

COLLECTIVE BARGAINING

AGREEMENT BETWEEN

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

and

LADD EDUCATION ASSOCIATION

2020-2021

2021-2022

2022-2023

2023-2024

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 (officer of the LEA or uniserve director) 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 30 minutes per regular school day shall be afforded to all Pre-K through 4th classroom teachers and special education teachers and specialist teachers.

Preparation time of a minimum of 40 minutes per regular school day shall be afforded to all 5th grade through 8th grade teachers and special education teachers.

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-Secretary.

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 hired 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.

Every effort shall be made to maintain 2 supervisors at lunch and recess.

Article 5: Association Rights

5.1 Board Agenda

The Board shall provide electronic 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 approved minutes from Board meetings shall be electronically provided to the Association's Secretary following the meeting of approval.

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 e-mailed to each Employee. New hires shall be provided with an electronic copy of the collective bargaining agreement by the School District upon their start of employment. If paper copies are requested, the LEA agrees to make and pay for the copies.

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

Fair Share language is suspended until such time as the courts allow otherwise. If it becomes legal this clause will be re-activated.

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.
Paraprofessionals 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 on regular days of student attendance or after the completion of staff development meetings on early dismissal or non-student attendance days. 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.

On two dates per year (one per semester) staff will be required to remain in the staff meeting an additional fifteen minutes (3:30 PM) Administration will have the discretion to select these two dates. Staff will receive notice of the two dates. Staff will receive notice of the two dates with 30 calendar day notification.

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 13 sick leave days per year for years 1-9 and 14 sick leave days per year for years 10-19 and 20 (twenty) sick leave days per year after 20 (twenty) years of service to the district. 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 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

Two flex days 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 with the exception of any mileage reimbursement.

8.5 Bereavement Leave

A maximum of three (3) days of bereavement leave shall be granted per year in the event of the death of an Employee's family member.

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

9.1 Reduction in Non-certified Personnel

Layoff of non-certified personnel 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.

9.2 Reduction in Certified Personnel

- A. In the event that the Board determines it to be necessary to reduce the number of certificated employees in the school system or to discontinue some particular type of teaching service, it shall first confer with the Association regarding such reductions.
- B. Once dismissal has been determined according to the provisions of Section 24-12 of the *Illinois School Code*, then written notice is to be mailed to the teacher and also given to the teacher either by certified mail, return receipt requested, or personal delivery with receipt at least 45 days before the end of the school term together with a statement of honorable dismissal and the reasons therefore. The sequence of dismissal shall be as provided in Section D below.

Joint Committee on Reductions-in-Force

- C. The Joint Committee on Reductions-in-Force shall consist of three (3) members representing the Board and three (3) members representing the Association. The committee shall begin meeting no later than December 1st of each school year and shall be completed by March 1st of each school year, unless different dates are mutually agreed to by both parties. The committee has the authority to make decisions within the limits of Section 24-12 of the *Illinois School Code*.

Job Qualifications and Groupings

- D. The sequence of dismissal shall be established each year not less than 75 days before the end of the school term. Each teacher will be categorized into one or more positions for which the teacher is qualified to hold based upon legal qualifications and any other qualifications established by the District in a job description in place no later than May 10 of the prior school year. Within each position the District shall establish four groupings of teachers qualified to hold the position as follows:
 - 1. Grouping 1 shall consist of each teacher not in contractual continued service who has not received a performance evaluation.
 - 2. Grouping 2 shall consist of each teacher with a Needs Improvement or Unsatisfactory performance evaluation rating on either of the teacher's last two performance evaluation ratings.
 - 3. Grouping 3 shall consist of each teacher with a performance evaluation rating of at least Proficient on both of the teacher's last two performance evaluation ratings if two ratings are available, or on the teacher's last

performance evaluation rating if only one rating is available, unless the teacher qualifies for placement into grouping 4.

4. Grouping 4 shall consist of each teacher whose last two performance evaluation ratings are Excellent and each teacher with two Excellent performance evaluation ratings out of the teacher's last three performance evaluation ratings with a third rating of Proficient.

Dismissals Within Groupings

- E. Among teachers qualified to hold a position, teachers must be dismissed in the order of their groupings, with all teachers in Grouping 1 dismissed prior to any teachers in Grouping 2, followed by all teachers in Grouping 2 dismissed prior to any teachers in Grouping 3, followed by all teachers in Grouping 3 dismissed prior to any teachers in Grouping 4.

Within Grouping 1, the sequence of dismissal is at the discretion of the Board.

Within Grouping 2, the sequence of dismissal must be based upon average performance evaluation ratings, with the teacher or teachers with the lowest average performance evaluation rating dismissed first. A teacher's average performance evaluation rating must be calculated using the average of the teacher's last 2 performance evaluation ratings, if 2 ratings are available, or the teacher's last performance evaluation rating, if only one rating is available, using the following numerical values: 4 for Excellent, 3 for Proficient, 2 for Needs Improvement and 1 for Unsatisfactory.

As between or among teachers in Grouping 2 with the same average performance evaluation rating, as well as within each of Groupings 3 and 4, the teacher or teachers with the shorter length of continuing service as listed in order of employment on the District's seniority list must be dismissed first. This seniority list will be as most recently approved by the Board of Education.

Article 10: Insurance

10.1 Insurance

All certified employees and after 90 calendar days of consecutive employment, all non-certified employees who regularly work more than 30 hours per week shall be eligible for the following benefits:

Board paid \$25,000 life insurance.

Board paid 90% single employee 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.

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.

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.

If teachers in the master's columns and above are at the bottom of their column, a longevity stipends of \$600 will be awarded each year until 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.

Stipends will be 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 6% 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 6% 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 6% 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 an uniform allowance to custodians, maintenance, and food service employees not to exceed \$100 per employee.

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.

If there are two full-time employees in the same position, overtime shall be offered according to the seniority list, highest seniority being called first.

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

LADD COMMUNITY CONSOLIDATED SCHOOL DISTRICT #94
CERTIFIED EMPLOYEE SALARY SCHEDULE 23-24

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	38688	39518	40348	41178	42008	42838	43668	44498
1	39288	40118	40948	41778	42608	43438	44268	45098
2	39888	40718	41548	42378	43208	44038	44868	45698
3	40488	41318	42148	42978	43808	44638	45468	46298
4	41088	41918	42748	43578	44408	45238	46068	46898
5	41688	42518	43348	44178	45008	45838	46668	47498
6	42288	43118	43948	44778	45608	46438	47268	48098
7	42888	43718	44548	45378	46208	47038	47868	48698
8	43488	44318	45148	45978	46808	47638	48468	49298
9	44088	44918	45748	46578	47408	48238	49068	49898
10	44688	45518	46348	47178	48008	48838	49668	50498
11		46118	46948	47778	48608	49438	50268	51098
12		46718	47548	48378	49208	50038	50868	51698
13			48148	48978	49808	50638	51468	52298
14			48748	49578	50408	51238	52068	52898
15				50178	51008	51838	52668	53498
16				50778	51608	52438	53268	54098
17					52208	53038	53868	54698
18					52808	53638	54468	55298
19						54238	55068	55898

Raise base 1127
3.00%

Service step 600

Education step 830

AB
8-18-20
10
8-18-20

LADD COMMUNITY CONSOLIDATED SCHOOL DISTRICT #94
CERTIFIED EMPLOYEE SALARY SCHEDULE 22-23

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	37561	38391	39221	40051	40881	41711	42541	43371
1	38161	38991	39821	40651	41481	42311	43141	43971
2	38761	39591	40421	41251	42081	42911	43741	44571
3	39361	40191	41021	41851	42681	43511	44341	45171
4	39961	40791	41621	42451	43281	44111	44941	45771
5	40561	41391	42221	43051	43881	44711	45541	46371
6	41161	41991	42821	43651	44481	45311	46141	46971
7	41761	42591	43421	44251	45081	45911	46741	47571
8	42361	43191	44021	44851	45681	46511	47341	48171
9	42961	43791	44621	45451	46281	47111	47941	48771
10	43561	44391	45221	46051	46881	47711	48541	49371
11		44991	45821	46651	47481	48311	49141	49971
12		45591	46421	47251	48081	48911	49741	50571
13			47021	47851	48681	49511	50341	51171
14			47621	48451	49281	50111	50941	51771
15				49051	49881	50711	51541	52371
16				49651	50481	51311	52141	52971
17					51081	51911	52741	53571
18					51681	52511	53341	54171
19						53111	53941	54771

Raise base 1445
4.00%

Service step 600

Education step 830

AB
8-18-20
[Signature]
8-18-20

LADD COMMUNITY CONSOLIDATED SCHOOL DISTRICT #94
CERTIFIED EMPLOYEE SALARY SCHEDULE 21-22

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	36116	36946	37776	38606	39436	40266	41096	41926
1	36716	37546	38376	39206	40036	40866	41696	42526
2	37316	38146	38976	39806	40636	41466	42296	43126
3	37916	38746	39576	40406	41236	42066	42896	43726
4	38516	39346	40176	41006	41836	42666	43496	44326
5	39116	39946	40776	41606	42436	43266	44096	44926
6	39716	40546	41376	42206	43036	43866	44696	45526
7	40316	41146	41976	42806	43636	44466	45296	46126
8	40916	41746	42576	43406	44236	45066	45896	46726
9	41516	42346	43176	44006	44836	45666	46496	47326
10	42116	42946	43776	44606	45436	46266	47096	47926
11		43546	44376	45206	46036	46866	47696	48526
12		44146	44976	45806	46636	47466	48296	49126
13			45576	46406	47236	48066	48896	49726
14			46176	47006	47836	48666	49496	50326
15				47606	48436	49266	50096	50926
16				48206	49036	49866	50696	51526
17					49636	50466	51296	52126
18					50236	51066	51896	52726
19						51666	52496	53326

Raise base 1389
4.00%

Service step 600

Education step 830

AB
8-18-20
NF
8-18-20

LADD COMMUNITY CONSOLIDATED SCHOOL DISTRICT #94
CERTIFIED EMPLOYEE SALARY SCHEDULE 20-21

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	34727	35557	36387	37217	38047	38877	39707	40537
1	35327	36157	36987	37817	38647	39477	40307	41137
2	35927	36757	37587	38417	39247	40077	40907	41737
3	36527	37357	38187	39017	39847	40677	41507	42337
4	37127	37957	38787	39617	40447	41277	42107	42937
5	37727	38557	39387	40217	41047	41877	42707	43537
6	38327	39157	39987	40817	41647	42477	43307	44137
7	38927	39757	40587	41417	42247	43077	43907	44737
8	39527	40357	41187	42017	42847	43677	44507	45337
9	40127	40957	41787	42617	43447	44277	45107	45937
10	40727	41557	42387	43217	44047	44877	45707	46537
11		42157	42987	43817	44647	45477	46307	47137
12		42757	43587	44417	45247	46077	46907	47737
13			44187	45017	45847	46677	47507	48337
14			44787	45617	46447	47277	48107	48937
15				46217	47047	47877	48707	49537
16				46817	47647	48477	49307	50137
17					48247	49077	49907	50737
18					48847	49677	50507	51337
19						50277	51107	51937

Raise base 1174
3.50%

Service step 600

Education step 830

AB
8-18-20
NJ *8-18-20*

Salaries

Certified-3.5% increase to the base on the teacher salary schedule for 2020-2021

Certified-4% increase to the base on the teacher salary schedule for 2021-2022 and 2022-2023

Certified-3% increase to the base on the teacher salary schedule for and 2023-2024.

Non-certified-5% increase on the hourly wage for 2020-2021, 2021-2022, and 2022-2023.

Non-certified-3% increase on the hourly wage for 2023-2024.

Non-certified new hires will start at an hourly wage based on their experience. Minimum hourly rate for non-certified employees

Minimum hourly rate	2020-2021	2021-2022	2022-2023
Maintenance	\$15.50	\$16.50	\$17.50
Custodian	\$12.00	\$13.00	\$14.00
Head Cook	\$13.50	\$14.50	\$15.50
Assistant Cook	\$11.50	\$12.50	\$13.50
Paraprofessional	\$12.50	\$13.50	\$14.50

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8-18-20
10/2 8-18-20

SALARY STIPENDS-EXTRA CURRICULAR AND EXTRA ASSIGNMENTS

2020-2024

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

Position

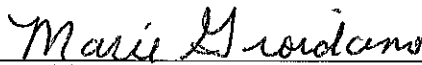
Technology Coach	\$1175.00
District Special Ed Coordinator	\$670.00
A.M. Supervision	\$795.00
Lead Teacher	\$1,350.00
Athletic Director	\$1025.00
Cross Country Coach	\$575.00
Boys Basketball (8 th)	\$1000.00
Boys Basketball (7 th)	\$1000.00
Head Track Coach (5-8)	\$1050.00
Track Coach (5-8)	\$1000.00
Track Supervisor	\$1000.00
Volleyball (7 th)	\$1000.00
Volleyball (8 th)	\$1000.00
Basketball boys (5&6)	\$775.00
Cheerleading (7&8)	\$1000.00
Basketball Girls (7 th)	\$1000.00
Basketball Girls (8 th)	\$1000.00
Scholastic Bowl	\$675.00
Speech Team	\$575.00
(Hosting bonus \$100)	
Science Fair	\$425.00
Drama	\$525.00
Student Council	\$625.00
BVEC Music Festival	\$425.00
(Hosting bonus \$100)	
Bowling	\$525.00
Chess	\$325.00

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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

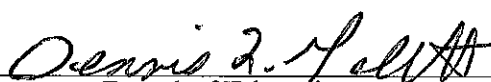
This Agreement shall be effective on the date of its execution by both parties on 18th day of August, 2020 and shall continue in effect until June 30, 2024.



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



President
Ladd Education Association



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



Secretary
Ladd Education Association