

Union Proposals

Most Recent Contract Settlement Offer and Cost Summary

for Public Posting from the

Waukegan Teachers' Council, Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO

Summary:

The Waukegan Teachers' Council understands the financial hardship public schools face in the state of Illinois. That is why we agreed in the past to a salary freeze and significant ongoing concessions, which allowed us to turn around a more than \$2.8 million District deficit into a \$37 million surplus in four years. We made these sacrifices because we want to give our students everything they need to succeed. We have initiated the public posting process because we want the community to understand the urgency of settling this contract and to ask the Board members to make a concerted effort toward settling a fair contract in an expeditious manner. There are no Board members at the table, and we are exhausted from continually negotiating across the table from administrative staff who have not been granted the authority to settle a contract. In fact, we still have not seen formal written proposals from the Board, and we hope that initiating this public posting process will finally allow us to see something tangible, to quickly get to the core issues, and to settle a longer term agreement that will provide stability for our school community.

The Board time and time again voted to add administrative positions and sink more money into Lincoln Center administrative staff and resources, funded by our concessions and the increases in state aid. In fact, the District will receive 7.66% more in General State Aid funding this year than it did last year (this follows a 10.7% increase the year before). The Board is now demanding that teachers give up Board-paid single health insurance coverage.

It's an unfortunate trend in recent years that we find ourselves starting the school year without a contract, which is a key factor in why we keep losing dedicated teachers to other districts. Since 2010, we have not had an agreement in place until well into each school year, and last year, it was April before our contract was settled. And now, another school year has started, and we do not have a contract. In order for the District to attract and retain quality teachers, we must have a contract settled in a timely fashion that offers competitive pay increases and provides health care coverage for employees. If the Board of Education does not ensure this happens, we will continue to have a revolving-door which is not beneficial to our students or our community.

The district has informed us on multiple occasions that the Board of Education will not consider a contract proposal settlement from us that does not include employee payments toward single health-care coverage. Healthy employees are productive employees and single health care coverage is a necessary and important benefit. We contend that the Board should recognize the countless sacrifices of its teachers in many other areas and use some of its surplus funds to help cover the cost of health insurance.

The Waukegan Teachers' Council is comprised of approximately 1,200 dedicated educators who have the best interest of their students and this community at heart. We are proud of the

Union Proposals

work we do on a daily basis to ensure our students' success. Our goal is to bargain a contract that rewards the hard work and dedication of our teachers that is also fair to all stakeholders. We invite the District 60 Board of Education to collectively bargain with us in good faith.

Union Proposals

ARTICLE II

D. Student Grades

1. Grade Responsibility

The primary responsibility for assigning daily and summative grades rests with the classroom Teacher. However, in the case of a long term-substitute, the long-term substitute shall may, at the discretion of the primary Teacher, assign grades. In cases where more than one Teacher is assigned, grades will be determined collaboratively among the Teachers with the Teacher of record completing the summative paperwork. In such cases where grades are determined collaboratively, the participating teachers shall be given release time each grading period to determine grades (a half-day release for middle and high school teachers and a full day release for elementary teachers). The District will provide substitute coverage during these times.

2. Consultation Before Change

The Administration shall not change any recorded grade ~~without consultation with the Teacher when available.~~

3. Clear Error

~~Grade changes may be made without Teacher consent where there has been a clear violation of Board policy or evidence of a clerical error.~~

4. Notification of Teacher

~~Within seven (7) days, Teacher shall be notified in writing by registered mail of any grade change or evaluation including the nature and reasons for making the change. Any grade change must be initialed by the person responsible for ordering the change and by the person making the change.~~

35. Report Cards

Printing of all report cards will be the responsibility of the Building Administration. Teachers will not be required to sign report cards.

Report cards will be issued two (2) times per year at the end of each semester. Grades shall be submitted entered into the system by 5:00 p.m. on the fifth school day after the quarter semester end date. This does not apply to the fourth quarter end of the second semester, when all grades shall be due entered by the final day of school for Middle Schools and High Schools, and by 9:30 a.m. three school days prior to the final day, for the Elementary Schools. Grading windows will open one (1) week before grades are due.

Union Proposals

46. Progress and Concern Reports

All concern (Elementary) and progress reports (Middle and High School) shall be turned in on the four (4) designated dates and times, as established by the Academic Section for all students who have demonstrated a decrease in academic performance or who are in danger of not being advanced to the next grade level. At the present time in the Middle and High School levels, this report is computer-generated; at the Elementary level, this report is handwritten by the Teacher. A uniform format for Elementary School concern reports will be jointly developed by the Union and the Administration. Times and dates will be reported to staff by September 1st, and any changes necessitated because of school closings will be amended in a timely manner. The Teacher of record is required to send a concern (Elementary) or progress (Middle or High School) report by the set dates.

5. Cumulative Folders

Teachers shall no longer be required to enter information/place documents in students' cumulative folders.

Union Proposals

ARTICLE III

I. Conventions/Union Business

1. Union Conventions

Up to five (5) Teachers may attend the yearly IFT Convention for a period not to exceed one (1) day each without loss of salary. The Board shall pay for substitutes; other costs shall be paid by the Union.

2. Union Business

The Union President or designee(s) may use up to forty (40) hours a month, the grievance chairs up to forty-five (45) hours per month, and the Union Vice-Presidents up to forty-five (45) hours per month for Union business as approved by the President provided a substitute is available, if needed. This time can be taken in full day, half-day, or smaller increments. Hours may not accumulate. It is the Union's intent to keep disruption of instruction to a minimum. This time cannot be related to any strike, job action, or protest activities in this or any other District. The District must be notified two (2) days prior to the Union business leave if possible. Negotiations shall not be counted against Union Business time.

3. Union President's Release Time

The Union President shall be granted full release time ~~from three (3) periods of class time daily (middle school/high school), or one-half (1/2) of the school day (elementary) to perform Union duties. No duty period shall be assigned to the President. All non-class time shall be continuous.~~ The regular salary for a full-time Teacher at the correct step and lane shall be paid by the Board. This counts as one (1) full year for seniority.

Union Proposals

ARTICLE V

B. School Term

The school year shall consist of one hundred eighty-five (185) days ~~one hundred eighty-eight (188) days~~, five (5) of which shall be emergency days, ~~a minimum of one hundred seventy-six (176)~~ one hundred seventy-four of which shall be student attendance days, and ~~no more than four (4)~~ of which shall be institute days, and ~~two (2) of which shall be parent-teacher conference days.~~ Included in the one hundred eighty-eight (188) days, the five (5) SIP half-days will be converted to full instructional days and there will be three (3) additional professional development and/or instructional days, two of which will accommodate the collapsed half-day SIP trainings added to the school calendar. The first and last days of student attendance shall be ~~a full instructional days.~~ The last day of teacher attendance will be one of the teacher institute days designed as a day for teacher check-out.

D. School Day

Note: Entire Section D is not included here due to length

1. Duty/Assignment of Duties

Teachers shall remain on duty until the end of the instructional day ~~their professional responsibilities are fulfilled.~~ No teacher shall exceed fifty percent (50%) of the school year assigned to perform supervisory duty (before or after the instructional day) including bus duty. Whenever possible, PreK-5 unplanned supervisory assignments shall be made with the consent of the Teacher and supervisory assignments shall be divided equally amongst the Teachers in a building. Except in emergency situations, supervisory assignments shall not exceed thirty (30) minutes per day. Recess time for the PreK-5 program shall not be included in computing the time for supervisory assignments.

Response to Intervention Coaches may only be assigned to a supervisory duty on an emergency basis and for no longer than ten (10) minutes.

2. Reporting Time

Teachers shall report to their teaching or assignment stations ten (10) ~~twenty (20)~~ minutes before the second bell. ~~The first ten (10) minutes are reserved for bus or door duty on a rotational basis. The second~~ These ten (10) minutes are for housekeeping tasks (attendance, collecting homework, etc.) The second bell is the official start of instructional time. If supervision is assigned prior to the teachers' reporting time, it will be ten (10) minutes prior to the first bell. This time is included in the fifty percent (50%) limit of assigned duties described in Article V.D.1. ~~Teachers shall remain until their professional responsibilities are fulfilled.~~

3. Bus Duty – Supervision of Students

Bus duty is the responsibility of the Building Principal or his/her designee. If bus duty is delegated to Teachers, it shall be assigned on a rotational basis not to exceed ten (10) minutes following the end of the school day (dismissal of students) with this time included in the fifty percent (50%) limit of assigned duties described in Article V.D.1. To ensure the safety of students, Teachers have a primary duty to continue supervising students until the students are transferred to the Building Principal or his/her designee. The duty Teacher(s) shall ensure that the Building Principal or his/her designee is aware of the transfer of responsibility.

Union Proposals

In addition, at the discretion of the Building Principal, not more than two Teachers per building shall be paid an annual stipend of six hundred dollars (\$600.00) to supervise the loading of the school buses, the assigned Teacher(s) shall remain on duty until the last bused student has left the premises or until released by the Building Principal or his/her designee. Should the Teacher(s) on paid bus duty remain past the designated seventeen (17) minutes beyond the dismissal bell, he/she shall be compensated in fifteen (15) minute increments based on the professional duty rate. Teachers remaining on duty overtime, between one (1) and fifteen (15) minutes will be paid for a minimum of fifteen (15) minutes. For example, if duty Teacher(s) work twenty-three (23) minutes, he/she will be paid for thirty (30) minutes.

Response to Intervention Coaches may only be assigned to a busy duty on an emergency basis and for no longer than ten (10) minutes.

E. Class Size

1. Projected Changes to the Master Schedule

The basis for the approval of classes or sections to be scheduled shall be the spring registration and section determination for the following school year. Allowance shall be made for those classes in which enrollments generally build up. It must be recognized that fall registrations may vary from those tabulated in the spring.

2. Classroom Overloads/Additional Student Responsibility

Classrooms which exceed the class size maximum will be given the assistance of a paraprofessional. This paraprofessional will assist a maximum of three (3) classes. At the elementary level, the paraprofessional will be assigned to the same teacher all day. The goal is to equally distribute overloads among grade level Teachers.

Each Teacher with an overload of one (1) or more students will be compensated ~~proportionately~~ at the hourly professional duty rate of pay until a paraprofessional is provided. ~~A Teacher with one (1) student over the maximum will receive one-third of the internal substitute rate for paraprofessionals for the period of time he/she has an overload and no paraprofessional. A Teacher with two (2) additional students will receive two-thirds of the internal substitute rate for paraprofessionals, and a Teacher with three (3) additional students will receive the full internal substitute rate for paraprofessionals.~~

3. Class Size Limitations by Student Stations or Room Size

In classes that are dependent on technical stations or equipment, enrollment may be limited due to the stations available for students. The number of students assigned to a classroom will be commensurate to the size of the room, but shall not exceed class size limits.

4. High School Classes With Small Enrollment

If a class does not have sufficient enrollment and the Administration does not approve the class, the possibility of combining it with another class or offering it in alternate years shall be explored prior to re-scheduling students who signed up for the class.

Union Proposals

5. **Bilingual Class Size**

Bilingual class size shall be in accordance with the rules and regulations of the *Illinois School Code** and the Illinois Administrative Code.

* This provision is subject to change should there be a change in the Transitional Bilingual Education grant.

6. **English Language Learners Program**

Each ELL classroom shall be limited to one (1) delivery model: Transitional Bilingual Education (TBE) or Transitional Program of Instruction (TPI). Instruction will be provided based upon an evaluation of a student's language needs.

7. **Pilot Programs**

A class set up for piloting new programming may deviate from class size limitations. At the end of one year, the piloted program shall be evaluated and the conclusions and recommendations reported to the Administrative Leadership Team.

8. **Combination Room Class Size**

It is agreed that the Board shall continue to make a concerted effort to assure that class size for a combination room (two [2] grades in one [1] room) shall not exceed 80% of the maximum class size and a paraprofessional shall be assigned.

9. **Class Size Maximum**

At no time after the first five (5) days of school shall there be more than three (3) students over the class size maximum in any classroom, including the encore subjects.

10. **Nurse Caseload**

Within budget constraints, an earnest effort will be made to staff in accordance with the recommendations of the National Association of School Nurses (NASN).

11. **Speech/Language Pathologist Caseload**

Speech/Language Pathologist caseloads shall be limited to a number of students who can be served effectively through the use of a severity scale. In this manner, a caseload could reach a maximum of 90-100 ~~125~~ units, not to exceed the state limit of 60 students.

This rating scale shall be comprised of the following:

Mild Rating = 1 unit

Moderate Rating = 2 units

Union Proposals

Severe Rating = 3 units

Profound Rating = 5 units

It is understood that the severity rating, and thus the unit of measure, will be defined by the Speech/Language Department's eligibility criteria. Speech/Language Pathologists shall adhere to this format.

12. Social Work Caseload

The Board shall ~~make every effort to~~ comply with state guidelines for Social Work caseloads.

13. Social Workers – Crisis Situations

A Social Worker is required to remain with a student until the crisis has been resolved. If any crisis continues ~~sixty (60) minutes~~ beyond the end of the work day, a Social Worker shall be compensated at the professional duty rate for the additional time. A crisis is defined as a mental health evaluation from a hospital due to a suicidal or homicidal tendency or a DCFS/police investigation regarding abuse, neglect, or a lock-out situation. Social Workers shall be relieved by an Administrator if the crisis continues more than one (1) hour beyond the work day.

14. Special Education Workload

1. A workload plan for special educators (hereinafter "Plan") in accordance with the law and by means of discussion between the Chief Academic Officer and the Union president shall be implemented based on recommendations of the ad hoc Special Education Workload Committee, and
2. The implementation of the Plan shall be monitored on an annual basis, and
3. The ad hoc Special Education Workload Committee shall be reconvened on a minimum of bi-annual basis and charged with reviewing and revising the Plan as needed, and
4. The ad hoc Special Education Workload Committee shall consist of an equal number of representatives from the Union and the District, and
5. The ad hoc Special Education Workload Committee shall provide its annual special education workload recommendations no later than April 15 of the school term for the subsequent school year.
6. If requests for adjustments in workload or other related accommodations are made by a teacher during a school term when a plan has already been implemented, such requests shall be made in writing to the Chief Academic Officer and Union President that the request is significant, the ad hoc Special Education Workload Committee shall be reconvened to review and further develop a recommendation.

Union Proposals

15. Caseload Managers

Beginning school year 2008-09, Special Education Teachers' caseloads shall consist of students who receive direct or indirect services from that Special Education Teacher.

16. Librarian/Counselor Workload

Librarians and Counselors shall not be assigned classroom-teaching responsibilities.

17. Counselor Caseload

Each Counselor shall be assigned no more than four hundred (400) students.

The priority of Counselors who speak fluent Spanish shall be to service students who have a current State Test (currently named ACCESS) score of 1 or 2.

18. Lead Teachers

A lead Teacher with classroom responsibility will work with Teachers to assist with their understanding and implementation of District expectations (P.E., Art, etc.).

19. Specialist

Specialists (currently Lead Teachers without classroom responsibilities) have responsibility of coaching and providing support to all staff members, and for the overall implementation of District curricula, programs and/or related services.

20. PreK-5 Class Size

<u>Division</u>	<u>Max</u>
Preschool	20
K-2 (07-08)	28 <u>24</u>
K-2 (08-09)	27 <u>24</u> *
K-2 (09-10)	26 <u>24</u> * Where facilities allow.
3-5	28 <u>24</u>

21. Middle School Class Size

<u>a. Department</u>	<u>Max</u>
All Classes	28 <u>25</u>
Newcomers	15

b. Variations

Union Proposals

- (1) Chorus, Band, and Orchestra are determined by the capacity of the room.
- (2) Teams may, by mutual agreement, adjust the number of students per section within that team so long as the average for all sections remains at twenty-eight (28).
- (3) The parties recognize that regular classes in middle school Communications A & B, Mathematics, Social Studies, and Science often vary widely in class size as a result of initial scheduling problems. To achieve an average class size of twenty-seven (27) the Administration shall make an earnest effort at the onset of the school term to reschedule students from sections with large or above average enrollment to sections with small or below average enrollment.
- (4) For the 2007-08 school year only, middle school teams may modify physical education class sizes within that team so long as the average of all class sizes was 28. As of July 1, 2008, all middle school physical education class size maximums will be 28.

22. High School Class Size

<u>a. Department and Level</u>	<u>Maximum Class Size</u>
Math	
Intervention Block	25
Regular	30
Honors/AP	35 <u>30</u>
Science	
Regular	30
Honors/AP	30
Core Teamed Communications/Reading/Social Studies	
Intervention Block	21
Regular and Reading Academy	30
Honors/AP	30
All other non-team Core, Electives, and Foreign Language	
All Levels	35 <u>30</u>
Physical Education	36*

Union Proposals

*PE sectioning will be based on a 36-student divisor correlated to number of sections. PE staff will internally assign students to sections considering PE choice and facilities.

Study Hall**

50

Study Hall Size is capped at the room capacity and shall not exceed 50:1 student to staff ratio.

**Study Hall is not an instructional course and is utilized as a non-instructional duty. (Study Halls will be primarily unfilled at the beginning of the semester and filled during the semester in response to students being exited from courses as a component of the unexcused attendance policy.)

b. Variations

- (1) Class with "Writing," "Composition," or "Exposition" in the course title shall have a maximum class size of 30.
- (2) Chorus, Band, Orchestra and Physical Education class sizes are determined by the capacity of the room.
- (3) When a class has insufficient enrollment, Administration will look at the possibility of combining the under-enrolled class with another class, or offering it in alternate years, prior to rescheduling students who signed up for the class.
- (4) It is recognized that the methods of teaching make it possible, desirable, and effective to utilize larger or smaller groups for some instruction. Class size may not exceed the maximum class size stipulated above. However, class size may be run at smaller sizes based upon many factors including, but not limited to, Teacher capacity, structural constraints, pedagogical approach, and pilot of new curriculum.

23. Class Size (Rtl Coaches)

Rtl Coaches have the responsibility of coaching and providing support to all staff members related to implementation of Response to Intervention. Rtl Coaches shall not be assigned classroom-teaching responsibilities.

Q. Facilities and Equipment

1. Lounges and Telephones

The Board shall provide a clean lounge with a telephone for staff use in each school. If the telephone in the lounge is not conducive to private conversation, it shall be the

Union Proposals

responsibility of the building Principal and the Union building representative to seek an alternate location or other solution.

2. Classrooms

All classrooms shall be equipped with the minimal materials and supplies to include, but not be limited to: student furniture, Teacher desk and chair, chalk/dry erase board, shelving to hold student and Teacher materials, bulletin boards, lockable file cabinet(s), garbage can(s), flag, intercom system, standard supplies from the District standard supply catalog, clock, textbooks, Teacher editions for current text books and new adoptions as they occur, fire alarm system, electrical outlets, shades on the windows, viewing screen and overhead projector as required, and pencil sharpeners. Multimedia equipment and curriculum guides will be available in the building as required by the curriculum. Teachers shall not be responsible for inventory of classroom supplies or materials.

3. Vending Machines

Profits of vending machines placed in Teachers' lounges shall be used as agreed to by the building Principal and the Teachers' Union building representatives.

4. Use of Physical Facilities

Except for unforeseen and unavoidable circumstances or emergency situations, physical facilities of the District shall be made available one (1) evening each week (Monday, Tuesday, Wednesday, Thursday) to faculty members, including retired Teachers, from 6:00 p.m. to 9:00 p.m., unless other hours are mutually agreed upon. A schedule shall be posted each semester indicating location(s) that shall be available for use each week, both for gymnasium and swimming pool. Faculty members agree to abide by all established rules and regulations pertaining to health, sanitation and safety practices related to gym, pool and locker room usage. Both the Board and the Union agree to continue the practice of sharing the cost for a qualified lifeguard to be on duty during the period the swimming pool is scheduled for faculty use.

5. Audio-Visual Equipment

- a. Teachers may borrow audio-visual equipment, if available, on evenings or weekends for use associated with their teaching responsibility, provided that it is checked out by the Principal or his/her designee. The borrower shall be responsible for loss or damage of said equipment until checked in by the designated agent(s) of the Board.
- b. During the summer recess period, qualified Teachers shall be permitted to borrow audio-visual equipment, including computers and videotape equipment. The Teacher shall obtain permission to use this equipment from the Principal of the building, or his/her designee, in which the equipment is housed.

6. Mail Delivery & FAX Machines

Union Proposals

- a. Each school shall receive school mail on every normal working day.
- b. Teachers shall have access to the FAX machine in each building for conducting official school business with the permission of the Administrator.
- c. Teachers shall have an assigned mailbox in each of their assigned buildings.

S. Health and Safety

1. General

- a. Safe and healthful conditions shall be maintained throughout the school buildings in the District. The District shall make an earnest effort to maintain minimum room temperatures in each building as contained in state specifications.

- b. School attendance or times will be adjusted when the following weather conditions exist:

Caution: 82° and 90% humidity—Early Release with state mandated hours

Extreme: 86° and 90% humidity—No School

Real Feel: -10°—Late Start with state mandated hours

Real Feel: -20°—No School

- cb. Within our fiscal capacity, the Board shall comply with state and federal mandates as they relate to asbestos abatement and removal actions.
- de. Supplies shall be maintained in washrooms: toilet paper, hand towels, and soap.
- ed. Within the first month of school, the Administration shall publicly post the categories of employees who are perceived to be atrisk of contact with blood-borne pathogens. All employees within those categories shall be offered Hepatitis B vaccine series at Board expense.
- fe. Any Teacher has the right to leave any meeting at which he/she is subjected to verbal abuse, physical confrontation, threats, and/or feels there is potential for violence. The Teacher shall notify the Administration in writing with a copy sent to the Union. The Teacher and building Administrator shall reschedule the meeting. A Teacher has the right to have an Administrator and a Union representative present if he/she anticipates that a meeting may be confrontational. This clause shall not pertain to pre, post, and/or summative evaluation conferences.
- gf. If there is no heat, no electricity, or no water prior to or at 6:00 a.m. for middle and high schools and early elementary schools, or at 7:00 a.m. for late elementary schools, Teachers shall not be expected to work in that building.

Union Proposals

hg. All buildings shall develop a safety and evacuation or physical assistance plan (with the assistance of the fire department) for students utilizing wheelchairs. If an elevator or lift is not functioning, Teachers shall not carry students. The classroom shall be relocated to a more accessible location until repairs can be completed.

2. Medical Examination

The cost of any physical examination which the Board requires, other than the medical examination required for initial employment, shall be paid in full by the Board up to the fee charged by the Board physician. The required medical examination shall be on file in the Personnel Office before the employee's first paycheck is released.

3. Tuberculosis Test

Upon initial employment in the District, a Teacher is required to submit a negative TB report prior to the beginning of the school term. The required tuberculosis test shall be on file in the Personnel Office before the employee's first paycheck is released.

Except upon initial employment, annual T.B. reports are not required of Teachers. However, the Board may require periodically at Board expense, a T.B. examination from any Teacher.

4. Safety Glasses

The Board shall provide safety glasses for all Teachers involved in activities in which state law requires that they be worn (not to include prescription safety glasses).

5. Support Belts

All Teachers who must lift students will be provided, upon request, with a lifting support belt by the Board.

6. Dispensing of Medication

Except for school nurses, the administering of medication or health interventions to students by Teachers shall be on a voluntary basis. Teachers shall respond to emergency situations and accidents by providing care and comfort until help arrives. Ongoing health intervention such as suctioning, catheterization, and tube feeding shall not be the responsibility of the Teacher.

7. Classroom Monitoring of Unusual Situations

Teachers shall not be required to search for suspected bombs, intruders, or other dangers throughout the building, but a Teacher shall be responsible for checking his/her classroom for potential threats.

8. Personal Security

Union Proposals

The Administration shall work with Teachers to create an atmosphere of personal security and respect. In this effort, both Administration and Teachers shall share in confidentiality issues that may impact that security. In cases where personal security or property has been violated, the student shall be disciplined and the discipline must follow the applicable sequence defined in the *Parent/Student Handbook on Rights, Responsibilities and Discipline* (the administrative discretion clause shall not apply in these circumstances). For Level One (1) offenses, the Administrator and Teacher shall confer to determine the consequence. If a student physically attacks or bullies another student or a teacher, the student shall be disciplined and the discipline must follow the physical altercation sequence defined in the *Parent/Student Handbook on Rights, Responsibilities and Discipline* (the administrative discretion clause shall not apply in these circumstances).

Y. Meetings

1. Supportive Services

Personnel in the Supportive Services Division (social workers, speech pathologists, and nurses) shall be requested by the Multidisciplinary Staffing Conference (MDSC) leader to attend only those MDSC meetings where their area (social workers, speech pathologists and nurses) is directly associated with the specific student in question.

2. Monthly Meetings

School Improvement Meetings

Wednesdays are designated as required School Improvement Meetings. The amount of time allocated for School Improvement Meetings each month will be equal to one hour per month on the first Wednesday that school is in session for that month, ~~not to exceed four (4) hours in months with five (5) Wednesdays, except for the month of December, which shall be limited to no more than two (2) hours of meeting time over no more than two (2) Wednesdays.~~ School Improvement Meetings shall begin within twenty (20) minutes of the end of the school day or end no less than twenty (20) minutes before the start of school. To facilitate professional development activities over one (1) hour in length, the Administrator, in collaboration with the school's leadership team, may combine School Improvement Meetings. When the availability of speakers requires a day other than a Wednesday, the Administrator will survey the Teachers to determine the best possible day without penalizing those Teachers who cannot attend due to previous commitments. Teachers will be issued CPDU/PD Hours toward license renewal for their participation in School Improvement Meetings.

The school nurses will meet three times per month ~~during SIP meeting time~~ for a nurse "out-of-building" collaborative meeting; and, will attend and participate in one SIP meeting per month in their respective buildings. School nurses will meet once quarterly for a District-wide meeting to be held during the school day. Social workers will meet ~~one~~ three times per month ~~during SIP meeting time~~ for a social worker "out-of-building"

Union Proposals

collaborative meeting; and, will attend and participate in ~~three~~ one SIP meetings per month in their respective buildings. Social workers will meet once quarterly for an entire school day, for a District-wide meeting or training, to replace the weekly two hour meeting. ~~PE, Music, Art, and other encore/elective Teachers will meet one time per month during SIP time for an encore “out-of-building” collaborative meetings; and will attend and participate in three SIP meetings per month in their respective buildings. Rtl and other intervention Teachers will meet one time per month during SIP time for an intervention “out-of-building” collaborative meeting; and will attend and participate in three SIP meetings per month in their respective buildings.~~ Social Workers and Nurses will be issued CPDU/PD Hours toward license renewal for their participation in School Improvement and other meetings.

English Language Learner Department Meetings

English Language Learner Teachers will attend a maximum of five hours of professional development during the course of the school year. These meetings will be organized by the ELL Department and can be held on the third working Thursday of any month. Meetings will start twenty (20) minutes after the school day ends.

Special Education Meetings

Special Education Teachers will attend a maximum of nine (9) hours of professional development during the course of the school year. No more than half of the nine (9) hours will be District level meetings by the Division of Specialized Services held on the first working Thursdays of September, October, November and February. Meetings will start twenty (20) minutes after the school day ends or end twenty (20) minutes before the school day begins.

The balance of the nine hours will be at the discretion of the individual Teacher with options including, but not limited to, participating in trainings/meetings at the building level with: Internal/external coaches; special education teams; grade level team. District level training: Terra; curriculum based training; CBL; or community-based training specific to the needs of the current population: language/Spanish; cultural diversity training; community based seminars; characteristics or methods classes; health-related training specific to individual students; classroom management and stress reduction for professionals.

IEP Inservice for Regular Teachers

When the services of a regular education Teacher are needed for IEP purposes, these services shall rotate unless a Teacher volunteers to serve again. Case managers must keep a rotation list in alpha order. Rotation will continue via the list. The Teacher assigned to an IEP must be familiar with the student or have that student in class. IEP service during a lunch or plan period shall be compensated at the professional duty rate. Teachers shall submit a payroll Form B monthly to the building Principal.

Union Proposals

3. Probationary Teacher

First year probationary Teachers shall be required to attend after-school in-service workshops on the second working Thursday during the months of October, January, March, and May.

Second year probationary Teachers shall be required to attend after-school in-service workshops on the fourth working Thursday during the months of October, January, March and May.

Said meetings shall be limited to one (1) hour after they are scheduled to begin.

4. Monday Meetings

No District meetings shall be scheduled on Mondays that will interfere with official Union meetings. The Union shall provide the Administration with a list of their meetings at the beginning of each semester.

Z. Student and Parent Involvement Activities

Student and parent involvement activities are those evening or weekend events designed to involve parents and students in curriculum and instruction, special interest activities, or programming highlighting student work. Parent/Teacher conferences and Open House/Meet and Greet are excluded from these activities. If an event is cancelled, the Teacher shall not be reassigned to a different activity. If a Teacher misses the event due to illness, personal business, or other approved leave, and cannot attend the night activity, the Teacher will sign-up for an alternative event.

1. PreK-12

~~PreK-5/12 Teachers are required to attend one (1) event (no more than four (4) hours in duration) no more than two (2) of these activities in a school year. Grade 6-12 Teachers are required to attend no more than four (4) hours of activities in a school year.~~ Attendance at additional events shall be on a voluntary basis.

2. Sign-up

Sign-up shall be in order of seniority; 25 years or more sign-up on the first day, 10-24 years on the second day, under 10 years on the third day. If a Teacher is unavailable on the day his/her group is called, he/she will sign-up on the day of return.

AA. Orientation for Teachers New to the District

Teachers hired before the beginning of the school year shall attend five (5) days of orientation before the regular school year. The mentoring program shall be responsible for

Union Proposals

three (3) of those days, Lincoln Center shall be responsible for one (1) of those days, and the Union shall be responsible for one (1) of those days. Teachers hired after the beginning of school shall attend two (2) days of orientation. The mentoring program shall be responsible for one (1) day.

AC. Training and Technology

1. Whenever Teachers are expected to use technology or systems in order to perform their jobs they will receive adequate and appropriate training, which includes follow-up sessions. Any such training shall be offered during the school day and a substitute shall be provided. If the training is offered outside of the school day, District credit or cash incentive shall be awarded.

The Administration shall provide sufficient equipment, computers, internet access, computer programs, and supplies for Teachers to accomplish assigned tasks during the school day.

2. Teachers are responsible for inputting data one time only and shall be responsible for retaining a paper copy. If the internet or hardware is certified by the web manager as inoperable, Teachers may substitute a hand-written copy of the IEP to fulfill the schedule, but shall ultimately enter same into the internet program post-conference so as to complete the database for the class.
3. Any technology programs that are designed for specific purposes (e.g. Enrich for IEPs, Infinite Campus for grades and attendance, etc.) are to be used only for that specific purpose. Teachers will not be required to input data beyond that which is legally required to be entered into that system. Teachers will not be required to enter the same data into more than one (1) system.
4. If Teachers experience program difficulties (for example, crashing programs, etc.) which require additional time to complete, the Teachers shall be compensated at the professional duty rate of pay.
5. A joint Union/Administration technology committee will be formed to address changing requirements in the use of technology before any new technology is rolled out to ensure the success of the program and that the workload remains consistent.

AF. Administrator Interaction with Teachers

Administrators will not use intimidation or coercion in interactions with Teachers. Intimidating or coercive behavior shall be defined as including, but not limited to, urging, demanding, or threatening verbal or physical behavior.

If Administrators want Teachers to volunteer for activities or functions, they will put the request in writing, asking for responses from only those Teachers who are interested in

Union Proposals

volunteering. Teachers shall have the right to decline voluntary participation without reprisal.

Administrators will not use the evaluation tools as a means for intimidation, coercion, or reprisal.

There shall be no reprisal if Teachers report an Administrator's use of intimidation or coercion.

Union Proposals

ARTICLE IX

A. Insurance

1. Personal Injury and Liability

The Board agrees to insure Teachers against any loss or liability by reason of death, bodily injury and property damage claims and suits, including defense thereof, when damages are sought for negligent or wrongful acts allegedly committed during the scope of employment or under the direction of the Board. Such insurance shall be carried in a company licensed to write such coverage in this state. The Board shall not honor any claim denied by the insurance carrier.

2. Term Life Insurance

The Board shall provide for a term life insurance policy in the amount of seventy thousand dollars (\$70,000) for each Teacher employed in the District. The Board shall also allow for an optional purchase of seventy thousand dollars (\$70,000) of additional life insurance per year funded by Teacher payroll deductions. These policies shall include an accidental death and dismemberment clause. The Board shall pay the premiums for a pro-rata amount of group life insurance coverage for regular part-time certificated Teachers provided the carrier agrees to include this group under the present plan.

3. Health and Hospital Insurance

- a. The Board agrees to pay the single premium for health; hospitalization and major medical for all regularly employed Teachers. The Board agrees to pay ~~two hundred dollars (\$200)~~ the amounts listed in the chart below per year toward family/dependent coverage toward family coverage for those regularly employed Teachers enrolled in the Board's group plan, and beginning January 1, 2015, any increases above the premium rates listed in the chart below for 2014 will be shared with the Board paying sixty percent (60%) of the increase and the Teacher enrolled in the respective dependent care insurance plan paying forty percent (40%) of the increase. Employees with ten (10) or more years of service in the Waukegan Public Schools and who retire, may at their own option and upon payment of the appropriate premium, continue to be covered under the Group Hospitalization and Medical Insurance Plan until such time as they become eligible for Medicare.

Dependent Care Premium Chart

*[*Pending verification that amounts listed are correct for 2014 contributions]*

<u>Plan</u>	<u>2014 Premium Cost</u>	<u>District Contribution</u>	<u>Employee Contribution</u>
<u>PPO Full Family</u>	<u>\$15,111.84</u>	<u>\$4,356.09</u>	<u>\$10,755.75</u>
<u>PPO Spouse</u>	<u>\$7,751.40</u>	<u>\$524.34</u>	<u>\$7,227.06</u>

Union Proposals

<u>PPO Child</u>	<u>\$7,137.72</u>	<u>\$1,448.25</u>	<u>\$5,689.47</u>
<u>HMO Full Family</u>	<u>\$12,855.24</u>	<u>\$3,780.06</u>	<u>\$9,075.18</u>
<u>HMO Spouse</u>	<u>\$6,831.24</u>	<u>\$2,648.31</u>	<u>\$4,182.93</u>
<u>HMO Child</u>	<u>\$6,037.68</u>	<u>\$1,315.62</u>	<u>\$4,722.06</u>
<u>Blue Adv Full Family</u>	<u>\$11,954.52</u>	<u>\$3,419.52</u>	<u>\$8,535.00</u>
<u>Blue Adv Spouse</u>	<u>\$6,352.32</u>	<u>\$2,426.52</u>	<u>\$3,925.80</u>
<u>Blue Adv Child</u>	<u>\$5,614.32</u>	<u>\$1,194.30</u>	<u>\$4,420.02</u>
<u>HDP Full Family</u>	<u>\$11,379.12</u>	<u>\$680.25</u>	<u>\$10,698.87</u>
<u>HDP Spouse</u>	<u>\$5,836.68</u>	<u>\$446.55</u>	<u>\$5,390.13</u>
<u>HDP Child</u>	<u>\$5,374.56</u>	<u>\$424.05</u>	<u>\$4,950.51</u>

- b. The Board will pay for the TRS HMO Plan for those Teachers who retire with at least twenty-five (25) but less than thirty (30) years of service in Waukegan for six (6) years, or until they are eligible for Medicare, whichever comes first. The Board will pay for the TRS Indemnity Plan for those Teachers who retire with at least 30 years of experience in Waukegan for six years or until they are eligible for Medicare, whichever comes first.

4. Dental Insurance

The Board agrees to pay the premium for an individual group dental insurance plan. The plan became effective in the 1978-79 school year on October 1, 1978. Family coverage premiums shall be paid by the Teacher.

5. Insurance Changes

~~The Board and the Union agree that the final authority for changes in coverage in medical and dental insurance shall be the Insurance Plan Board.~~ Insurance benefits shall not diminish during the life of this Agreement.

6. Insurance While on Leave

Teachers on an unpaid leave of absence may, at their own option and upon payment of the appropriate premium, continue to be covered under Board sponsored group insurance plans.

7. Pro-Rata Benefits

Teachers beginning an approved leave of absence, Teachers hired during the school term, and Teachers whose employment terminates by mutual agreement of the Teacher and the Board, or whose employment terminates by order of the Board, shall receive

Union Proposals

pro-rata compensation and benefits based upon the actual period of employment. All compensation shall be based on a one hundred eighty-five (185) day school calendar. All Board-paid insurance benefits shall be based on a calendar year beginning the first day of the school term. Any Teacher whose insurance benefits must be computed pro-rata shall have such done by dividing the actual number of work days by one hundred eighty-five (185) and multiplying the result by twelve (12) months. The final result shall be rounded to the nearest month. (For example: A Teacher works one hundred three (103) days. The insurance benefit is calculated as 103 days (185 days X 12 months = 6.68 months. This rounds off to seven (7) months of Board paid insurance coverage.)

8. Notification to Teacher of Premium Reversion

In any instance where Board payment of group insurance premiums is to revert to Teacher payment (during leaves, retirement, mid-year new hires, mid-year resignations, etc.), the Board shall so notify the affected Teacher in writing at least thirty (30) days prior thereto, unless there are fewer than thirty (30) days to premium reversion in which case the Board shall notify the Teacher immediately. Such notification shall be by certified mail to the Teacher at his or her home address. Said address shall be provided by the Teacher.

9. New Teacher

All insurance coverage for new Teachers and Teachers returning from an unpaid leave of absence who allowed insurance coverage to cease shall be effective on the first day of employment. If the first day of employment is other than the first day of the school term, Board-paid premiums shall be as described in Paragraph 7.

10. Insurance Plan Board

The Union shall have two (2) seats on the Insurance Plan Board. The Insurance Plan Board shall review the insurance program. The primary purpose of the Insurance Plan Board is to oversee the insurance program. The Insurance Plan Board will review and consider information concerning carriers, investment income, claims paid, insurance reserves, stop loss limits, individual claim appeals, and other matters integral to the District's insurance program and its operations. The Insurance Plan Board will make advisory recommendations on the foregoing matters to the Board of Education. In no case will the Insurance Plan Board infringe on or otherwise violate the terms of this agreement or the rights of the Union to negotiate, under the Illinois Educational Labor Relations Act, mandatory subjects of bargaining, including but not limited to all matters related to insurance benefits.

Union Proposals

L. Tuition Reimbursement for Tenured Teachers

1. The Board shall pay up to one thousand five hundred dollars (\$1,500) ~~one thousand three hundred dollars (\$1,300)~~ each year for books and tuition for courses in an approved program leading to a Master's Degree, and/or state endorsement, certification, or licensure for which the Teacher can receive certification by the Illinois Department of Education. This shall also apply to teachers who already have their Master's degree.
2. Master Degree Teachers shall be reimbursed at the rate of one thousand five hundred dollars (\$1,500) ~~one thousand three hundred dollars (\$1,300)~~ each year for books and tuition for the successful completion of courses in a program from an accredited university or institution. ~~The Teacher must submit the program to the Executive Director for Human Resources for pre-approval.~~ Only courses that are listed as part of that program are eligible for reimbursement.

M. Tuition Reimbursement for Non-Tenured Teachers

The Board shall pay up to one thousand five hundred dollars (\$1,500) ~~one thousand three hundred dollars (\$1,300)~~ each year for books and tuition for courses in an approved program leading to a Master's degree, and/or state endorsement, certification, or licensure for which the Teacher can receive certification by the Illinois Department of Education. Teachers that receive tuition reimbursement must remain in the District for an additional two (2) years after receipt of funds or repay the District the total amount granted.

P. Summer School/Curriculum Writing/Professional Duties

The rate of pay per hour for summer school employment, curriculum writing projects, and professional duties shall be forty-five (\$45) ~~thirty-five dollars (\$35)~~.

Q. Moving Expense

A Teacher required to pack and unpack his/her classroom shall be paid one hundred fifty dollars (\$150) ~~fifty dollars (\$50)~~ ~~when involuntarily moved to a new classroom or when not given at least two (2) weeks notification prior to the need to move.~~

Union Proposals

ARTICLE XI

G. Duration

This Agreement shall be in effect as of July 1, ~~2011~~2014, and shall remain in effect for the regular school years ~~2011-2012, 2012-2013 and 2013-2014~~ 2014-2015, 2015-2016, and 2016-2017 ending at the end of the regular school year June 30, ~~2014~~ 2017.

~~The Salary Schedule is subject to an annual reopener during the term of the contract. Management and Union agree to work diligently to explore revisions in existing salary structure to provide greater step equity in the remaining years of the contract.~~

~~In the third year of the Agreement, Management reserves the option to address supplemental compensation issues such as extra duty stipends. The parties agree that Health Care is not the primary focus of discussion, although the parties may entertain discussion on this subject based upon legislative changes and economic conditions.~~

~~Contract language is subject to a conditional reopener in the third year. The language subject to negotiation is limited to specific issues and not whole articles of the contract. The language agreed to during the current negotiations would not be subject to the reopener. Further, the parties agree to limit issues brought to the reopener to no more than five (preferably fewer) with an equal number of issues per party. Language may also be reopened at the request of either party should state or federal legislative decisions necessitate a change.~~

H. Date to Commence Negotiations

~~The Board agrees to commence negotiations no later than April 1 of the year in which the Master Agreement is set to expire.~~

Union Proposals

Appendix C

Appendix C

Coaches Classification

GROUP A WHSSPORTS

Football	(M)
Basketball	(M)
Basketball	(F)
Wrestling	(M)
Golf	(M)
Golf	(F)
Baseball	(M)
Softball	(F)
Volleyball	(M)
Volleyball	(F)
Soccer	(M)
Soccer	(F)

GROUP B SPORTS

Swimming	(M)
Swimming	(F)
Tennis	(M)
Tennis	(F)
Gymnastics	(M)
Gymnastics	(F)
Cross Country	(M/F)
Cross Country	(F)
Badminton	(F)
Track I O	(M)
Track I O	(F)
Competitive Cheer	(M/F)
Competitive Dance	(M/F)

Coaches Salary Schedule

(Weekly Pay For All Weeks Including Pre & Post-Season Play)

Year	%	I (100%)	II (90% of I)	III (80% of I)	IV (70% of I)	V (70% of II)
5	100%	\$655.97	\$590.37	\$524.78	\$459.17	\$413.26
4	95%	\$623.17	\$560.86	\$498.54	\$436.23	\$392.60
3	90%	\$590.37	\$531.34	\$472.30	\$413.26	\$371.93
2	85%	\$557.58	\$501.82	\$446.06	\$390.30	\$351.27
1	80%	\$524.78	\$472.30	\$419.82	\$367.34	\$330.61
0	75%	\$491.98	\$442.78	\$393.58	\$344.39	\$309.94

Year	%	I (100%)	II (80% of I)	III (70% of I)
5	100%	\$655.97	\$524.78	\$459.17
4	95%	\$623.17	\$498.54	\$436.23
3	90%	\$590.37	\$472.30	\$413.26
2	85%	\$557.58	\$446.06	\$390.30
1	80%	\$524.78	\$419.82	\$367.34
0	75%	\$491.98	\$393.58	\$344.39

Union Proposals

Coaches Salary Notes

- I Head Coach ~~Group A Sports~~ plus \$105/yr. per assistant coach
- II ~~Head Coach Group B Sports~~ plus \$83/yr. per assistant coach
- III JV/Soph/Frosh Head Coach ~~Group A Sports~~ and all varsity assistant coaches plus \$105 per year per assistant coach at their level
- IIIIV ~~Group A Sports Assistant Coaches~~
- V ~~Group B Sports Assistant Coaches~~

~~Each Group B sport shall have at least one varsity assistant coach.~~

A. Hiring and Responsibilities of Head Coaching Positions (High School)

It is the intent of the Board to hire qualified IHSA approved coaches with preferential consideration given to individuals within the teaching ranks of the school they are representing. Preference would then fall to qualified Teachers within the District.

Preference shall be given as follows:

- A. Qualified CBA candidate within the school
- B. Qualified CBA candidate within the District
- C. Qualified non-Teacher candidate within the District or the community
- D. Qualified non-District candidate

1. Vacancies

The Athletic Director shall post the position for 10 days or until the vacancy is filled. In the event a vacancy occurs within 30 days of the start of the season, a minimum of 5 days shall be allowed for posting of the vacancy before the selection process may begin. Other situations may warrant a five day posting: those situations must be mutually agreed upon by the Union and the Administration. A committee comprised of the Athletic Director, Principal or designee, and a minimum of two (2) current coaches shall determine whether interested candidate(s) possess the minimum qualifications necessary to perform the responsibilities of that position. The Athletic Director shall notify all of the interested candidate(s) from the CBA on whether or not further consideration will be extended based on individual qualifications through e-mail. Coaching salaries for the position are negotiated based on the Coaches Salary Schedule (Appendix C).

2. Hiring Process

The Athletic Director, Principal or designee, and a minimum of two (2) current coaches who will be selected by the Athletic Director, shall interview all qualified candidates that have completed the application process. This committee will be responsible for hiring the best-qualified candidate. Any candidate has the right to accept or decline a position within a minimum of 24 hours.

A letter of denial will be provided to an in building/District candidate who does not get offered a coaching position for which he/she is deemed qualified if the individual who is hired is from outside the Teacher's Union.

Union Proposals

3. Head Coaching Positions/Responsibilities

The amount of work involved in an (1) IHSA sport is a year-round commitment. ~~In the event that a coaching position opens, an IHSA head coach who currently holds a position is only allowed to accept that vacant position if another qualified head coach is not available for that year.~~ An IHSA coach is responsible for planning and executing their sport. This includes but not limited to: recruitment of players, meeting the IHSA regulations of the sport, proper usage of the equipment and facilities, updated stats, rosters, parent/student communications, and assisting the Athletic Department in their duties for the coach's sport.

4. Evaluations

Only the official WPS District No. 60 and Union authorized coaching evaluation tool may be used for the evaluation of coaches to be completed by the Athletic Director or his designee. Any evaluative instrument for coaches shall be negotiated with the Union.

Note: Last sentence moved from "I" below

B. Middle School Program

~~Participation in the Middle School Interscholastic sports program shall be voluntary. Before offering a position to a Teacher, the Administration shall make known to the Teacher the minimum expected hours of student contact and the salary for coaching. Eighth grade coaches shall be paid a weekly rate of two hundred fifteen dollars (\$215). Sixth/Seventh grade coaches shall be paid a weekly rate of two hundred dollars (\$200). Coaches shall be paid an hourly rate of thirty-eight dollars (\$38) during the District tournament day, with up to six hours of compensation time.~~

C. Salary Schedule Top and Placement

Once a coach has been placed on the salary schedule, each coach shall move up one step for each added year of experience. Once a coach has reached the top of the schedule, the pay shall ~~remain constant~~ increase at the rate of one percent (1%) each year that the coach is beyond the top of the salary schedule. Coaches shall be given credit for experience in the sport being coached even if the experience was gained outside of the District. Coaches may be placed at the top of the schedule if experience warrants it.

D. Trainers

Trainers shall be paid under the Level 2 coach's salary lane for forty (40) weeks.

Athletic trainers must have a minimum of a bachelor's degree and are required to meet the standards set forth by the National Athletic Trainers' Association, as well as those athletic trainers practicing in the State of Illinois must meet requirements set forth by the Illinois Department of Professional Regulation as defined in Public Act 89-216 of the Illinois Athletic Trainers Practice Act. The profession of athletic training is recognized by the American Medical Association as a viable allied health profession and thus must follow all practice acts set forth.

E. Auxiliary Positions

Ticket Takers, Ticket Sellers, Judges, Timers, and Scorekeepers shall be paid a flat rate of ~~forty~~ eighty dollars (\$40 80) per event.

Union Proposals

F. Scouts

One (1) scout per assignment, as assigned by the Athletic Director for varsity events only, shall be paid a flat rate of forty dollars (\$40) per game scouted. ~~A maximum of two (2) scouts shall be allowed when scouting football.~~

G. New Positions

All new positions and pay shall be negotiated with the Union.

H. Payroll Schedules

Coaches shall be paid by separate check in two (2) installments over the course of their season.

1. Fall coaches shall receive the first installment on the last payday in September and the second installment on the first payday following the end of their season.
2. Winter coaches shall receive the first installment on the first payday in December and the second installment on the first payday following the end of their season.
3. Spring coaches shall receive the first installment on the first payday in April and the second installment on the first payday following the end of their season.
4. ~~High School Cheerleader or Pom-Pom coaches/s~~Sponsors, and Ticket Managers shall receive their paychecks on the same schedule.
5. ~~The Board shall issue individual contracts to middle school sports coaches specifying the sport, number of weeks, number of days per week (maximum of five), and number of hours per day (maximum of 1.5) to be worked. Middle school sports shall be defined as interscholastic sport activities only. Coaches are free to accept or reject such contracts. Middle school coaches shall be paid by separate check in one (1) installment at the end of the season. Middle school sport activity clubs shall be treated as Intramurals under the Co-Curricular Classification - Appendix B - provided sponsors are not required to have games, meets, or contests with teams outside of their assigned School/District. Any sport which goes beyond the regularly scheduled season (regionals, sectionals, super-sectionals, and state) will be paid on the first paycheck following the season end.~~

I. Coaches Evaluations

~~Any evaluative instrument for coaches shall be negotiated with the Union.~~

J. Summer Athletic Programs

Waukegan will offer Summer Athletic Programs. Coaches may present an athletic program proposal to the Athletic Director which will include skill objectives, budget and proposed schedule by March 30. The Athletic Director will approve no more than 17 athletic programs by April 30 in order to give the coaches time to recruit participants. The Athletic Director will determine if the number of participants is adequate to run the program by the last day of school. Coaches for the Summer Programs approved by the Athletic Director will be compensated at twenty-five dollars (\$25) per hour for a minimum of two hours per day not to exceed four thousand dollars (\$4,000) per sport.

Union Proposals

K. Equipment Manager

The All head football coaches shall be paid for one extra week in order to properly inventory, sort for reconditioning, and store equipment.

L. ~~Committee to Study the Coaches Salary Schedule.~~

~~In the second to last year of this contract an ad hoc committee (Union and appropriate Administrators) shall study the Coaches Salary Schedule and examine the possibility of combining it with the Co-Curricular Schedule.~~

Appendix C: Middle School Athletics (new section to be placed in Appendix)

A. Hiring and responsibilities of head coaching positions

It is the intent of the Board to hire qualified IESA approved coaches with preferential consideration given to individuals within the teaching ranks of the school they are representing. Preference would then fall to qualified teachers within the district.

Preference shall be given as follow:

A. Qualified CBA candidate within the school.

B. Qualified CBA candidate within the district.

C. Qualified non-teacher candidate with in the district or the community

D. Qualified non-district candidate.

1. Vacancies

The administration shall post the position for ten (10) days or until the vacancy is filled. In the event a vacancy occurs within thirty (30) days of the start of the season, a minimum of five (5) days shall be allowed for posting of the vacancy before the selection process may begin. Other situations may warrant a five (5) day posting: Those situations must be mutually agreed upon by the Union and the Administration.

2. Hiring Process

Should five (5) or more candidates apply for a position, a committee comprised of the middle school athletic coordinator, principal or designee, and one (1) other building eighth grade coach selected by the Middle School Athletic Coordinator shall screen the applications and reduce the number of applicants to four (4). A committee comprised of the Middle School Athletic Coordinator, Principal or designee, and one (1) other building eighth grade coach selected by the Middle School Athletic Coordinator, shall interview all remaining qualified candidates that have completed the application process. This committee will be responsible for hiring the best-qualified candidate. Any candidate has the right to accept or decline a position within a minimum of twenty-four (24) hours.

Union Proposals

A letter of denial will be provided to an in building/district candidate who does not get offered a coaching position for which he/she is deemed qualified if the individual who is hired is from outside the Teacher's Union.

Each year, all Middle School sports positions will be posted and interviews conducted following the procedures delineated above.

3. Eighth Grade Coaching Position/Responsibilities

An eighth grade coach who currently holds an eighth grade coaching position in the building is only allowed to accept another eighth grade coaching vacancy if no other qualified candidate is available that year. This secondary eighth grade coaching position will be held for that current year only. Ideally, practices will occur four (4) days a week if no competitions are scheduled during that week; however, practice schedules will remain at the discretion of the eighth grade coach. An IESA coach is responsible for planning and executing their sport. This includes but not limited to: recruitment of players, meeting the IESA League Rules and Regulations of the sport, proper usage of the equipment and facilities, updated stats, rosters, parent/student communications, and assisting the athletic department in their duties for the coach's sport.

4. Salary

Language from pg. 88 B to transfer.

B. Middle School Program

Participation in the Middle School Interscholastic sports program shall be voluntary. Before offering a position to a Teacher, the Administration shall make known to the Teacher the minimum expected hours of student contact and the salary for coaching. Eighth grade coaches shall be paid a weekly rate of two hundred fifty (\$250) ~~two hundred fifteen dollars (\$215)~~. Sixth/Seventh grade coaches shall be paid a weekly rate of two hundred twenty-five dollars (\$225) ~~two hundred dollars (\$200)~~. Coaches shall be paid an hourly rate of thirty-eight dollars (\$38) during the District tournament day, with up to six hours of compensation time.

The Board shall issue individual contracts to Middle School sports coaches specifying the sport, number of weeks, number of days per week (maximum of five), and number of hours per day (maximum of 1.5) to be worked. Middle School sports shall be defined as interscholastic sport activities only. Coaches are free to accept or reject such contracts. Middle School coaches shall be paid by separate check in one (1) installment at the end of the season. Middle School sport activity clubs shall be treated as Intramurals under the Co-Curricular Classification - Appendix B - provided sponsors are not required to have games, meets, or contests with teams outside of their assigned School/District.

Note: Language moved from H.5 above

Union Proposals

Financial Proposal:

2014-15: 9.5% new money

2015-16: 7.25% new money

2016-17: 7% new money

(Note: Distribution to be negotiated once Salary Schedule Committee makes recommendations to the negotiations teams as agreed to in the re-opener language)

Union Proposals

Cost Summary:

Financial Proposal

Year	Cost Increase
2014-15	\$6,417,249
2015-16	\$5,362,626
2016-17	\$5,553,090

Insurance Proposal

Insurance Plan	District Pays (of increase)	# of Employees on Plan	Total \$ Cost to District
PPO Full Family	\$567.00	25	\$ 14,175.00
PPO Spouse	\$288.42	24	\$ 6,922.08
PPO Child	\$264.78	43	\$ 11,385.54
HMO Full Family	\$444.84	24	\$ 10,676.16
HMO Spouse	\$236.40	23	\$ 5,437.20
HMO Child	\$208.86	41	\$ 8,563.26
Blue Adv. Full Family	\$413.70	4	\$ 1,654.80
Blue Adv. Spouse	\$236.40	0	\$ -
Blue Adv. Child	\$194.34	2	\$ 388.68
HDP Full Family	\$426.96	3	\$ 1,280.88
HDP Spouse	\$217.14	0	\$ -
HDP Child	\$199.32	1	\$ 199.32
		Total Cost	\$ 60,682.92

Note: The aforementioned cost represents increases in dependent care over the 2013 rates at an equal cost-share under the current agreement, is for the remainder of the 2014 insurance year, and takes into account the number of teachers in each plan last year. 2015 premium rates are not yet published, but the Union's proposal seeks to share the cost of any increase in premium at a rate of 60% District and 40% Employee.

The Union is also asking to maintain District coverage of single health care premiums.

Other Costs

There are other nominal costs associated with some language items that are part of standard operation, which include yearly variance, and thus cannot be estimated. However, these rates have been frozen since 2007 and are due to increase.