

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

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

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 licensed 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-licensed 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.
 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-half 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.

11. Unused personal days will be forfeited upon separation from employment.

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, step-parents, spouse, brothers, sisters, step/half-siblings, children, step-children, grandparents, grandparents-in-law, 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 15 days per year

30+ years TRS Credible Service 20 days per year

Teachers may take sick leave in one-half class period increments.

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 15th and August 30th 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.

D. Bereavement

Each teacher shall be given three (3) days per school year with pay for bereavement purposes of an immediate family defined as parents, step-parents, spouse, brothers, sisters, step/half-siblings, children, step-children, grandparents, grandparents-in-law, 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.

If any of the allotted bereavement days are not used, they shall not carry over year-to-year.

Personal or sick days shall be used if these three (3) bereavement days are exhausted.

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 payday of each school year will be August 15 for teachers assigned to the Juvenile Detention Center building and August 30 for teachers assigned to the Limestone Community High School building. The last payday for each school year will be July 30 for teachers assigned to the Juvenile Detention Center building and August 15 for teachers assigned to the Limestone Community High School building.

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.

A faculty handbook committee will be formed on an annual basis consisting of two (2) bargaining unit members and two (2) administrators who shall convene no later than February 1, at the union's invitation, research and make recommendations to update the faculty handbook.

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. Teacher Discipline

When appropriate, discipline shall be progressive and corrective in nature. No employees shall be confronted or disciplined in the presence of other employees, students, or the public, when possible. Progressive and corrective discipline shall include:

- A. Documented verbal warning(s) or reprimand(s) with copies of the documentation given to the Employee and placed in the Employee's personnel file;
- B. Written warning(s) or reprimand(s) with copies of the warning given to the affected Employee and placed in the Employee's personnel file; and
- C. Suspension with or without pay in compliance with current Board of Education policy.

A higher level of discipline including termination may be imposed for serious misconduct. Serious misconduct includes but is not limited to: theft, insubordination, physical violence in the workplace, sexual misconduct in the workplace, possession of firearms, weapons, illegal drugs or alcohol in the workplace or being convicted of a felony.

J. Union Security

- A. Dues Deduction – The professional dues of Bargaining Unit Members may be deducted by the Payroll Department in accordance with the following stipulation:

Payroll deductions shall be available to members of any teacher organization which desires dues deductions, providing the following requirements are fulfilled:

- 1. The Bargaining Unit Member shall give written consent for such deduction on a dues deduction authorization form supplied by the teacher organization to the Payroll Department at least 7 days prior to the date of the first annual scheduled payroll deduction. Written consent for dues deductions at a time subsequent to the first annual scheduled payroll deductions shall be at least 7 days prior to the date of any subsequent deduction date. This authorization shall remain in effect from year to year until cancelled by the participating Bargaining Unit

Member in accordance with the procedures contained on the dues authorization form presented to the Payroll Department, or as otherwise allowed by law. The payroll department shall be informed by the organization(s) involved of the amount to be deducted for the affected year.

2. The Bargaining Unit Member shall indicate which organization or organizations for which he/she wishes to have dues deducted.
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- B. Number of Deductions – The dues shall be deducted in an equal amount from the successive payroll checks remaining in the school year and ending with the eighteenth payroll check for that school year.
 - C. Responsibility – Each organization shall be responsible that the dollar amount to be deducted for each applicant is the accurate figure reported for their respective organizations. Each organization agrees to indemnify the Board of Education from claims arising from organizations using funds for political activities.
 - D. Voluntary Membership – The Bargaining Unit Member shall be entirely free to join or to abstain from joining any of the organizations.
 - E. Payment – Payment shall be made to the organizations following each pay period in which deduction is in effect.
 - F. As provided in prior Agreements between the parties the Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of or by reason of action taken by the Board for the purposes of complying with the Fair Share provisions of these prior Agreements, or in reliance on any list, notice, certification, affidavit, or assignment furnished by the Union under any such provisions.

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 consecutive school days) shall be paid at his/her daily rate of pay on a per class basis.

Guidance Counselors may be assigned by the administration to substitute internally for an absent teacher for one period a day without compensation. Additional hours of substitution shall be paid at the Certified Bargaining Agreements internal substitution rate.

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 shall be made after the teacher returns to employment in the District for at least one semester. The teacher must remain employed by the District for an additional semester following

receipt of the last reimbursement or shall repay the District that last reimbursement.

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 15th, 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 1st.

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.
15. In an instance where the District requests an employee to get additional certification, the District shall pay full tuition for the course(s), and the District shall post the opportunity in the Business Office window. If additional coursework is graduate credit/coursework, it shall count on the salary schedule beyond the Master's level of the salary schedule. The teacher must remain employed by the District for two years following completion of coursework or shall repay the District the full cost of the tuition paid.

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 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.

The Board may implement and offer voluntary wellness incentives, which may reduce premiums, deductibles, or other costs for participating employees.

Employees who have resigned from the District and fulfilled their teaching contract to the District shall have the choice to remain on the insurance for the duration of the school year and up to one day before the start of the next school year or receive a lump sum payout equaling the cost of the District's portion of the premiums for that time period.

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 (35) 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, 2019.)

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 2020, stating that he/she will retire on June 30, 2022. The employee's base salary for the 2019-2020 school year was \$45,000.00. The employee's base salary-for the 2020-2021 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 2021-2022 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 2020, stating that he/she will retire on June 30, 2023. The employee's base salary-for the 2019-2020 school year was \$45,000.00. The employee's base salary-for the 2020-2021 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 2021-2022 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 2022-2023 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 2020, stating that he/she will retire on June 30, 2024. The employee's TRS creditable earnings for the 2019-2020 school year was \$45,000.00. The employee's base salary for the 2020-2021 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 2021-2022 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 2022-2023 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 2023-2024 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 \$7.00 per month per employee will be made available. 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 2019-2020 through 2022-2023

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

One chaperone duty 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

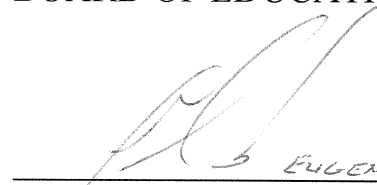
- A. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. All articles, sections, and clauses of the 2019-2020 through 2022-2023 Agreement shall remain in full force and effect unless specifically stated as a part of this Agreement. The 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, 2019 and shall continue in effect until August 15, 2023. Negotiations shall begin no later than April 1, 2023.
- E. This Agreement is signed this 18th day of July, 2019.

FOR THE LIMESTONE
FEDERATION OF TEACHERS

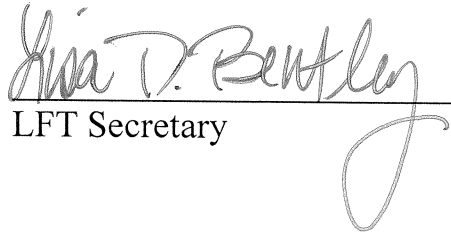


LFT President

FOR THE LIMESTONE DISTRICT
BOARD OF EDUCATION



EUGENE SANDERS
BOE President




LFT Secretary



BOE Secretary

In Witness Whereof:



Limestone Community High School #310
Superintendent

Appendix A

Retirement Incentive Program

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

2019-2020	2020-2021	2021-2022	2022-2023
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2019-2020 Salary Schedule

1.60% increase on each cell

Experience	BS	BS + 15	MS	MS + 15	MS + 30	MS + 45
0	\$45,245	\$47,124	\$48,592	\$50,097	\$51,644	\$53,190
1	\$46,760	\$48,188	\$49,654	\$51,160	\$52,706	\$54,250
2	\$47,822	\$49,249	\$50,716	\$52,223	\$53,768	\$55,313
3	\$48,884	\$50,312	\$51,778	\$53,286	\$54,829	\$56,376
4	\$49,946	\$51,373	\$52,841	\$54,346	\$55,892	\$57,438
5	\$51,010	\$52,436	\$53,902	\$55,409	\$56,953	\$58,500
6	\$52,071	\$53,497	\$54,966	\$56,470	\$58,016	\$59,563
7	\$53,134	\$54,560	\$56,028	\$57,533	\$59,079	\$60,624
8	\$54,196	\$55,622	\$57,089	\$58,595	\$60,141	\$61,687
9	\$55,258	\$56,685	\$58,151	\$59,658	\$61,203	\$62,749
10	\$56,320	\$57,747	\$59,214	\$60,719	\$62,266	\$63,811
11	\$57,383	\$58,810	\$60,275	\$61,783	\$63,327	\$64,873
12	\$58,443	\$59,871	\$61,338	\$62,844	\$64,390	\$65,937
13	\$59,506	\$60,934	\$62,400	\$63,907	\$65,452	\$66,998
14	\$60,569	\$61,996	\$63,462	\$64,969	\$66,514	\$68,061
15		\$63,058	\$64,524	\$66,032	\$67,575	\$69,122
16		\$64,119	\$65,588	\$67,093	\$68,638	\$70,184
17			\$66,744	\$68,251	\$69,795	\$71,341
18			\$67,903	\$69,407	\$70,954	\$72,499
19			\$69,058	\$70,565	\$72,110	\$73,657
20			\$70,216	\$71,722	\$73,268	\$74,814
21			\$71,373	\$72,880	\$74,425	\$75,971
22			\$72,531	\$74,036	\$75,583	\$77,129
23				\$75,195	\$76,738	\$78,285
24				\$76,350	\$77,897	\$79,443
25					\$79,189	\$80,734
26					\$80,480	\$82,185

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

2020-2021 Salary Schedule

1.60% increase on each cell

Experience	BS	BS + 15	MS	MS + 15	MS + 30	MS + 45
0	\$45,968	\$47,878	\$49,369	\$50,899	\$52,470	\$54,041
1	\$47,508	\$48,959	\$50,448	\$51,979	\$53,549	\$55,118
2	\$48,587	\$50,037	\$51,528	\$53,058	\$54,628	\$56,198
3	\$49,667	\$51,117	\$52,607	\$54,138	\$55,706	\$57,278
4	\$50,746	\$52,195	\$53,687	\$55,215	\$56,786	\$58,357
5	\$51,826	\$53,275	\$54,765	\$56,295	\$57,865	\$59,436
6	\$52,904	\$54,353	\$55,845	\$57,373	\$58,945	\$60,516
7	\$53,984	\$55,433	\$56,924	\$58,454	\$60,024	\$61,594
8	\$55,063	\$56,512	\$58,002	\$59,533	\$61,103	\$62,674
9	\$56,142	\$57,592	\$59,081	\$60,613	\$62,182	\$63,753
10	\$57,221	\$58,670	\$60,161	\$61,691	\$63,262	\$64,832
11	\$58,301	\$59,751	\$61,239	\$62,771	\$64,340	\$65,911
12	\$59,378	\$60,829	\$62,320	\$63,849	\$65,420	\$66,992
13	\$60,459	\$61,909	\$63,399	\$64,929	\$66,499	\$68,070
14	\$61,538	\$62,988	\$64,478	\$66,008	\$67,578	\$69,150
15		\$64,067	\$65,557	\$67,088	\$68,657	\$70,228
16		\$65,145	\$66,637	\$68,167	\$69,737	\$71,307
17			\$67,812	\$69,343	\$70,912	\$72,483
18			\$68,989	\$70,518	\$72,089	\$73,659
19			\$70,163	\$71,694	\$73,264	\$74,835
20			\$71,339	\$72,870	\$74,440	\$76,011
21			\$72,515	\$74,046	\$75,616	\$77,186
22			\$73,691	\$75,221	\$76,792	\$78,363
23				\$76,398	\$77,966	\$79,537
24				\$77,572	\$79,143	\$80,714
25					\$80,456	\$82,026
26					\$81,767	\$83,500

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

2021-2022 Salary Schedule

1.10% increase on each cell

Experience	BS	BS + 15	MS	MS + 15	MS + 30	MS + 45
0	\$46,474	\$48,405	\$49,912	\$51,459	\$53,047	\$54,636
1	\$48,031	\$49,497	\$51,003	\$52,551	\$54,138	\$55,725
2	\$49,122	\$50,587	\$52,094	\$53,642	\$55,229	\$56,817
3	\$50,213	\$51,679	\$53,185	\$54,734	\$56,319	\$57,908
4	\$51,304	\$52,769	\$54,277	\$55,823	\$57,411	\$58,999
5	\$52,396	\$53,861	\$55,367	\$56,915	\$58,501	\$60,090
6	\$53,486	\$54,951	\$56,459	\$58,005	\$59,593	\$61,182
7	\$54,578	\$56,043	\$57,550	\$59,097	\$60,684	\$62,271
8	\$55,669	\$57,134	\$58,640	\$60,188	\$61,775	\$63,363
9	\$56,760	\$58,226	\$59,731	\$61,280	\$62,866	\$64,454
10	\$57,851	\$59,316	\$60,823	\$62,370	\$63,958	\$65,545
11	\$58,943	\$60,408	\$61,913	\$63,462	\$65,048	\$66,636
12	\$60,032	\$61,498	\$63,005	\$64,551	\$66,140	\$67,728
13	\$61,124	\$62,590	\$64,096	\$65,643	\$67,231	\$68,818
14	\$62,215	\$63,681	\$65,187	\$66,734	\$68,322	\$69,910
15		\$64,772	\$66,278	\$67,826	\$69,412	\$71,000
16		\$65,862	\$67,370	\$68,916	\$70,504	\$72,091
17			\$68,558	\$70,105	\$71,692	\$73,280
18			\$69,748	\$71,293	\$72,882	\$74,469
19			\$70,935	\$72,482	\$74,070	\$75,658
20			\$72,124	\$73,671	\$75,259	\$76,847
21			\$73,313	\$74,860	\$76,448	\$78,035
22			\$74,502	\$76,048	\$77,637	\$79,225
23				\$77,238	\$78,824	\$80,412
24				\$78,425	\$80,014	\$81,602
25					\$81,341	\$82,928
26					\$82,667	\$84,419

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

2022-2023 Salary Schedule

1.10% increase on each cell

Experience	BS	BS + 15	MS	MS + 15	MS + 30	MS + 45
0	\$46,985	\$48,938	\$50,462	\$52,025	\$53,631	\$55,237
1	\$48,559	\$50,042	\$51,564	\$53,129	\$54,734	\$56,338
2	\$49,662	\$51,144	\$52,667	\$54,232	\$55,837	\$57,442
3	\$50,765	\$52,248	\$53,770	\$55,336	\$56,939	\$58,545
4	\$51,868	\$53,349	\$54,874	\$56,437	\$58,043	\$59,648
5	\$52,972	\$54,453	\$55,976	\$57,541	\$59,145	\$60,751
6	\$54,074	\$55,555	\$57,080	\$58,643	\$60,249	\$61,855
7	\$55,178	\$56,659	\$58,183	\$59,747	\$61,352	\$62,956
8	\$56,281	\$57,762	\$59,285	\$60,850	\$62,455	\$64,060
9	\$57,384	\$58,866	\$60,388	\$61,954	\$63,557	\$65,163
10	\$58,487	\$59,968	\$61,492	\$63,056	\$64,662	\$66,266
11	\$59,591	\$61,072	\$62,594	\$64,160	\$65,763	\$67,369
12	\$60,692	\$62,174	\$63,698	\$65,261	\$66,867	\$68,473
13	\$61,796	\$63,278	\$64,801	\$66,366	\$67,970	\$69,575
14	\$62,899	\$64,381	\$65,904	\$67,468	\$69,073	\$70,679
15		\$65,484	\$67,007	\$68,573	\$70,175	\$71,781
16		\$66,586	\$68,111	\$69,674	\$71,279	\$72,884
17			\$69,312	\$70,877	\$72,480	\$74,086
18			\$70,515	\$72,078	\$73,683	\$75,288
19			\$71,715	\$73,280	\$74,884	\$76,490
20			\$72,917	\$74,482	\$76,087	\$77,693
21			\$74,119	\$75,684	\$77,289	\$78,894
22			\$75,321	\$76,885	\$78,491	\$80,097
23				\$78,088	\$79,691	\$81,297
24				\$79,288	\$80,894	\$82,500
25					\$82,235	\$83,840
26					\$83,576	\$85,347

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

Appendix C

Cocurricular Salary Schedules

2019-2020	2020-2021	2021-2022	2022-2023
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Co-curricular Salary Schedules 2019-2020 through 2022-2023

	Cocurricular Base	2019-2023 \$43,007.12
* Baseball, Head	23.00%	\$9,891.64
* Baseball, Assistant	14.00%	\$6,021.00
* Baseball, Assistant	14.00%	\$6,021.00
* Baseball, Assistant	14.00%	\$6,021.00
* Basketball, Boys' Head	23.00%	\$9,891.64
* Basketball, Boys' Assistant	14.00%	\$6,021.00
* Basketball, Boys' Assistant	14.00%	\$6,021.00
* Basketball, Boys' Assistant	14.00%	\$6,021.00
* Basketball, Girls' Head	23.00%	\$9,891.64
* Basketball, Girls' Assistant	14.00%	\$6,021.00
* Basketball, Girls' Assistant	14.00%	\$6,021.00
* Basketball, Girls' Assistant	14.00%	\$6,021.00
* Bass Fishing	5.00%	\$2,150.36
* Cheerleading (both)	23.00%	\$9,891.64
* Chess	4.00%	\$1,720.28
* Cross Country, Head	15.00%	\$6,451.07
* Cross Country, Assistant	10.00%	\$4,300.71
* Dance Team	4.50%	\$1,935.32
* Football, Head	23.00%	\$9,891.64
* Football, Assistant	14.00%	\$6,021.00
* Football, Assistant	14.00%	\$6,021.00
* Football, Assistant	14.00%	\$6,021.00
* Football, Assistant	14.00%	\$6,021.00
* Football, Assistant	14.00%	\$6,021.00
* Football, Assistant	14.00%	\$6,021.00
* Football, Assistant	14.00%	\$6,021.00
* Golf, Boys'	15.00%	\$6,451.07
* Golf, Girls'	15.00%	\$6,451.07
* Soccer, Boys' Head	15.00%	\$6,451.07
* Soccer, Boys' Assistant	10.00%	\$4,300.71
* Soccer, Boys' Assistant	10.00%	\$4,300.71
* Soccer, Girls' Head	15.00%	\$6,451.07
* Soccer, Girls' Assistant	10.00%	\$4,300.71
* Soccer, Girls' Assistant	10.00%	\$4,300.71
* Softball, Head	23.00%	\$9,891.64
* Softball, Assistant	14.00%	\$6,021.00

* Softball, Assistant	14.00%	\$6,021.00
* Softball, Assistant	14.00%	\$6,021.00
* Tennis, Boys' Head	15.00%	\$6,451.07
* Tennis, Boys' Assistant	10.00%	\$4,300.71
* Tennis, Girls' Head	15.00%	\$6,451.07
* Tennis, Girls' Assistant	10.00%	\$4,300.71
* Track, Boys' Head	15.00%	\$6,451.07
* Track, Boys' Assistant	10.00%	\$4,300.71
* Track, Girls' Head	15.00%	\$6,451.07
* Track, Girls' Assistant	10.00%	\$4,300.71
Unified Coach, Head	3.50%	\$1,505.25
Unified Coach, Head	3.50%	\$1,505.25
* Volleyball, Head	18.00%	\$7,741.28
* Volleyball, Assistant	11.00%	\$4,730.78
* Volleyball, Assistant	11.00%	\$4,730.78
* Volleyball, Assistant	11.00%	\$4,730.78
* Wrestling, Head	18.00%	\$7,741.28
* Wrestling, Assistant	11.00%	\$4,730.78
* Wrestling, Assistant	11.00%	\$4,730.78
* Auditorium Manager	4.50%	\$1,935.32
Band	15.00%	\$6,451.07
* Band, Color Guard	6.00%	\$2,580.43
Band, Color Guard Band Camp	SET	\$1,000.00
Band, Jazz	4.50%	\$1,935.32
Band, Marching Assistant	4.50%	\$1,935.32
* Band, Winter Guard	4.00%	\$1,720.28
* Class Sponsor, Senior	4.00%	\$1,720.28
* Class Sponsor, Junior	4.00%	\$1,720.28
* Class Sponsor, Prom Coord	4.00%	\$1,720.28
* Class Sponsor, Sophomore	4.00%	\$1,720.28
* Class Sponsor, Freshman	4.00%	\$1,720.28
* Fall Play	6.00%	\$2,580.43
* FIRST Robotics	10.00%	\$4,300.71
* Key Club	10.00%	\$4,300.71
Lead Teacher (8 teachers)	SET	\$6,000.00
Mid-Illini Coach, Art	1.50%	\$645.11
Mid-Illini Coach, Auto	1.50%	\$645.11
Mid-Illini Coach, Business	1.50%	\$645.11
Mid-Illini Coach, Welding	4.00%	\$1,720.28
Music, Madrigal Head	11.00%	\$4,730.78
Music, Madrigal Assistant	4.00%	\$1,720.28

* Music, Madrigal/ATJ Food Director	4.00%	\$1,720.28
* Music, Madrigal Business Mgr.	4.00%	\$1,720.28
Music, Vocal	12.00%	\$5,160.85
* Musical, Co-Directors	15.50%	\$6,666.10
* Musical, Assistant Director	4.50%	\$1,935.32
* National Honor Society	1.50%	\$645.11
Newspaper	9.00%	\$3,870.64
* Public Relations	9.00%	\$3,870.64
Rocket One TV	9.00%	\$3,870.64
* Scholastic Bowl	20.00%	\$8,601.42
* Set Construction	4.50%	\$1,935.32
* Speech, 2% per event	28.00%	\$12,041.99
* Speech, Head	3.00%	\$1,290.21
Student Council, Head	7.50%	\$3,225.53
Student Council, Assistant	7.50%	\$3,225.53
Super Mileage Car Sponsor	1.50%	\$645.11
Yearbook	11.00%	\$4,730.78
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	\$30.00
Home/Hospital Tutor (hourly)	SET	\$35.00
Internal Substitute (per period)	SET	\$30.00
AM Supervision (per day)	SET	\$27.00
Head Guidance Counselor	SET	\$2,500.00

After three consecutive years of service at LCHS in a position denoted with (*), an employee shall receive a compounded longevity bonus of \$100 each year thereafter up to a maximum of \$500. In no event shall the District be obligated to pay any longevity bonus if such payment would subject the district to a penalty payable to TRS.