



AGREEMENT
BETWEEN
THE LISBON BOARD OF EDUCATION
AND THE
LISBON TEACHERS

Term: 4 years

2020-2021 through 2023-2024

**This contract was agreed to by the Lisbon CCSD#90 Board of Education
and the Lisbon Teachers on March 9, 2020.**

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Teachers Request

Board Meetings- Notification

The certified personnel shall be given written notice (in the form of the Agenda) of any regular meeting of the Board of Education. The certified personnel shall be given verbal and/ or written notice (in the form of the Agenda) of any emergency meeting of the Board of Education as soon as possible.

Board Minutes

A copy of the approved Board of Education minutes shall be placed in the mailbox and/or emailed to the certified personnel as soon as it is prepared.

Working Conditions

Hours

Full-time teachers are expected to be in the building from *7:50 a.m. to 3:30 p.m.* and if needed, are expected before and/or after these hours to provide sufficient time to complete their work. The Board of Education or Superintendent may alter these hours in the event of an emergency that would place the health, safety, and welfare of the students in jeopardy. When evening events require the presence of the teachers, or on the last day before a vacation, teachers may leave as soon as students have cleared the building and buses have departed. **This excludes coaching duties.**

Flex Time

Flex time will allow teachers to adjust their required 30 minutes each of plan time before and after school (7:50-8:20 and 3:00-3:30) to be flexible and spent when teachers choose to spend it as long as they are here a total of an hour before and/or after school each day. If teachers need to leave during student hours 8:20-3:00, they will still need to sign in/out of the "Flex Time" binder and time will accumulate resulting in being docked pay or sick/personal days for the time if

amounts total at least ½ day sick or personal time for the year. Missing of Parent/Teacher Conference times will also require signing in/out of the “Flex Time” binder and time will accumulate to being docked pay or sick/personal days for the time if totaling at least ½ day sick or personal time for the year. Teachers will still be required to be at school for scheduled meetings with parents or administration.

Duty Free Lunch

Each teacher shall have a duty-free lunch period of no less than thirty minutes (30) in accordance with the Illinois School Code.

Jury Duty

There shall be no loss in salary in the event that an employee is summoned for jury duty. The Board will make a deduction equal to the amount of pay received for such jury duty provided the jury duty check is less than the regular salary. Employees will be given the option of turning their jury duty check over to District 90 and no deduction will be made. Days of absence during jury duty will not be considered as absence from work, and in no way effect the teacher’s sick or personal days.

Reduction –in-force

If the Board determines to reduce the number of tenured teaching staff, it shall implement such a decision in accordance with the Illinois School Code (24-12) provisions regarding reductions-in-force, 105 ILCS 5/24-12, as long as this section remains valid.

Leaves

Sick Leave

At the beginning of each school year, each teacher shall be credited with a total number of twelve (12) sick leave days, **prorated per Full Time Equivalent (FTE) time.**

Sick leave is defined as time away from work for personal illness, quarantine at home, or serious illness or death in the immediate family or household.

Immediate family is defined as parents, spouse, brothers, sisters, children, son-in-law, daughter-in-law, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, aunts, uncles, and legal guardians.

The Board may require a physician's certificate, or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases.

The unused portion shall accumulate from year-to-year without limitation. The Employer shall furnish each Employee with a typed statement at the beginning of each school year setting forth the total accumulated sick leave credit for said Employee.

Personal Leave

At the beginning of each school year, each employee shall be credited with five (5) days to be used for personal reasons that must be pre-approved before an employee takes them. An employee planning to use a personal leave day shall notify the Superintendent at least two (2) days in advance except in the case of an emergency. Staff members are expected to inform the Superintendent the nature of the reason why the Personal Day is required if it is an emergency request. If the employee is requesting more than two (2) consecutive days, School Board approval is required and must be in advance. In the event a Teacher is pre-approved by the Board of Education to use more days than allotted, the individual teacher will lose a day's pay for every day used over his/her allotment. Personal days will not be granted on the day prior to or the day following a holiday without Board approval. Teachers shall not be granted personal days during the week of state testing. In the event that a personal leave is necessary during the first week of the start of school or the last week of school, prior approval must be obtained from the Board of Education. No more than one (1) teacher may use personal leave on a given day unless it is with Board approval.

Teachers may carry over one (1) unused personal day each year for a total of six (6) days for the following year. Any remaining unused personal leave days in any year will be converted to sick leave.

Compensation

Payroll Reduction

Deductions for days that a teacher is absent, and which are not covered by sick leave or personal leave, or other leave, shall be made from the teacher's paycheck according to the following formula: Base Salary of Teacher X Number of Days divided by 180.

Professional Development

Teachers are encouraged to participate in professional development. Professional development includes such things as workshops, graduate and non-graduate courses, seminars, or conferences. A maximum of **\$650** per teacher will be given each year, running from August 15 to August 14 of the next year. All professional development activities must be pre-approved by the Superintendent in writing. Teachers will receive reimbursement upon proof (transcript or CPDU documentation) of satisfactory completion of the class or workshop.

Mileage

While on pre-approved school business, teachers will be reimbursed at the current Internal Revenue Service (IRS) rate in effect at the beginning of school for that school term.

Pay Schedule

Payroll checks will be issued every two (2) weeks or in 26 equal installments during the year.

Compensation Schedule for New Teacher Hire – See Appendix A

Compensation Parameters—See Appendix B

District Roster for Pay Purposes—See Appendix C

Extra Duty Schedule—Appendix D

Long- Term Substitute Teachers—See Appendix E

Summer School—See Appendix F

Terms of Agreement

This Agreement shall be effective as of July 1, 2020, and shall continue in full force and effect through June 30, 2024. The salary and professional development reimbursement will be effective as of the first pay period of each school year through the last pay period of 2024. The Board and the Teachers agree to begin negotiations no later than May 1st of the expiration year of the existing agreement.

Effective Date of Agreement

This agreement is signed this day of _____, 2020. In witness thereof:

The Lisbon Teachers

The Board of Education

_____ Kris DeGraaf

_____ President

_____ Dawn Dike

_____ Secretary

_____ Amanda Zielske

_____ Date

_____ PJ McKinney

_____ Date

*The above named teachers were chosen by Lisbon teaching staff as Teacher Representatives to represent all Lisbon teachers during contract negotiations.

Appendix A - Compensation Schedule

| 2020-2021 | BA | BA+6 | BA+12 | BA+18 | BA+24 | BA+30 | BA+36 | BA+42 | BA+48 | BA+54 | MA | MA+6 |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1 | 36606 | 37106 | 37606 | 38106 | 38606 | 39106 | 39606 | 40106 | 40606 | 41106 | 41606 | 42106 |
| 2 | 37704 | 38204 | 38704 | 39204 | 39704 | 40204 | 40704 | 41204 | 41704 | 42204 | 42704 | 43204 |
| 3 | 38835 | 39335 | 39835 | 40335 | 40835 | 41335 | 81835 | 42335 | 82835 | 43335 | 43835 | 44335 |
| 4 | 40000 | 40500 | 41000 | 41500 | 42000 | 42500 | 43000 | 43500 | 44000 | 44500 | 45000 | 45500 |
| 5 | 41200 | 41700 | 42200 | 42700 | 43200 | 43700 | 44200 | 44700 | 45200 | 45700 | 46200 | 46700 |
| 2021-2022 | BA | BA+6 | BA+12 | BA+18 | BA+24 | BA+30 | BA+36 | BA+42 | BA+48 | BA+54 | MA | MA+6 |
| 1 | 37704 | 38204 | 38704 | 39204 | 39704 | 40204 | 40704 | 41204 | 41704 | 42204 | 42704 | 43204 |
| 2 | 38835 | 39335 | 39835 | 40335 | 40835 | 41335 | 41835 | 42335 | 42835 | 43335 | 44835 | 44335 |
| 3 | 40000 | 40500 | 41000 | 41500 | 42000 | 42500 | 43000 | 43500 | 44000 | 44500 | 45000 | 45500 |
| 4 | 41200 | 41700 | 42200 | 42700 | 43200 | 43700 | 44200 | 44700 | 45200 | 45700 | 46200 | 46700 |
| 5 | 42436 | 42436 | 42936 | 43436 | 43936 | 44436 | 44936 | 45436 | 45936 | 46436 | 46936 | 47436 |
| 2022-2023 | BA | BA+6 | BA+12 | BA+18 | BA+24 | BA+30 | BA+36 | BA+42 | BA+48 | BA+54 | MA | MA+6 |
| 1 | 38835 | 39335 | 39835 | 40335 | 40835 | 41335 | 41835 | 42335 | 42835 | 43335 | 43835 | 44335 |
| 2 | 40000 | 40500 | 41000 | 41500 | 42000 | 42500 | 43000 | 43500 | 44000 | 44500 | 45000 | 45500 |
| 3 | 41200 | 41700 | 42200 | 42700 | 43200 | 43700 | 44200 | 44700 | 45200 | 45700 | 46200 | 46700 |
| 4 | 42436 | 42436 | 42936 | 43436 | 43936 | 44436 | 44936 | 45436 | 45936 | 46436 | 46936 | 47436 |
| 5 | 43709 | 43709 | 44209 | 44709 | 45209 | 45709 | 46209 | 46709 | 47209 | 47709 | 48209 | 48709 |
| 2023-2024 | BA | BA+6 | BA+12 | BA+18 | BA+24 | BA+30 | BA+36 | BA+42 | BA+48 | BA+54 | MA | MA+6 |
| 1 | 40000 | 40500 | 41000 | 41500 | 42000 | 42500 | 43000 | 43500 | 44000 | 44500 | 45000 | 45500 |
| 2 | 41200 | 41700 | 42200 | 42700 | 43200 | 43700 | 44200 | 44700 | 45200 | 45700 | 46200 | 46700 |
| 3 | 42436 | 42936 | 43436 | 43936 | 44436 | 44936 | 45436 | 45936 | 46436 | 46936 | 47436 | 47936 |
| 4 | 43709 | 44209 | 44709 | 45209 | 45709 | 46209 | 46709 | 47209 | 47709 | 48209 | 48709 | 49209 |
| 5 | 45020 | 45520 | 46020 | 46502 | 47020 | 47520 | 48020 | 48520 | 49020 | 49520 | 50020 | 50520 |

The above salary schedule will be used as a basis for teachers new to District #90 with up to \$500.00 additional possible for every 6 hours of graduate classes taken. This is left up to the discretion of the Superintendent and Board of Education based on the proof of coursework taken in the education field. To acquire the master's salary level, B.A. and M.A. coursework must be taken in education field.

Appendix B- Compensation Parameters

The above schedule is for the initial placement of new teachers to the district only. After completion of the first year, the teacher(s) will be off the schedule and given the percentage increase(s) indicated for the appropriate school year.

- The Board reserves the right to place new teachers on the Compensation Schedule as they feel is in the best interest of the District.
- Annual compensation increases are not automatic and may be withheld if there is not satisfactory evidence of continuing satisfactory performance as determined by the District's current evaluation instrument.
- All graduate course work will be reported to the Superintendent in official transcript form. Only pre-approved graduate credit hours will count toward horizontal advancement for salary increase.
- Salary adjustment for degrees and pre-approved courses successfully taken are to be made no later than ten (10) days after the beginning of school. The teacher shall file proof, in the form of official transcripts, of such adjustment with the Superintendent.
- Bench mark points for horizontal movement shall be as follows: BA+6; BA+12; BA+18; BA+24; BA+30; BA +36, BA+42, BA+48, BA+54, MA & MA+6. Upon reaching a bench mark the employee shall receive an annual salary increase of \$500.00 per column if a new teacher and \$1000 per column for current teachers.
- Each teacher is responsible for verifying with the Superintendent the accurate compensation for that year.
- Each teacher shall receive for the school year, 2020-2021, 3% on their 2019-2020 total Salary, as listed on the salary validation, not including Extra Duty Stipend(s), prorated as to the percentage of time worked.
- Each teacher shall receive for the school year, 2021-2022, 3% on their 2020-2021 total Salary, as listed on the salary validation, not including Extra Duty Stipend(s), prorated as to the percentage of time worked.
- Each teacher shall receive for the school year, 2022-2023, 3% on their 2021-2022 total Salary, as listed on the salary validation, not including Extra Duty Stipend(s), prorated as to the percentage of time worked.
- Each teacher shall receive for the school year, 2023-2024, 3% on their 2022-2023 total Salary, as listed on the salary validation, not including Extra Duty Stipend(s), prorated as to the percentage of time worked.

Retirement Option: Teachers that retire within the next five (5) years, beginning with the effective date of this contract, and are over the age of fifty-five (55) at the time of retirement, will be provided an additional increase in creditable earnings to make the total raise six (6%) for each of the last four years of teaching. The teacher will have thirty-five (35) years of service or more in the TRS system and/or be age 60 at the time of retirement and the teacher retires at the end of the applicable school year. An irrevocable letter of resignation shall be filed no later than the first work day of the 4th year prior to their retirement.

**Appendix C — District Teacher Total Salary Roster without Extra Duty Stipend(s)
for Pay Purposes as of school year 2019-2020**

| Teacher worked | Lane | 2019-2020 Amount | % of time |
|-----------------------|-------------|-------------------------|------------------|
| Dike | BA+6 (3) | \$48,886.16 | 100% |
| Jacobson | BA | \$50,415.18 | 100% |
| Rehberg | BA+36 | \$73,767.33 | 100% |
| Doorn | BA+12 (1) | \$42,101.77 | 100% |
| Myre | MA (3) | \$47,192.35 | 100% |
| DeGraaf | BA+24 (1) | \$47,969.79 | 100% |
| Scott | BA | \$40,391.24 | 100% |
| Zielske | BA+6 | \$40,340.73 | 100% |
| Heap | MA+6 (5) | \$43,888.31 | 100% |
| McKinney | BA | \$41,520.12 | 100% |
| Tugman | BA | \$ 39,185.27 | 100% |

*Music paid on daily rate

Appendix D

Extra Duty Stipend Schedule*

2020-2021

| | |
|-----------------------|--------------------------------|
| Soccer, 5-8 | \$980.00 |
| Volleyball, 5-6 | \$1261.00 |
| Volleyball, 7-8 | \$1261.00 |
| Boys Basketball, 5-6 | \$1261.00 |
| Boys Basketball, 7-8 | \$1261.00 |
| Girls Basketball, 5-6 | \$1261.00 |
| Girls Basketball, 7-8 | \$1261.00 |
| Cheerleading | \$980.00 |
| Track | \$537.00 |
| Assistant Track | \$178.00 |
| Literary | \$537.00 |
| Athletic Director | \$378.00 |
| Scholastic Bowl | \$630.00 |
| Graduation Sponsor | \$252.00 |
| Yearbook | \$297.00 |
| Asbestos | non-paid/ School Administrator |
| Water Operator | \$482.00 |

*A 3% increase in Extra Duty Stipend Schedule will occur each year beginning in the 2021-2022 school year for the length of the contract.

*Some positions may be served by two or more individuals, and any situation where that occurs not more than the amount stated above will be paid.

* The Board of Education reserves the right to offer these positions to whomever it chooses. The Board will post the Extra Duty Positions to the Teachers and Community. The Board will choose from the applicants for the positions.

Appendix E

Long-Term Substitute Teachers

If any long-term substitute teacher is hired to replace an existing staff member for a period of time or is hired to fulfill a job requirement, he or she will be paid \$180.00 per day after ten consecutive full days of teaching. This will increase 3% each year for the length of this contract. They will receive no benefits. Long-term substitute teachers must hold a valid Illinois teaching license and be certified to teach in Kendall/ Grundy Counties. The long-term sub must take one day off every 25th working day.

Appendix F

Summer School

Teachers who are hired by administration must be selected based on the following criteria:

1. Teacher seniority
2. Summer school teaching experience
3. Availability

*Teachers will be at a rate of \$27.00 per hour and paid for 2 hours of prep time per week.

Ammended Extra Duty Stipend Schedule*

2020-2021

| Extra Duty | Stipend | Sponsor |
|-----------------------|-----------------|------------------------------|
| Soccer, 5-8 | \$1136.40 | |
| Volleyball, 5-6 | \$1460.44 | |
| Volleyball, 7-8 | \$1460.44 | |
| Boys Basketball, 5-6 | \$1460.44 | PJ McKinney (in contract) |
| Boys Basketball, 7-8 | \$1460.44 | PJ McKinney (in contract) |
| Girls Basketball, 5-6 | \$1460.44 | Lauren Avery |
| Girls Basketball, 7-8 | \$1460.44 | Lauren Avery |
| Cheerleading | \$1136.40 | |
| Track | \$623.15 | PJ McKinney (in contract) |
| Assistant Track | \$206.21 | |
| Literary | \$822.56 | Barb Scott (in contract) |
| * Athletic Director | \$438.48 | PJ McKinney (in contract) |
| Scholastic Bowl | \$730.79 | Amanda Zielske (in contract) |
| Graduation Sponsor | \$292.32 | Kris DeGraaf (in contract) |
| * Yearbook | \$344.44 | Cindy Heap (in contract) |
| Asbestos | non-paid | School Administrator |
| * Water Operator | <u>\$558.57</u> | Kris DeGraaf (in contract) |

Some positions may be served by two or more individuals, and any situation where that occurs not more than the amount stated above will be paid.

* The Board of Education reserves the right to offer these positions to whomever it chooses. The Board will post the Extra Duty Positions to the Teachers and Community. The Board will choose from the applicants for the positions.

Effective Date of Agreement

This agreement is signed this day of May 12, 2020. In witness thereof:

The Lisbon Teachers

Kris DeGraaf Kris DeGraaf
Dawn Dike Dawn Dike
Amanda Zielske Amanda Zielske
PJ McKinney PJ McKinney
5-12-2020 Date

The Board of Education

[Signature] President
[Signature] Secretary
5-12-2020 Date

*The above named teachers were chosen by Lisbon teaching staff as Teacher Representatives to represent all Lisbon teachers during contract negotiations.

* Stipends will be paid at the end of each spot in a one lump sum check except for the * since they run all year their stipend will be divided over 26 pay periods