

COLLECTIVE BARGAINING

AGREEMENT BETWEEN

**BOARD OF EDUCATION OF LADD
COMMUNITY CONSOLIDATED
SCHOOL DISTRICT NO. 94**

and

LADD EDUCATION ASSOCIATION

2010-2011

2011-2012

2012-2013

Article 1: Recognition

1.1 Recognition

The Board of Education of District 94, Bureau County, Illinois (hereinafter referred to as the "Board") recognizes the Ladd Education Association-IEA/NEA (hereinafter referred to as the Association) as the sole and exclusive bargaining representative for the bargaining unit described in the Illinois Education Labor Relations Board (IELRB) Case #2008-RC-0002-S:

All regularly employed full and part-time certificated and non-certificated employees of District #94. The bargaining unit shall exclude the Superintendent's Secretary and the Board Secretary/Bookkeeper and all managerial, supervisory, confidential and short-term employees as defined in the IELRA.

1.2 Definitions

A. Employee

The term "Employee" or "Bargaining Unit Member" includes a person holding a position included in the Recognition Clause.

B. Days

The Term "days" when used in this agreement, except where otherwise indicated, shall mean calendar days.

C. Part-Time

Unless otherwise specified herein, non-certified employees who work fewer than an average of 30 hours per week shall be considered part-time. Certified employees who work a schedule of less than 80% of the work week shall be considered part-time.

D. Certified

For purposes of this agreement, a certified employee is defined as a teacher in the bargaining unit, and does not include a paraprofessional whose position may require a certificate.

Article 2: Negotiations Procedures

2.1 Negotiations Procedures

The parties shall negotiate under and abide by the IELRA and its Rules and Regulations.

2.2 Released Time for Bargaining

When negotiations are conducted during regular work hours, released time shall be provided for the Association's negotiating committee members, up to a maximum of four (4) committee members.

2.3 Mediation

It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this agreement determine that the assistance of a mediator would be necessary or helpful. Should FMCS be unavailable, the parties shall jointly discuss a replacement.

Article 3: Grievance Procedure

3.1 Definitions

A grievance shall be any claim by an individual, group of individuals or the Association that there is an alleged violation, misinterpretation or misapplication of the terms of this agreement.

3.2 Time Limits

All time limits consist of week days, when the Central Administrative office is officially open for business.

3.3 Procedures

The parties acknowledge that an Employee and the Board may resolve problems through free and informal communications. However, a grievance shall be processed as follows:

- A. Step 1 – The Association, an individual employee or group of employees shall present the grievance in writing to the immediately involved supervisor within twelve (12) days of the occurrence giving rise to the grievance, or when the Association or the grievant should reasonably have had knowledge, unless the violation is of a continuing nature. The supervisor will arrange for a meeting to take place within five (5) days after receipt of the grievance.

The Association's representative, the grievant and the immediately involved supervisor shall be present for the meeting. Within twelve (12) days of the meeting, the Association and the grievant shall be provided with the supervisor's written response, including the reasons for the decision.

- B. Step 2 – If the grievance is not resolved at Step 1, the Association may refer the grievance to the Board of Education within fifteen (15) days after receipt of the Step 1 answer. The Board President shall arrange with the Association representative, for a meeting to take place with the Board of Education within

fifteen (15) days of the Board's receipt of the appeal. Within ten (10) days of the meeting the Association shall be provided with the Board of Education's written response including the reasons for the decision.

- C. Step 3 – If the Association is not satisfied with the disposition of the grievance at Step 2, it may submit the grievance to final and binding arbitration within twenty (20) days of receipt of the Board's decision. Unless the parties can come to a mutual agreement on the selection of an arbitrator, the parties will submit a joint request to either the American Arbitration Association (AAA) or the Federal Mediation and Conciliation Service (FMCS). Selection of the arbitrator and proceedings for the hearing shall be conducted in accordance with the voluntary labor arbitration rules of AAA. The arbitrator shall be without power or authority to make any decision which is contrary to, inconsistent with, or which modifies or varies the terms of this Agreement; or which limits or interferes with the Board's duties, powers or responsibilities under applicable law. The sole power of the arbitrator shall be to determine if the terms of this Agreement have been violated, misinterpreted, or misapplied. The decision and/or award of the arbitrator, if made in accordance with his jurisdiction, shall be binding on the parties.

3.4 Bypass

By mutual agreement, any step of the grievance procedure may be bypassed. Failure on the part of the Board to process a grievance in a timely fashion shall automatically move a grievance to the next step of the procedure.

3.5 Class Grievance

Grievances involving more than one employee, more than one supervisor or administrator may be initially filed by the Association at Step 1.

3.6 No Reprisals

No reprisals shall be taken by the Board or the Union against any Employee because of the Employee's participation or refusal to participate in a grievance.

3.7 Release Time

Should the investigation or processing of any grievance require that an Employee or Association representative be released from their regular assignment, the Employee and/or Association representative shall be released without loss of pay or benefits, provided that the investigation or processing of the grievance cannot take place outside of the employee's regular working hours.

3.8 Filing of Materials

All records related to a grievance shall be filed separately from the personnel file of the Employees.

3.9 Grievance Withdrawal

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

3.10 Costs

The fees and expenses of the arbitrator shall be shared equally by the parties.

Article 4: Employee Rights

4.1 Right to Participate

Employees shall have the right to organize, join and assist the Association, to participate in negotiations with the Board, and to engage in other protected concerted activities for the purpose of maintaining or improving conditions of employment and the quality of the educational environment.

4.2 School Code Rights

Nothing contained herein shall be construed to deny an Employee his or her rights under the School Code of the State of Illinois or under other applicable laws and regulations.

4.3 Rules and Regulations Governing Employees

Rules and regulations concerning Employee conduct shall be reasonable and enforcement of Employee discipline shall be fair and exercised for just cause. Discipline includes, but is not limited to, warnings, reprimands, and suspensions. At the time such action is taken, written notice of the specific grounds forming the basis for disciplinary action will be delivered to the Employee and the Association. All policies, regulations, and rules of the Employer that bear on expectations of Employees shall be published and made available to Employees upon request.

4.4 Right to Representation

When any employee is required to appear before a supervisor or the Board or its representatives concerning any matter which is disciplinary, or could adversely affect his or her terms and conditions of employment, the Employee shall:

- A. Be given at least forty-eight (48) hours prior written notice of the reasons for such meeting or interview except in cases of emergency, and

- B. Be entitled to have an Association representative of the Employee's choosing present to advise him or her and represent him or her during that meeting provided that that representative is available at a mutually agreeable time for said meeting.

4.5 Break Period

All employees shall be entitled to a minimum of a thirty (30) minute uninterrupted lunch period.

4.6 Employee Notification of Assignments

If possible, an Employee shall be given written notice of any change of his or her assignments for the forthcoming school year no later than July 1. If a change of assignment is to take place, the Employer must meet with the Employee prior to any written notification to discuss the need for such a change and allow the Employee to offer alternative suggestions.

4.7 Prep Time

Preparation time of a minimum of thirty (30) minutes per regular school day shall be afforded each teacher. These minutes shall exclude the duty-free lunchtime.

4.8 Personnel Files

- A. Each employee shall have the right, upon request, to review the contents of his/her personnel file. An Association representative may, at the employee's request, accompany the employee in his/her review. In such case, a Board designee may also be present.
- B. An employee will be notified of any item to be placed in his/her file affecting his/her working status in a negative manner. The employee shall acknowledge receipt in writing at the time of notification.

4.9 Right of Response

The Employee shall have the right to respond to any material which is entered into their file and his or her response shall be attached to the file or the disputed document in the file. An Employee shall have the right to examine his/her personnel file within two (2) working days of request.

4.10 Evaluation

The administration shall evaluate each teacher formally in writing. Such evaluation shall be based upon the criteria for evaluating professional performance as detailed in the District's Evaluation Plan. Tenured teachers shall be evaluated a minimum of once every other year. Non-tenured and non-certified employees who have been employees for four years or less shall be

evaluated a minimum of once per year. After four years of employment, non-certified employees shall be evaluated a minimum of once every other year.

4.11 Job Descriptions

Official job descriptions for each position within the Bargaining Unit shall be maintained at the Personnel Office and shall be available for inspection by Bargaining Unit Employees upon request. Copies of all job descriptions and revisions thereto, when made, will be given to the Association Co-Presidents.

4.12 Seniority

- A. Seniority shall be defined as the length of service within the district for teachers, and within a job category or position for ESP's. Accumulation of seniority shall begin from the Bargaining Unit Member's first working day.
- B. Part-Time Bargaining Unit Members shall accrue seniority on a pro rata basis.
- C. Ties in Seniority
In the event that more than one individual Bargaining Unit Member has the same starting date of work, position on the seniority list shall be determined by date of signed contract; if simultaneous signing, determined by drawing lots.
- D. Loss of Seniority
Accumulated seniority shall be lost should any of the following events occur: resignation, dismissal for cause, retirement, or layoff for a period longer than one year.

4.13 AM Duty /Lunch Supervision

All AM duty positions shall be posted for application by School District employees. In the event that no employee is eligible for or applies for said AM duty, the positions shall be filled by any new teacher hire for his/her first year in the district.

In the event that an AM duty position is unfilled and there is not a new hire available to fill the position, or there is an absence of an employee from his/her assigned AM duty without the assignment of an external substitute, an internal substitute shall be assigned on a rotating basis of teachers and paraprofessionals who are required to report to duty at the start of the school day. The rate of pay for that substitute shall be \$5.00 per occurrence.

Article 5: Association Rights

5.1 Board Agenda

The Board shall provide copies of the agenda and District's financial documents relevant to the agenda to the Association's Secretary. Upon written request, the Association shall be placed on the Board meeting agenda for topics it wishes to address to the Board.

5.2 Board Minutes

Copies of the draft minutes from Board meetings shall be provided to the Association's Co-Presidents at the same time they are provided to the Board of Education.

5.3 Association Leave

In the event that the Association elects to send representatives to local, state, or national conferences, these representatives shall be excused without loss of salary for up to a maximum of three (3) total days per academic year. The Association shall reimburse the Board of Education for the cost of the substitute.

5.4 Printing of Contract

Within thirty (30) days after the Agreement is signed, copies of this Agreement shall be printed by the Employer and distributed to each Employee. New hires shall be provided with a copy of the collective bargaining agreement by the School District upon their start of employment. The cost of printing shall be borne by both parties equally.

5.5 Association Rights-Exclusive

The rights granted to this Association in this Agreement shall not be granted or extended to any competing Employee organization except as required by law.

5.6 Payroll Deductions

- A. Procedures for Membership Authorization – proper authorization for membership payroll deductions shall be signature of the Employee on the authorization form prepared by the Association and submitted to the Superintendent or his or her designee. Such authorization shall remain effective from year to year unless the Employee cancels such authorization in writing to the Association prior to September 1st of the school year.
- B. Authorizations submitted to the Superintendent or his or 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 Association within 10 days.

5.7 Association Use of District Facilities and Equipment

The Board shall permit the Association to use the District facilities for meetings, provided they are available. In addition, the Association shall have the right to use photocopy equipment for Association purposes. The Association shall reimburse the District for any reasonable costs associated with this use.

5.8 Bulletin Board and Mailboxes

The Association shall maintain a bulletin board for the Association communication purposes and shall have the right to place written materials in Employee mailboxes.

5.9 Fair Share

All employees employed by the School District as of April 28, 2009 shall be grandfathered out of this provision and not subject to this provision for their term of continuous employment with the School District. For all employees hired by the School District after the date of ratification of this contract:

- A. Each employee, as a condition of his or her employment, on or before thirty (30) days from the date of commencement of duties shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues.
- B. In the event that the Employee does not pay his or her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wage of the non-member.
- C. Such fee shall be paid to the Association no later than 10 days following deduction.
- D. In the event of any legal action against the Employer brought in a court of administrative agency because of its compliance with the 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 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 witness, and making relevant information available at both trial and 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 direct consequence of the Employer's non-negligent compliance with this Article.
- F. The obligation to pay a fair share fee will not apply to any Employee who on the basis of a bona fide religious tenet or teaching of a church or religious body of which such Employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association.

Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Education Labor Relations Board.

Article 6: Board Rights

6.1 The Board retains and reserves the ultimate responsibility for proper management of Ladd Community Consolidated School District 94 as conferred upon and vested in it by the School Code and the Constitution of the State of Illinois and all other applicable laws, including, but not limited to, the responsibility for and the right:

- A. To maintain executive management and administrative control of the School District and its properties and facilities, and the professional activities of its employees as related to the conduct of school affairs.
- B. To hire all employees and, subject to the provision of the law, to determine their qualifications, and the conditions for their continued employment.
- C. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational and social events for students, all as deemed necessary or advisable by the Board.
- D. To delegate authority through recognized administrative channels for the development and organization for the means and methods of instruction according to current written Board policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aides of all kinds.
- E. The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited by the specific and express terms of this agreement.

Article 7: Working Conditions

7.1 Length of Work Year

The length of the work year shall be the following for each job category. These shall be the maximum number of days worked per school year:

Teachers 180 days.
Custodial Staff 262 days.
Teaching Assistants 180 days.
Head Cook 188 days.
Assistant Cook 176 days

The annual school calendar showing the length of the work year shall be provided to employees at the beginning of each school year. The normal work week shall consist of Monday through Friday, unless otherwise agreed to by the employee.

7.2 Work Day

The full-time teachers work day will begin 10 minutes prior to the start of school and end 10 minutes after student dismissal. The kindergarten teacher will work daily until 1:20 on school days when students are present. Part-time teachers are expected to report 10 minutes prior to the start of their schedule and will remain in the building 10 minutes after the conclusion of their schedule. All teachers are expected to attend all staff development days regardless of their schedule.

Teachers shall attend consultations, staffing conferences, parent-teacher conferences, curriculum night, Christmas concert, spring program and graduation, even though such activities may take place beyond the working day as defined hereinbefore.

7.3 Initial Employment

At the time of initial employment in the District, each teacher shall be placed on the salary schedule at the appropriate step representing teaching experience and educational attainment. The said teacher shall receive credit for all prior years of full time public school teaching experience, but not to exceed a total of seven (7) years.

7.4 Emergency School Closing

Employees who are unable to report to work as scheduled because of inclement weather shall be allowed to use a personal, vacation or flex day provided that the employee has made every effort to report, has reported as soon as possible after the weather conditions have abated, and has notified the District if possible.

7.5 Working Conditions

The Board will endeavor to provide safe and healthful working conditions.

Article 8: Leaves

8.1 Sick Leave

As of the first work day, each employee shall be credited with 12 sick leave days per year and 20 (twenty) sick leave days per year after 20 (twenty) years of service. The unused portion shall accumulate from year to year. Sick leave can accumulate up to 340 days.

8.2 Personal Leave

At the beginning of each school year, each noncertified Employee shall be credited with two (2) days and each certified employee and full time 12 month non-certified employee shall be credited with three (3) days to be used for personal reasons. A personal day may be used for any business the employee cannot conduct outside of the regular school day. An Employee planning to use a personal leave day or days shall notify his/her principal/supervisor at least one day in advance, except in cases of emergency. Any personal leave days not used at the end of the fiscal year shall be rolled into the Employee's accumulated sick days.

8.3 Flex Day

One flex day may be granted with prior superintendent approval, if all personal days are exhausted. If a flex day is approved, the cost of the substitute pay will be subtracted from the teacher's next paycheck. Noncertified employees shall not be entitled to the benefit.

8.4 Jury Leave

Any Employee called for jury duty, subpoenaed to testify, or requested to attend any judicial or administrative matter shall suffer no loss of contractual benefits. However, the employee shall be required to sign over to the District any amount of compensation received by the employee as jury pay or a witness fee.

8.5 Bereavement Leave

A maximum of three (3) days of bereavement leave shall be granted in the event of the death of an Employee's parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, or legal guardians. The Board, at its discretion, may approve any additional day or days for persons not listed.

8.6 Family and Medical Leave

The Board agrees to abide by the terms of the Family and Medical Leave Act.

8.7 Custodians' Holidays

Custodians will be assigned and compensated for twelve (12) paid holidays per year.

8.8 Twelve Month Employee Vacation Time

Twelve-month employees shall be eligible for paid vacation days according to the following schedule:

<u>From:</u>	<u>To:</u>	<u>Monthly Accumulation</u>	<u>Max. Vacation Earned/Yr.</u>
Beginning of mo. 7	End of mo. 12	0.86 days	5 days per year
Beginning of yr. 2	End of yr. 5	0.83 days	10 days per year
Beginning of yr. 6	End of yr. 15	1.25 days	15 days per year
Beginning of yr. 16	End of employment	1.67 days	20 days per year

Part-time employees who work at least half-time are entitled to vacation days on the same basis as full-time employees, but the pay will be based on the employee's average number of part-time hours per week during the last vacation accrual year.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; they do not accumulate.

Article 9: Layoff and Recall

Layoff shall be based upon seniority within the appropriate category provided that the more senior Employee in the category has the qualifications for and can fulfill the responsibility of the position of the less senior Employee within that category. The order of layoff within each category shall be: probationary Employees and employee who work less than thirty (30) hours per week first, followed by regularly employed full-time (work thirty (30) or more) Employees.

All notice requirements for a layoff shall be provided in accordance to the relevant provisions of the Illinois School Code.

Subsequent to any layoff, 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 within a specific category of position shall be tendered to the Employees laid off from such category so far as they are qualified to hold such positions. Employees shall be recalled in the reverse order of that in which they were laid off. Notice of recall shall be mailed to the last known address of the Employee. The Employee must accept a recall within ten (10) days of the date of the notice. Failure to so accept the recall shall cause the Employee to forfeit any further right to recall. Upon return to work after recall, an Employee's seniority as of the date of layoff shall be reinstated.

Article 10: Insurance

10.1 Insurance

All certified employees who work 80% of a regular teacher's schedule or more time and all non-certified employees who regular work more than 30 hours per week for 12 months shall be eligible for the benefits as set forth in this Article.

Board paid \$25,000 life insurance.

Board paid 100% single employee health and dental insurance.

Board paid 55% family health and dental insurance, if the cost does not exceed 15% more than the previous year's cost. The Board will pay the first 15% of the increase and the employee will pay the remainder of the increase annually.

For the 2010-11 and 2011-12 school year, employees choosing the Health Savings Account (HSA) insurance plan will be given \$1500 per school year by the Board to be directly deposited into their HSA. The first payment of \$500 will be made in October and the second payment of \$1000 will be made in January during each qualifying year.

All individual employees currently receiving insurance shall continue to do so regardless of the above qualifying definition.

Article 11: Longevity Stipends

11.1 Longevity Stipends

All employees shall be eligible for the benefits as set forth in this Article.

Employees will be awarded a longevity stipend of \$1,000.00 at the start of the 20th year of service to the Ladd Community Consolidated School District.

Employees will be awarded a stipend of \$1,000.00 each year thereafter.

Upon the beginning of the 30th year of service to the Ladd Community Consolidated School District, a second stipend of \$1,000.00 will be awarded to teachers.

Paid in first full pay period in December.

Article 12: Additional Benefits

12.1 Tuition Reimbursement

Certified staff shall be eligible for the following benefits as described in this article:

\$125.00 per credit hour for graduate level courses which have been pre-approved by the Superintendent will be issued to teachers.

Only two teachers at a time may be enrolled in a Master's program. If there are more than two teachers interested in beginning a Master's program, first consideration will be given to teachers based on seniority.

Once a teacher has received a Master's degree, the total number of approved credits that a teacher may receive reimbursement for shall not exceed a total of nine (9) credits for each school year.

If a teacher earns his or her Master's degree while teaching at Ladd Community Consolidated School District #94, the teacher must teach in the district at least two years after the completion of the degree. If the teacher chooses to leave during the two year period following the completion of his or her master's degree, the teacher will be required to pay the district the amount of money the district paid towards that degree.

12.2 Retirement benefits

Certified staff shall be eligible for the following benefits as described in this article:

- A. The Board will pay full the TRS retirement contribution on behalf of Ladd teachers.
- B. The Board will award a retirement bonus to teachers who have served at least fifteen (15) years in the District, who are eligible for retirement according to the rules established by the Teacher Retirement Service, and who have given written notice on or before May 1, at least one year preceding the year of retirement. Qualifying Employees will receive 5.5% retirement bonus of their base pay/position on the salary schedule, longevity stipend, and TRS retirement contribution (stipends not included).

If a teacher gives written notice on or before May 1, two years preceding the year of retirement, qualifying Employees will receive 5.5% retirement bonus of their base pay/position on the salary schedule, longevity stipend, and TRS retirement contribution (stipends not included) for each of the last two years.

If a teacher gives written notice on or before May 1, three (3) years preceding the year of retirement, qualifying Employees will receive 5.5% retirement bonus of their base pay/position on the salary schedule, longevity stipend, and TRS retirement contribution (stipends not included) for each of the last three years.

Waiver: In the event the implementation of this provision results in the Board of Education being required to pay an actuarial cost or some other additional payment to TRS, the pay increase shall be limited to the amount that is TRS creditable without additional payment by the Board.

If a member should elect to avail him/herself of the early retirement provisions under the laws of the State of Illinois Retirement program which requires a one-time contribution to the "Teacher Retirement System" by both the Employee and the Board, the Employee may not participate in the Retirement Stipend set forth previously in this agreement.

12.3 Uniform Allowance

The Board will provide 4 mix and match sets of uniforms, per year, (8 pieces total – pants, shirts, and jackets) to food service employees.

12.4 Mileage

Any employee who uses their own vehicle for any authorized school business shall be reimbursed at the applicable IRS rate currently approved by the District.

12.5 Workshops and Continuing Education

The Board will pay all expenses incurred for workshops and food service classes required for certification which have been pre-approved by the Superintendent including mileage. Reasonable meal reimbursement not to exceed \$25 per day shall be provided only for those workshops where meals are not provided. Employees must provide receipts for reimbursement.

12.6 Non-Certified Overtime Pay

Overtime pay shall be paid in accordance with the Fair Labor Standards Act (FLSA) and all other governing laws.

Whenever an employee is called back to work after completing a regular day's work, he/she shall receive at least two (2) hours pay at the regular rate of pay. However, only the actual time worked shall be calculated for purposes of calculating overtime payment.

Article 13: Effect of the Agreement

13.1 Contractual Amendments

The parties may modify or amend this agreement only by mutual consent. Such changes shall be reduced to writing, ratified and signed by the parties and become an amendment to, and considered a party of this agreement.

13.2 Savings Clause

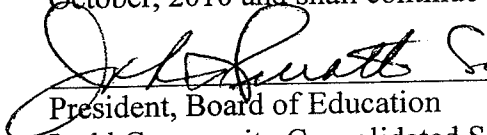
Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, or conflicts with any law, ordinance, rule or regulation of any state legislative or administrative body, said article, section or clause, shall be automatically deleted from this agreement. The remaining articles, sections or clauses shall remain in full force and effect for the duration of the agreement.

Article 14: No Strike

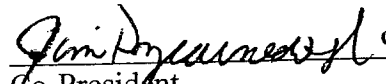
During the term of this agreement, the Board shall not lock out its employees. Neither the LEA nor any officers, agents or employees will instigate, promote, sponsor, engage in or condone any strike, sympathy strike, secondary boycott, slowdowns, speedups, sit downs, concerted work stoppages, mass absenteeism or any other intentional interruption of the operations of the School District regardless of the reason for doing so.

Article 15: Duration

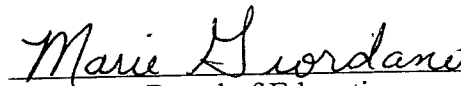
This Agreement shall be effective on the date of its execution by both parties on 20th day of October, 2010 and shall continue in effect until June 30, 2013.



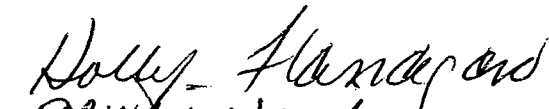
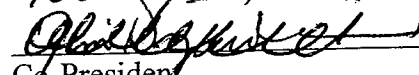
President, Board of Education
Ladd Community Consolidated School
District No. 94



Co-President
Ladd Education Association



Secretary, Board of Education
Ladd Community Consolidated School
District No. 94

Co-President
Ladd Education Association

APPENDIX

SALARY STIPENDS-EXTRA CURRICULAR AND EXTRA ASSIGNMENTS

2010-2011

For certified staff members accepting any of the following positions TRS will be paid in agreement with the current teacher salary schedule adopted.

Position

Technology Coordinator*	10% base salary plus TRS
Technology Coach	\$1020.00
District Special Ed Coordinator	\$568.00
A.M. Supervision	\$683.00
Lead Teacher	\$1,177.00
Athletic Director	\$568.00
Boys Basketball (8 th)	\$824.00
Boys Basketball (7 th)	\$824.00
Track Coach A (5-8)	\$824.00
Track Coach B (5-8)	\$824.00
Track Supervisor	\$626.00
Volleyball (7 th)	\$824.00
Volleyball (8 th)	\$824.00
Basketball boys (5&6)	\$682.00
Cheerleading (7&8)	\$682.00
Basketball Girls (7 th)	\$824.00
Basketball Girls (8 th)	\$824.00
Scholastic Bowl	\$568.00
Speech Team	\$458.00
Science Fair	\$341.00
History Fair	\$341.00
Drama	\$398.00
Student Council	\$341.00
BVEC Music Festival	\$341.00

*Qualified staff members interested in this position must notify the Superintendent by April 1 of the preceding year.

SALARY STIPENDS-EXTRA CURRICULAR AND EXTRA ASSIGNMENTS

2011-2012

For certified staff members accepting any of the following positions TRS will be paid in agreement with the current teacher salary schedule adopted.

Position

10% base salary plus TRS

Technology Coordinator*	\$1040.00
Technology Coach	\$579.00
District Special Ed Coordinator	\$697.00
A.M. Supervision	\$1,201.00
Lead Teacher	\$579.00
Athletic Director	\$840.00
Boys Basketball (8 th)	\$840.00
Boys Basketball (7 th)	\$840.00
Track Coach A (5-8)	\$840.00
Track Coach B (5-8)	\$639.00
Track Supervisor	\$840.00
Volleyball (7 th)	\$840.00
Volleyball (8 th)	\$696.00
Basketball boys (5&6)	\$696.00
Cheerleading (7&8)	\$840.00
Basketball Girls (7 th)	\$840.00
Basketball Girls (8 th)	\$579.00
Scholastic Bowl	\$467.00
Speech Team	\$348.00
Science Fair	\$348.00
History Fair	\$406.00
Drama	\$348.00
Student Council	\$348.00
BVEC Music Festival	

*Qualified staff members interested in this position must notify the Superintendent by April 1 of the preceding year.

SALARY STIPENDS-EXTRA CURRICULAR AND EXTRA ASSIGNMENTS

2012-2013

For certified staff members accepting any of the following positions TRS will be paid in agreement with the current teacher salary schedule adopted.

Position

Technology Coordinator*	10% base salary plus TRS
Technology Coach	\$1061.00
District Special Ed Coordinator	\$591.00
A.M. Supervision	\$711.00
Lead Teacher	\$1,225.00
Athletic Director	\$591.00
Boys Basketball (8 th)	\$857.00
Boys Basketball (7 th)	\$857.00
Track Coach A (5-8)	\$857.00
Track Coach B (5-8)	\$857.00
Track Supervisor	\$652.00
Volleyball (7 th)	\$857.00
Volleyball (8 th)	\$857.00
Basketball boys (5&6)	\$710.00
Cheerleading (7&8)	\$710.00
Basketball Girls (7 th)	\$857.00
Basketball Girls (8 th)	\$857.00
Scholastic Bowl	\$591.00
Speech Team	\$476.00
Science Fair	\$355.00
History Fair	\$355.00
Drama	\$414.00
Student Council	\$355.00
BVEC Music Festival	\$355.00

*Qualified staff members interested in this position must notify the Superintendent by April 1 of the preceding year.

Support Staff Salary Schedule

Employee	Position	2010-2011	2011-2012	2012-2013
Jim Dziarnowski	Maintenance	\$17.30 per hr.	\$17.82 per hr.	\$18.35 per hr.
Becky Raineri	Head Cook	\$13.66 per hr.	\$14.07 per hr.	\$14.49 per hr.
Linda Peterson	Assistant Cook	\$11.59 per hr.	\$11.94 per hr.	\$12.30 per hr.
Lisa Kasperski	Spec. Ed. Para	\$13.37 per hr.	\$13.77 per hr.	\$14.18 per hr.

Starting Salary Range for New Hires

Position	Range
Maintenance	\$13.50-15.50 per hr.
Custodian	\$10.50-11.50 per hr.
Head Cook	\$11.50-12.50 per hr.
Assistant Cook	\$9.50-10.50 per hr.
Paraprofessionals	\$10.50-11.50 per hr.

LADD COMMUNITY CONSOLIDATED SCHOOL DISTRICT #94

CERTIFIED EMPLOYEE SALARY SCHEDULE 10-11

YEARS	<u>ACCREDITED BS</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>BS+32</u>	<u>BS+40/MS</u>	<u>MS+8</u>	
0	28352	29132	29912	30692	31472	32252	33032	28352
1	28952	29732	30512	31292	32072	32852	33632	780
2	29552	30332	31112	31892	32672	33452	34232	600
3	30152	30932	31712	32492	33272	34052	34832	
4	30752	31532	32312	33092	33872	34652	35432	
5	31352	32132	32912	33692	34472	35252	36032	
6	31952	32732	33512	34292	35072	35852	36632	
7	32552	33332	34112	34892	35672	36452	37232	
8	33152	33932	34712	35492	36272	37052	37832	
9	33752	34532	35312	36092	36872	37652	38432	
10	34352	35132	35912	36692	37472	38252	39032	
11		35732	36512	37292	38072	38852	39632	
12		36332	37112	37892	38672	39452	40232	
13			37712	38492	39272	40052	40832	
14			38312	39092	39872	40652	41432	
15				39692	40472	41252	42032	
16				40292	41072	41852	42632	
17					41672	42452	43232	
18					42272	43052	43832	
19		*40532	*41312	*42092	*42872	43652	44432	

Raise base 556

Service step 600

Education step 780

* Current employees at this level are grandfathered in.

Handwritten signatures and initials, including 'MZ' and 'H4'.

LADD COMMUNITY CONSOLIDATED SCHOOL DISTRICT #94
CERTIFIED EMPLOYEE SALARY SCHEDULE 11-12

YEARS ACCREDITED	BS	BS+8	BS+16	BS+24	BS+32	BS+40/MS	MS+8	MS+16
0	28919	29699	30479	31259	32039	32819	33599	34379
1	29519	30299	31079	31859	32639	33419	34199	34979
2	30119	30899	31679	32459	33239	34019	34799	35579
3	30719	31499	32279	33059	33839	34619	35399	36179
4	31319	32099	32879	33659	34439	35219	35999	36779
5	31919	32699	33479	34259	35039	35819	36599	37379
6	32519	33299	34079	34859	35639	36419	37199	37979
7	33119	33899	34679	35459	36239	37019	37799	38579
8	33719	34499	35279	36059	36839	37619	38399	39179
9	34319	35099	35879	36659	37439	38219	38999	39779
10	34919	35699	36479	37259	38039	38819	39599	40379
11		36299	37079	37859	38639	39419	40199	40979
12		36899	37679	38459	39239	40019	40799	41579
13			38279	39059	39839	40619	41399	42179
14			38879	39659	40439	41219	41999	42779
15				40259	41039	41819	42599	43379
16				40859	41639	42419	43199	43979
17					42239	43019	43799	44579
18					42839	43619	44399	45179
19		*41099	*41879	*42659	*43439	44219	44999	45779

Raise base 567

Service step 600

Education step 780

* Current employees at this level are grandfathered in.

Handwritten signatures and initials: JTB, MZ, H4

LADD COMMUNITY CONSOLIDATED SCHOOL DISTRICT #94
CERTIFIED EMPLOYEE SALARY SCHEDULE 12-13

YEARS	<u>ACCREDITED BS</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>BS+32</u>	<u>BS+40/MS</u>	<u>MS+8</u>	<u>MS+16</u>
0	29497	30277	31057	31837	32617	33397	34177	34957
1	30097	30877	31657	32437	33217	33997	34777	35557
2	30697	31477	32257	33037	33817	34597	35377	36157
3	31297	32077	32857	33637	34417	35197	35977	36757
4	31897	32677	33457	34237	35017	35797	36577	37357
5	32497	33277	34057	34837	35617	36397	37177	37957
6	33097	33877	34657	35437	36217	36997	37777	38557
7	33697	34477	35257	36037	36817	37597	38377	39157
8	34297	35077	35857	36637	37417	38197	38977	39757
9	34897	35677	36457	37237	38017	38797	39577	40357
10	35497	36277	37057	37837	38617	39397	40177	40957
11		36877	37657	38437	39217	39997	40777	41557
12		37477	38257	39037	39817	40597	41377	42157
13			38857	39637	40417	41197	41977	42757
14			39457	40237	41017	41797	42577	43357
15				40837	41617	42397	43177	43957
16				41437	42217	42997	43777	44557
17					42817	43597	44377	45157
18					43417	44197	44977	45757
19		*41677	*42457	*43237	*44017	44797	45577	46357

Raise base 578

Service step 600

Education step 780

* Current employees at this level are grandfathered in.

Handwritten signatures and initials, including 'MZ' and a large signature.