

AGREEMENT BETWEEN

THE BOARD OF EDUCATION

RIVERTON COMMUNITY UNIT SCHOOL DISTRICT #14

AND

THE RIVERTON EDUCATION ASSOCIATION

2018-2019, 2019-2020, 2020-2021

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ARTICLE I - RECOGNITION

1.1 Association Bargaining Unit

The Riverton Board of Education, District #14 (hereinafter referred to as the "Board"), recognizes the Riverton Education Association, affiliated with the IEA/NEA (hereinafter referred to as the "Association"), as the exclusive and sole negotiation agent for the bargaining unit which shall be comprised of all full-time and part-time regular certified teachers, counselors, librarians, and school nurses (hereinafter referred to as "teachers"). It is expressly understood that the Superintendent, Building Principals, administrative assistants, athletic director, substitutes, and other individuals employed on a day-to-day basis are excluded from the bargaining unit. Bargaining unit members, working on other than a full-time basis, shall be provided all benefits and conditions specified in this Agreement on a prorata basis.

ARTICLE II - NEGOTIATIONS PROCEDURES

2.1 Representation Rights

The Board agrees not to bargain with any other teachers' organization other than the Association, which is affiliated with the IEA/NEA, for the duration of the Agreement.

2.2 Bargaining Successor Agreement (First Meeting)

Bargaining for a successor agreement shall commence no later than May 15 (during the final year of a multi-year contract).

ARTICLE III - LEAVES OF ABSENCE

3.1 Sick Leave

Each teacher shall be granted sick leave in the following manner:

Teachers with 0-8 years experience in the District - 12 days per year

Teachers with more than 8 years but few than 18 years' experience in the District - 14 days per year

Teachers with 18 or more years' experience in the District - 15 days per year

Unused sick leave shall accumulate to three hundred forty (340) days.

Each teacher may use up to two (2) days per year of sick leave as personal leave. If a teacher did not use both personal days the previous year, the teacher will have three (3) personal days the following year. Three (3) days is the maximum. A teacher shall give at least twenty-four (24) hours' notice of intention to use such leave except in case of an emergency. No such day will be used on the first or last day of the school year. No such day shall be used on a parent-teacher conference day. However, District teachers who are enrolled in an approved Masters or Doctorate program or completing an additional education endorsement and/or another teaching certificate shall be allowed to use personal leave for completion of courses that are scheduled during the last week of the school year. No more than six (6) members of the bargaining unit shall be allowed to use personal leave on any one day. No more than three (3) members of the bargaining unit may use personal leave on days before or after the same holiday period.

3.2 Sick Leave Bank

The purpose of the Sick Leave Bank shall be to provide extended paid sick leave for employees who have exhausted their personally accumulated sick leave and due to personal serious illness or disability as determined by a physician, are unable to return to work. Short-term illnesses (such as maternity disability) are not subject to the use of the following Sick Leave Bank provisions.

Participation in the Sick Leave Bank shall be voluntary. Each employee shall be given an application form at the beginning of each school year. An employee desiring to participate shall sign the application, return it to his/her building representative and will contribute one (1) day of his/her accumulated sick leave. Each year thereafter, each employee will donate one (1) day to the Bank. Any days transferred by the employee shall remain in the Sick Leave Bank. The Board of Education shall not be liable for any days transferred and shall not contribute any days to the Sick Leave Bank. The total number of days to accumulate in the Bank will not exceed two hundred (200). Once the total maximum of days has been reached, the Bank will be closed for membership, except any new employee who was not given an opportunity to donate shall be allowed to donate one (1) day. If it becomes necessary to seek additional days to maintain the

Bank at its maximum level of two hundred (200) days, additional days will be deducted from employees' personal accumulations on a rotating basis. The Sick Leave Bank Committee will conduct the random selection to determine who will transfer personal accumulated sick leave to the Sick Leave Bank.

Only members of the Sick Leave Bank shall be allowed to withdraw days from the Bank. In order to remain an active member, an employee must contribute to the Bank when asked by the Sick Leave Bank Committee. Once an employee withdraws from the Bank or elects not to seek membership, he/she shall not be eligible to participate in the Sick Leave Bank. No member shall be allowed to draw more than twenty (20) days during one (1) school year.

The balance of days accumulated at the end of one (1) school year shall carry over to the following year. Should the total number of days withdrawn from the Bank equal the balance at any time, the Bank will cease operations until it can be replenished at the start of the next school year.

A committee consisting of two (2) members selected by the Association and two (2) members of the administration will be selected to govern the use of the Sick Leave Bank. A teacher will be entitled to draw from the Bank, provided the employee has exhausted his/her personally accumulated sick leave and personal leave days and has made written application to the Committee for withdrawal of days from the Bank. Should the employee be unable to make application, his/her designee may do so on his/her behalf. The application shall state the reason for the inability to return to work, along with a physician's statement specifying the nature of the employee's illness. The application shall also state the number of days requested to be used from the Bank. Before granting the request, the Committee must elicit affirmative answers to the following:

- A. Is the employee listed as a current member of the Sick Leave Bank?
- B. Has the employee exhausted his/her personally accumulated sick leave and personal leave?
- C. Is the absence from work due to a personal serious illness? (This program would not be used for short-term illnesses.)

3.3 **Conference Leaves**

Each teacher may request professional days for the purpose of attending professional conferences. Such requests shall be considered on a case-by-case basis by the District and granted or denied in accordance with the District's discretion.

3.4 **General Leaves of Absence**

The Board may grant any full-time tenured teacher a non-paid leave of absence. Leaves may be granted for either one (1) or two (2) semesters. Requests for leaves shall be presented to the Board at least ninety (90) calendar days prior to the beginning of the semester for which the leave is requested.

A teacher on leave of absence must inform the Superintendent in writing of his/her desire to return to work at least ninety (90) calendar days prior to the return date. If the return date is the beginning of the next school year, such written notification must be made prior to March 1.

3.5 **Bereavement Leave**

Each teacher shall be allowed three (3) days of bereavement leave in the event of the death in the teacher's immediate family. Bereavement days shall not be deducted from the teacher's sick leave. The immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. Days needed in addition to the bereavement days shall be charged to sick leave.

Sick leave may be used in the event of the death of a non-family member even at such times as the limitations for personal leave set forth in 3.1 above are exceeded.

3.6 **Other Leaves of Absence**

With respect to other leaves of absences, the District shall comply with the Federal *Family Medical Leave Act* ("FMLA") and the relevant provisions of the Illinois *School Code* (including leaves for birth, adoption or placement for adoption). Any teacher eligible for an FMLA leave may, at his or her discretion, opt to use or not use his or her accumulated sick days during the FMLA leave. In order to be able to opt to use sick days, however, the reason for the leave must be consistent with the reasons that permit a teacher to use sick leave (illness, disability, adoption, recovery from birth).

3.7 **Jury Service Leave**

An employee serving on a jury or an employee who is subpoenaed to appear in a matter in which said employee is not a party or party of interest, during his/her scheduled working hours, shall receive his/her full salary for the time served on the jury or subpoena to appear in court, surrendering to the employer all payments for non-duty days.

3.8 Association Leave

In the event that the Association desires to send a representative to state, national or regional conventions, the representative shall be excused without loss of salary, providing the Association reimburses the District for the cost of the substitute. The Association shall be limited to a maximum of **ten (10)** days per school year. No more than three (3) employees per day shall be excused for said leave.

3.9 Perfect Attendance

Any teacher who does not use any sick leave and personal leave days in any given school year shall be given a one hundred dollar (\$100.00) cash payment (TRS creditable).

ARTICLE IV - TEACHER FILES

4.1 Personnel Files

All employees covered by this Agreement shall have the right to inspect their entire official personnel file with the exception of pre-employment recommendations. All employees shall have the right to include in their official personnel file any objections to information contained therein in writing. Copies of any material placed in an employee's personnel file shall be provided to the employee.

4.2 Teacher Evaluation

Teacher evaluations shall follow the procedures outlined in the District's Performance Evaluation Plan for Certified Staff that is developed by the PERA Joint Committee. The REA President or designee will be a member of the PERA Joint Committee. A copy (electronic or paper) of the Performance Evaluation Plan for Certified Staff shall be provided to each teacher by his or her respective building administrator by the start of each school year. The teacher's individual evaluation (including the evaluator's assessment, judgments and ratings) are not grievable. However, the parties further agree that all procedural aspects of the evaluation plan are grievable.

ARTICLE V - SCHOOL DAY AND SCHOOL YEAR

5.1 School Day

Teachers' instructional days shall not exceed seven (7) hours and five (5) minutes, exclusive of lunch periods. This limitation of their instructional day shall not be defined to include meetings, conferences, grading of papers, planning preparation, coaching sponsorships, chaperoning, or other assigned or unassigned duties before or after the instructional day. On Fridays, teachers will be allowed to leave the building ten (10) minutes after the final dismissal bell of the regular school day.

5.2 Overload Pay

Any teacher gives up their Preparation period to accept an additional teaching assignment shall be compensated at a rate of 1/7 of the BS-BA (1), 0 Years' Experience, of the New Hire Placement Schedule for the applicable school year and will be prorated accordingly for an overload assignment of less than a full school year. No teacher shall be required to accept an overload assignment, and no discipline shall result from the teacher's right of refusal to give up their preparation time to accept such an assignment.

When a Middle School teacher is assigned to more than six (6) academic class periods as part of their school year assignment, but still receives their preparation time, the teacher shall be compensated at the rate of 6.5% of the BS-BA (1), 0 Years' Experience, of the New Hire Placement Schedule for the applicable school year. Middle school teachers may not reject a seventh (7th) class period assignment if they still receive their preparation time.

Any teacher assigned an overload assignment shall not be evaluated in that seventh (7th) class period assignment.

5.3 Preparation Time

All teachers employed with the District to work in the either the Middle School or the High School shall be entitled to one preparation period per day.

All teachers employed with the District to work in the Elementary School shall be entitled to non-consecutive minutes of preparation time with every attempt by administration to schedule at least 250 minutes of preparation time per normal workweek.

The foregoing shall operate as standard practice during ordinary, full-schedule weeks. Preparation time may be reduced to accommodate those activities attendant to employment which can and may occur during a work day, such as assemblies, weather emergencies, early dismissals, parent-teacher conferences, field trips, meetings and other circumstances unforeseen.

Part time teacher will be paid for a preparation period proportional to their teaching assignment.

Example: A 4/7 teacher would be compensated for 4/7 of one prep period. ($4/7 * 1/7 = .0816 * \text{teacher's 1.0 FTE salary}$). The pay is contingent upon the part time teacher working during the preparation period minutes at the school building. A 4/7 teacher would be required to work 25 minutes (4/7) of a 45 minute class period at the school building before or after the teacher's teaching assignment.

5.4 **School Year**

The school year shall not exceed one hundred eighty-five (185) days in length, including five (5) emergency days, four (4) workshop/in-service days, and one hundred seventy-six (176) student attendance days.

5.5 **Early Dismissal**

School will be dismissed no later than 2:15pm on the last working day preceding Thanksgiving and Christmas. The early dismissal clause is subject to the approval of the Illinois State Board of Education.

Subject to the approval of the State Board of Education, students will be dismissed no later than 2:15pm on the last day of each quarter grading period. The purpose of this early dismissal for students is to give an opportunity for teachers to do necessary clerical work such as report cards or updating student permanent records.

5.6 **Internal Substitution**

Teachers shall be paid at a rate of \$20 per class period substitution, for covering a class during their preparation time, in the absence of the regular teacher and when requested and approved by the building administrator. Authorization forms must be signed by both the substitute teacher and the administrator regarding substitution. A teacher has the right to refuse internal substitution and no discipline shall result from the teacher's right of refusal to give up their preparation time to accept such an assignment.

If a teacher is directed by the administration to supervise students from another class during one of the teacher's assigned classes, they will be paid at the internal substitution rate of \$20 per class period. This practice will only be used in situations where all other possible solutions have been exhausted. A teacher does not have the right to refuse, as this will not be a regular practice.

ARTICLE VI - NOTIFICATION OF TEACHING ASSIGNMENTS

The District shall notify teachers of their intended tentative teaching assignments not less than thirty (30) days prior to the start of the school term. Such assignments shall remain subject to change as a result of resignations, transfers, death, or other sufficient cause as determined by the Board.

ARTICLE VII - TRANSFERS AND VACANCIES

The District shall notify staff of teaching vacancies. Internal applicants may apply for any vacant position. Internal applicants may go through the interview process for the vacancy at the administration's discretion. An internal applicant will not be required to use a personal day for an internal interview, provided the applicant is absent from normal duties only during the time of the interview. Vacancies shall be filled in accordance with the administration's determination of the best interests of the District. The Parties agree that the administration's determination of with whom to fill the vacancy is not grievable.

ARTICLE VIII - PERSONAL PROPERTY LOSS

The District shall reimburse each teacher up to one hundred dollars (\$100.00) for loss of personal property (including clothing), as a result of student assault upon his/her person.

ARTICLE IX - ASSOCIATION RIGHTS

9.1 Association Access to District Audit and Scattergram

The REA will receive an annual copy of the Annual Financial Report (ISBE Form 50-35) and an annual copy of the District's scattergram for certified staff.

9.2 Collective Bargaining Rights

It is acknowledged that the teachers have a right to join the Association and that the Association may participate in collective negotiations.

9.3 Dues Deduction

Upon receipt of the IEA Dues Deduction Authorization Form from a teacher, the Board shall deduct from said teacher's pay IEA/NEA membership dues. All such requests must be made prior to September 5.

With regard to annuities, the Board will deduct payments on all plans as approved by the Board.

9.4 Pay Days

Teachers shall be paid on the basis of twenty-four (24) payments per year. Teachers shall be paid on the 10th and 25th of each month. Teachers will receive their check through direct deposit. Teachers will provide the district office with a voided check on the account for the direct deposit any time throughout the course of the year.

Teachers who do not apprise the Superintendent accordingly will be paid on the same basis as the prior year.

9.5 Association Meetings

On days the Association holds its monthly meeting, the Board agrees to allow all members of the Association to leave their respective learning centers at 3:20 pm. The Association will notify the Superintendent at least three (3) school days prior to the scheduled meeting, and the meeting will not interfere with other assigned or unassigned duties before or after the instructional day. Teachers who elect not to attend the Association meeting will maintain their regular work day.

ARTICLE X - SALARY AND RELATED ECONOMIC BENEFITS

10.1 Salary Schedules

During the three-year agreement, each full time teacher shall receive an increase in salary equal to the following:

For the 2018-2019 school year each teacher will receive a **4%** increase over the teacher's previous year adjusted "base salary" which includes the teacher's TRS contribution.

Examples:

	2017-2018 Individual Teacher Base Salary	Percenta ge Increase	2018-2019 Individual Teacher Base Salary
Teacher A	B \$39142 T \$3871 R \$43,013	4%	\$43,013 x 1.04= \$44,734
Teacher B	B \$36,759 T \$3,636 R \$40,395	4%	\$40,395 x 1.04= \$42,011

For the 2019-2020 school year each teacher will receive a **2.5%** increase over the teacher's previous year adjusted "base salary" which includes the teacher's TRS contribution.

Examples:

	2018-2019 Individual Teacher Base Salary	Percenta ge Increase	2019-2020 Individual Teacher Base Salary
Teacher A	\$44,734	2.5%	\$45,852
Teacher B	\$42,011	2.5%	\$43,061

For the 2020-2021 school year each teacher will receive a **2%** increase over the teacher’s previous year adjusted “base salary” which includes the teacher’s TRS contribution.

Examples:

	2019-2020 Individual Teacher Base Salary	Percentage Increase	2020-2021 Individual Teacher Base Salary
Teacher A	\$45,852	2%	\$46,769
Teacher B	\$43,061	2%	\$43,922

To qualify for this increase, a teacher must report to work for at least one-hundred twenty (120) contract work days during the previous year.

Part-time employees will be paid proportionately according to their assigned work.

The following increases will be added to the 2017-2018 individual teachers salaries and will be used as the previous year adjusted “Base Salary” for calculating the 2018-2019 salary*:

- Teacher’s employed prior to the 2018-2019 school year, will receive lane movement on the 2016-2018 salary schedule for courses and degrees earned during the 2016-2018 contract.

* The above adjustments are not retroactive and shall only be used for a one-time determination of the base salary to use when calculating the teacher’s 2018-2019 salary.

For professional staff whose start date is after July 1, 2018, the starting base salary shall be determined according to the New Hire Placement Schedule. The placement schedule shall only be used for the initial placement of any staff whose start date is after July 1, 2018.

If the Superintendent determines that a particular position is hard to fill, based on the quantity and quality of applicants, he or she may consider non-teaching experience when determining the newly hired employees salary. The Superintendent will inform and gather feedback from the President of the Association before making such placements. No more than 5 years of non-teaching experience may be considered.

New hires of equivalent years of experience, education, and licensure and endorsements shall not be placed at a salary that exceeds the salary of a teacher currently employed by the district.

Example: A new hire with 4 years of non-teaching experience granted along with 6 years of teaching experience may be granted up to 10 years on the New Hire Placement

Schedule. However, if there is a teacher currently in district with the seven (7) years of teaching experience, same education level, and same licensure and endorsements as the new hire, then the maximum placement of the new hire would be 7 years.

The New Hire “Base Salary” to be used for calculating the stipend for extracurricular duties and overload pay shall be the BS-BA (1), 0 Years’ Experience, of the New Hire Placement Schedule for the applicable school year.

Teachers shall be paid at least at the statutory minimum should the minimum be higher than the individual’s base salary (1.0 FTE) under the terms of this agreement.

Extracurricular duty stipends are not part of the employee’s teaching base salary but instead will be paid separately as a stipend during the years that the extracurricular duty is performed.

Overload and additional assigned days are not part of the employee’s teaching base salary but may be paid as part of the employee’s regular payroll or as a stipend paid on the June 25 payroll.

Academic Advancement Stipend

The Board agrees to pay the following stipends for academic advancement. Only courses that have a start date between July 1 and June 30 of a given year shall be credited for academic advancement for the following year’s base salary. Teachers shall receive the Academic Advancement Stipend only at the beginning of the academic year, and the stipend will be added after any raise on the previous year’s base salary. Teachers may move up to two categories per year and will receive both appropriate stipends added to their following year’s base salary.

BS+8: \$916	MS: \$1160
BS+16: \$916	MS+8: \$1160
BS+24: \$916	MS+16: \$1160
BS+32: \$916	MS+24: \$1160
	MS+32: \$1160

10.2 Insurance

For full-time teachers, the Board will pay 80% of the single premium for the group hospital, medical, and life insurance plan. For part-time teachers who work at least a 0.5 FTE position, the Board will pay a pro-rata percentage of the single premium proportionate to the teacher's assignment. Part-time teachers who work less than 0.5 FTE are not eligible for the District’s group hospital, medical, and life insurance plan.

10.3 Insurance Coverage While on Maternity, Paternity, or General Leave and/or Work Stoppage

While on a non-FMLA unpaid leave of absence, teachers may remain in the insurance group by paying their own premium. Similarly, during a work stoppage, the Board will follow COBRA regulations.

10.4 In-District Travel Stipend

A teacher assigned to teach in more than one (1) school each day shall be paid a travel stipend of one hundred fifty dollars (\$150.00) at the end of each school year.

10.5 Advancement on Salary Schedule

Teachers may receive the Academic Advancement Stipend provided the following requirements are met:

- A. Courses must be toward a graduate degree in education and be related to the teacher's current teaching assignment, or graduate courses beyond a master's degree in education and be related to the teacher's current teaching assignment, or pre-approved by the Superintendent. Course work and credit hours earned prior to earning a masters degree shall not count toward the Academic Advancement Stipend after the attainment of a masters degree and the corresponding Academic Advancement Stipend. Once a teacher earns a master's degree, coursework earned prior to the attainment of such masters degree, but not counted toward a masters degree shall not count toward any future Academic Advancement Stipend.
- B. All hours must be earned at an accredited university.
- C. An official transcript from the university demonstrating successful completion must be on file in the District's administrative office no later than the first Tuesday in September.
- D. B average or better must be earned in the course of study.

10.6 Tuition Reimbursement

Teachers shall be reimbursed at the rate per credit hour rate of one-hundred twenty dollars (\$120.00). The Board shall only be responsible for up to thirty-two (32) graduate hours during the employment of the teacher in the Riverton CUSD #14. In addition, no more than twelve (12) hours per employee will be reimbursed during one (1) school year.

- A. The teacher shall present in writing a request for course approval at least thirty (30) days prior to the beginning of the course.

- B. Within two (2) weeks of receiving the request, the Superintendent will notify the teacher in writing of his/her acceptance or rejection of the course. If no written notice is given by the Superintendent, the request shall be deemed denied. In order for teachers to advance from MA +24 to the MA +32 column, only classes taken to complete an additional Master's Degree in Education or Educational Specialist's Degree in Education, classes needed to receive an additional teaching certificate, classes taken in the area of the teacher's concentration, or an additional endorsement on a current teaching certificate will be considered by the District. The Superintendent retains the right to deny horizontal movement to the MA +32 column as per the procedure listed in this contractual item.
- C. All hours must be earned at an accredited university or college.
- D. Satisfactory completion of the course must be demonstrated by submitting an official grade card or transcript to the Superintendent's office. In order for the teacher to advance horizontally on the salary schedule, an official transcript must be on file in the District's administrative office no later than the first Tuesday in September. Reimbursement for approved and completed coursework shall be made by September 25th of the following school year, provided that the teacher remains employed by the Board at such time payment is made and provided the teacher has met all requirements stated hereinabove.
- E. Any teacher who resigns/retires from employment within five (5) school years after receiving reimbursement for completed coursework shall be responsible for paying back to the District 20% of the reimbursed amount for each year under the five (5) year retention period.

This repayment clause shall apply retroactively to any teacher who received full tuition reimbursement according to the terms of 10.6 E the 2011-2014 collective bargaining agreement, including for any reimbursements made during successor collective bargaining agreements.

For all other tuition reimbursements, this repayment clause shall apply to courses taken with a start date after July 1, 2016.

10.7 **Health Insurance Committee**

The Superintendent will annually convene a health insurance committee to discuss the health insurance carrier and related benefits for the school district. The Superintendent will ask the association president to provide staff members to be a part of the committee. The committee should be representative and include representation from members of single coverage, single with children, and family coverage. The role of the committee will be advisory only.

10.8 **Stipends for Extracurricular and Coaching Positions**

- A. Stipends for extracurricular and coaching positions shall be in accordance with **Appendix B** attached hereto, with the exception of the teachers set forth on **Appendix C** for which a different stipend amount will be paid as set forth on **Appendix C**.
- B. Extracurricular and coaching positions are assigned by the Board on an annual basis. The Board has full discretion with respect to the annual assignments including the right to choose not to assign anyone to a position listed on Appendix B. In the event that the Board chooses to leave a position vacant for any given school year, the parties agree that the Board has no further obligation to bargain such a decision and/or its impact with the Association.
- C. Coaches will receive notice of their assignments, if any, for the following school year by no later than the last day of the prior school year. Activity Sponsors will receive notice of their assignments, if any, by no later than the first day of the school year during which the assignment will be performed.
- D. The District Administration has the sole discretion when hiring to determine a coaches or activity sponsors prior years of relevant experience for the purpose of placing such coaches or sponsors on the schedule set forth on **Appendix B**.

ARTICLE XI - GRIEVANCE PROCEDURE

11.1 Scope

A grievance shall be defined as a claim by a member of the bargaining unit that any provision of this Agreement has been violated.

11.2 Procedures

A. Stage One

The teacher shall attempt to resolve any potential grievance in an informal discussion with his/her attendance center Principal within twenty (20) work days of the event giving rise to the alleged violation of this Agreement. The attendance center Principal shall respond orally within twenty (20) work days of the informal discussion.

B. Stage Two

If the grievance cannot be resolved at Stage One, the teacher shall file a written grievance with his/her attendance center Principal. Such written statement of grievance shall be filed within ten (10) work days from the receipt of the oral response of the attendance center Principal and shall contain a statement of the factual basis of the grievance and the section or sections of the Agreement which are alleged to have been violated. The attendance center Principal shall respond in writing within ten (10) work days of receipt of the written grievance.

C. Stage Three

If the grievance is not resolved at Stage Two, the teacher and Association may appeal the decision of the attendance center Principal in writing to the District Superintendent within ten (10) work days of receipt of the written decision of the attendance center Principal. The District Superintendent shall schedule a conference with the employee and the Association within ten (10) work days to discuss the grievance and shall respond in writing within ten (10) work days of the conference.

D. Stage Four

If the grievance is not satisfactorily resolved at Stage Three, the Association shall submit to the Superintendent within twenty (20) work days of receipt of the answer in Stage Three, a written request on behalf of the grievance to enter into binding arbitration.

Arbitration proceedings shall be conducted by an arbitrator to be selected from a roster of arbitrators provided by the American Arbitration Association. Expenses for the arbitrator's services will be borne equally by the District and the Association.

The arbitrator's decision shall be binding on all parties. The arbitrator shall not amend or modify any of the provisions of this Agreement. The arbitrator's authority shall be strictly

limited to deciding only the issue or issues presented to him in writing by the School District and the Association and shall be based solely on the wording of this Agreement. The Board acknowledges the right of the teacher to request the Association's grievance representative to be present at any level of the grievance.

11.3 No Reprisals

No reprisals shall be taken by the employer against any teacher because of the teacher filing a grievance under this section or for the content of any testimony given truthfully under oath in any grievance proceeding.

11.4 Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

11.5 Settlement

By mutual agreement, a grievance may be settled at any step without establishing a precedent.

11.6 Arbitration Procedures

All arbitrations shall be conducted under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA), unless the parties mutually agree to expedite arbitration.

ARTICLE XII - SENIORITY

"Seniority" shall be defined as the length of a teacher's continuous service within the District (any service prior to resignation will not be counted towards seniority). Regular certified teachers who elect less than full-time employment other than on a substitute basis, shall have their seniority computed from the first day of their employment with the District, proportionate to the amount of time employed.

Seniority will not accrue during any authorized unpaid leave of absence. Seniority will not be interrupted due to excused absence or illness.

In the event teachers have equal District seniority, ties will be broken in the following order:

- 1) Length of Illinois public school experience as determined by credit with the Illinois Teacher Retirement System (ITRS);
- 2) Highest degree obtained;
- 3) Most graduate hours obtained; and
- 4) Random selection by lots.

ARTICLE XIII - IMPASSE/NO STRIKE PROVISIONS

13.1 Mediation

If needed, the Federal Mediation and Conciliation Service shall provide mediation services. This section shall not operate to limit or affect any other rights of the parties as may be provided by law.

13.2 No Strike Clause

During the term of this Agreement, no employee covered by this Agreement, nor the Association, nor any person acting on behalf of the Association, shall ever or at any time engage in, and/or authorize any recognition of any picket line at the School District's premises, any strike.

In the event of any violation or violations of any provision of this Article by the Association, its members, or representatives, or by any employee, the Association shall, upon notice from the Board, immediately direct such employees, both orally and in writing, to resume normal operations immediately and take every other reasonable effort to end any violations.

ARTICLE XIV - TECHNICAL CLAUSES

14.1 Complete Understanding

This Agreement constitutes the full and complete understanding between the parties. All rights, powers and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. Neither the Board nor the Association, however, shall take action which shall violate any of the specific provisions of this Agreement.

14.2 Waiver of Additional Bargaining

The parties acknowledge that during the course of the negotiations which resulted in this Agreement, each had the right to make demands, proposals and counter proposals with respect to any matter not specifically excluded by law and that this Agreement has been arrived at following the full exercise of this right. It is, therefore, understood that neither party shall be obliged to bargain collectively with respect to any subject or matter referred to or covered by this Agreement or with regard to any subject or matter not referred to or covered by this Agreement.

14.3 Individual Contracts

The terms and conditions of this Agreement shall be the terms and conditions of individual contracts of members of the bargaining unit.

14.4 Savings Clause

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

14.5 Distribution of Agreements

Upon ratification of this Agreement by both parties, the Board shall cause sufficient copies to be made for distribution to each person who is a member of the bargaining unit for the duration of this Agreement. The cost of making such copies shall be borne by the Board.

14.6 Supersedes Prior Agreements

This Agreement supersedes and nullifies all previous written agreements between the Board and the Association.

ARTICLE XV - EMPLOYEE RETIREMENT INCENTIVE CLAUSES

15.1 Retirement Incentive Options

Retirement Incentive Option 1 - Up to Three Year Plan

Eligibility

To be eligible for any of the following Plans, an employee must meet the following requirements:

1. Be at least sixty (60) years of age by the last day of service in the District and be eligible to receive retirement benefits as defined by the Illinois Teacher Retirement System (TRS) by the last day of service in the district; or;
2. Be at least fifty-five (55) years of age with thirty-five (35) years of creditable service, as defined by the Illinois Teacher Retirement System (TRS) by the last day of service in the District; and
3. Be employed with the District as a teacher for at least ten (10) years.

The District may require proof of eligibility.

Definitions

For purposes of this Article, TRS creditable compensation (earnings) shall be defined by TRS rules and include (but are not limited to):

- Salary for regular contractual teaching duties
- Wages for substitute teaching
- Wages for homebound teaching or tutoring
- Earnings for extra duties performed that relate to teaching or supervision of students and other assignments related to the academic program
- Earnings for summer school
- Bonuses
- Contributions to qualified plans eligible for tax-deferral under the Internal Revenue Code, Sections 401(a), 403(b), and 457(b)
- Contributions to flexible benefit plans
- Salary or back wage payments resulting from contract buy-outs, labor litigation, and settlement agreements

Plans

One-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to March 1 stating 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 TRS creditable earnings shall be increased by four percent (4%) over the employee's TRS creditable earnings for the prior year of employment.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2023. The employee's TRS creditable earnings for the 2021-2022 school year were \$60,000. The employee's TRS creditable earnings for the 2022-2023 school year will be \$62,400 (i.e., $\$60,000 \times 1.04 = \$62,400$).

Two-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to March 1 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 TRS creditable earnings shall be increased by four percent (4%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2024. The employee's TRS creditable earnings for the 2021-2022 school year were \$60,000. The employee's TRS creditable earnings for the 2022-2023 school year will be \$62,400 (i.e., $\$60,000 \times 1.04 = \$62,400$). The employee's TRS creditable earnings for the 2023-2024 school year will be \$64,896 (i.e., $\$62,400 \times 1.04 = \$64,896$).

Three-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to March 1 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 TRS creditable earnings shall be increased by four percent (4%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2025. The employee's TRS creditable earnings for the 2021-2022 school year were \$60,000. The employee's TRS creditable earnings for the 2022-2023 school year will be \$62,400 (i.e., $\$60,000 \times 1.04 = \$62,400$). The employee's TRS creditable earnings for the 2023-2024 school year will be \$64,896 (i.e., $\$62,400 \times 1.04 = \$64,896$). The employee's TRS creditable earnings for the 2024-2025 school year will be 67,491.84 (i.e., $\$64,896 \times 1.04 = 67,491.84$).

Miscellaneous

Once an employee meets the threshold eligibility requirements as stated above, the employee must retire by the close of the school year that he/she first gains eligibility. The employee must submit his/her irrevocable letter of resignation/retirement to the Board of Education by March 1 of the school year prior to his/her retirement under the one-year (1) plan, by March 1 two (2) years prior to his/her retirement under the two (2) year plan, by March 1 three (3) years prior to his/her retirement under the three-year (3) plan. An employee who becomes eligible cannot defer eligibility to a future date. Eligibility Occurs only once. Failure to retire at the close of the school year the employee first gains eligibility will forever foreclose the teacher from the benefits of this Retirement Incentive provision for the remainder of the employee's employment with the District.

Beginning on March 2, 2021, no further retirement notices will be accepted by the District until the parties have approved and executed a successor collective bargaining agreement at which time the terms and conditions of the successor agreement shall be applied.

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 the 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 (i.e., Schedule B, extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings from the 2021-2022 school year were \$63,000, of which \$3,000 was compensation for coaching basketball in 2021-2022. Under the employee's retirement plan, he/she would be scheduled to receive \$65,520 TRS creditable earnings for the 2022-2023 school year (i.e., $\$63,000 \times 1.04 = \$65,520$). However, the employee resigns from his/her coaching position before the start of the 2022-2023 basketball season. The employee's TRS creditable earnings for the 2022-2023 school year will be \$62,400 (i.e., $\$60,000 \times 1.04 = \$62,400$) rather than \$65,520.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules 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 null and void.

Limitation on TRS Nonexempt Creditable Compensation

When an Employee has thirty (30) years of TRS creditable service, the Employee's nonexempt creditable TRS earnings, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, shall not exceed the amounts specified hereinafter.

No Employee's nonexempt creditable TRS earnings shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of an Employee's retirement annuity, or result in any District or Board-paid penalty or fee to TRS.

Retirement Incentive Option 2 - Up to Four Year Plan

Eligibility

To be eligible for any of the following Plans, an employee must meet the following requirements:

1. Be at least sixty (60) years of age by the last day of service in the District and be eligible to receive retirement benefits as defined by the Illinois Teacher Retirement System (TRS) by the last day of service in the district; or
2. Be at least fifty-five (55) years of age with thirty-five (35) years of creditable service, as defined by the Illinois Teacher Retirement System (TRS) by the last day of service in the District; and
3. Be employed with the District as a teacher for at least fifteen 15 years of full or part time service.

The District may require proof of eligibility.

Definitions

For purposes of this Article, TRS creditable compensation (earnings) shall be defined by TRS rules and include (but are not limited to):

- Salary for regular contractual teaching duties
- Wages for substitute teaching
- Wages for homebound teaching or tutoring
- Earnings for extra duties performed that relate to teaching or supervision of students and other assignments related to the academic program
- Earnings for summer school
- Bonuses

- Contributions to qualified plans eligible for tax-deferral under the Internal Revenue Code, Sections 401(a), 403(b), and 457(b)
- Contributions to flexible benefit plans
- Salary or back wage payments resulting from contract buy-outs, labor litigation, and settlement agreements

Plans

One-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to March 1 stating 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 TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2023. The employee's TRS creditable earnings for the 2021-2022 school year were \$60,000. The employee's TRS creditable earnings for the 2022-2023 school year will be \$63,600 (i.e., $\$60,000 \times 1.06 = \$63,600$).

Two-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to March 1 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 TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2024. The employee's TRS creditable earnings for the 2021-2022 school year were \$60,000. The employee's TRS creditable earnings for the 2022-2023 school year will be \$63,600 (i.e., $\$60,000 \times 1.06 = \$63,600$). The employee's TRS creditable earnings for the 2023-2024 school year will be \$67,416 (i.e., $\$63,600 \times 1.06 = \$67,416$).

Three-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to March 1 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 TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2025. The employee's TRS creditable earnings

for the 2021-2022 school year were \$60,000. The employee's TRS creditable earnings for the 2022-2023 school year will be \$63,600 (i.e., $\$60,000 \times 1.06 = \$63,600$). The employee's TRS creditable earnings for the 2023-2024 school year will be \$67,416 (i.e., $\$63,600 \times 1.06 = \$67,416$). The employee's TRS creditable earnings for the 2024-2025 school year will be \$71,460.96 (i.e., $\$67,416 \times 1.06 = \$71,460.96$).

Four-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to March 1 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 TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2026. The employee's TRS creditable earnings for the 2021-2022 school year were \$60,000. The employee's TRS creditable earnings for the 2022-2023 school year will be \$63,600 (i.e., $\$60,000 \times 1.06 = \$63,600$). The employee's TRS creditable earnings for the 2023-2024 school year will be \$67,416 (i.e., $\$63,600 \times 1.06 = \$67,416$). The employee's TRS creditable earnings for the 2024-2025 school year will be \$71,460.96 (i.e., $\$67,416 \times 1.06 = \$71,460.96$). The employee's TRS creditable earnings for the 2025-2026 school year will be \$75,748.61 (i.e., $\$71,460.96 \times 1.06 = \$75,748.61$).

Miscellaneous

Once an employee meets the threshold eligibility requirements as stated above, the employee must retire by the close of the school year that he/she first gains eligibility. The employee must submit his/her irrevocable letter of resignation/retirement to the Board of Education by March 1 of the school year prior to his/her retirement under the one-year (1) plan, by March 1 two (2) years prior to his/her retirement under the two (2) year plan, by March 1 three (3) years prior to his/her retirement under the three-year (3) plan, and by March 1 four years prior to his/her retirement under the four-year (4) plan. An employee who becomes eligible cannot defer eligibility to a future date. Eligibility Occurs only once. Failure to retire at the close of the school year the employee first gains eligibility will forever foreclose the teacher from the benefits of this Retirement Incentive provision for the remainder of the employee's employment with the District.

Beginning on March 2, 2021, no further retirement notices will be accepted by the District until the parties have approved and executed a successor collective bargaining agreement between the Parties at which time the terms and conditions of the successor agreement shall be applied.

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 the 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 (i.e., Schedule B, extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings from the 2007-2008 school year were \$43,000, of which \$3,000 was compensation for coaching basketball in 2007-2008. Under the employee's retirement plan, he/she would be scheduled to receive \$45,580 TRS creditable earnings for the 2008-2009 school year (i.e., $\$43,000 \times 1.06 = \$45,580$). However, the employee resigns from his/her coaching position before the start of the 2008-2009 school year. The employee's TRS creditable earnings for the 2008-2009 school year will be \$42,400 (i.e., $\$40,000 \times 1.06 - \$42,400$) rather than \$45,580.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules 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 null and void.

15.2 **Enhanced Sick Leave Incentive**

In exchange for receipt of a qualifying letter of resignation and retirement by at least March 1st, five (5) years prior to retirement, under Section 15.1 Option 1 or Option 2, the employer, Riverton School District, shall tender no later than June 1 of that year, a one-time enhancement, of the employee's accumulated sick leave to an amount that will not exceed four hundred (400) days to any teacher who has 170 or more accumulated sick/personal days, by combining TRS sick days and Riverton accumulated sick days, 90 of which were accumulated while at Riverton. The employee will not receive the sick leave benefit listed in Section 3.1 for the remaining 5 years of employment. However, the employee may still use two (2) existing sick days per year as personal leave as described in Section 3.1. The teacher shall receive the retirement incentive benefit that is listed in the contract of the same year the qualifying letter of resignation and retirement letter is received. The teacher shall receive the contractual salary increase during the "gap year(s)" prior to the retirement incentive percentage increase.

Special Petition: Any teacher who has between 135 and 169 accumulated Riverton and TRS sick days, 90 of which were accumulated while at Riverton, may petition the district to

receive the sick leave enhancement and have their total number of sick days adjusted accordingly using the following formula: # of employee accumulated Riverton and TRS sick days + 60 (5 remaining years of 12 sick days a year) + 170 (district issued 170 additional days) = Total of available sick days for teacher use over remaining 5 years. The employee will not receive the sick leave benefit listed in 3.1 for the remaining 5 years of employment. The teacher shall submit the special petition at the same time the qualifying letter of resignation and retirement under section 15.1 Option 1 or Option 2 is submitted.

*The board reserves the right to review any individual employee situation and issue any additional sick days as deemed appropriate and is financially advantageous for the district. Both parties agree that any decision of the board related to section 15.2 shall be non-precedential.

Upon ratification of this agreement, teachers may submit a qualifying letter of resignation and retirement under this Enhanced Sick Leave provision under the following conditions:

- The teacher has not yet submitted a qualifying letter of resignation and retirement.
- The teacher would be eligible to retire according to the provisions in Section 15.1 at the end of the 2022-2023 school year.
- The teacher must submit a qualifying letter of resignation and retirement to the Superintendent no later than July 1, 2018, requesting the use of Section 15.2 of the 2018-2021 collective bargaining agreement.
- The teacher must provide documentation of retirement eligibility along with his/her qualifying letter.

Timeline Examples:

Teacher retiring at the end of the 2025-2026 school year using Option 2 and the Enhanced Sick Leave

05/25/2026	Retirement date using two years of sick leave
03/01/2021	Date irrevocable letter of retirement must be submitted to the Superintendent
06/01/2021	Date Enhanced Sick Leave granted to the teacher
08/10/2022	Date Option 2 salary adjustments begin

Teacher retiring at the end of the 2029-2030 school year using Option 1 and the Enhanced Sick Leave

05/25/2030	Retirement date using two years of sick leave
03/01/2025	Date irrevocable letter of retirement must be submitted to the Superintendent
06/01/2025	Date Enhanced Sick Leave granted to the teacher
08/10/2027	Date Option 1 salary adjustments begin

Sick Leave Accumulation Examples:

Teacher with 200 accumulated TRS & Riverton sick days:

	70	# of accumulated TRS sick days
	130	# of accumulated Riverton sick days
+	60	Add 12 sick days over 5 years = 60 days
=	260	Total before adding additional granted sick days
Granted Days	140	District issued 140 additional days (maximum is 170) - amount granted is limited so that the total available TRS + Riverton sick days does not exceed 400
=	400	Total days accumulated Riverton & TRS sick days
Note	330	Available Riverton sick days for teacher use over the remaining 5 years
Note	70	Sick days are still accumulated with TRS to apply toward retirement

Teacher petitioning with only 150 accumulated Riverton & TRS sick days:

	50	# of accumulated TRS sick days
	100	# of accumulated Riverton sick days
+	60	Add 12 sick days over 5 years = 60 days
=	210	Total before adding additional granted sick days
Granted Days	170	District issued 170 additional days
=	380	Total days accumulated Riverton & TRS sick days
Note	330	Available Riverton sick days for teacher use over the remaining 5 years
Note	50	Sick days are still accumulated with TRS to apply toward retirement

Teacher petitioning with only 135 accumulated Riverton & TRS sick days:

	0	# of accumulated TRS sick days
	135	# of accumulated Riverton sick days
+	60	Add 12 sick days over 5 years = 60 days
=	195	Total before adding additional granted sick days
Granted Days	170	District issued 170 additional days
=	365	Total days accumulated Riverton & TRS sick days
Note	365	Available Riverton sick days for teacher use over the remaining 5 years
Note	365	Sick days are still accumulated with TRS to apply toward retirement

SIGNATURE PAGE

This Agreement shall be in effect from July 1, 2018 through June 30, 2021.

IN WITNESS THEREOF:

FOR THE
RIVERTON EDUCATION ASSOCIATION
IEA/NEA

FOR THE
BOARD OF EDUCATION
RIVERTON COMMUNITY UNIT
SCHOOL DISTRICT #14
RIVERTON, IL

President

President

Secretary

Secretary

Date

Date

APPENDIX A - NEW HIRE PLACEMENT SCHEDULE FOR 2018-2021

Years Experience	BS-BA (1)	BS+8 (2)	BS+16 (3)	BS+24 (4)	BS+32 (5)	MA-MS (6)	MS+8 (7)	MS+16 (8)	MS+24 (9)	MS+32 (10)
0	\$37,970	\$38,791	\$39,611	\$40,523	\$41,434	\$42,529	\$43,623	\$44,719	\$45,811	\$46,918
1	\$38,779	\$39,616	\$40,454	\$41,386	\$42,316	\$43,433	\$44,552	\$45,669	\$46,786	\$47,915
2	\$39,587	\$40,442	\$41,297	\$42,247	\$43,198	\$44,338	\$45,479	\$46,621	\$47,760	\$48,914
3	\$40,395	\$41,267	\$42,140	\$43,110	\$44,079	\$45,243	\$46,408	\$47,573	\$48,735	\$49,912
4	\$40,395	\$41,267	\$42,140	\$43,110	\$44,079	\$45,243	\$46,408	\$47,573	\$48,735	\$49,912
5	\$40,395	\$41,267	\$42,140	\$43,110	\$44,079	\$45,243	\$46,408	\$47,573	\$48,735	\$49,912
6	\$40,395	\$41,267	\$42,140	\$43,110	\$44,079	\$45,243	\$46,408	\$47,573	\$48,735	\$49,912
7	\$41,267	\$42,140	\$43,013	\$43,984	\$44,952	\$46,116	\$47,279	\$48,445	\$49,609	\$50,786
8	\$42,140	\$43,013	\$43,885	\$44,855	\$45,826	\$46,989	\$48,153	\$49,318	\$50,480	\$51,657
9	\$43,013	\$43,885	\$44,757	\$45,727	\$46,699	\$47,863	\$49,025	\$50,189	\$51,354	\$52,532
10	\$43,885	\$44,757	\$45,631	\$46,600	\$47,573	\$48,735	\$49,900	\$51,062	\$52,225	\$53,402
11	\$44,757	\$45,631	\$46,503	\$47,473	\$48,445	\$49,609	\$50,770	\$51,934	\$53,098	\$54,277
12	\$45,826	\$46,699	\$47,573	\$48,542	\$49,510	\$50,675	\$51,838	\$53,002	\$54,166	\$55,344
13	\$46,893	\$47,764	\$48,637	\$49,573	\$50,577	\$51,742	\$52,907	\$54,068	\$55,233	\$56,410
14	\$47,958	\$48,831	\$49,704	\$50,675	\$51,643	\$52,808	\$53,971	\$55,136	\$56,300	\$57,478
15	\$49,025	\$49,900	\$50,770	\$51,742	\$52,712	\$53,875	\$55,040	\$56,202	\$57,367	\$58,545
16	\$50,189	\$51,062	\$51,934	\$52,907	\$53,875	\$55,040	\$56,203	\$57,367	\$58,531	\$59,708
17	\$51,354	\$52,225	\$53,098	\$54,068	\$55,040	\$56,202	\$57,367	\$58,531	\$59,693	\$60,873
18	\$52,518	\$53,390	\$54,264	\$55,233	\$56,202	\$57,367	\$58,918	\$59,693	\$60,857	\$62,035
19	\$53,875	\$54,748	\$55,622	\$56,591	\$57,560	\$58,724	\$59,890	\$61,052	\$62,215	\$63,393
20	\$55,233	\$56,105	\$56,978	\$57,947	\$58,918	\$60,084	\$61,245	\$62,409	\$63,573	\$64,749
21					\$60,276	\$61,441	\$62,604	\$63,767	\$64,931	\$66,109

All cells are inclusive of the employee's TRS contribution.

APPENDIX B - EXTRA-CURRICULAR STIPEND SCHEDULE FOR 2018-2021

High School Sports	Title	0-5 Years	6+ Years
Football	Head Coach	8.50%	10.50%
	Assistant Coach	6.20%	7.20%
Volleyball	Head Coach	8.50%	10.50%
	Assistant Coach	6.20%	7.20%
Boys Basketball/Wrestling	Head Coach	8.50%	10.50%
	Assistant Coach	6.20%	7.20%
Girls Basketball	Head Coach	8.50%	10.50%
	Assistant Coach	6.20%	7.20%
Baseball	Head Coach	4.50%	6.20%
	Assistant Coach	3.60%	4.30%
Softball	Head Coach	4.50%	6.20%
	Assistant Coach	3.60%	4.30%
Track	Head Coach	4.50%	6.20%
	Assistant Coach	3.60%	4.30%
Golf	Head Coach	3.60%	4.30%
	Assistant Coach	2.00%	2.00%
Soccer	Head Coach	4.50%	6.20%
	Assistant Soccer	3.60%	4.30%
Cheerleading	Head Coach	4.50%	6.00%
Pom Pon Squad	Head Coach	4.00%	5.00%

All percents are of BS-BA (1), 0 Years' Experience, of the New Hire Placement Schedule.

Middle School Sports	Title	0-5 Years	6+ Years
Baseball	Head Coach	2.50%	4.00%
	Assistant Coach	\$600	\$600
Softball	Head Coach	2.50%	4.00%
	Assistant Coach	\$600	\$600
Boys Basketball	8th Grade Coach	5.00%	6.50%
	7th Grade Coach	5.00%	6.50%
	6th Grade Coach	\$600	\$600
Girls Basketball	8th Grade Coach	5.00%	6.50%
	7th Grade Coach	5.00%	6.50%
	6th Grade Coach	\$600	\$600
Volleyball	Head Coach	5.70%	7.50%
	Assistant Coach	4.30%	5.70%
	6th Grade Coach	\$600	\$600
Track	Head Coach	4.40%	5.90%
	Assistant Coach	\$600	\$600
Cheerleading/Poms	Head Coach	3.00%	4.00%

High School Activity	Title	0-5 Years	6+ Years
Band	Director	4.00%	4.50%
Chorus	Choral Director	4.00%	4.50%
Musical	Director	7.50%	8.00%
	Assistant Director	4.00%	4.50%
Fall Fine Arts	Director	6.00%	6.50%
	Assistant Director	2.00%	2.50%
Yearbook	Sponsor	6.00%	7.00%
Scholastic Bowl	Head Coach	3.50%	4.00%
	Assistant Coach	1.50%	1.50%
SGA	Sponsor	3.50%	4.50%
	Assistant Sponsor	2.00%	2.50%
Math Team / WYSE	Coach	2.50%	2.50%
Industrial Tech Club	Sponsor	4.00%	4.00%
Junior Class	Sponsor	1.00%	1.00%
Key Club	Sponsor	1.50%	1.50%
Art Club	Sponsor	1.00%	1.00%
Minor Organizations	Maximum 10	0.50%	0.50%

All percents are of BS-BA (1), 0 Years' Experience, of the New Hire Placement Schedule.

Middle School Activity	Title	0-5 Years	6+ Years
Band	Director	4.00%	4.50%
Chorus	Director	4.00%	4.50%
Musical	Director	4.00%	4.50%
	Assistant Director	1.00%	1.50%
Play	Director	3.00%	3.50%
Scholastic Bowl	Coach	1.50%	2.00%
Student Government	Sponsor	1.50%	1.50%
Yearbook (and elementary)	Sponsor	1.50%	1.50%
Minor Organization	Maximum 7	0.50%	0.50%

District Wide		0-5 Years	6+ Years
Interession Coordinator	One per Building	8.00%	9.00%

Other Duties

Event Supervisor	\$10.00 per hour
Gate Workers	\$5.00 per hour
Bus Chaperone	\$5.00 per hour - \$40.00 max.
Bench Officials	\$10.00 per game
Drivers Education*	\$19.00 per hour
Interession Teachers	\$28.00 per hour
Required District Training	\$15.00 per hour
Project Team Leaders	\$250

* Non-School Drives only. Behind the wheel instructors shall receive one hours' pay if there is only one driver or no drivers who show up for non-work days.

All percents are of BS-BA (1), 0 Years' Experience, of the New Hire Placement Schedule.

APPENDIX C - SIDE LETTER REGARDING GRANDFATHERED COACH/ACTIVITY STIPENDS

FROM THE 2016-2018 COLLECTIVE BARGAINING AGREEMENT

APPENDIX C

**SIDE LETTER
REGARDING
GRANDFATHERED COACH/ACTIVITY STIPENDS**

During the negotiations of the 2016-2018 Collective Bargaining Agreement between the Riverton Education Association (REA) and the Board of Education of Riverton Community Unit School District No. 14 (the "Board" or "District"), the parties agreed to revise the stipend schedule for both coaching and activity positions in the District for all teachers newly hired to such positions during and after the 2016-2017 school year. The new schedule is attached to the 2016-2018 Collective Bargaining Agreement as **Appendix B**.

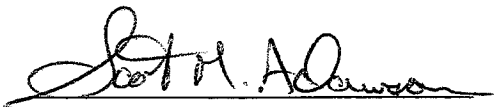
The parties also agreed that any teacher holding a coaching or activity stipend position during the 2015-2016 school year would be entitled to the same compensation for that specific position as paid in the 2015-2016 school year ("grandfathered stipend amount") until such time that the stipend amount of **Appendix B** is higher than the 2015-2016 stipend amount at which time the coach or activity sponsor would be paid pursuant to the schedule set forth in **Appendix B** of the 2016-2018 Collective Bargaining Agreement.

The employees entitled to the grandfathered stipend amounts as well as the specific positions and amounts themselves are set forth on the attached **Exhibit A** to this Side Letter. If a teacher listed on **Exhibit A** is hired to perform a new stipend assignment other than the specific assignment set forth on **Exhibit A** to this Side Letter, such teacher will be paid in accordance with **Appendix B** of the 2016-2018 Collective Bargaining Agreement for the new assignment.

However, nothing in this Memorandum is intended to guarantee any teacher a future stipend position. This Memorandum does not prohibit the District from choosing not to fill a specific coaching or activity stipend position for any given school year nor does it prohibit the District from non-renewing the stipend position for one of the teachers listed in **Exhibit A** if such teacher fails to fulfill the duties of the position. If a teacher listed on **Exhibit A** does not perform the stipend duty, he or she is not entitled to any compensation for such duty.

The parties have approved and executed this Memorandum of Understanding on the dates indicated below.

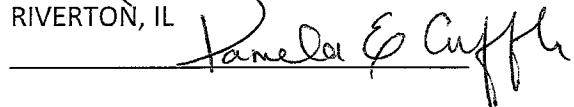
FOR THE
RIVERTON EDUCATION ASSOCIATION
IEA/NEA



By: Scot Adamson, President

Date: 10/25/16

FOR THE
BOARD OF EDUCATION
RIVERTON COMMUNITY UNIT
SCHOOL DISTRICT #14
RIVERTON, IL



By: Pamela Cuffle, President

Date: 10/26/16

EXHIBIT A TO SIDE LETTER

Last Name	First Name	Position	Assignment	Grandfathered Salary
ANNING	TRACEY	SPONSOR	YEARBOOK HEAD	31.05
BELL	ASHLEE	COACH	HS CHEER HEAD	1,817.75
BERTOLINO	CHRISTOPHER	COACH	HS B SOCC HEAD	3,271.95
BERTOLINO	CHRISTOPHER	COACH	HS G SOCC ASST	2,060.12
CAMPBELL	MICHAELA	COACH	SCHOL BOWL HEAD	1,009.86
CARLS	MEGAN	COACH	MS CHEER HEAD	1,211.83
CHRISTIAN III	JOHN	COACH	HS FOOTBALL ASST	3,716.29
COADY	STACI	COACH	MS VOLL 8TH	1,736.96
COADY	STACI	COACH	HS VOLL HEAD	3,433.53
COADY	STACI	COACH	HS VOLL ASST (FR SPLIT)	2,504.00
COLLINS	TIMOTHY	COACH	MS GIRLS BASK 7TH	2,019.72
CULLEN	JARED	COACH	HS CROSS HEAD	2,504.45
DAVIS	DESIREA	COACH	HS SOFT HEAD	5,251.28
DAVIS	DESIREA	COACH	MS SOFT HEAD	3,635.50
DURHAM	NATALIE	SPONSOR	MS YEARBOOK HEAD	605.91
EATON	ERIC	SPONSOR	THESPIAN HEAD	201.97
EUBANKS	TIMOTHY	COACH	MS BOYS BASK 7TH	2,019.70
GOSS	JEREMY	COACH	HS BOYS BASK ASST	2,504.45
HARTKE	MOLLY	COACH	MS GIRLS BASK 8TH	3,837.47
KIRKPATRICK	KODY	COACH	HS BOYS BASK HEAD	3,433.53
MANUS	CHARLES	SPONSOR	MS CHESS HEAD	605.91
MARSH	JONI	SPONSOR	HS HAWK PRIDE FALL HEAD	201.97
MARSH	JONI	SPONSOR	HS HAWK PRIDE WINTER HEAD	201.97
METZ	CYNTHIA	SPONSOR	YEARBOOK HEAD	2,827.61
PULLIAM	LISA	SPONSOR	YEARBOOK HEAD	155.35
SCHLOUCH	KELLY	SPONSOR	STUDENT GOVERNMENT HEAD	302.95
SLIGHTOM	ERIN	SPONSOR	SPANISH CLUB HEAD	201.97
TAVERNOR	CHRISTOPHER	COACH	HS B SOCC ASST	1,454.22
TESTER	CASEY	SPONSOR	HS FALL FINE ARTS DIRECTOR	3,029.58
TESTER	CASEY	SPONSOR	HS MUSICAL ASSISTANT DIRECTOR	2,625.64