

BRADFORD UNIT DISTRICT No. 1
Stark County, Illinois

and

BRADFORD EDUCATION
ORGANIZATION
IEA-NEA

CONTRACT

2021-2022

2022-2023

2023-2024

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ARTICLE I

Recognition and Definitions

Recognition

The Board of Education of Bradford Unit District #1, Stark County, Illinois (hereinafter referred to as the “Employer”) recognizes the Bradford Education Organization/IEA-NEA as the sole and exclusive bargaining representative for all full-time and regularly employed part-time certificated Employees (hereinafter referred to as the “Employee” or “Bargaining Unit Member”) exclusive of supervisors, as defined by the *Illinois Educational Labor Relations Act*.

Part-Time Employees

Part-time employees shall be included in the bargaining unit, but their benefits shall be prorated consistent with their fractional employment status; except for those employed on a part-time basis prior to the first employee workday of the 2010-2011 school term. Those part-time employees shall not have their benefits reduced in accordance with their fractionalized status of employment.

ARTICLE II

Grievance Procedure

1. A “grievance” shall be any claim by an employee or the BEO/IEA-NEA that there has been an alleged violation of the terms of this agreement.

All time limits shall consist of school days, except when a grievance is submitted fewer than ten (10) days before the end of a school year, and then time limits shall consist of all week days, excluding legal holidays.

2. A “grievance” report shall be made to the appropriate level within fifteen (15) days of the event giving rise to the grievance.
3. The parties acknowledge that it is usually most desirable for an Employee and the Employee’s immediately involved supervisor to resolve problems through free and informal communications. If, however, the informal process fails to satisfy the Employee or the BEO/IEA-NEA, grievances may be processed within ten (10) days of the conclusion of the informal step.

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Step A - A written grievance shall contain the article and clause alleged to have been violated and will state the remedy sought. The written grievance shall be given to the supervisor immediately involved, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The supervisor shall provide a written answer with reasons to the grievant within ten (10) days after the meeting.

Step B - If the grievant is not satisfied with the disposition of the grievance at Step A, the grievant shall refer the grievance in writing to the superintendent within ten (10) days of the receipt of the Step A answer. The superintendent will arrange for a meeting to take place with the grievant within ten (10) days after his receipt of the grievance. The superintendent shall provide a written answer with reasons to the grievant within ten (10) days after the meeting.

Step C - If the grievant or BEO/IEA-NEA is not satisfied with the disposition of the grievance at Step B, they may submit the grievance to final and binding arbitration conducted by the Federal Mediation Conciliation Service (FMCS). If a demand for arbitration is not filed within twenty (20) days of the Step C answer, then the grievance shall be deemed withdrawn.

4. A grievance may be withdrawn at any level without establishing precedent.
5. Failure of a grievant to act on any grievance within the prescribed time limits will bar any further appeal.
6. If the grievant and the superintendent agree, the grievance shall bypass to the next step of the grievance process.
7. If no written decision has been rendered within the time limits indicated by a step, the grievance may be processed to the next step. The time limits, however, may be extended by mutual agreement in writing signed by both parties. Additionally, illness or other incapacity of the immediate supervisor or Superintendent shall be grounds for any necessary extension of grievance procedure time limits.
8. Neither the employer nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator which has not been previously disclosed to the other party.
9. Either party to the grievance may elect to be represented by legal counsel at any stage of the grievance procedure; provided, however, each party will pay its own costs of representation.
10. The employer acknowledges the right of the BEO/IEA-NEA's grievance representative to participate in the processing of a grievance at any level, and no Employee shall be required to discuss any grievance if the BEO/IEA-NEA's representative is not present.

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11. All records related to a grievance shall be filed separately from the personnel file of the Employee.
12. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His decision must be based only upon his interpretations of the meaning or application of the express relevant language of the agreement.
13. The BEO/IEA-NEA and the employer shall bear the full costs for its representative in the grievance procedure, and each party shall share equally the cost of the arbitrator.

ARTICLE III

Organization Rights

Calendar Input

The BEO will have non-binding input in setting up the official school calendar.

Employer Meetings-Notification

The president of the BEO/IEA-NEA, or his/her designee, shall be given notice of any regular or special meeting of the employer together with a copy of the agenda or statement of purpose of such meeting at least twenty-four (24) hours prior to the scheduled time of such meeting.

Employer Agendas

Notice of all regular and special meetings of the Board of Education and the proposed agenda shall be posted in each faculty lounge at least 24 hours prior to the scheduled meeting.

Employer Minutes-Organization Copies

All official copies of Board of Education minutes shall be electronically mailed or placed in the mailbox of the president of the BEO/IEA-NEA as soon as they have been approved. The Superintendent will give a written unofficial report to teachers within five weekdays, excluding legal holidays, following each board meeting which summarizes the action and discussions which took place at the meeting.

BEO/IEA-NEA - Superintendent Meetings

The BEO/IEA-NEA and the employer recognize the importance of communications in maintaining good relationships. Periodic meetings shall be held with the superintendent

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with reasonable written notice stating the item or items to be discussed at such meetings. The BEO/IEA-NEA will designate not more than three (3) representatives to attend said meetings and will notify the Superintendent in writing of their selection.

BEO/IEA-NEA Participation-Employee Suspension, Demotion, Discharge

Any employee charged with misconduct, neglect, or violation which may lead to his/her suspension, demotion, discharge, or other disciplinary action shall have the right to be represented by the BEO/IEA-NEA in any meeting conducted by the employer or Administration with such Employee regarding such charge. Prior to scheduling any such meeting or hearing, the Employee will be given reasonable notice of the nature of the charge and informed of his/her right to be represented by the Organization at such meeting, except in emergency circumstances where an immediate meeting is required.

Payroll Deductions

A. Procedures for Membership Authorization

Proper authorization for membership payroll deductions shall be the signature of the Employee on an authorization form prepared by the BEO/IEA-NEA and submitted to the Superintendent or his/her designee. Such authorization shall remain effective from year to year, unless the Employee cancels such authorization by notice in writing to the Superintendent and the BEO/IEA-NEA. Authorization may be withdrawn at any time.

B. Payment to the BEO/IEA-NEA

Authorizations submitted to the Superintendent or his/her designee by the 15th of any month shall become effective by the first pay period of the following month. Such payroll deductions shall be equally deducted over the remaining pay periods and remitted to the Organization within ten (10) working days following each pay period.

BEO/IEA-NEA Use of District Facilities and Equipment

The employer will allow the BEO/IEA-NEA to use District facilities and/or equipment for their meetings, provided such meetings are scheduled outside of the working day of all certificated staff members and providing such use is:

- A. in accordance with existing employer policies;
- B. approved by the Superintendent or designee in advance of the requested meeting date.

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BEO/IEA-NEA Notification of Assignments

The Board of Education must notify the employees of their assignments in writing, not later than the last day of the school year. The employer reserves the right to make changes in class assignments in the event of but not limited to, a resignation, long-term illness, or death of a certificated employee, provided that a qualified replacement cannot be found. Staff members affected by the possibility of a change in assignment shall be notified as promptly as possible.

Fair Share

Due to the U.S. Supreme Court’s ruling in *Mark Janus v. American Federation of State, County and Municipal Employees, Council 31* on June 27, 2018, the provisions of this Article that required the deduction of “fair share” agency fees through the 2017-2018 school year have been deleted.

- D. In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - (1) The Employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and
 - (2) The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

- E. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer’s non-negligent compliance with this Article, including the Board’s reliance on any certifications made by the Association to the Board.

It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board’s imperfect execution of the obligations imposed upon it by this Article.

ARTICLE IV

Leaves

Personal Leave

At the beginning of each school year, each Bargaining Unit Member shall be credited with two (2) days to be used for personal business. A personal business day may be used for any purpose at the discretion of the Bargaining Unit Member. A Bargaining Unit Member planning to use a personal business leave day or days shall notify his/her principal/supervisor at least three calendar days in advance, except in cases of emergency. Unused days will be added to the accumulated sick leave at the end of each year. Such leave may not be taken the day before or after Thanksgiving break, Christmas/Winter Break, Easter/Spring Break, or at any time during the first or last week of school.

Sick Leave

At the beginning of each work year, each Employee shall be credited with fifteen days of sick leave which may accumulate to 340 days. These accumulated maximums shall include any reinstated days pursuant to this Agreement. The Employer shall furnish each employee with a written statement at the beginning of each school year setting forth the total accumulated sick leave credit for said Employee.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The immediate family for purposes of this section shall include: parents, spouse, brothers, sisters, children, grandparents, grandparents in-law, grandchildren, step grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, step-children, foster children, and person residing with Employee. The Board may require any necessary certification, in the manner provided in Section 24-6 of the School Code, as a basis for pay during leave after an absence of three (3) days for personal illness or thirty (30) days for birth or as the Board may deem necessary in other cases. If the Board does require a certificate as a basis for pay during leave of less than 3 days for personal illness, the Board shall pay the expenses incurred by the employee in obtaining the certificate. For paid leave for adoption or placement for adoption, the Board may require that the employee provide evidence that the formal adoption process is underway, and such leave, pursuant to this paragraph, shall be limited to 30 days.

Bereavement Leave

At the beginning of each school year, each employee shall be granted up to three (3) days per year. Said bereavement leave may be used in connection with the death of an immediate family member, as defined in the "Sick Leave" Article herein. Sick leave or personal leave may be used for any

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extension of bereavement leave. Any unused bereavement days shall not accumulate from year to year.

Non-paid Leaves of Absence

FMLA Leave

Family and Medical Leave (FMLA) is available to teachers, as provided for in state and federal law and Board Policy. Teachers desiring to apply for this leave should reference applicable procedures described in or attached to Board Policy or are available upon request from the Superintendent. Teachers eligible for FMLA leave shall be granted such leave pursuant to the provisions of the applicable statute or Board Policy; provided, however, the parties agree that the Board retains all rights to determine the conditions of the leave as granted to it by those statutes.

Non-FMLA Leave of Absence

Unpaid leaves of absence, up to one year in duration, may be requested by eligible teachers and may be granted by the Board as follows:

- a. A teacher requesting an unpaid full leave of absence must submit the request in writing, which shall include the reason for leave along with notification of the beginning and ending dates of said leaves, to the Superintendent by October 15 for unpaid leave that would take place during the second semester and by February 15 for unpaid leave that would take place during the first semester of the following year. Only tenured teachers are permitted to request a full leave of absence. Non-tenured teachers (full-time and part-time) are not eligible for a full leave of absence.
- b. Prior to submitting the leave request by the date specified in the above paragraph, a teacher must schedule a meeting with the Superintendent to review the policy and procedural requirements and salary/benefit implications of the leave.
- c. Following Board action and no later than November 15 (for a second semester leave) and April 15 (for a first semester or full year leave), the Superintendent will notify the teacher in writing of the final disposition of the leave request.
- d. A teacher on a leave of absence must provide written notification to the Superintendent by February 15 (for second semester leave, returning first semester of the following school year) or October 15 (for first semester leave, returning second semester of that school year) confirming the teacher's intention to return to work. In the event that the teacher fails to provide such notification by the required date, the Board may deem such failure a resignation by the teacher.
- e. In the event of emergency situations, the Superintendent or designee may waive the timelines set forth in paragraphs a, b, and c above.

ARTICLE V

Working Conditions

Length of Workday

The beginning and ending times of the school day shall be established by the employer. The usual day shall not exceed eight (8) hours except that teachers shall be required to remain for, but not limited to:

- A. Parent-teacher and/or student-teacher conferences, open houses, or meetings. Teachers can request in writing to be excused from attending workshops off site in order to work on activities of benefit to the district on site or at another location. Final decisions in such cases will always rest with the building principal.
- B. Teacher meetings.
- C. To fulfill extra-curricular assignments.
- D. In cases of emergencies that affect the health, safety, or well-being of students.

Lunch Periods and Preparation Periods

All certificated employees shall have a duty free lunch period of not less than thirty (30) minutes and an unassigned planning period as follows:

Grades pre-K through 8: a minimum of 200 minutes per week will be given to all classroom teachers for preparation time.

Internal Substitution

An employee shall not be required to assume the responsibilities of another teacher's students during his/her planning period, except in an emergency or when a substitute is not available. Further, a teacher, after substituting for any teacher during a planning period will receive \$20.00 per planning period.

Teachers shall be responsible for submitting a payment request to the bookkeeper when a substitution takes place. The payment shall be made to the teacher on the next occurring pay period, if feasible, but in no event shall it be made more than thirty (30) days after the request is submitted.

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Restrooms and Lounges

The Employer shall make available in each school at least one room, appropriately furnished, which shall be reserved for use as an Employee's workroom. Telephone service shall be provided for teacher use in case of emergency during and after school hours in an accessible area. Separate restroom facilities for teacher use shall also be made available.

Grades

Employees shall have the responsibility to determine grades and other evaluations of students, and no grades or evaluations shall be changed without the Superintendent's consulting with the teacher who assigned the grade(s) in question. In the event that the grade is changed, the teacher shall be notified in writing.

Vacancy Procedures

A vacancy is an instructional or extra-curricular position for which the Board deems necessary to hire a replacement within the District presently unfilled. This includes newly created positions, as well as such positions currently filled but anticipated to be open in the future. Instructional positions include classroom teachers and special education teachers for the purpose of this Agreement. Vacancy notices for teaching and extracurricular positions shall be publicized to the staff through the school's electronic mail system, by providing a copy to the Association President, and by posting in the faculty lounge for at least five (5) calendar days. The vacancy will not be filled until the five (5) day posting period has elapsed. Current employee applicants will be given consideration, including an interview, for vacant or newly created positions before the employer employs individuals from outside the bargaining unit. The same procedure will be followed during the summer months.

ARTICLE VI

A. Employee Evaluation Plan and Mentor Teachers Evaluation Plan.

Teachers shall be evaluated in accordance with the District's Teacher Evaluation Plan. The District's Teacher Evaluation Plan will be the process by which teachers are evaluated and all procedures for teachers and evaluators will be described therein.

A standing committee will oversee the implementation of and changes to the District Teacher Evaluation Plan. This committee will consist of the Superintendent or designee as chair, the President of the Association or designee, one additional administrator selected by the Board and at least one teacher from each school. The

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teachers shall be appointed by the Association. Any changes in the Teacher Evaluation Plan shall be made only after consultation with this committee. Either the Superintendent or the President of the Association may call for a meeting of the standing committee as needed.

B. Mentor Teachers.

To qualify as a mentor teacher, the staff member must have at least five (5) years' experience and should be qualified to teach in a related field to the probationary teacher. The Superintendent will assign mentor teachers from a pool of qualified and willing teachers from the staff. This position requires a two-year commitment by the assigned teacher and will pay four hundred dollars (\$400) for the first year and two hundred dollars (\$200) for the second year.

C. Unsatisfactory Rating Appeals Panel.

Pursuant to Section 24A-5.5 of the School Code, the Board will implement an appeals panel for the review of any "Unsatisfactory" final summative rating. This process shall be appended to the District's Teacher Evaluation Plan. The Board and the BEO/IEA-NEA agree that the standing committee on evaluations shall work to determine the criteria for successful appeals, and also agree that the appeals panel process will be implemented for final summative ratings issued starting during the 2020-2021 school year.

After receiving a final summative rating of "Unsatisfactory," a licensed employee may file a written request for an appeal under this process. The request must be directed to the Superintendent and must be filed within five school days after receiving the final evaluation rating. The Superintendent and BEO/IEA-NEA President will assign a panel of three evaluators, with the Superintendent selecting two evaluators and the BEO/IEA-NEA President selecting one evaluator, none of whom shall be the initial evaluator who previously assigned the rating of Unsatisfactory. All panel members selected must have completed all training and pre-qualification required to serve as an "evaluator" as required in Section 24A-3 of the Illinois School Code. If qualified evaluators are not available within the District, qualified personnel from neighboring school districts may be selected. Each member of the appeals panel shall review the evidence collected during the evaluation, and no additional evidence may be added by the teacher, the initial evaluator, or any administrator. Upon review, each of the three evaluators will assign an evaluation rating of Unsatisfactory or Needs Improvement pursuant to the criteria for successful appeals determined by the Evaluation Committee. The appeals panel members will have ten school days following the date of the final appointment to review the data and submit their ratings to the Superintendent. If at least two of the appeals panel members assign a rating of Unsatisfactory, the prior

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rating shall be upheld and the District shall proceed with the implementation of a remediation plan as required by the School Code. If at least two of the appeals panel members assign a rating of Needs Improvement, the District shall proceed with the implementation of a professional development plan as required by the School Code. Decisions made by the District Superintendent, the standing committee on evaluations, or the appeals panel members regarding this process or individual evaluations are not subject to the grievance procedure.

ARTICLE VII

Personnel File

Conditions and Procedures for Placement of Materials in File:

1. The employer will abide by the *Illinois Personnel Records Review Act*. The any requests from the employee must be in writing from the employee to the superintendent. The employee shall have access to the file within 7 days working days of the request. An employee shall be notified when material other than routine bookkeeping information is added or deleted in the personnel file. The employee shall initial items added to his/her file.
2. The employee has the right to respond and attach a rebuttal according to the *Illinois Personnel Records Review Act*.

ARTICLE VIII

Honorable Dismissal of Teachers

When the employer deems it necessary to reduce the number of teachers in the district because of reasons such as, but not limited to, declining enrollments, inadequate finance, the elimination of programs, consolidation, annexation, or deactivation, every effort will be made to make reductions through the gradual result of resignation or retirement.

When a teacher, whether or not in contractual continued service, is removed or dismissed as a result of a decision of the School Board to decrease the number of teachers employed by the School Board or a decision of the School Board to discontinue some particular type of teaching service, an affected teacher shall be honorably dismissed according to the provisions of the Illinois School Code and entitled to all of the rights set forth therein.

If the Board has any vacancies for the following school term or within one calendar year from the beginning of the following school term, the positions thereby becoming available must be tendered to the teachers so removed or dismissed who were in groupings 3 or 4 of

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the sequence of dismissal and are qualified to hold the positions, based upon legal qualifications and any other qualifications established in a District job description, on or before the May 10 prior to the date of the positions becoming available.

For the purpose of this Article, length of continuing service in the District shall be computed from the first day of current uninterrupted employment within the District. The "first day" shall be defined as the day upon which duties are performed.

Teachers on approved unpaid leaves of absence will not be deemed to have his or her continuing service with the School District disrupted during said leave period; provided, however, continuing service with the School District will not accrue during any leave of absence without pay, except during approved FMLA leave.

In the event that length of continuing service with the School District is equal between teachers, the following procedures are to be utilized as a tie breaker:

1. Previous years of experience in available grade level(s) or subject level(s).
2. Education beyond the Bachelor's Degree which is allowed as credit on the salary schedule.
3. Previous years of experience earned outside the Bradford School District which is allowed for credit on the salary schedule.
4. All further ties shall be determined by drawing lots.

ARTICLE IX

Salary and Fringe Benefits

Salary

1. Placement of Teachers New to the District. The Board has the right to initially determine the salary of newly hired teachers based on years of experience and education and the current salary of District teachers with comparable years of experience and education. In the event the newly hired teachers' experience and education matches no current teacher's experience and education, the Board shall, by interpolation, place the teacher at a salary level between the teachers closest to the experience and education level of the new teacher. The base salary for a first year teacher with a bachelor's degree shall be: (i) \$33,000 in the 2021-2022 school year, (ii) \$35,000 in the 2022-2023 school year, and (iii) \$37,000 in the 2023-2024 school year; these salary figures are prior to the Board's pickup of the employee's TRS member contributions in Section 13 below, which the Board and Union agree shall be included in the calculation of minimum salary for purposes of Section 24-8 of the School Code. Additional amounts will be added to the base salary, if necessary, as follows: (i) \$1,000 for bachelor's degree +15; (ii) \$2,000 for bachelor's degree +25; and (iii) \$4,000 for master's degree. Part-time teacher salaries and teacher salaries while

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participating in the retirement program (Article IX, paragraph 15) shall not be used for interpolation.

2. For the 2021-2022 school year, each teacher who was present and participating in the District's educational program as a certificated employee for one hundred twenty (120) days or more during the prior school year shall have his or her prior year's base salary (excluding any bonuses or lump sum payments) increased by five percent (5.0%); provided such salary shall be adjusted on a prorated basis as a result of any change in the teacher's full or part-time status.
3. For the 2022-2023 school year, each teacher who was present and participating in the District's educational program as a certificated employee for one hundred twenty (120) days or more during the prior school year shall have his or her prior year's base salary (excluding any bonuses or lump sum payments) increased by five percent (5.0%); provided such salary shall be adjusted on a prorated basis as a result of any change in the teacher's full or part-time status.
4. For the 2023-2024 school year, each teacher who was present and participating in the District's educational program as a certificated employee for one hundred twenty (120) days or more during the prior school year shall have his or her prior year's base salary (excluding any bonuses or lump sum payments) increased by five percent (5.0%); provided such salary shall be adjusted on a prorated basis as a result of any change in the teacher's full or part-time status.
5. Educational Credits for Salary Advancement. Teachers may acquire educational credits towards salary advancement as follows:
 - a. Completion of graduate credit course work at accredited colleges or universities that are substantially related to the teacher's current teaching assignment and/or can demonstrate that said coursework will substantially improve the teacher's current teaching assignment (i.e. reading endorsement).
 - b. All graduate coursework must be pre-approved by the administration. Generally, only degree programs from accredited college/universities in the state of Illinois will be approved. Online degree programs will be reviewed by the administration on a case-by-case basis.

Tuition Reimbursement Program

- c. Payment of (\$200.00) per semester hour of completed course work approved of in advance by the Administration; provided that the teacher provided written documentation that he/she has received a C or better grade in the course and has met the requirements set forth below.

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- d. Only coursework that meets the requirements set forth in paragraphs 5a and b, hereinabove, shall be eligible for reimbursement.
- e. The Board reserves the right to enter into individual contracts with any teacher who requests tuition reimbursement from the District which would allow the District to recoup said tuition reimbursement in the event that the teacher leaves the employment of the District within three (3) years following participation in the Tuition Reimbursement Program.
- f. Teachers are eligible for salary advancement to the following educational levels: BS, BS+15, BS+25 and MS.
- g. A teacher shall be entitled to a one-time \$1,000 permanent increase to his or her salary for earning sufficient educational credits for advancement to BS+15.
- h. A teacher shall be entitled to a one-time \$1,300 permanent increase to his or her salary for earning sufficient educational credits for advancement to BS+25.
- i. A teacher shall be entitled to a one-time \$1,700 permanent increase to his or her salary for earning sufficient educational credits for advancement to MS.

Health Insurance

6. All full-time certificated employees shall be eligible for major medical health insurance through the District's health insurance program. The Board will contribute the following amounts toward those employee's health insurance costs as follows:

For the 2021-22 school year, the Board shall be responsible for 90% of the cost of individual coverage. Employee and Spouse, Employee and Child and Family coverage shall be available; provided, however, costs beyond the Board-paid individual coverage amount shall be paid by the employee.

For the 2022-23 school year, the Board shall be responsible for 90% of the cost of individual coverage. Employee and Spouse, Employee and Child and Family coverage shall be available; provided, however, the costs beyond the Board-paid contribution to individual coverage shall be paid by the employee.

For the 2023-24 school year, the Board shall be responsible for 90% of the cost of individual coverage. Employee and Spouse, Employee and Child and Family coverage shall be available; provided, however, the costs beyond the Board-paid contribution to individual coverage shall be paid by the employee.

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7. A standing committee will oversee the District's insurance plan and any required changes to that Plan. Any changes in the Health Insurance Plan shall be made only after consultation with this committee. Either the Superintendent or the President of the Association may call for a meeting of the Insurance committee as needed.
8. Dental and vision coverage will be made available at the expense of the employee provided that a high enough percentage of the employees want the coverage.

Travel Reimbursement

9. Reimbursement at the current I.R.S. accepted rate per mile for use of private vehicles for approved school business.
10. Actual itemized expenses, including travel and lodging, will be paid while traveling on approved school business.

Term-Life Insurance Policy

11. A term life insurance policy for \$25,000.00 with Accidental Death and Dismemberment coverage in an equal amount for each full time employee to be paid for in full by the Employer.

Professional Services

12. Employees who perform professional service to the district outside of regular teaching duties shall earn monetary reimbursement, or release time equal to \$20.00 per hour.

TRS and THIS Contributions

13. In addition to the annual salary provided for herein, the Board shall pay, on behalf of each teacher, his or her required contribution to the State of Illinois Teacher's Retirement System (hereinafter referred to as "TRS") up to a maximum of 9.0%, as well as his or her required contribution on any extra-duty and extra-curricular stipends up to a maximum of 9.0%. The Board shall also pay, on behalf of each teacher, his or her required contribution to the Teachers' Health Insurance Security Fund (hereinafter referred to as the "THIS Fund") up to a maximum of 1.0%, which contribution will not be reported to TRS as creditable earnings. The teacher shall be responsible for any increase in the employee's required contributions to TRS and THIS beyond said amounts (i.e. in the event the required employee contribution to TRS increases to 9.5%, the Board shall continue to pay 9.0% of said required contribution and the employee will be responsible for the remaining 0.5%).

It is the intent of the parties by this Agreement to qualify the payments under this paragraph 13.1 as "pick-up" contributions within the meaning of Section 414(h)(2) of the Internal Revenue Code so as to be excludable from the gross income of all teachers. The teachers

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shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the TRS.

Payday

14. Payday for all employees will be on the 1st and 15th of every month. Paychecks will be deposited via direct deposit except for extra-curricular and other reimbursements. In the event that said payday falls on a Saturday, Sunday or Holiday, pay will be distributed on the last school day prior to the Saturday, Sunday or Holiday, with the exception of January 1st, which will be paid on the nearest banking day after that Holiday.

Retirement Program

15. A teacher who submits a notice of intent to retire, along with a resignation, by December 1st of the fourth year prior to the last year of retirement (e.g. by December 1, 2018 for the June 2022 retirement) shall receive in each year of the teacher's last three years of employment with the District, a salary increase over the prior year's salary of 6%.

A teacher who submits a notice of intent to retire, along with a resignation by December 1st of the third year prior to the last year of retirement shall receive in the teacher's last two years of employment with the District, a salary increase over the prior year's salary of 6%.

A teacher who submits a notice of intent to retire, along with a resignation, by December 1st of second year prior to retirement shall receive in the teacher's last year of employment with the District, a salary increase over the prior year's salary of 6%.

To be eligible for the salary increases set forth above, a teacher must have the following:

- 1) at least fifteen (15) years of creditable full-time service with the District at the time of retirement;
- 2) be at least 55 years of age at the time of retirement;
- 3) have sufficient creditable service with the Illinois Teacher's Retirement System (TRS) to retire with a full non-discounted pension at the time of retirement;
- 4) Demonstrate, before participation, that the District will incur no TRS penalties or one-time refundable contributions; and
- 5) Meets the participation deadlines set forth above.

In no event shall a teacher receive an increase in creditable earnings greater than 6% per year in the last four years of employment. A teacher's notice of retirement and resignation pursuant to this Section shall be irrevocable.

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Longevity Bonus

16. Each teacher who has worked for the District at least twenty (20) years shall receive a lump sum payment of five hundred dollars (\$500) with his/her paycheck closest to December 15th, subject to the limitations set forth in the Retirement Program (salary increase may not exceed 6% over the prior year's salary). This payment will be issued as a separate check. The Board will pay TRS on the payment, subject to the limitations set forth above herein.

ARTICLE X

No Strike Provision

The BEO/IEA-NEA agrees there shall be no strikes, stoppages of work, or withholding of services by the BEO/IEA-NEA or teachers during the term of this Agreement.

ARTICLE XI

Effect of Agreement

If any provision of this Agreement or any application of this Agreement to any Bargaining Unit Member or Employee or group of Bargaining Unit Members or Employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall be continued in full force and effect.

ARTICLE XII

EXTRACURRICULAR PAY SCALE

Extra-Curricular Pay - 2021-22 through 2023-24

	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>
Athletic Director	\$1,700	\$1,700	\$1,700
Head Boys Basketball	\$1,750	\$1,750	\$1,750
Head Girls Basketball	\$1,750	\$1,750	\$1,750
Head Volleyball	\$1,750	\$1,750	\$1,750
Head Boys Track	\$1,400	\$1,400	\$1,400
Head Girls Track	\$1,400	\$1,400	\$1,400
Cheerleading	\$1,275	\$1,275	\$1,275
Assistant Boys Basketball	\$1,275	\$1,275	\$1,275
Assistant Girls Basketball	\$1,275	\$1,275	\$1,275
Assistant Volleyball	\$1,275	\$1,275	\$1,275
Scholastic Bowl	\$1,150	\$1,150	\$1,150
National Junior Honor Society	\$600	\$600	\$600
Public Relations	\$1,050	\$1,050	\$1,050
Speech	\$675	\$675	\$675
Student Council Advisor	\$600	\$600	\$600

Payment for extracurricular will be spread out over 3 months following the completion of the activity or organization or be paid in one lump sum. This would be applicable to activities and organizations in which students participated. No student involvement would result in nonpayment for sponsorship of that activity. Activities or organizations meeting the entire year have the option of biannual or annual payments.

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ARTICLE XIII

Duration

Duration

This agreement is a three year contract. This agreement shall be effective from July 1, 2021, through June 30, 2024.

EDUCATION ORGANIZATION



President



Secretary

DATE: 12-18-2020

BOARD OF EDUCATION



President



Secretary

DATE: 12-21-2020