

**AGREEMENT BETWEEN**  
**EWING - NORTHERN FEDERATION OF TEACHERS,**  
**LOCAL #4342, IFT-AFT, AFL/CIO**

**AND**

**EWING-NORTHERN C.C. DISTRICT #115**

**2023-2024**  
**2024-2025**  
**2025-2026**

Approved  
5-15-23  
18/23

## **ARTICLE I - PARTIES TO THE AGREEMENT**

This agreement is made and entered into the 15th day of May 2023, by and between the Board of Education of Ewing-Northern School District 115, hereinafter referred to as the "Board" and the Ewing-Northern Federation of Teachers, Local 4342, American Federation of Teachers, AFL-CIO, hereinafter referred to as the "Union" or the "Federation".

## **ARTICLE II - RECOGNITION, JURISDICTION, AND SCOPE**

### **Section 1**

For collective bargaining with respect to wages, hours, and other terms of employment, the Board recognizes the Union as the sole and exclusive representative for all professional employees (as defined by the Illinois Educational Labor Relations Act) that hold a teaching position requiring a certificate under Article II of the Illinois School Code, excepting supervisory, confidential or managerial employees (as defined by the Illinois Educational Labor Relations Act).

### **Section 2**

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, it shall be automatically deleted from this agreement to the extent that it violates the law, but the remaining articles, sections, or clauses shall remain in full effect for the duration of the agreement, if not affected by the deleted article, section, or clause.

### **Section 3**

The Board agrees to implement this contract as it pertains to teachers in a fair, impartial, and consistent manner.

## **ARTICLE III - MANAGEMENT RIGHTS**

The Board retains and reserves unto itself all power, rights, duties, and responsibilities conferred upon and vested in it by the statutes of the State of Illinois.

## **ARTICLE IV-UNION NO-STRIKE AND BOARD BARGAINING GUARANTEES**

The Union agrees that there shall be no strike, withholding of services, or other refusals to render full and complete service to the Board during the term of this agreement and any existing mediation procedures as per the Illinois Educational Act (PL-1014).

### **Section 1      Civility**

Teachers, administration, and Board shall refrain from any critical comments about each other in the presence of students or non-school persons. All parties shall be courteous and respectful of each other.

## **Section 2      Evaluations**

Formal and informal evaluations should be conducted in such a manner that there is no interference with regular classroom procedures.

## **Section 3      School Documentation**

The Board shall furnish the Federation President, upon request, a copy of the following:

- A.     board agendas
- B.     official minutes of the open board meeting
- C.     monthly budget summaries
- D.     school board policy manual
- E.     annual auditor's report
- F.     current fiscal year budget
- G.     statistical information on teacher step placement and salary lane placement
- H.     all information that may become open to the public

## **Section 4      Lunch Period**

Each teacher will have a 50-minute duty-free lunch.

## **Section 5      Arrival/Dismissal**

Teachers will be in their classrooms at 7:55 a.m. *Homeroom class time (8:00-8:10) will be utilized* so that students may turn in signatures, homework, and *teachers can* conduct attendance, lunch count, and pledge of allegiance. *Teacher dismissal time will be 3:15 p.m. each day.*

## **Section 6      Meeting Requests**

The Union and the Board shall meet within a reasonable time upon request of either party to resolve questions concerning the implementation of this agreement and related matters.

## **Section 7      District/Union Communication**

Teachers shall regularly be briefed on matters affecting teachers and teaching matters, such as curriculum changes, scheduling, and other pertinent information through regular teachers' meetings.

## **Section 8      Leaving the Building**

Teachers may leave the building during their preparation periods after notifying the administration or other office personnel.

## **Section 9 Union Usage of District Property**

The Federation may request the use of a classroom for Federation meetings. Reasonable requests may be granted, provided the intended use does not conflict with previously scheduled activities, impact negatively on the educational program, or is unreasonably dangerous or disruptive. Such meetings are to be held after regular student school hours. The Superintendent shall have sole discretion in approving. Any out-of-pocket expenses to the District resulting from such meetings shall be borne by the Federation.

## **Section 10 Seniority**

1. Seniority shall be defined as the length of full or part-time continuous certified service to the district beginning with the date the Board passes a motion to hire the teacher. In the event seniority is equal, the following procedures will be used to break the seniority tie:
  - a. All years of regular full-time or part-time certified teaching service and/or paraprofessional service in the District, both continuous and non-continuous service, will be calculated and the teacher with the most total years of service in the District shall have the most seniority.
  - b. If none of the teachers have prior teaching service and/or paraprofessional service in the District or the total years of regular full-time or part-time teaching service and/or paraprofessional service (continuous and non-continuous) remains equal, the District and Union will draw lots. The name of the first employee drawn will have the most seniority; the second name drawn will have the second most seniority and so on. The order of seniority determined by the drawing of lots shall occur only once and shall be the final and determinative order of seniority.
2. A full year's seniority will be granted for full-time teachers that work 90 or more days in a school year. Otherwise, no fractional year will be granted.
3. Regularly employed part-time certified employees will earn seniority on a pro-rata basis. For example, a teacher employed 50% time will earn half a year of seniority for each year of part-time employment. The pro-rated seniority will be granted to part-time teachers that work 90 or more days in a school year. Otherwise, no fractional year will be granted.
4. Seniority will accrue during a paid leave of absence.
5. Seniority will not accrue during an unpaid leave of absence, except for FMLA and military leave.
6. Seniority will be retained but not accrued during a layoff.

## **Section 11 Teacher Institute Days**

Teachers will receive 3 hours of uninterrupted work time on one of the Teacher Institute days before the first student attendance day and the Teacher Institute Day returning from Christmas break if one is scheduled into the calendar.

## **Section 12 IEP work time**

Upon the approval of the Superintendent, special education teachers shall be granted work time to complete IEPs. Work time is to be taken in half-day increments and cannot exceed two (2) days per year per teacher. Teachers shall work from their classrooms or an alternate location within the school.

## **ARTICLE VI - PERSONNEL FILES**

This section shall be guided by the Illinois Employee Record Act (P.A. 83-1104).

## **ARTICLE VII - GRIEVANCE DEFINITION, PRINCIPLES, AND PROCEDURE**

### **Section 1      Grievance Definition**

**Definitions:** A grievance is defined as a complaint by a teacher that there has been a violation, misinterpretation, or misapplication of the terms and conditions of this agreement and/or written school board policy.

### **Section 2      Principles**

- a. Grievances may be initiated by a teacher covered by this agreement and/or by the Federation in cases where the grievance involves two or more teachers.
- b. A teacher who participates in the grievance procedure shall not be subject to discipline or reprisal because of such participation.
- c. The investigation and processing of any grievance by the grieving teacher and/or Federation shall be conducted to result in no interference with the instructional program.
- d. Any teacher has a right to be represented by the Federation at any formal step in the grievance procedure.
- e. Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend and will be held, insofar as possible, during a non-teaching time of the personnel involved.
- f. The failure of an administrator to give a decision within the time limits shall permit the grievant to proceed to the next step. The failure of a teacher and/or Federation to act on any grievance within the prescribed time limits will act as a bar to any further appeal. All-time limits, however, may be extended by mutual agreement.
- g. In any instance where the Federation is not represented in the grievance procedure, the Federation shall be notified of the final disposition of the grievance; said disposition will not establish a precedent.
- h. A grievance may be withdrawn at any level without establishing precedent.
- i. If the grievant and/or Federation and the Superintendent, as the case may be, agree, any level of the grievance procedure may be bypassed and the grievance brought directly to the next level.
- j. All references to days during the school term shall mean teacher workdays, otherwise days shall mean weekdays.

- k. If a teacher/Federation files any claim or complaint in any form other than under the grievance procedure of this agreement, the administration/Board shall not be required to process the same claim or set of facts through the grievance procedure.
- l. Both parties to a grievance procedure shall be provided upon reasonable request any information or documents pertinent to a grievance.

### **Section 3**      **Grievance Process**

- a. **Informal Step:** The teacher shall attempt to resolve any grievance by discussing the situation with his/her Principal/Superintendent.
- b. **Step One:** If the grievance is not resolved at the informal step, the teacher/ Federation shall file the grievance in writing with the Superintendent. The written grievance shall state the nature of the grievance, shall note the specific clause(s) of the Agreement allegedly violated, and state the remedy requested. The filing of the written grievance must be within thirty (30) days from the date of the occurrence of the event, or within thirty (30) days from the date the teacher has knowledge of the event giving rise to the grievance. The Superintendent shall meet with the Grievant within ten (10) days after receipt of the grievance and discuss the grievance. Within ten (10) days of the meeting, the grievant and the Federation shall be provided with the Superintendent's decision, including the reasons for the decision.
- c. **Step Two:** In the event, the grievance has not been resolved in the first step, the teacher or Federation may submit a written appeal to the Board of Education. Such appeal shall be made within thirty (30) school days after receipt of the Superintendent's decision. No later than fifteen school days after receiving the approval, the Board shall communicate its decision in writing and state its reasons if requested to the Union as well as the Grievant.
- d. **Step Three:** Within thirty (30) days after receiving the decision of the Board, the Union may submit the grievance to arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator shall follow the standard rules of the AAA and the decision shall be binding on all parties. Expenses for the arbitrator and the AAA shall be borne equally by the Board and the Federation. The arbitrator shall not amend, modify, or nullify nor add to the provisions of this agreement. The arbitrator's authority shall be strictly limited to deciding the issue submitted in writing by the Board and/or Federation. The decision by the arbitrator may be reviewed by the circuit court of the county in which the Board's primary office is located. The arbitrator's determination of the fact may not be set aside unless it is against the manifest weight of the evidence.

## **ARTICLE VIII - LEAVES OF ABSENCE**

### **Section 1 Sick Leave**

The Board shall grant all full-time teachers sick leave provisions not less in amount than thirteen (13) days in each school year for employees in steps 0-9; fourteen (14) days per school year for employees in Step 10-19 and fifteen (15) days per school year for employees on step 20 and above. If any such teacher does not use the full amount of annual leave thus allowed, the unused amount shall accumulate to unlimited sick days, including the leave of the current year. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness, or death in the immediate family or household. The Board may require a physician's health certificate, or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases. For purposes of the section "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, son-in-law, daughter-in-law, and legal guardians.

### **Section 2 Personal Leave**

The Board shall grant five (5) paid days to each full-time teacher for personal business. At least two days advance notice must be given in writing, when possible, to the Superintendent or her designee. The Superintendent will have the authority to either grant or deny the request. The Board will allow for no more than 2 personal days to be "rolled over" to the next school year allowing teachers to have no more than 7 personal days on the "books" in any one school year. Unused personal leave days shall accumulate as sick leave. Personal leave days may be used only for the purpose to transact business that cannot be done before or after the teacher's workday or on weekends or holidays. Personal leave will not be granted to allow a teacher to receive remuneration for other employment.

### **Section 3 Half-Day Personal or Sick Leave**

To be fair and equitable to all staff, half-day sick and/or personal leave will be designated according to the halfway point of the work day. Teachers are required to be in their classroom at 7:55 and are dismissed at 3:15. The midpoint of the day will be 11:30 am. Half-Day in the morning would be defined as 7:55 AM to 11:30 AM, and an afternoon half-day would be defined as 11:30 AM to 3:15 PM.

### **Section 4 Extended Leaves of Absence**

Upon the recommendation of the Superintendent, a leave of absence for an extended period of time may be granted by the Board. Any teacher desiring a leave of absence without pay must submit to the Superintendent an application in writing at least ninety calendar days before the desired date of the commencement of the leave. In emergency cases, the Superintendent may waive the period if, in his/her judgment, the teacher submits in writing an explanation with proper verification and/or documentation indicating the events, occasions, or occurrences beyond the control of the teacher who requested the ninety days be waived.

### **Section 5 Returning from Leaves of Absence**

Teachers returning from an unpaid leave of absence shall be placed on the salary schedule at the same place they occupied at the beginning of the leave unless they shall have completed teaching ninety (90) days of the current year. Teachers returning from an unpaid leave of absence shall resume their duties only at the beginning of the School year unless otherwise recommended by the Superintendent and approved by the Board.

## **Section 5      Maternity Leave**

Maternity leave shall be defined as the period of time before and after the birth of a child, during which the teacher is not reporting for duty. Maternity leave shall not cause loss of position on the salary schedule nor shall the amount of time absent be counted toward advancement on the salary schedule under the following conditions:

- a.      The teacher shall notify the Superintendent in writing as soon as the condition of pregnancy is known to exist. (A medical certificate from the attending physician is required.)
- b.      The teacher and her doctor shall determine the length of time the teacher can safely carry out her full responsibilities and inform the Superintendent promptly.
- c.      The teacher shall make a written application for maternity leave, specifying the date at which she expects to commence the leave and at the same time indicating her intentions regarding her return to her teaching position.
- d.      Following the birth of the child, the teacher may return to work as soon as her doctor provides medical authorization to do so.
- e.      Sick pay may be used during the period of pregnancy or post-natal period; to the extent, it has been accumulated for that period of time that the teacher is unable to work due to her pregnant condition or post-natal complications prevent her from working for a specified length of time. The remainder of the time on maternity leave shall be without pay.
- f.      The teacher may continue fringe benefits during unpaid maternity leave periods by paying her premiums.

## **Section 6      Bereavement**

In the event of the death of a member of an employee's family, an employee shall be entitled to a maximum of three (3) days per school year without loss of personal or sick leave for bereavement. For purposes of bereavement "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, son-in-law, daughter-in-law, and legal guardians. Employees may use sick days in addition to the three (3) bereavement days for leave. Bereavement leave does not accumulate.

Employees shall be eligible for leave pursuant to and consistent with the Illinois Family Bereavement Leave Act, 820 ILCS 154/1, effective January 1, 2023, but any paid leave granted to an employee, such as sick leave, shall count toward the number of unpaid leave days the employee is eligible to use under the Illinois Family Bereavement Leave Act.



## **ARTICLE IX - ASSIGNMENTS**

### **Section 1 Teaching Assignments**

All teachers shall be given written notice of their tentative assignments (class and/or subject assignments) not later than July 1 before the beginning of the school year. In the event changes in assignment become necessary after the notification date, the teacher and the Federation shall be notified in writing within five (5) calendar days of the knowledge of such change and shall be entitled to a conference with the Superintendent to discuss the matter, and if still dissatisfied after the such conference, shall be permitted to resign without penalty.

### **Section 2 Student Discipline**

Student discipline shall be as per Board policy.

### **Section 3 Request for Transfer**

A teacher's request for transfer or reassignment to teach a different grade level must be submitted to the Board by the last meeting in March to be considered for the school year that the requested position becomes available. Any presently employed staff may apply for any open positions.

### **Section 4 Notice of Vacancies**

The Superintendent or designee shall post all licensed vacancies on the website and shall send to the Federation an electronic notice of all vacancies, including vacancies in promotional positions, as they occur. The Superintendent or designee shall also post vacancies on faculty bulletin boards within two business days of the electronic posting. Such notices shall be accompanied by a job description, a statement of minimum qualifications, and a salary range. A posting period of ten (10) days must pass prior to the hiring of a candidate for the position unless a short period is agreed upon by the parties.

### **Section 5 Resignation**

All part-time and full-time teaching personnel, when possible, are to notify the Board at least sixty days before the end of the school term of their intentions about teaching the following year.

### **Section 6 Ticket Sales**

Teachers shall not be expected to handle ticket sales at athletic events.

## **ARTICLE X - REDUCTION IN FORCE**

### **Section 1      Reduction in Force**

If a teacher is removed or dismissed as a result of a decision by the Board to decrease the number of teachers employed by the Board or to discontinue some particular type of teaching service, the reduction in force shall comply with the **Illinois School Code, 115 ILCS 5/24-12(b)**, Education Reform Act (Public Act 97-0008) and/or any language the joint committee agrees to.

### **Section 2      Teacher Dismissal**

All teachers dismissed as a result of such a decrease or discontinuation of a program shall be paid all earned compensation on or before the third business day following the last day of pupil attendance in the regular school term.

### **Section 3      Recall Rights**

If the Board has any vacancies for the following school term, within one calendar year from the beginning of the following school term, the positions thereby becoming available **in accordance with the Illinois School Code, 115 ILCS 5/24-12(b)**. A teacher's failure to respond affirmatively, in writing, within fifteen (15) calendar days after receipt of the Board's letter sent by registered mail to the teacher's address on file with the Board recalling such teacher shall result in termination of the teacher's rights or recall hereunder.

### **Section 4      New Teacher Mentoring**

The Superintendent shall assign a tenured teacher to serve as a mentor to a newly hired first-year full-time teacher, with mentoring services provided during the teacher's first year of employment. Any teacher would have the right to refuse the said assignment. In the event a mentoring teacher cannot be identified, Union Leadership will provide the Superintendent with names of teachers that could mentor. The Superintendent will consider the names submitted by the Union and make the final decision. If all teachers decline, a mentor will be assigned. The teacher assigned to serve as a mentor shall perform those duties outlined in the Board approved mentoring program. A tenured teacher assigned to serve as a mentor shall receive 3 additional personal days for only the year the mentoring is completed, with the 3 personal days prorated if the mentoring services are provided for less than a full school year.

## **ARTICLE XI - PROFESSIONAL GROWTH**

Teachers shall be encouraged to take advantage of opportunities to sharpen skills, improve and deepen knowledge, and be refreshed by seminars and other in-service training opportunities. Each teacher may attend up to four days per year for such events. The administration must approve each request.

The school board will reimburse each teacher up to \$100 per graduate hour, for up to nine (9) college hours during a semester and up to \$100 a graduate hour, for up to twelve (12) college hours completed during the summer. To be eligible for reimbursement of college tuition, the teacher shall be working toward an M.S.E. degree or have the approval of the school board. In addition, the school district will not reimburse college tuition for an amount greater than the actual paid tuition.

## **ARTICLE XII - SALARY SCHEDULE AND ADDITIONAL PAY**

### **Section 1      Salary Schedule**

The salary schedule shall be outlined in Appendix I, which is incorporated into this agreement. The following defines the agreed-upon salary increase(s) for the term of this contract.

Year 1 2023-2024 Salary Increase – 3.00%

Year 2 2024-2025 Salary Increase – 4.50%

Year 3 2025-2026 Salary Increase - 5.00%

### **Section 2      Educational Lane Movement**

When, by reason of added college training, a teacher believes he/she is eligible to advance on the salary schedule, a written application for such advancement must be on file in the Superintendent's office not later than the tenth day of the school term in which advancement is sought. A certified transcript supporting such an application must be on file no later than October 1 of the same year.

### **Section 3      Teacher Experience**

In determining the amount of teaching experience, either within or outside the District, less than ninety (90) days will not be considered enough days to advance on the salary schedule, while having taught at least ninety (90) days as a full-time teacher will be counted as one year for advancement purposes on the salary schedule.

### **Section 4-A    Health Insurance**

A fringe benefit of \$495 per month (\$5940) for the school year of 2023-2024; \$505 per month (\$6060) for the school year of 2024-2025; \$515 per month (\$6180) for the school year of 2025-2026 for insurance will be applied to the cost of health insurance purchased through the school district. The employee will pay the remaining balance of the premium for health insurance.

### **Section 4-B    Tax Sheltered Annuity**

After two complete years of full-time teaching, teachers have the option of applying \$448.33 per month (\$5380) for the school year of 2023-2024; \$449.16 per month (\$5390) for the school year of 2024-2025; \$450 per month (\$5400) for the school year of 2025-2026 contribution toward a tax-sheltered annuity plan. Teachers will have two (2) annuity plans from which to choose.

If this is found to not comply with the Internal Revenue Code, this section will be changed to comply with the Code.

**Section 5      Additional Pay for Additional School Events****Appendix – Extra-Curricular/Special Assignment Compensation Schedule**

Extra Service	Service Expectations	Annual Allotment	Assignment
<b>*Allotment specified is full payment for all service, mileage, and time of each Extra Service.</b> <b>**The District will provide a school vehicle for all required travel. If a vehicle is not available for use, mileage will be paid upon approval by the administration. Approval must be granted before the day of travel.</b>			
Eighth Grade Sponsor	The organization, planning, monitoring, and execution of all 8 <sup>th</sup> -grade events.	\$500.00 Paid in May	Eighth Grade Homeroom Teacher
Band Director	The organization, planning, monitoring, and execution of all Band events.	\$500.00 Paid in May	Music Teacher
Choir Director	The organization, planning, monitoring, and execution of all Choral events.	\$500.00 Paid in May	Music Teacher
Student Leadership Sponsor	The organization, planning, monitoring, and execution of all Club activities.	\$500.00 Paid in May	Volunteer or Assigned by Administration
Yearbook Sponsor (if not taught as part of a class)	Production, organization, and ordering annually of the district yearbook.	\$500.00 Paid upon completion	Volunteer or Assigned by Administration
Living Museum Sponsors	The organization, planning, monitoring, and execution of all Living Museum activities.	\$100.00 Paid upon completion	Eighth Grade Homeroom Teacher and Title 1 Teacher Paid to Each Organizer
Grade Level Orientation	The organization, planning, monitoring, and execution of grade-level orientation.	\$50.00 Paid after Orientation	Orientation Approved by Administration Paid to Each Presenter
Registration	Working at annual Registration	\$50.00 Paid after Registration	Volunteer Paid to Each Volunteer
Athletic Supervision	***Supervision of Athletic Event	\$50.00 per athletic event Time Sheet Required	Volunteer By turn/sign-up sheet

\*\*\*Athletic Supervision sign-ups will be on a first-come basis. Each Athletic Supervisor will be responsible for finding a replacement supervisor if he/she is unable to supervise a scheduled event.

## **Section 6      Retirement**

The Illinois Teacher Retirement System reads as follows: Up to 340 days of unused, uncompensated sick leave may be certified for retirement credit. For those teachers retiring from Ewing-Northern, the sick leave earned while teaching at Ewing-Northern, the school district shall pay the amount of retirement owed for those days.

### **Retirement Plan**

A. A retirement program will be offered to full-time certified bargaining unit employees of Ewing Northern School District. To qualify for this program, an employee must be eligible to retire with TRS and must elect to enter into this program on or before the deadlines specified below.

B. An employee may elect to enter this Retirement Program up to five years before his/her last year of teaching by sending an **irrevocable notice of retirement to the Superintendent by January 15, with payments under this Retirement Program paid to the employee during his/her last one, two, three or four years of service prior to retirement. For example:**

1. An employee giving a one-year notice must submit his/her letter on or before January 15 of **the year prior to his/her last year of teaching, i.e. January 15, 2021, with an effective retirement date at the end of the 2021-2022 school year.**
2. An employee giving a two-year notice must submit his/her letter of retirement on or before January 15 of the third year prior to his/her last year of teaching, **i.e. January 15, 2021, with an effective retirement date at the end of the 2022-2023 school year.**
3. An employee giving a three-year notice must submit his/her letter of retirement on or before January 15 of the fourth year prior to his/her last year of teaching, **i.e. January 15, 2021, with an effective retirement date at the end of the 2023-2024 school year.**
4. **An employee giving a four-year notice must submit his/her letter of retirement on or before January 15 of the fifth year prior to his/her last year of teaching, i.e. January 15, 2021, with an effective retirement date at the end of the 2025-2026 school year.**

C. Total payment due under this Retirement Program will be calculated as follows:

Full-Time Service Completed in District 115 on the effective date of retirement	Retirement Program Payment
10 Years	\$13,000

D. This retirement program payment may be paid in two forms—i) TRS creditable earnings and/or ii) a retirement severance payment—and shall be paid according to the following procedures.

1. A calculation will be made comparing the employee's creditable earnings of the immediately previous year with his/her creditable earnings of the year he/she gave notice. If such creditable earnings are less than 106% of his/her creditable earnings of the previous year, that portion of the retirement program payment necessary to increase his/her creditable earnings to 106% **or a maximum of \$3,250, whichever is less,** shall be paid to the employee in his/her last regular paycheck prior to June 30 of the first **year in the retirement program. For example, if a teacher**

**gives notice on January 15, 2021, of an effective retirement date at the end of the 2021-2022 school year, the payment will be made on or before June 30, 2022.**

2. For each succeeding year of the notice period, where there exists a balance of the program payment to be made, a comparison will be made between the employee's creditable earnings of the previous year and the current year. That portion of the program payment necessary to increase the employee's creditable earnings for the current year to 106% **or a maximum of \$3,250, whichever is less,** will be paid to the employee as creditable earnings in his/her last regular paycheck prior to June 30 of the current year. In any succeeding year if the balance of program payment due is less than the amount needed to increase the employee's creditable earnings to 106%, then only the amount remaining, **up to a maximum of \$3,250,** will be paid to the employee as creditable earnings in the **succeeding year.**
3. In the event the entire program payment due to the employee is not paid as creditable earnings during the notice period, the remaining balance will be paid to the employee as a severance payment. Such payment shall be made within ten (10) days after the employee's last workday and/or receipt of his/her last regular paycheck, whichever comes last. This severance payment will not be treated as creditable earnings under TRS.
4. Any employee that elects and enters into this retirement program and subsequently becomes ineligible to retire in the school year designated in his/her irrevocable notice of retirement because he/she does not have sufficient years of TRS creditable service (i.e. teacher expected to retire with 35 years of TRS service by using 2 years of sick leave but had to use sick leave pursuant to The School Code that drops the employee below 2 years of sick leave), agrees to immediately reimburse the District or consent to a payroll deduction to reimburse the District for any monies received under this retirement program and shall forfeit any future payments under this program. The amount and duration of the payroll deductions shall be established by the Board after consultation with the employee and Association President. The employee will be permitted to rescind his/her retirement in the event of the above scenario.

### **Severance Pay**

Upon retiring from District 115, a teacher shall receive lump-sum severance pay in accordance with the following formula. The teacher must have twelve (12) years of experience teaching within the district to qualify.

- a. The school district will multiply 40% times the number of unused and uncompensated accumulated sick leave days and then multiply that number times the current substitute teacher's daily salary.
- b. The following restrictions will apply:

12 years of teaching experience at Ewing	50% of a. above
15 years of teaching experience at Ewing	75% of a. above
20 years or more of teaching experience at Ewing	100% of a. above

- c. Sick leave used for retirement service credit shall not be used to calculate the severance payment. An employee that receives post-retirement compensation for sick leave days will have those days reported to TRS as uncompensated days for sick leave credit.

- d. The severance payment to teachers under this provision shall be paid to the teacher as non-creditable TRS earnings and will be paid to the teacher after his/her last day of employment and after receipt of his/her last regular payroll check, whichever occurs last.

#### **Section 6 Salary Increases for Additional Coursework**

- a. The employee must submit and obtain the prior approval of the Board of Education for any courses in a Specialist Program and any courses outside a Specialist Program that the employee intends to use for salary lane movement to the MA + 15 lane. The employee's request must be submitted in writing to the Secretary, Board of Education at least 72 hours prior to a regularly scheduled board meeting. The Board will place the request on its agenda for consideration. The decision of the Board of Education concerning employee requests for graduate-level course work outside a Specialist Program shall be final and the Union and employees knowingly and intentionally waive their rights to file a grievance or invoke arbitration over the Board's final decision on the salary schedule.
- b. Salary placement on the salary schedule will be determined by Board approved graduate-level courses completed as of September 1 at the beginning of each school year. An official copy of the transcript must be submitted to the secretary of, the Board of Education on or before September 1. There shall not be any mid-year lane movement on the salary schedule.
- c. All courses must be graduate level and in the field of education and the employee must obtain a B or higher grade in the course(s).
- d. Only graduate-level courses obtained from an educational institution that is fully accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools will be accepted for salary lane movement.
- e. Only graduate-level courses related to the field of education and which are approved in advance by the Board of Education, subject to paragraphs a-d, above, will be accepted for an M.S. +15.

#### **Section 7 TRS Contributions**

- a. The Board shall contribute up to a maximum of 10% to TRS.
- b. If TRS increases above 10% during the term of this contract, the parties agree to re-open only the TRS contribution issue and mid-term bargain TRS contributions. The Board's contribution of 10% shall remain unchanged during mid-term negotiations and will only increase if the parties reach a different agreement on TRS contributions.

#### **Section 8 Attendance Bonus**

Any certified employee that meets the following attendance requirements will receive an attendance "bonus" on the next pay period following the last day of school. The following attendance is based on the use of sick and/or personal days, but absences for professional days do not apply to determine eligibility for the bonus. Employees may use one sick day as a bereavement day during the school year which will not deduct from the attendance bonus.

- \$500.00 Bonus: No more than two sick or personal days used during the school year.



## **Section 9 Internal Substitution**

If required by the administration, all teachers will be compensated \$30.00 per period while substituting or supervising during their preparation period or lunch period. Teachers will be required to complete a timesheet for days and times he/she was required to substitute or supervise. All timesheet documentation is required to be turned into the district office within 30 days of the date of substitution/supervision to receive payment. Teachers required/assigned to perform duties or attend meetings/trainings outside of the normal school schedule, including summer trainings for new teachers, shall be compensated at the \$30.00 rate.

### **MEMORANDUM OF UNDERSTANDING**

The teachers agree to remove from the contract the salary schedule for extra-curricular activities. In turn, the Board agrees to not require any teacher to sponsor any extra-curricular activity.



This agreement is signed on the 15th day of May 2023. This agreement shall be in full force and effect from the first day of the 2023-2024 school year to the first day of the 2026-2027 school year. If a new agreement has not been reached prior to the expiration date, this agreement shall be extended until a new agreement is reached.

For the Board of Education  
District #115

For the Ewing-Northern  
Federation of Teachers  
AFL-CIO #4342

[Signature] 05/15/2023  
President Date

[Signature] 5/9/23  
President(s) Date

[Signature] 5/9/23  
President(s) Date

[Signature] 05/15/23  
Secretary Date

[Signature] 5/9/23  
Secretary Date

## Ewing-Northern CCSD # 115 Salary Schedule 2023-2024

Steps	Bachelors	Bachelors	Bachelors	Bachelors	Masters	% Increase	
Years of Experience	BS	BS+8	BS+16	BS+24	MS	MS+15	
0	\$ 39,516	\$ 40,198	\$ 40,883	\$ 41,566	\$ 43,305	\$ 44,993	
1	\$ 40,361	\$ 41,043	\$ 41,727	\$ 42,411	\$ 44,151	\$ 45,813	
2	\$ 41,205	\$ 41,889	\$ 42,572	\$ 43,255	\$ 44,993	\$ 46,633	
3	\$ 42,050	\$ 42,733	\$ 43,417	\$ 44,100	\$ 45,839	\$ 47,454	0-9 = 13
4	\$ 42,895	\$ 43,578	\$ 44,260	\$ 44,945	\$ 46,684	\$ 48,287	sick days
5	\$ 43,740	\$ 44,423	\$ 45,106	\$ 45,790	\$ 47,528	\$ 49,132	
6	\$ 44,585	\$ 45,267	\$ 45,951	\$ 46,635	\$ 48,374	\$ 49,977	
7	\$ 45,430	\$ 46,113	\$ 46,795	\$ 47,480	\$ 49,219	\$ 50,822	
8	\$ 46,274	\$ 46,958	\$ 47,641	\$ 48,323	\$ 50,063	\$ 51,667	
9	\$ 47,118	\$ 47,802	\$ 48,486	\$ 49,168	\$ 50,908	\$ 52,511	
10	\$ 47,963	\$ 48,647	\$ 49,330	\$ 50,014	\$ 51,753	\$ 53,357	
11	\$ 48,809	\$ 49,493	\$ 50,175	\$ 50,857	\$ 52,598	\$ 54,201	
12	\$ 49,653	\$ 50,338	\$ 51,020	\$ 51,703	\$ 53,443	\$ 55,046	
13	\$ 50,498	\$ 51,182	\$ 51,865	\$ 52,549	\$ 54,287	\$ 55,890	10-19=14
14	\$ 51,343	\$ 52,027	\$ 52,710	\$ 53,392	\$ 55,132	\$ 56,735	sick days
15	\$ 52,187	\$ 52,872	\$ 53,555	\$ 54,238	\$ 55,976	\$ 57,580	
16	\$ 53,033	\$ 53,717	\$ 54,399	\$ 55,083	\$ 56,822	\$ 58,425	
17	\$ 53,878	\$ 54,562	\$ 55,243	\$ 55,927	\$ 57,667	\$ 59,270	
18			\$ 56,089	\$ 56,773	\$ 58,511	\$ 60,114	
19			\$ 56,934	\$ 57,617	\$ 59,356	\$ 60,960	
20					\$ 60,201	\$ 61,805	
21					\$ 61,046	\$ 62,649	
22					\$ 61,834	\$ 63,494	20+ = 15
23					\$ 62,736	\$ 64,340	sick days
24					\$ 63,580	\$ 65,184	
25					\$ 64,424	\$ 66,028	
26					\$ 65,269	\$ 66,873	
27					\$ 66,114	\$ 67,717	
28					\$ 66,959	\$ 68,562	
29					\$ 67,804	\$ 69,408	
30					\$ 68,650	\$ 70,253	
31					\$ 69,493	\$ 71,097	
32					\$ 70,339	\$ 71,942	
33					\$ 71,184	\$ 72,788	
<b>Teachers' retirement (10%) will be paid by the school district.</b>							
	<b>Health Insurance</b>	\$ 495.00	/month	\$ 5,940	/Year		
	<b>Annuity</b>	\$ 448.33	/month	\$ 5,380	/Year		

**Ewing-Northern CCSD # 115 Salary Schedule 2024-2025**

	Bachelors	Bachelors	Bachelors	Bachelors	Masters	% Increase	
Years of Experience	BS	BS+8	BS+16	BS+24	MS	MS+15	
0	\$ 41,294	\$ 42,007	\$ 42,722	\$ 43,436	\$ 45,254	\$ 47,018	
1	\$ 42,177	\$ 42,890	\$ 43,605	\$ 44,320	\$ 46,138	\$ 47,875	
2	\$ 43,059	\$ 43,774	\$ 44,488	\$ 45,201	\$ 47,018	\$ 48,732	
3	\$ 43,942	\$ 44,656	\$ 45,370	\$ 46,085	\$ 47,902	\$ 49,590	0-9 = 13
4	\$ 44,826	\$ 45,539	\$ 46,252	\$ 46,968	\$ 48,784	\$ 50,460	sick days
5	\$ 45,708	\$ 46,422	\$ 47,136	\$ 47,850	\$ 49,667	\$ 51,343	
6	\$ 46,591	\$ 47,305	\$ 48,019	\$ 48,734	\$ 50,551	\$ 52,226	
7	\$ 47,475	\$ 48,188	\$ 48,901	\$ 49,617	\$ 51,433	\$ 53,109	
8	\$ 48,356	\$ 49,071	\$ 49,784	\$ 50,498	\$ 52,316	\$ 53,992	
9	\$ 49,239	\$ 49,953	\$ 50,668	\$ 51,381	\$ 53,199	\$ 54,874	
10	\$ 50,121	\$ 50,836	\$ 51,550	\$ 52,264	\$ 54,082	\$ 55,758	
11	\$ 51,005	\$ 51,720	\$ 52,433	\$ 53,146	\$ 54,965	\$ 56,640	
12	\$ 51,888	\$ 52,603	\$ 53,316	\$ 54,030	\$ 55,847	\$ 57,523	
13	\$ 52,770	\$ 53,485	\$ 54,199	\$ 54,913	\$ 56,730	\$ 58,405	10-19=14
14	\$ 53,654	\$ 54,369	\$ 55,082	\$ 55,795	\$ 57,613	\$ 59,289	sick days
15	\$ 54,535	\$ 55,251	\$ 55,965	\$ 56,678	\$ 58,495	\$ 60,171	
16	\$ 55,419	\$ 56,134	\$ 56,847	\$ 57,562	\$ 59,379	\$ 61,054	
17	\$ 56,303	\$ 57,017	\$ 57,729	\$ 58,444	\$ 60,262	\$ 61,937	
18			\$ 58,613	\$ 59,327	\$ 61,144	\$ 62,819	
19			\$ 59,496	\$ 60,210	\$ 62,027	\$ 63,703	
20					\$ 62,911	\$ 64,586	
21					\$ 63,793	\$ 65,468	
22					\$ 64,617	\$ 66,352	20+ = 15
23					\$ 65,559	\$ 67,235	sick days
24					\$ 66,441	\$ 68,117	
25					\$ 67,324	\$ 68,999	
26					\$ 68,206	\$ 69,882	
27					\$ 69,089	\$ 70,765	
28					\$ 69,972	\$ 71,647	
29					\$ 70,855	\$ 72,531	
30					\$ 71,739	\$ 73,415	
31					\$ 72,620	\$ 74,296	
32					\$ 73,504	\$ 75,180	
33					\$ 74,388	\$ 76,064	
<b>Teachers' retirement (10%) will be paid by the school district.</b>							
	<b>Health Insurance</b>	\$505.00	/month	\$ 6,060	/Year		
	<b>Annuity</b>	\$449.16	/month	\$ 5,390	/Year		

# Ewing-Northern CCSD # 115 Salary Schedule 2025-2026

	Bachelors	Bachelors	Bachelors	Bachelors	Masters	% Increase	
Years of						5.00%	
Experience	BS	BS+8	BS+16	BS+24	MS	MS+15	
0	\$43,359	\$44,107	\$44,859	\$45,608	\$47,517	\$ 49,369	
1	\$44,286	\$45,035	\$45,785	\$46,536	\$48,445	\$ 50,269	
2	\$45,212	\$45,963	\$46,712	\$47,461	\$49,369	\$ 51,168	
3	\$46,139	\$46,888	\$47,639	\$48,389	\$50,297	\$ 52,069	0-9 = 13
4	\$47,067	\$47,816	\$48,564	\$49,316	\$51,224	\$ 52,983	sick days
5	\$47,994	\$48,743	\$49,492	\$50,243	\$52,150	\$ 53,910	
6	\$48,920	\$49,670	\$50,420	\$51,171	\$53,078	\$ 54,837	
7	\$49,848	\$50,598	\$51,346	\$52,097	\$54,005	\$ 55,765	
8	\$50,774	\$51,524	\$52,274	\$53,023	\$54,932	\$ 56,691	
9	\$51,701	\$52,451	\$53,202	\$53,950	\$55,859	\$ 57,618	
10	\$52,627	\$53,378	\$54,127	\$54,878	\$56,786	\$ 58,546	
11	\$53,555	\$54,306	\$55,055	\$55,803	\$57,713	\$ 59,472	
12	\$54,482	\$55,234	\$55,982	\$56,731	\$58,640	\$ 60,400	
13	\$55,409	\$56,159	\$56,908	\$57,659	\$59,567	\$ 61,325	10-19=14
14	\$56,337	\$57,087	\$57,836	\$58,584	\$60,493	\$ 62,253	sick days
15	\$57,262	\$58,014	\$58,763	\$59,512	\$61,420	\$ 63,180	
16	\$58,190	\$58,940	\$59,690	\$60,440	\$62,348	\$ 64,106	
17	\$59,118	\$59,868	\$60,615	\$61,366	\$63,275	\$ 65,034	
18			\$61,543	\$62,294	\$64,201	\$ 65,960	
19			\$62,471	\$63,220	\$65,128	\$ 66,888	
20					\$66,056	\$ 67,816	
21					\$66,983	\$ 68,741	
22					\$67,847	\$ 69,669	20+ = 15
23					\$68,837	\$ 70,597	sick days
24					\$69,763	\$ 71,523	
25					\$70,690	\$ 72,449	
26					\$71,616	\$ 73,376	
27					\$72,543	\$ 74,303	
28					\$73,471	\$ 75,230	
29					\$74,398	\$ 76,157	
30					\$75,326	\$ 77,085	
31					\$76,251	\$ 78,011	
32					\$77,179	\$ 78,939	
33					\$78,107	\$ 79,867	
Teachers' retirement (10%) will be paid by the school district.							
	Health Insurance	\$ 515	/month	\$ 6,180	/Year		
	Annuity	\$ 450	/month	\$ 5,400	/Year		