly.

**PAY PERIOD**

~~All personnel shall have direct deposit by August 1, 2009. Personnel hired after June 30, 2005 will be required to participate in the Direct Deposit Program. No checks will be distributed in the district office prior to the Friday pay period during summer months. Summer pay period checks will be mailed prior to the pay period Friday.~~

**Cost:** Neutral

**403(b) COMMITTEE:** A Board directed 403(b) committee, including a member of the Association, will be convened prior to any changes in the North Boone Community Unit School District #200 403(b) Plan. No changes shall cause the District to incur a cost for the administration of the plan.

**Cost:** Neutral

**Article III**

**Planning and Preparation (combines two separate TA items)**

High school and middle school teachers will have one scheduled period per day free of assigned responsibilities, including class instruction or study hall supervision, for planning and preparation time. **Teachers may request specific supervisory assignments and the administration will give those requests due consideration. However, the administration does have the right to fill positions as needed.**

In addition, **core academic** middle school teachers will have one scheduled period per day within the student day for team responsibilities unless assigned a 6<sup>th</sup> class.

**Any High School teacher assigned 40 or more students daily in writing intensive courses, as determined for graduation requirement purposes, will be exempted from supervision due to additional grading responsibilities. This exception will only**

**be honored if the district can fill all supervisory assignments without additional costs.**

High school and middle school teachers will be paid a stipend based on the following situations:

Situation	9-12	7-8
6 classes and 135 students or more	.143	<u>.07</u>
6 classes and 134 students or less	.07	<u>.035</u>
5 classes and 140 students or more	.07	<u>.035</u>

Classes in band, chorus **and physical education** are exempt from the stipends. High school teachers may not be **involuntarily** assigned a 6<sup>th</sup> class **for** more than two (2) consecutive years. **Six periods will be considered a normal load for PE and Driver Education teachers at the middle and high school level.**

Stipends will be determined by the enrollment on the 20<sup>th</sup> full school day after the semester begins. Payment will be in a lump sum each semester payable within four (4) weeks of the 20<sup>th</sup> school day.

**Cost:** Savings from FY11 (\$23,776) Potentially \$71,000 over the life of the contract.

**Rationale:** *The PE, driver education, and music teachers have a much lighter load of student assignments to grade. Additionally, music teachers are provided additional stipends for work outside of the school day.*

### **Planning and Preparation**

The District will provide **all full time** elementary teachers **(including special instruction teachers of art, music, physical education etc.)** a minimum weekly amount of minutes for planning and preparation time, which shall be determined on a weekly basis by the product of forty (40) times the amount of **full student attendance** school days per week. **At least half of the planning time shall be scheduled in blocks of 20 or more consecutive minutes.** Said time shall be scheduled free of assigned class instruction or study hall supervision, for purposes of planning and preparation, conferences related to the instructional responsibilities, and other activities appropriate to the promotion of effective teaching. For example, if there are four teaching days in the week, the amount of weekly planning and preparation time shall be 160 minutes. No provision

herein shall be construed to guarantee a minimum amount of planning and preparation time on a daily basis. ~~The District will provide special instruction teachers of art, music and physical education time scheduled free of assigned class instruction or study hall supervision for purposes of planning and preparation, conferences related to instructional responsibilities and other activities appropriate to the promotion of effective teaching.~~

**Cost:** Neutral

### **Planning and Preparation**

The District, in its discretion, may establish a zero (0) period. For certified staff teaching these classes, the end of their school day will also be no more than seven (7) hours, fifteen (15) minutes. ~~Any request by the District to teach such a class will be on a voluntary basis.~~

**Cost:** Neutral

### **Duty-Free Lunch**

Every teacher shall be allowed a duty-free lunch in accordance with Section 24-9 of the Illinois School Code (105 ILCS 5/24-9). Lunch periods will be comparable within across grade levels district-wide.

**Cost:** Neutral

## **Article IV**

### **School Calendar**

~~The Association shall have the right to present to the superintendent suggestions in regard to the school calendar prior to superintendent making a recommendation to the District.~~ The District shall decide the official calendar. At least two weeks before the administration submits the proposed calendar to the Board for its approval, it shall be given to the Association for its comments and suggestions. The **first and last student attendance days will be the minimum time required** ~~unless prohibited~~ by School Code.

**Cost:** Neutral

## **Article VI**

### **Vacancies**

The District shall post notice or otherwise cause to be in a reasonable manner and in a timely manner disseminated to existing teachers, a list of vacancies of regular and part-time certified personnel including extra-curricular positions, together with information as to the manner and time constraints for teacher response. ~~Certified personnel shall be given an interview.~~

During the summer months, teachers will be notified by vacancies in the following manner:

1. ~~District will utilize paycheck mailing of such openings.~~
2. "All Staff" email.
3. "School Messenger" System.

**Cost:** Neutral

## **Article VII**

### **Labor Management Communication Committee**

Each month the ~~administration~~ Superintendent or designee will meet with the NBEA President, Vice-President, and a **tenured** representative of each of the six buildings for the purpose of offering teachers the opportunity to document and raise issues concerning building level issues measuring the effectiveness of each building in meeting its mission and goals. The Superintendent will review the results with individual building principals following the monthly meeting.

**Cost:** Neutral

## **Article VIII**

### **Staff Development (New Language)**

**Certified personnel who prepare and deliver staff development presentations within the district will be paid \$75 per day. This payment will not be due if the teacher is using the activity for CPDUs, graduate work, or part of a practicum, etc.**

**Cost:** \$2700 (Based upon 12 staff members, 3 days each) per year; \$8,100 during the life of the contract.

**Rationale:** *It makes sense to recognize our own staff members who are able to provide high quality staff development options to the rest of the staff.*

## **Article IX**

### **Summer School Employment**

If the District, in its discretion, offers a summer school program, teacher employment opportunities for summer school will be posted at least thirty (30) days prior to the beginning of the program. Teachers desiring employment in the summer school program shall submit their applications on forms provided by the District. Teachers who have applied for summer school positions will be notified of the action taken regarding their applications as early as practicable. The salary will be \$28.00 per hour for the duration of the contract, if a grant is not received, for each hour of actual classroom instruction plus 30 minutes per day for preparation time. ~~If a grant is obtained the salary portion of the grant money will be disbursed equally among the school summer teachers in accordance with the regulations of the grant but not less than \$30.00 per hour.~~ The Association shall have the right to present to the superintendent, suggestions in regard to the organization of the summer school program prior to distribution of applications.

**Cost:** Neutral

### **EXTENDED CONTRACTS**

Certified **high** school counselors shall have their salaries adjusted on a pro rate basis for any teacher work days beyond the regular school year.

**Cost:** Neutral

## Article X

### Hospitalization and Major Medical Insurance

Teachers who are non-renewed or honorably dismissed shall be able to continue benefits until the day prior to the first day of school the following school year at no additional cost to the employee. Similarly, teachers who tender a timely letter of resignation indicating an intent to resign as of the end of the school year, rather than a specified date, shall be able to continue benefits until the day prior to the first day of school the following school year at no additional cost to the employee.

**Cost:** Neutral

**Rationale:** *This language simply recognizes the district's current practice.*

## Article XIII

### Job Sharing Leave

Length of Job-Sharing Assignment: The length of the job-sharing assignment shall be for one school year and may be renewed by the employer **annually**, provided that a request is made by March ~~first~~ **1st** by the participants to extend the assignment for an additional year.

**Cost:** Neutral

## Article XIV

### Retirement

**Salary Benefit:** An eligible teacher who submits a timely letter of resignation (prior to the 1<sup>st</sup> day of March) will be paid a salary increase in each of his/her last year(s) of service not to exceed ~~six percent (6%)~~ **five percent (5%)** of the amount of the previous year's TRS creditable earnings.

**Memorandum of Understanding:** ~~The parties agree to allow members a one-time opportunity to amend their retirement benefits under the July 1, 20015 to~~

~~June 30, 2008 Basic Agreement to receive a severance in the amount of \$480.00 per year of service, not to exceed a total of \$9,000. Severance will be paid in two payments. 50% will be paid July 1<sup>st</sup> of the retirement year and the remaining 50% will be paid July 1<sup>st</sup> of the following year.~~

**Cost:** (\$86,426 in savings)

**Rationale:** *Although the TRS limit is 6% for retirement incentives, due to the lack of control over the TRS's calculations for retirement, the district paid out over \$86,000 in penalties for exceeding the 6% on various staff members during the last three years. There should also be savings of approximately \$7866 due to the one percent reduction during the next three years, if a similar number of staff retire during the next contract.*

## **Exhibit B**

### **Extracurricular Categories**

#### **Flat Amount**

~~Administrative Committee Member (8 positions) — \$30 per meeting, not to exceed \$300~~

**Cost:** Actual savings from FY11 (\$1,500); Potential Savings over the life of the contract, \$7,200 (if all ten meetings were attended by all eight NBEA members.

**Rationale:** *It seems unreasonable for the district to be required to pay the union representatives to meet with the administration. This cost should be borne by the union.*

## **Open Items**

## **Article X**

### **Hospitalization & Major Medical Insurance**

Year 1: Individual to pay \$38 per month towards the cost of single insurance coverage- Deductible at \$500

Year 2: Individual to pay up to \$60 per month towards the cost of single insurance coverage - Deductible \$750. If increase is greater than \$60 per person per month, Board covers next \$35 and then Board and individual share additional costs 50% each

Year 3: Individual to pay up to \$60 per month towards the cost of single insurance coverage - Deductible \$750. If increase is greater than \$60 per person per month, Board covers next \$35 and then Board and individual

**Cost:** Based upon a 10% premium increase over each of the prior years, Board cost year 1 = neutral; Board cost year 2 = \$46,772.21; Board cost year 3 = \$88,964.32

**Rationale:** *The cost of health insurance is continuing to increase by between 10 to 15% per year. The current contract provides no incentive to most teachers to help contain the costs, as they do not contribute to their single coverage. This proposal helps to incentivize the teachers to help manage costs through better plan designs, etc. It also helps the Board control its overall health care costs during the next three years.*

## **Article XI**

### **Board Paid Retirement Contribution**

Year 1: Contribution of TRS/THIS to remain at same level as 2010/11 = 10.28%

Year 2: Contribution limited to 10.0% pension payment of TRS/THIS

Year 3: Contribution limited to 10.0% pension payment of TRS/THIS

**Cost:** Anticipated savings of (\$16,834.59) each year for Year 2 and Year 3; total \$33,669.18. *Additional savings of up \$278,902.91 (Year 2) and \$ 289,819 (Year 3) If TRS increases its base rate to 13.7% from 9.8% for a total of \$568,722.80 over the life of the contract.*

**Rationale:** *Currently, the teachers do not contribute to their TRS pension. That cost is borne entirely by the district. As there is significant anticipation that those rates are due to increase between 35% to 60% during the length of this contract, the Board is hoping to limit its additional liability and understands it is important for the staff to share in their own retirement costs.*

## **Article VII.A**

### **Administrative Evaluation of Teacher**

TENURED TEACHER: Each teacher is to be evaluated annually. Tenured teachers will be observed/evaluated a minimum of one (1) time during the year established for review. The teacher may request a second observation/evaluation to be completed within a month. A teacher, who is in contractual continued service and had received a satisfactory or better rating during the previous evaluation period, may waive the annual evaluation for no more than one year. A teacher completing a remediation plan shall be evaluated three (3) times in the year following completion of the remediation plan. The teacher is then returned to the regular evaluation schedule. The evaluation period for a tenured teacher **shall commence from the day after his/her last evaluation.**

**Cost:** Neutral

**Rationale:** *Current language effectively creates significant time between evaluation cycles where actions of a teacher cannot be effectively included within the scope of the evaluation process. This language would eliminate those gaps.*

## **Appendix D**

### **Extra-Curricular Stipends**

Year 1: 1% on Base; No step movement

Year 2: Frozen from prior year

Year 3: Frozen from prior year

**Cost:** \$1,743 per year; \$5229 during the length of the contract.

**Rationale:** *This increase is modest, but within the percentage of new revenue currently anticipated in financial projections. The district is not offering “step” increases as that would cause the district to need to cut additional programming in order to balance its budget.*

## **Article VIII**

### **Main Schedule**

Year 1: 2% of base (\$36,771.64) as stipend for those teachers employed prior to 7/1/2011. As a flat amount, not added to the schedule. No lane/step movement for any staff.

Year 2: 1.5% of base (\$36,771.64) as stipend. Not added to the schedule. New hires on new schedule (Appendix A). No lane/step movement.

Year 3: 1.0% of base (\$36,771.64) as stipend. Not added to the schedule. New hires on new schedule (Appendix A). No lane/step movement.

**Cost:** Estimated cost Year 1 = \$73,212.06; Year 2 = \$61,217.85; Year 3 = \$40,812.24. Total of three years = \$175,242.15.

**Rationale:** *This increase is modest, but within the percentage of new revenue currently anticipated in financial projections. The district is not offering “step” increases as that would cause the district to need to cut additional positions in order to balance its budget.*

## **Article XII**

### **Minimum Standards and Professional Growth**

Eliminate Extended Formal Education, Article A

**Cost:** Savings from FY11 contract (\$34,000); Potential of up to \$102,000 in savings over the life of the contract.

**Rationale:** *As teachers generally move across lanes on the salary scale when they amass additional credits, they are effectively being paid twice for additional graduate hours; once through tuition reimbursement and then by movement on the salary scale.*

Board rejects any and all other outstanding NBEA proposals or counterproposals.

**Appendix A: Schedule for new Hires for 2012-2013 & 2013-2014**

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0,1,2	\$ 32,033.75	\$ 32,994.76	\$ 33,984.61	\$ 35,004.14	\$ 36,054.27	\$ 37,135.90	\$ 38,249.97	\$ 39,397.47	\$ 40,579.40
3,4	\$ 32,994.76	\$ 33,984.61	\$ 35,004.14	\$ 36,054.27	\$ 37,135.90	\$ 38,249.97	\$ 39,397.47	\$ 40,579.40	\$ 41,796.78
5	\$ 33,984.61	\$ 35,004.14	\$ 36,054.27	\$ 37,135.90	\$ 38,249.97	\$ 39,397.47	\$ 40,579.40	\$ 41,796.78	\$ 43,050.68
6	\$ 35,004.14	\$ 36,054.27	\$ 37,135.90	\$ 38,249.97	\$ 39,397.47	\$ 40,579.40	\$ 41,796.78	\$ 43,050.68	\$ 44,342.20
7	\$ 36,054.27	\$ 37,135.90	\$ 38,249.97	\$ 39,397.47	\$ 40,579.40	\$ 41,796.78	\$ 43,050.68	\$ 44,342.20	\$ 45,672.47
8	\$ 37,135.90	\$ 38,249.97	\$ 39,397.47	\$ 40,579.40	\$ 41,796.78	\$ 43,050.68	\$ 44,342.20	\$ 45,672.47	\$ 47,042.64
9	\$ 38,249.97	\$ 39,397.47	\$ 40,579.40	\$ 41,796.78	\$ 43,050.68	\$ 44,342.20	\$ 45,672.47	\$ 47,042.64	\$ 48,453.92
10	\$ 39,397.47	\$ 40,579.40	\$ 41,796.78	\$ 43,050.68	\$ 44,342.20	\$ 45,672.47	\$ 47,042.64	\$ 48,453.92	\$ 49,907.54
11	\$ 40,579.40	\$ 41,796.78	\$ 43,050.68	\$ 44,342.20	\$ 45,672.47	\$ 47,042.64	\$ 48,453.92	\$ 49,907.54	\$ 51,404.76
12	\$ 41,796.78	\$ 43,050.68	\$ 44,342.20	\$ 45,672.47	\$ 47,042.64	\$ 48,453.92	\$ 49,907.54	\$ 51,404.76	\$ 52,946.91
13	\$ 43,050.68	\$ 44,342.20	\$ 45,672.47	\$ 47,042.64	\$ 48,453.92	\$ 49,907.54	\$ 51,404.76	\$ 52,946.91	\$ 54,535.32
14	\$ 44,342.20	\$ 45,672.47	\$ 47,042.64	\$ 48,453.92	\$ 49,907.54	\$ 51,404.76	\$ 52,946.91	\$ 54,535.32	\$ 56,171.37
15		\$ 47,042.64	\$ 48,453.92	\$ 49,907.54	\$ 51,404.76	\$ 52,946.91	\$ 54,535.32	\$ 56,171.37	\$ 57,856.52
16			\$ 49,907.54	\$ 51,404.76	\$ 52,946.91	\$ 54,535.32	\$ 56,171.37	\$ 57,856.52	\$ 59,592.21
17				\$ 52,946.91	\$ 54,535.32	\$ 56,171.37	\$ 57,856.52	\$ 59,592.21	\$ 61,379.98
18				\$ 54,535.32	\$ 56,171.37	\$ 57,856.52	\$ 59,592.21	\$ 61,379.98	\$ 63,221.38
19					\$ 57,856.52	\$ 59,592.21	\$ 61,379.98	\$ 63,221.38	\$ 65,118.02
20						\$ 61,379.98	\$ 63,221.38	\$ 65,118.02	\$ 67,071.56

Base	\$ 32,033.75
Step %	3.00000%
Lane %	3.00000%

**Salary Scale for 2011-2014: Existing Staff**

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	\$36,771.64	\$37,874.79	\$39,011.03	\$40,181.37	\$41,386.81	\$42,628.41	\$43,907.26	\$45,224.48	\$46,581.21
1	\$37,874.79	\$39,011.03	\$40,181.37	\$41,386.81	\$42,628.41	\$43,907.26	\$45,224.48	\$46,581.21	\$47,978.65
2	\$39,011.03	\$40,181.37	\$41,386.81	\$42,628.41	\$43,907.26	\$45,224.48	\$46,581.21	\$47,978.65	\$49,418.00
3	\$40,181.37	\$41,386.81	\$42,628.41	\$43,907.26	\$45,224.48	\$46,581.21	\$47,978.65	\$49,418.00	\$50,900.55
4	\$41,386.81	\$42,628.41	\$43,907.26	\$45,224.48	\$46,581.21	\$47,978.65	\$49,418.00	\$50,900.55	\$52,427.56
5	\$42,628.41	\$43,907.26	\$45,224.48	\$46,581.21	\$47,978.65	\$49,418.00	\$50,900.55	\$52,427.56	\$54,000.39
6	\$43,907.26	\$45,224.48	\$46,581.21	\$47,978.65	\$49,418.00	\$50,900.55	\$52,427.56	\$54,000.39	\$55,620.40
7	\$45,224.48	\$46,581.21	\$47,978.65	\$49,418.00	\$50,900.55	\$52,427.56	\$54,000.39	\$55,620.40	\$57,289.02
8	\$46,581.21	\$47,978.65	\$49,418.00	\$50,900.55	\$52,427.56	\$54,000.39	\$55,620.40	\$57,289.02	\$59,007.68
9	\$47,978.65	\$49,418.00	\$50,900.55	\$52,427.56	\$54,000.39	\$55,620.40	\$57,289.02	\$59,007.68	\$60,777.92
10	\$49,418.00	\$50,900.55	\$52,427.56	\$54,000.39	\$55,620.40	\$57,289.02	\$59,007.68	\$60,777.92	\$62,601.25
11	\$50,900.55	\$52,427.56	\$54,000.39	\$55,620.40	\$57,289.02	\$59,007.68	\$60,777.92	\$62,601.25	\$64,479.29
12	\$52,427.56	\$54,000.39	\$55,620.40	\$57,289.02	\$59,007.68	\$60,777.92	\$62,601.25	\$64,479.29	\$66,413.67
13	\$54,000.39	\$55,620.40	\$57,289.02	\$59,007.68	\$60,777.92	\$62,601.25	\$64,479.29	\$66,413.67	\$68,406.07
14	\$55,620.40	\$57,289.02	\$59,007.68	\$60,777.92	\$62,601.25	\$64,479.29	\$66,413.67	\$68,406.07	\$70,458.26
15	\$55,620.40	\$59,007.68	\$60,777.92	\$62,601.25	\$64,479.29	\$66,413.67	\$68,406.07	\$70,458.26	\$72,572.01
16	\$55,620.40	\$59,007.68	\$62,601.25	\$64,479.29	\$66,413.67	\$68,406.07	\$70,458.26	\$72,572.01	\$74,749.17
17	\$55,620.40	\$59,007.68	\$62,601.25	\$66,413.67	\$68,406.07	\$70,458.26	\$72,572.01	\$74,749.17	\$76,991.65
18	\$55,620.40	\$59,007.68	\$62,601.25	\$68,406.07	\$70,458.26	\$72,572.01	\$74,749.17	\$76,991.65	\$79,301.40
19	\$55,620.40	\$59,007.68	\$62,601.25	\$68,406.07	\$72,572.01	\$74,749.17	\$76,991.65	\$79,301.40	\$81,680.44
20	\$55,620.40	\$59,007.68	\$62,601.25	\$68,406.07	\$72,572.01	\$76,991.65	\$79,301.40	\$81,680.44	\$84,130.85

## Signed Copies of Items Tentatively Agreed To

July 18, Tentative Agreements (B version)

### Article III - C. Planning and Preparation

1. High school and middle school teachers will have one scheduled period per day free of assigned responsibilities, including class instruction or study hall supervision, for planning and preparation time. In addition, core academic middle school teachers will have one scheduled period per day within the student day for team responsibilities: Any High School teacher assigned 40 or more students daily in writing intensive courses, as determined for graduation requirement purposes, will be exempted from supervision due to additional grading responsibilities. This exception will only be honored if the district can fill all supervisory assignments without additional costs.

### Article III. - C PLANNING AND PREPARATION

5. The District, in its discretion, may establish a zero (0) period. For certified staff teaching these classes, the end of their school day will also be no more than seven (7) hours, fifteen (15) minutes. ~~Any request by the District to teach such a class will be on a voluntary basis.~~

### Article IV SCHOOL CALENDAR

The Association shall have the right to present to the superintendent suggestions in regard to the school calendar prior to superintendent making a recommendation to the District. The District shall decide the official calendar. At least two weeks before the administration submits the proposed calendar to the Board for its approval, it shall be given to the Association for its comments and suggestions. The first and last student attendance days will be the minimum time required unless prohibited by School Code.

### ARTICLE XIV RETIREMENT PROGRAM:

**C. Salary Benefit:** An eligible teacher who submits a timely letter of resignation (prior to the 1<sup>st</sup> day of March) will be paid a salary increase in each of his/her last year(s) of service not to exceed ~~six percent (6%)~~ five percent (5%) of the amount of the previous year's TRS creditable earnings.

### EXTRACURRICULAR CATEGORIES EXHIBIT "B"

#### Flat Amount

Administrative Committee Member (8 positions) — \$30 per meeting, not to exceed \$300

6/28 TA DMK  
KH

**Article III – School Day and Working Conditions**

**C. Planning and Preparation**

2. The District will provide all full time elementary teachers (including special instruction teachers of art, music, physical education etc.) a minimum weekly amount of minutes for planning and preparation time, which shall be determined on a weekly basis by the product of forty (40) times the amount of full student attendance school days per week. **At least half of the planning time shall be scheduled in blocks of 20 or more consecutive minutes.** Said time shall be scheduled free of assigned class instruction or study hall supervision, for purposes of planning and preparation, conferences related to the instructional responsibilities, and other activities appropriate to the promotion of effective teaching. For example, if there are four teaching days in the week, the amount of weekly planning and preparation time shall be 160 minutes. No provision herein shall be construed to guarantee a minimum amount of planning and preparation time on a daily basis. ~~The District will provide special instruction teachers of art, music and physical education time scheduled free of assigned class instruction or study hall supervision for purposes of planning and preparation, conferences related to instructional responsibilities and other activities appropriate to the promotion of effective teaching.~~

KH TMK

**VACANCIES**

The District shall post notice or otherwise cause to be in a reasonable manner and in a timely manner disseminated to existing teachers, a list of vacancies of regular and part-time certified personnel including extra-curricular positions, together with information as to the manner and time constraints for teacher response. ~~Certified personnel shall be given an interview.~~

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1. ~~District will utilize paycheck mailing of such openings.~~
2. "All Staff" email.
3. "School Messenger" System.

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**SUMMER SCHOOL EMPLOYMENT**

KH TMK

If the District, in its discretion, offers a summer school program, teacher employment opportunities for summer school will be posted at least thirty (30) days prior to the beginning of the program. Teachers desiring employment in the summer school program shall submit their applications on forms provided by the District. Teachers who have applied for summer school positions will be notified of the action taken regarding their applications as early as practicable. The salary will be \$28.00 per hour for the duration of the contract, if a grant is not received, for each hour of actual classroom instruction plus 30 minutes per day for preparation time. ~~If a grant is obtained the salary portion of the grant money will be disbursed equally among the school summer teachers in accordance with the regulations of the grant but not less than \$30.00 per hour.~~ The Association shall have the right to present to the superintendent, suggestions in regard to the organization of the summer school program prior to distribution of applications.

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**EXTENDED CONTRACTS**

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**NEW LANGUAGE**

KH TMK

Teachers who are nonrenewed or honorably dismissed shall be able to continue benefits until the first day of school the following school year at no additional cost to the employee. Similarly, teachers who tender a timely letter of resignation indicating an intent to resign ~~at~~ <sup>of</sup> the end of the school year, rather than a specified date, shall be able to continue benefits until the first day of school the following school year at no additional cost to the employee.

→ by payco to

## Proposed Changes

April 19, 2011

- **Length of Job-Sharing Assignment:** The length of the job-sharing assignment shall be for one school year and may be renewed by the employer **annually**, provided that a request is made by March ~~first~~ **1st** by the participants to extend the assignment for an additional year.

Altered and New Language: Article III School Day and Working Conditions, Section C Planning and Preparation.

### C. Planning and Preparation

1. High school and middle school teachers will have one scheduled period per day free of assigned responsibilities, including class instruction or study hall supervision, for planning and preparation time. **Teachers may request specific supervisory assignments and the administration will give those requests due consideration. However, the administration does have the right to fill positions as needed.**

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5 classes and 140 students or more	.07	<u>.035</u>

Classes in band, chorus **and physical education** are exempt from the stipends. High school teachers may not be **involuntarily** assigned a 6<sup>th</sup> class **for** more than two (2) consecutive years. **Six periods will be considered a normal load for PE and Driver Education teachers at the middle and high school level.**

Stipends will be determined by the enrollment on the 20<sup>th</sup> full school day after the semester begins. Payment will be in a lump sum each semester payable within four (4) weeks of the 20<sup>th</sup> school day.

New Language: to be placed in Article VIII Salary Schedule, new section F. Staff Development

**Certified personnel who prepare and deliver staff development presentations within the district will be paid \$75 per day. This payment will not be due if the teacher is using the activity for CPDUs, graduate work, or part of a practicum, etc.**

## Proposed Changes

4/11/11

### PAY PERIOD

All personnel will be required to have Direct Deposit for 26 pay periods yearly.

KH TMC

### PAY PERIOD

~~All personnel shall have direct deposit by August 1, 2009. Personnel hired after June 30, 2005 will be required to participate in the Direct Deposit Program. No checks will be distributed in the district office prior to the Friday pay period during summer months. Summer pay period checks will be mailed prior to the pay period Friday.~~

### DUTY-FREE LUNCH

KH TMC

Every teacher shall be allowed a duty-free lunch in accordance with Section 24-9 of the Illinois School Code (105 ILCS 5/24-9). Lunch periods will be comparable within across grade levels district-wide.

### LABOR MANAGEMENT COMMUNICATION COMMITTEE

KH TMC

Each month the administration Superintendent or designee will meet with the NBEA President, Vice-President, and a tenured representative of each of the six buildings for the purpose of offering teachers the opportunity to document and raise issues concerning building level issues measuring the effectiveness of each building in meeting its mission and goals. The Superintendent will review the results with individual building principals following the monthly meeting.

**403(b) COMMITTEE:** A Board directed 403(b) committee, including a member of the Association, will be convened prior to any changes in the North Boone Community Unit School District #200 403(b) Plan. No changes shall cause the District to incur a cost for the administration of the plan.

KH TMC

### RETIREMENT

**Memorandum of Understanding:** The parties agree to allow members a one-time opportunity to amend their retirement benefit under the July 1, 2005 to June 30, 2008 Basic Agreement to receive a severance in the amount of \$480.00 per year of service, not to exceed a total of \$9,000. Severance will be paid in two payments. 50% will be paid July 1<sup>st</sup> of the retirement year and the remaining 50% will be paid July 1<sup>st</sup> of the following year.

KH TMC