

AGREEMENT BETWEEN  
THE LIMESTONE COMMUNITY HIGH SCHOOL  
DISTRICT #310  
BOARD OF EDUCATION  
AND  
THE LIMESTONE FEDERATION OF TEACHERS  
CERTIFIED EMPLOYEES  
AFT LOCAL #3866

2015–2016    2016–2017    2017–2018    2018-2019

## ARTICLE I

### RECOGNITION

#### A. **Recognition**

The Limestone Community High School District 310 Board of Education, hereinafter referred to as the “Board,” recognizes AFT Local 3866, hereinafter referred to as the “Union,” as the sole negotiating agent for all full-time and part-time regularly employed certificated teaching personnel, including the prevention coordinator, school nurse and social worker, hereinafter referred to as “teachers,” except for the Superintendent and any assistants or associates, principals, and any assistants, administrative assistants, deans, and assistants, and athletic and personnel service directors. (The Board of Education may hire a non-certified prevention coordinator, which would move the position outside this certified agreement). The Board of Education and AFT Local #3866 recognize the ultimate goal of Limestone Community High School is to provide the best possible education for the students within our district and attainment of these goals is a joint responsibility of the Board of Education, the administration, the instructors, and the educational support staff.

## ARTICLE II

### NEGOTIATIONS PROCEDURES

- A. All negotiating sessions will be closed meetings.
- B. Each side may have up to six (6) members in the negotiating room.
- C. Negotiating sessions shall generally begin at 6:30 PM and end at 8:30 PM; however, either party may adjourn a session at an earlier time and both parties may mutually agree to extend a session.
- D. Negotiating sessions shall normally be held at the Board of Education conference room. The date and location of the next negotiating session shall be scheduled at the close of the current session.
- E. The Board and Union agree to bargain in good faith with respect to salaries, fringe benefits, and conditions of employment. Good faith, for the purpose of this agreement, is defined as the willingness of both parties to meet, discuss the issues, and make proposals and/or counterproposals in an effort to reach an agreement. It does not imply acquiescence or concessions to either party's demands in whole or in part.
- F. Tentative Agreements and Ratification: All tentative agreements shall be reduced to writing and initialed at the meeting at which tentative agreement was reached. After tentative agreement has been reached on all items negotiated, the Agreement will be submitted to the Union for ratification within two (2) weeks and subsequently to the Board for adoption.
- G. Negotiations: Negotiations shall begin no later than April 1 or on a mutually acceptable date in each school year when the end of the contract is reached. A written request for negotiations to begin shall constitute the beginning of negotiations.

## ARTICLE III

### LEAVES

- A. **Personal Days:** Each teacher will receive two (2) personal days without cost to the teacher each year. The following statements determine the use of personal days:
1. A request must be submitted in writing except in case of an emergency situation. In the case of an emergency situation, the request may be filled out after the personal day has been taken.
  2. Requests must be submitted a minimum of twenty-four (24) hours in advance, except in case of emergency.
  3. Reason for absence should be listed as “personal day.” Teachers will have the responsibility of using personal leave days in a way that will not produce a negative effect on public relations with our community.
  4. Personal days cannot be scheduled on the day before or the day following an extended vacation or a three-day weekend.
  5. Personal days can be scheduled on a Friday before a two-day weekend or on a Monday following a two-day weekend.
  6. The minimum amount of time requested under the personal day agreement is one hour/one class period.
  7. Unused personal days cannot accumulate as personal days from year to year.
  8. Unused personal days may accumulate as sick leave days, at the rate of two days per year, within the maximum number of sick leave days allowable.
  9. No more than a maximum of four (4) teachers will be granted personal leave on the same day.
  10. In cases of extenuating circumstances, the Superintendent may waive the aforementioned conditions.

## **B. Sick Leave**

Each teacher shall be granted sick leave each year according to the schedule below to be used for personal illness, quarantine at home, or serious illness or death in the immediate family defined as parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in law, sisters-in-law, and legal guardians and may be used subject to District approval for bereavement purposes beyond definition of immediate family.

|                                       |   |
|---------------------------------------|---|
| 0 – 12 years of TRS Credible Service  | 12 days per year                            |
| 13 – 29 years of TRS Credible Service | Once 90 days accumulated, 15 days per year  |
| 30+ years TRS Credible Service        | Once 175 days accumulated, 20 days per year |

Teachers who have not met these established benchmarks will continue to be allotted 12 days per year.

If the teacher does not use the full amount of annual leave allowed, the unused days shall accumulate to a maximum of three hundred forty (340) days, exclusive of the sick days for the current school year.

## **C. Sick Leave Bank**

Each employee may elect to contribute one (1) sick leave day between August 15<sup>th</sup> and August 30<sup>th</sup> from available sick leave days for that year. Only current-year contributing employees are allowed to access the sick leave bank after exhausting all leave benefits. A committee of four representatives (equal representation from the Union and the Board committee) shall rule on each individual application for withdrawal of days from the Bank within the agreed-upon guidelines.

## ARTICLE IV

### GRIEVANCE PROCEDURES

#### 4.1 Definitions

- A. Any claim(s) by a teacher or by the Union that there has been an alleged violation, misinterpretation or misapplication of the terms of this Agreement shall be a grievance.
- B. All time limits shall consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays in order that the matter may be resolved before the close of the school term or as soon thereafter as possible.

#### 4.2 Procedures

- A. The parties hereto acknowledge that it is usually most desirable for a teacher and his/her immediately involved supervisor to resolve problems through free and informal communications. An attempt shall be made by the grieving party to resolve any grievance by means of an informal verbal communication between the grievant and his/her immediately involved supervisor. If, however, the informal process fails to satisfy the grievant, a grievance may be processed as follows.
- B. If the grievance is not resolved informally, then the grievant shall present the grievance in writing to the Principal or Designee. The grievance shall specify the article and clause alleged to have been violated and shall state the remedy sought. The grievance shall be initiated at this step within ten (10) days from the point the grievant becomes aware of the alleged violation, or should have become aware, whichever is later. The Principal or Designee shall arrange for a meeting to take place with the grievant within ten (10) days after the receipt of the grievance. The Principal or Designee shall provide a written answer to the grievant within ten (10) days of the receipt of the scheduled meeting.
- C. If the grievance is not resolved at Step B, the aggrieved may refer the grievance to the Superintendent or Designee within ten (10) days after the receipt of the Step B answer. The Superintendent or Designee shall

arrange for a meeting to take place within ten (10) days of his/her receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response.

- D. Within thirty (30) school days after receiving the decision, the Union may submit the grievance to arbitration under the Voluntary Labor Arbitration rules of the Federal Mediation and Conciliation Service. Expenses for the arbitration services shall be borne equally by the School Board and the Union. The School Board and the Union shall pay for their own representation and transcript costs.

#### **4.3 Class Grievance**

Class Grievance involving one or more teachers or one or more supervisors shall be initially filed by the Union at Step C.

#### **4.4 Grievance Withdrawal**

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

#### **4.5 Time Bar**

Failure of the grievant or the Union to act on any grievance within the prescribed time limits will bar any further appeal. Failure of the administration to act on the grievance within the prescribed time limits will allow the grievant to appeal to the next step.

- 4.6 The grievant shall be entitled to an LFT union member representative beginning at Step B. The list of representatives will be provided to the Board.

- 4.7 Neither the Board nor the Union shall be permitted to assert any ground or evidence before the arbitrator that was not previously disclosed to the other party in writing in previous steps.

- 4.8 The arbitrator shall have no power to alter the terms of this Agreement.

## **ARTICLE V**

### **TEACHER RETIREMENT CONTRIBUTION**

#### **5.1 Shelterability**

From the established salary schedules, according to authority granted by the Pension Reform Act of 1974, Section 414 (h) (2) of the Internal Revenue Code, the Board of Education agrees to shelter for tax purposes, on behalf of each teacher, the maximum allowable for any required contribution to the Teachers' Retirement System, and forward said amount to the Teachers' Retirement System. Should any of the above be declared improper by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

## **ARTICLE VI**

### **TEACHER AND UNION RIGHTS**

#### **A. Salary**

Pay shall be issued to teachers on the 15th and 30th of each month. If a pay date falls on a weekend or school holiday, pay will be distributed on the preceding business day. All teachers will receive their pay on a twelve-month (24 pays) basis. The first pay of each school year will be on August 30. The last pay of each school year will be on August 15. Automatic direct deposit is mandatory for all employees.

#### **B. Personnel Records**

A teacher, upon 48 hours advance written notice submitted to the Superintendent or his/her official designee, shall have the right to review the contents of his/her personnel file with the exception of pre-employment confidential materials. Said review shall take place during the regular hours established for the central office. The Superintendent or his/her designee shall be present during the review. The teacher shall have the right to attach dissenting material to any item in his/her file. The employee shall be entitled to a copy of his/her file without cost.

#### **C. Union Activities**

1. An authorized local representative of the Union shall have the right to place a reasonable number of announcements in the faculty mailboxes or use the district e-mail system. The Superintendent shall receive a copy signed by the authorized Union representative of all the items placed in faculty mailboxes or distributed through the district e-mail system. The Union will place no materials of a controversial or political nature in faculty mailboxes or in the district e-mail system.
2. A copy of the agenda for all regular Board of Education meetings shall be provided to the local Union President(s).
3. A copy of the minutes of Board of Education meetings shall be provided to the local Union President(s) following the meeting at which they are officially approved.

#### **D. Notification of Teaching Assignments**

Prior to finalizing the master class schedule, each department will be provided a draft of the proposed schedule. Each department may make suggestions for altering the schedule.

In order to allow teachers to plan appropriately, all teachers shall be notified of their teaching assignment for the next school year no later than the last day of the previous school year. No changes can be made to any teacher's assignment for the next school year after the last day of the previous school year unless the teacher in question is notified two weeks in advance when reasonably possible.

#### **E. Notification of Teaching and Extra Duty Vacancies**

The administration will post notice in the Business Office of teaching and extra duty vacancies at least two days prior to, when possible, or concurrent with, advertising of such vacancies outside the district.

Current employees who apply for a posted vacancy for a certified teaching position in a following school year who meet the required qualifications will be given an interview before the employer hires an individual from outside of the building, if the teacher is certified in that area.

Current employees who apply for a posted vacancy for an Extra Duty/Extra Curricular position in a following school year who meet the required qualifications will be granted an interview before the employer hires an individual from outside of the building. Consideration for any Extra Curricular or Extra Duty position may include input from the interviewer, existing staff within the program, and any administrator with professional knowledge of the applicant.

#### **F. Evaluation**

1. The evaluator shall have a meeting with the teacher following the evaluation to discuss the evaluation.
2. The administration will provide each teacher with a copy of the written evaluation(s).

3. The teacher shall have the right to submit a written explanation or other written statements regarding any evaluation for inclusion in his/her personnel file.
4. Teacher evaluations will be conducted in accordance with applicable state law and regulations. The Union will be provided with a list of evaluators who have been trained in compliance with applicable law.

#### **G. Usual and Customary School Day**

The usual and customary school day will not be significantly lengthened or shortened without collectively bargaining with the Union.

The work day shall include a duty free lunch of at least 30 consecutive minutes, during which the teacher may leave school grounds after notifying the Division Head, provided he or she is in her classroom at the start of the next period.

Teachers shall be given one (1) hour of time to lunch on their own before meetings begin on School Improvement Days.

#### **H. Service Credit**

Service credit may be granted from accredited districts recognized by the Illinois State Board of Education (ISBE) or comparable agency from other states. Not retroactive.

#### **I. Fair Share**

1. Employees covered by this contract who are not members of the Union shall pay to the Union a fair share fee for services rendered.
2. On August 20th or as soon as possible thereafter of each of year that this Contract is in effect, the Union shall certify to the Board, as required under the IELRA, an amount not to exceed the dues uniformly required of members which shall constitute each non-member employee's fair share fee.

3. In the event that the non-member employee does not pay his/her fair share fee directly to the Union by September 1 of each year, then the Union shall notify the Board of such non-payment and thereafter the Board shall deduct the fair share fee from the wages of the non-member employee in the same manner as Union dues are deducted.
4. If any non-member employee objects to the payment of fair share fees, he/she may appeal as provided by the IELRA and the regulations adopted by the Illinois Educational Labor Relations Board.
5. In the event of any legal action brought against the Board in court or administrative agency because of its compliance with this Article, the Union shall defend, indemnify, and hold harmless the Board, its members, officers, and agents from any liability for such damages, attorney's fees, and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's compliance with this Article.

## ARTICLE VII

### TEACHER BENEFITS

#### A. Internal Substitution

A teacher assigned by the administration to substitute internally for an absent teacher will be compensated at the rate listed in the Extra Duty schedule during the school year. Noon hour supervision for lunch periods A, B, and C will be compensated at 1/2 the hourly rate. This compensation will accumulate and be paid to the individual teachers on October 30, January 15, March 30, and June 15. Long-term substitutes (after 15 days) shall be paid at his/her daily rate of pay on a per class basis.

#### B. Tuition Reimbursement

1. The Board will pay up to \$288 per semester hour for those employees in the BA and BA+15 columns. For employees in the MA and MA+ columns, the Board will pay 60% of the cost of tuition, not to exceed \$233 per semester hour, whichever is less.
2. The maximum number of semester hours to be reimbursed per school year is twelve (12). The school year is defined as the fall (August 16 –December 31), spring (January 1- May 31), and summer (June 1 – August 15) semesters of a school year.
3. Pre-approval of the course must be obtained from the Superintendent if reimbursement is to be paid. Pre-approval of the course must be obtained from the Superintendent for salary schedule advancement. For course credit beyond the Masters level, the courses must be taken subsequent to the earning of the Master's Degree.
4. Reimbursement payments will not be made unless the teacher returns to employment in the district for at least one semester following the completion of the course work.
5. Course work beyond the master's level will be tuition reimbursable providing the course has been pre-approved by the Superintendent.
6. Courses beyond the master's degree that may eventually be accepted toward an advanced degree are not retroactively reimbursable.

7. Reimbursement will be paid only for those course(s) that are successfully completed with a grade of “B” or better.
8. In no case will a teacher be reimbursed an amount greater than the tuition paid.
9. If a teacher receives free tuition, no reimbursement will be paid and the teacher must secure pre-approval if the course is taken to move the teacher across the schedule.
10. If a teacher receives a stipend, scholarship, grant, etc., covering part of the tuition, the employee can receive reimbursement from District 310 and the outside source, which is no greater than the cost of the tuition. If an employee has received tuition reimbursement and later is granted loan forgiveness for coursework already reimbursed to the employee, the employee shall repay the District the reimbursement amount received that has been forgiven.
11. A teacher may be partially reimbursed for travel, lodging and meal expenses incurred consistent with Board of Education policy and may also receive reimbursement for a course, provided that District 310 receives reimbursement from an outside agency for the travel, lodging, and meal expenses incurred. (Examples: Vocational Quality Assistance Grants, Gifted Education, or Title II)
12. Courses must be taken at an accredited and recognized institution and the class and course hours offered by the institution must be acceptable by District 310.
13. By August 15<sup>th</sup>, notification of advancement must be submitted, in writing, to the Superintendent. An official transcript must be filed with the Superintendent verifying the successful completion of all course work to be counted toward a salary column change for that school year no later than October 1<sup>st</sup>.
14. The following documentation is required for tuition reimbursement: an official grade report (returned after copy made by administration), proof of payment by the employee, and an official tuition notice or other information from the college/university designating tuition cost per semester hour.

Employees must submit the required paperwork within 30 calendar days following course completion to be eligible for reimbursement.

### **C. Insurance**

1. The Board will provide a group health insurance plan. The Board agrees to pay 88% of the single premium cost, and 82% of the employee/spouse, employee/child, and employee / family premium cost for the duration of this contract. An advisory insurance committee will be formed, as needed, consisting of three (3) bargaining unit members and two (2) administrators, who may research and recommend a new insurance plan. Members of the Support Staff bargaining unit will be permitted to participate in the Committee in numbers as determined in the Support Staff labor agreement. Before any changes are made to the benefit structure and/or premiums during the term of the agreement, the District will provide information to the insurance committee and will request a recommendation from the Committee before implementing any changes.
2. The amount of group term life insurance will be \$35,000 for the length of this contract.

### **D. Retirement Incentive Program**

Eligibility: A teacher is eligible for any one of the following Option Plans when the teacher will have completed:

1. a minimum of 15 years of service to the District at the time of retirement;  
OR
2. 10 years or more of service to the District as long as the employee has 35 years of TRS creditable service (including accumulated sick leave) at the time of retirement.

The employee must also meet the following criteria:

- (a) becomes sixty (60) years of age by June 30 of a school year and has five years of TRS creditable service; or
- (b) qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age by June 30 of a school year and having attained thirty-five (35) years of upgraded TRS creditable service; or

(c) qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age by June 30 of a school year and having attained thirty-five (38) years of non-upgraded TRS creditable service

and

must actually retire at the conclusion of the school year in which he or she first becomes eligible to retire under TRS (unless already eligible to retire under TRS as of June 30, 2015.)

Nonexempt TRS creditable compensation (earnings) is defined by TRS rules and regulations. Eligibility requirements are for the year retirement becomes effective, not the year the irrevocable letter of retirement is submitted.

2. The payment of the retirement incentive must not give rise to an early retirement option penalty payable by the District.

#### One-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to the last day of school that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule; and for the final year of employment the employee's base salary shall be increased by six percent (6%) over the employee's base salary for the prior year of employment.

Example: The employee's prior year base salary was \$45,000.00.  
The employee's final year base salary will be \$47,700.00 (i.e.,  
 $\$45,000.00 \times 1.06 = \$47,700.00$ )

#### Two-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to the last day of school two (2) years prior to the year of retirement, the employee will be removed from the salary schedule; and for the final two (2) years of employment, the employee's base salary shall be increased by six percent (6%) over the employee's base salary for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement by the last day of school in 2016, stating that he/she will retire on June 30, 2018. The employee's base salary for the 2015-2016 school year were \$45,000.00. The employee's base salary-for the 2016-2017 school year will be \$47,700.00 (i.e.,  $\$45,000.00 \times 1.06 = \$47,700.00$ .) The employee's base salary for the 2017-2018 school year will be \$50,562.00 (i.e.,  $\$47,700.00 \times 1.06 = \$50,562.00$ )

### Three-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to the last day of school three (3) years prior to the year of retirement, the employee will be removed from the salary schedule; and for the final three (3) years of employment, the employee's base salary shall be increased by six percent (6%) over the employee's base salary for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement by the last day of school in 2016, stating that he/she will retire on June 30, 2019. The employee's base salary-for the 2015-2016 school year were \$45,000.00. The employee's base salary-for the 2016-2017 school year will be \$47,700.00 (i.e.,  $\$45,000.00 \times 1.06 = \$47,700.00$ .) The employee's base salary for the 2017-2018 school year will be \$50,562.00 (i.e.,  $\$47,700.00 \times 1.06 = \$50,562.00$ ). The employee's base salary for the 2018-2019 school year will be \$53,595.72 (i.e.,  $\$50,562.00 \times 1.06 = \$53,595.72$ ).

### Four-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to the last day of school four (4) years prior to the year of retirement, the employee will be removed from the salary schedule; and for the final four (4) years of employment, the employee's base salary shall be increased by six percent (6%) over the employee's base salary for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement by the last day of school in 2016, stating that he/she will retire on June 30, 2020. The employee's TRS creditable earnings for the 2015-2016

school year were \$45,000.00. The employee's base salary for the 2016-2017 school year will be \$47,700.00 (i.e.,  $\$45,000.00 \times 1.06 = \$47,700.00$ .) The employee's base salary for the 2017-2018 school year will be \$50,562.00 (i.e.,  $\$47,700.00 \times 1.06 = \$50,562.00$ ). The employee's base salary for the 2018-2019 school year will be \$53,595.72 (i.e.,  $\$50,562.00 \times 1.06 = \$53,595.72$ ). The employee's base salary for the 2019-2020 school year will be \$56,811.46 (i.e.,  $\$53,595.72 \times 1.06 = \$56,811.46$ ).

### Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without consent of the employee.

If, after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year, the employee's TRS creditable earnings will be adjusted accordingly.

If legislation is enacted and/or TRS rules and regulations are adopted during the life of this agreement that result in a greater cost to the District than the costs generated by this agreement, the provisions relating to such benefits shall be reopened for negotiations.

In no event shall the District be obligated to pay any retirement incentive if such payment would subject the district to a penalty payable to TRS.

The Board may allow a teacher to rescind his/her letter of retirement, provided the teacher returns to the Board any nonexempt TRS creditable earnings paid to the teacher in excess of the amount the teacher would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

See Appendix A.

**E. Flexible Benefit Plan**

A flexible benefit plan, not exceeding an administrative cost of \$4.20 per month per employee will be made available providing there is at least 40 percent participation by the union membership. The reimbursable medical portion of the Flexible Benefit Plan will provide for a maximum contribution as determined by the Internal Revenue Service. The Dependent Care Plan will continue as provided by the Internal Revenue Service. The plan will continue to shelter employee medical insurance premiums.

**F. Salary Schedules 2015-2016 through 2018-2019**

See Appendix B.

When a teacher is five (5) or less years from retirement eligibility under Section 15-135 of the Illinois Pension Code, the teacher's nonexempt creditable earnings from employment in the District, irrespective of form and no matter how arising, and whether or not under this collective bargaining agreement, shall not exceed the amounts specified in the following paragraph.

No teacher's nonexempt credible TRS earnings from employment in the District shall increase from one school year to the next by more than six percent or be otherwise increased so as to create a liability on the part of the Board or District for any portion of a teacher's retirement annuity, or result in any District or Board-paid penalty or fee to TRS.

Prior to the first paycheck each school year, the administration will meet with individual who will be impacted by this clause.

**G. Extra Duty Schedule**

See Appendix C. The filling of any position on Appendix C is discretionary by the Board.

**H. National Board Certification**

Any teacher or who becomes recognized during their employment at District 310 and during the tenure of this contract, as a National Board Certified Teacher will receive a one-time stipend of one thousand dollars (\$1,000).

**I. Chaperone Duties**

Chaperone duties will be mandatory without additional pay; however, signups will be based upon seniority.

**J. Union Leave**

Should the Union send the President or his/her designees to local, state, or national conferences or on other business pertinent to Union affairs, their representatives shall be excused for no more than five (5) total days in a given school year without loss of salary or benefits, provided the Union reimburses the District for the cost of obtaining substitutes. A written notification for leave shall be submitted to the Superintendent by the President of the Union at least five (5) days prior to the requested date.

## ARTICLE VIII

### EFFECT OF AGREEMENT

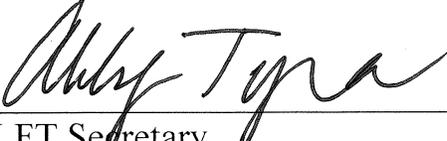
- A. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. All articles, sections, and clauses of the 2015 -2016 through 2018-2019 Agreement shall remain in full force and effect unless specifically stated as a part of this Agreement. The terms and conditions may be modified only through the written mutual consent of the parties. It is understood that the Board retains all rights, powers, and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement.
- B. Should a court of competent jurisdiction declare any article, section, or clause of this Agreement illegal, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.
- C. The Teachers' Union agrees not to strike or engage in any concerted action that would tend to disrupt the operation of Limestone Community High School District 310 during the length of this Agreement.
- D. When either party executes written notification to the other party prior to February 1 of the year this contract terminates that it wishes to renegotiate the Agreement, the Board negotiating team shall meet with the Federation team, no later than April 1, to receive the Union's proposal, and negotiations shall continue in an effort to reach an agreement. This Agreement shall become effective on August 16, 2015, and shall continue in effect until August 15, 2019. Negotiations shall begin no later than April 1, 2019.
- E. This Agreement is signed this 16<sup>th</sup> day of June, 2015.

FOR THE LIMESTONE  
FEDERATION OF TEACHERS

  
\_\_\_\_\_  
LFT President

FOR THE LIMESTONE DISTRICT  
BOARD OF EDUCATION

  
\_\_\_\_\_  
BOE President

  
\_\_\_\_\_  
LFT Secretary

  
\_\_\_\_\_  
BOE Secretary

In Witness Whereof:

  
\_\_\_\_\_  
Limestone Community High School #310  
Superintendent

## Appendix A

### Retirement Incentive Program

2015–2016    2016–2017    2017–2018    2018-2019

Appendix A

**REQUEST FOR LIMESTONE COMMUNITY HIGH SCHOOL  
RETIREMENT INCENTIVE**

Name of Employee: \_\_\_\_\_

Retirement Date: \_\_\_\_\_

(Must be last day of school term in which you plan to work)

I, hereby, announce my irrevocable resignation and retirement on the above stated date. With this letter I am requesting to participate in the LCHS Retirement Incentive Program for which I qualify.

\_\_\_\_\_  
Date Received by District

\_\_\_\_\_  
Date of Request

\_\_\_\_\_  
Signature of District Representative

\_\_\_\_\_  
Signature of Employee

## Appendix B

### Salary Schedules

2015–2016    2016–2017    2017–2018    2018-2019

## 2015-2016 Salary Schedule

0.50% increase on each cell

| <b>Experience</b> | <b>BS</b> | <b>BS + 15</b> | <b>MS</b> | <b>MS + 15</b> | <b>MS + 30</b> | <b>MS + 45</b> |
|-------------------|-----------|----------------|-----------|----------------|----------------|----------------|
| 0                 | \$44,310  | \$46,152       | \$47,589  | \$49,063       | \$50,578       | \$52,092       |
| 1                 | \$45,795  | \$47,193       | \$48,629  | \$50,104       | \$51,618       | \$53,130       |
| 2                 | \$46,835  | \$48,232       | \$49,669  | \$51,144       | \$52,658       | \$54,172       |
| 3                 | \$47,875  | \$49,273       | \$50,709  | \$52,186       | \$53,697       | \$55,212       |
| 4                 | \$48,915  | \$50,312       | \$51,750  | \$53,224       | \$54,738       | \$56,252       |
| 5                 | \$49,957  | \$51,353       | \$52,790  | \$54,265       | \$55,778       | \$57,292       |
| 6                 | \$50,996  | \$52,393       | \$53,831  | \$55,304       | \$56,819       | \$58,333       |
| 7                 | \$52,037  | \$53,434       | \$54,871  | \$56,345       | \$57,859       | \$59,372       |
| 8                 | \$53,077  | \$54,474       | \$55,910  | \$57,386       | \$58,899       | \$60,414       |
| 9                 | \$54,117  | \$55,515       | \$56,950  | \$58,427       | \$59,939       | \$61,454       |
| 10                | \$55,157  | \$56,554       | \$57,992  | \$59,466       | \$60,980       | \$62,494       |
| 11                | \$56,199  | \$57,596       | \$59,031  | \$60,507       | \$62,020       | \$63,534       |
| 12                | \$57,237  | \$58,635       | \$60,072  | \$61,546       | \$63,061       | \$64,575       |
| 13                | \$58,278  | \$59,676       | \$61,112  | \$62,587       | \$64,101       | \$65,614       |
| 14                | \$59,318  | \$60,716       | \$62,152  | \$63,628       | \$65,141       | \$66,656       |
| 15                |           | \$61,756       | \$63,192  | \$64,669       | \$66,180       | \$67,695       |
| 16                |           | \$62,795       | \$64,234  | \$65,708       | \$67,221       | \$68,735       |
| 17                |           |                | \$65,366  | \$66,842       | \$68,354       | \$69,869       |
| 18                |           |                | \$66,501  | \$67,974       | \$69,489       | \$71,002       |
| 19                |           |                | \$67,632  | \$69,108       | \$70,621       | \$72,136       |
| 20                |           |                | \$68,766  | \$70,241       | \$71,755       | \$73,270       |
| 21                |           |                | \$69,900  | \$71,375       | \$72,889       | \$74,402       |
| 22                |           |                | \$71,033  | \$72,508       | \$74,022       | \$75,537       |
| 23                |           |                |           | \$73,642       | \$75,154       | \$76,668       |
| 24                |           |                |           | \$74,774       | \$76,289       | \$77,803       |
| 25                |           |                |           |                | \$77,554       | \$79,067       |
| 26                |           |                |           |                | \$78,818       | \$80,488       |

## 2016-2017 Salary Schedule

0.50% increase on each cell

| <b>Experience</b> | <b>BS</b> | <b>BS + 15</b> | <b>MS</b> | <b>MS + 15</b> | <b>MS + 30</b> | <b>MS + 45</b> |
|-------------------|-----------|----------------|-----------|----------------|----------------|----------------|
| 0                 | \$44,532  | \$46,382       | \$47,827  | \$49,308       | \$50,831       | \$52,353       |
| 1                 | \$46,024  | \$47,429       | \$48,872  | \$50,355       | \$51,876       | \$53,396       |
| 2                 | \$47,069  | \$48,473       | \$49,917  | \$51,400       | \$52,921       | \$54,442       |
| 3                 | \$48,115  | \$49,520       | \$50,963  | \$52,447       | \$53,966       | \$55,488       |
| 4                 | \$49,160  | \$50,564       | \$52,009  | \$53,490       | \$55,012       | \$56,533       |
| 5                 | \$50,206  | \$51,610       | \$53,054  | \$54,536       | \$56,056       | \$57,578       |
| 6                 | \$51,251  | \$52,655       | \$54,100  | \$55,581       | \$57,103       | \$58,625       |
| 7                 | \$52,297  | \$53,701       | \$55,145  | \$56,627       | \$58,148       | \$59,669       |
| 8                 | \$53,342  | \$54,746       | \$56,190  | \$57,672       | \$59,194       | \$60,716       |
| 9                 | \$54,388  | \$55,793       | \$57,235  | \$58,719       | \$60,239       | \$61,761       |
| 10                | \$55,433  | \$56,837       | \$58,281  | \$59,763       | \$61,285       | \$62,806       |
| 11                | \$56,480  | \$57,884       | \$59,326  | \$60,810       | \$62,330       | \$63,852       |
| 12                | \$57,523  | \$58,928       | \$60,372  | \$61,854       | \$63,376       | \$64,898       |
| 13                | \$58,569  | \$59,974       | \$61,418  | \$62,900       | \$64,421       | \$65,943       |
| 14                | \$59,615  | \$61,020       | \$62,463  | \$63,946       | \$65,467       | \$66,989       |
| 15                |           | \$62,065       | \$63,508  | \$64,992       | \$66,511       | \$68,033       |
| 16                |           | \$63,109       | \$64,555  | \$66,036       | \$67,558       | \$69,079       |
| 17                |           |                | \$65,693  | \$67,176       | \$68,696       | \$70,218       |
| 18                |           |                | \$66,833  | \$68,314       | \$69,836       | \$71,357       |
| 19                |           |                | \$67,971  | \$69,453       | \$70,974       | \$72,497       |
| 20                |           |                | \$69,110  | \$70,593       | \$72,114       | \$73,636       |
| 21                |           |                | \$70,249  | \$71,732       | \$73,253       | \$74,774       |
| 22                |           |                | \$71,389  | \$72,870       | \$74,392       | \$75,914       |
| 23                |           |                |           | \$74,011       | \$75,530       | \$77,052       |
| 24                |           |                |           | \$75,148       | \$76,670       | \$78,192       |
| 25                |           |                |           |                | \$77,942       | \$79,463       |
| 26                |           |                |           |                | \$79,212       | \$80,891       |

## 2017-2018 Salary Schedule

0.00% increase on each cell

| <b>Experience</b> | <b>BS</b> | <b>BS + 15</b> | <b>MS</b> | <b>MS + 15</b> | <b>MS + 30</b> | <b>MS + 45</b> |
|-------------------|-----------|----------------|-----------|----------------|----------------|----------------|
| 0                 | \$44,532  | \$46,382       | \$47,827  | \$49,308       | \$50,831       | \$52,353       |
| 1                 | \$46,024  | \$47,429       | \$48,872  | \$50,355       | \$51,876       | \$53,396       |
| 2                 | \$47,069  | \$48,473       | \$49,917  | \$51,400       | \$52,921       | \$54,442       |
| 3                 | \$48,115  | \$49,520       | \$50,963  | \$52,447       | \$53,966       | \$55,488       |
| 4                 | \$49,160  | \$50,564       | \$52,009  | \$53,490       | \$55,012       | \$56,533       |
| 5                 | \$50,206  | \$51,610       | \$53,054  | \$54,536       | \$56,056       | \$57,578       |
| 6                 | \$51,251  | \$52,655       | \$54,100  | \$55,581       | \$57,103       | \$58,625       |
| 7                 | \$52,297  | \$53,701       | \$55,145  | \$56,627       | \$58,148       | \$59,669       |
| 8                 | \$53,342  | \$54,746       | \$56,190  | \$57,672       | \$59,194       | \$60,716       |
| 9                 | \$54,388  | \$55,793       | \$57,235  | \$58,719       | \$60,239       | \$61,761       |
| 10                | \$55,433  | \$56,837       | \$58,281  | \$59,763       | \$61,285       | \$62,806       |
| 11                | \$56,480  | \$57,884       | \$59,326  | \$60,810       | \$62,330       | \$63,852       |
| 12                | \$57,523  | \$58,928       | \$60,372  | \$61,854       | \$63,376       | \$64,898       |
| 13                | \$58,569  | \$59,974       | \$61,418  | \$62,900       | \$64,421       | \$65,943       |
| 14                | \$59,615  | \$61,020       | \$62,463  | \$63,946       | \$65,467       | \$66,989       |
| 15                |           | \$62,065       | \$63,508  | \$64,992       | \$66,511       | \$68,033       |
| 16                |           | \$63,109       | \$64,555  | \$66,036       | \$67,558       | \$69,079       |
| 17                |           |                | \$65,693  | \$67,176       | \$68,696       | \$70,218       |
| 18                |           |                | \$66,833  | \$68,314       | \$69,836       | \$71,357       |
| 19                |           |                | \$67,971  | \$69,453       | \$70,974       | \$72,497       |
| 20                |           |                | \$69,110  | \$70,593       | \$72,114       | \$73,636       |
| 21                |           |                | \$70,249  | \$71,732       | \$73,253       | \$74,774       |
| 22                |           |                | \$71,389  | \$72,870       | \$74,392       | \$75,914       |
| 23                |           |                |           | \$74,011       | \$75,530       | \$77,052       |
| 24                |           |                |           | \$75,148       | \$76,670       | \$78,192       |
| 25                |           |                |           |                | \$77,942       | \$79,463       |
| 26                |           |                |           |                | \$79,212       | \$80,891       |

Employees unable to advance vertically will receive an \$800 stipend, not added to the base.

## 2018-2019 Salary Schedule

0.00% increase on each cell

| <b>Experience</b> | <b>BS</b> | <b>BS + 15</b> | <b>MS</b> | <b>MS + 15</b> | <b>MS + 30</b> | <b>MS + 45</b> |
|-------------------|-----------|----------------|-----------|----------------|----------------|----------------|
| 0                 | \$44,532  | \$46,382       | \$47,827  | \$49,308       | \$50,831       | \$52,353       |
| 1                 | \$46,024  | \$47,429       | \$48,872  | \$50,355       | \$51,876       | \$53,396       |
| 2                 | \$47,069  | \$48,473       | \$49,917  | \$51,400       | \$52,921       | \$54,442       |
| 3                 | \$48,115  | \$49,520       | \$50,963  | \$52,447       | \$53,966       | \$55,488       |
| 4                 | \$49,160  | \$50,564       | \$52,009  | \$53,490       | \$55,012       | \$56,533       |
| 5                 | \$50,206  | \$51,610       | \$53,054  | \$54,536       | \$56,056       | \$57,578       |
| 6                 | \$51,251  | \$52,655       | \$54,100  | \$55,581       | \$57,103       | \$58,625       |
| 7                 | \$52,297  | \$53,701       | \$55,145  | \$56,627       | \$58,148       | \$59,669       |
| 8                 | \$53,342  | \$54,746       | \$56,190  | \$57,672       | \$59,194       | \$60,716       |
| 9                 | \$54,388  | \$55,793       | \$57,235  | \$58,719       | \$60,239       | \$61,761       |
| 10                | \$55,433  | \$56,837       | \$58,281  | \$59,763       | \$61,285       | \$62,806       |
| 11                | \$56,480  | \$57,884       | \$59,326  | \$60,810       | \$62,330       | \$63,852       |
| 12                | \$57,523  | \$58,928       | \$60,372  | \$61,854       | \$63,376       | \$64,898       |
| 13                | \$58,569  | \$59,974       | \$61,418  | \$62,900       | \$64,421       | \$65,943       |
| 14                | \$59,615  | \$61,020       | \$62,463  | \$63,946       | \$65,467       | \$66,989       |
| 15                |           | \$62,065       | \$63,508  | \$64,992       | \$66,511       | \$68,033       |
| 16                |           | \$63,109       | \$64,555  | \$66,036       | \$67,558       | \$69,079       |
| 17                |           |                | \$65,693  | \$67,176       | \$68,696       | \$70,218       |
| 18                |           |                | \$66,833  | \$68,314       | \$69,836       | \$71,357       |
| 19                |           |                | \$67,971  | \$69,453       | \$70,974       | \$72,497       |
| 20                |           |                | \$69,110  | \$70,593       | \$72,114       | \$73,636       |
| 21                |           |                | \$70,249  | \$71,732       | \$73,253       | \$74,774       |
| 22                |           |                | \$71,389  | \$72,870       | \$74,392       | \$75,914       |
| 23                |           |                |           | \$74,011       | \$75,530       | \$77,052       |
| 24                |           |                |           | \$75,148       | \$76,670       | \$78,192       |
| 25                |           |                |           |                | \$77,942       | \$79,463       |
| 26                |           |                |           |                | \$79,212       | \$80,891       |

Employees unable to advance vertically will receive an \$800 stipend, not added to the base.

## Appendix C

### Cocurricular Salary Schedules

2015–2016    2016–2017    2017–2018    2018-2019

## Co-curricular Salary Schedules 2015-2016 through 2018-2019

|                              | <b>Cocurricular<br/>Base</b> | <b>2015-2019<br/>\$41,353</b> |
|------------------------------|------------------------------|-------------------------------|
| Baseball, Head               | 23.00%                       | \$9,511.19                    |
| Baseball, Assistant          | 14.00%                       | \$5,789.42                    |
| Baseball, Assistant          | 14.00%                       | \$5,789.42                    |
| Baseball, Assistant          | 14.00%                       | \$5,789.42                    |
| Basketball, Boys' Head       | 23.00%                       | \$9,511.19                    |
| Basketball, Boys' Assistant  | 14.00%                       | \$5,789.42                    |
| Basketball, Boys' Assistant  | 14.00%                       | \$5,789.42                    |
| Basketball, Boys' Assistant  | 14.00%                       | \$5,789.42                    |
| Basketball, Girls' Head      | 23.00%                       | \$9,511.19                    |
| Basketball, Girls' Assistant | 14.00%                       | \$5,789.42                    |
| Basketball, Girls' Assistant | 14.00%                       | \$5,789.42                    |
| Basketball, Girls' Assistant | 14.00%                       | \$5,789.42                    |
| Bass Fishing                 | 5.00%                        | \$2,067.65                    |
| Cheerleading (both)          | 23.00%                       | \$9,511.19                    |
| Cross Country, Head          | 15.00%                       | \$6,202.95                    |
| Cross Country, Assistant     | 10.00%                       | \$4,135.30                    |
| Dance Team                   | 4.00%                        | \$1,654.12                    |
| Football, Head               | 23.00%                       | \$9,511.19                    |
| Football, Assistant          | 14.00%                       | \$5,789.42                    |
| Golf, Boys'                  | 15.00%                       | \$6,202.95                    |
| Golf, Girls'                 | 15.00%                       | \$6,202.95                    |
| Soccer, Boys' Head           | 15.00%                       | \$6,202.95                    |
| Soccer, Boys' Assistant      | 10.00%                       | \$4,135.30                    |
| Soccer, Boys' Assistant      | 10.00%                       | \$4,135.30                    |
| Soccer, Girls' Head          | 15.00%                       | \$6,202.95                    |
| Soccer, Girls' Assistant     | 10.00%                       | \$4,135.30                    |
| Soccer, Girls' Assistant     | 10.00%                       | \$4,135.30                    |
| Softball, Head               | 23.00%                       | \$9,511.19                    |
| Softball, Assistant          | 14.00%                       | \$5,789.42                    |
| Softball, Assistant          | 14.00%                       | \$5,789.42                    |
| Softball, Assistant          | 14.00%                       | \$5,789.42                    |

|                               | <b>Cocurricular<br/>Base</b> | <b>2015-2019<br/>\$41,353</b> |
|-------------------------------|------------------------------|-------------------------------|
| Tennis, Boys' Head            | 15.00%                       | \$6,202.95                    |
| Tennis, Boys' Assistant       | 10.00%                       | \$4,135.30                    |
| Tennis, Girls' Head           | 15.00%                       | \$6,202.95                    |
| Tennis, Girls' Assistant      | 10.00%                       | \$4,135.30                    |
| Track, Boys' Head             | 15.00%                       | \$6,202.95                    |
| Track, Boys' Assistant        | 10.00%                       | \$4,135.30                    |
| Track, Girls' Head            | 15.00%                       | \$6,202.95                    |
| Track, Girls' Assistant       | 10.00%                       | \$4,135.30                    |
| Volleyball, Head              | 15.00%                       | \$6,202.95                    |
| Volleyball, Assistant         | 10.00%                       | \$4,135.30                    |
| Volleyball, Assistant         | 10.00%                       | \$4,135.30                    |
| Volleyball, Assistant         | 10.00%                       | \$4,135.30                    |
| Wrestling, Head               | 18.00%                       | \$7,443.54                    |
| Wrestling, Assistant          | 11.00%                       | \$4,548.83                    |
| Wrestling, Assistant          | 11.00%                       | \$4,548.83                    |
| Auditorium Manager            | 4.50%                        | \$1,860.89                    |
| Band                          | 15.00%                       | \$6,202.95                    |
| Band, Color Guard             | 6.00%                        | \$2,481.18                    |
| Band, Color Guard Band Camp   | SET                          | \$1,000.00                    |
| Band, Jazz                    | 4.50%                        | \$1,860.89                    |
| Band, Marching Assistant      | 4.50%                        | \$1,860.89                    |
| Band, Winter Guard            | 4.00%                        | \$1,654.12                    |
| Class Sponsor, Senior         | 4.00%                        | \$1,654.12                    |
| Class Sponsor, Junior         | 4.00%                        | \$1,654.12                    |
| Class Sponsor, Prom Coord     | 4.00%                        | \$1,654.12                    |
| Class Sponsor, Sophomore      | 4.00%                        | \$1,654.12                    |
| Class Sponsor, Freshman       | 4.00%                        | \$1,654.12                    |
| Fall Play                     | 6.00%                        | \$2,481.18                    |
| FIRST Robotics                | 10.00%                       | \$4,135.30                    |
| Key Club                      | 10.00%                       | \$4,135.30                    |
| Mid-Illini Coach, Art         | 1.50%                        | \$620.30                      |
| Mid-Illini Coach, Auto        | 1.50%                        | \$620.30                      |
| Mid-Illini Coach, Business    | 1.50%                        | \$620.30                      |
| Mid-Illini Coach, Welding     | 4.00%                        | \$1,654.12                    |
| Music, Madrigal Head          | 11.00%                       | \$4,548.83                    |
| Music, Madrigal Assistant     | 4.00%                        | \$1,654.12                    |
| Music, Madrigal Business Mgr. | 4.00%                        | \$1,654.12                    |
| Music, Vocal                  | 12.00%                       | \$4,962.36                    |

|                                   | <b>Cocurricular</b> | <b>2015-2019</b> |
|-----------------------------------|---------------------|------------------|
|                                   | <b>Base</b>         | <b>\$41,353</b>  |
| Musical, Co-Directors             | 15.50%              | \$6,409.72       |
| Musical, Assistant Director       | 4.50%               | \$1,860.89       |
| National Honor Society            | 1.50%               | \$620.30         |
| Newspaper                         | 9.00%               | \$3,721.77       |
| Public Relations                  | 9.00%               | \$3,721.77       |
| Rocket One TV                     | 9.00%               | \$3,721.77       |
| Scholastic Bowl                   | 20.00%              | \$8,270.60       |
| Set Construction                  | 4.50%               | \$1,860.89       |
| Speech, 2% per event              | 28.00%              | \$11,578.84      |
| Speech, Head                      | 3.00%               | \$1,240.59       |
| Student Council, Head             | 5.00%               | \$2,067.65       |
| Student Council, Assistant        | 5.00%               | \$2,067.65       |
| Yearbook                          | 11.00%              | \$4,548.83       |
| <br>                              |                     |                  |
| Athletic Game Workers (per event) | SET                 | \$40.00          |
| Behind the Wheel (hourly)         | SET                 | \$30.00          |
| Credit Recovery (hourly)          | SET                 | \$35.00          |
| Detention Hall (hourly)           | SET                 | \$25.00          |
| Home/Hospital Tutor (hourly)      | SET                 | \$35.00          |
| Internal Substitute (per period)  | SET                 | \$27.00          |
| Lead Teacher                      | SET                 | \$750.00         |