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AGREEMENT  
BETWEEN  
THE LISBON BOARD OF EDUCATION  
AND THE  
LISBON TEACHERS

Term: 5 years

**2024-2025 through 2028-2029**

**This contract was agreed to by the Lisbon CCSD#90 Board of Education  
and the Lisbon Teachers on April 8, 2024.**

## Table of Contents

<b>Teachers' Requests</b>	<b>1</b>
Board Meetings-Notification	1
Board Minutes	1
<b>Working Conditions</b>	<b>1</b>
Hours	1
Flex Time	1
Duty Free Lunch	2
Jury Duty	2
Reduction-in-force	2
<b>Leaves</b>	<b>2</b>
Sick Leave	2
Bereavement Leave	3
Maternity/Paternity Leave	3
Personal Leave	4
<b>Compensation</b>	<b>4</b>
Payroll Reduction	4
Professional Development	5
Extracurricular Committees	5
Student Advanced Courses	5
Mileage	5
Pay Schedule	6

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Compensation Schedules- For New Teacher Hire- See Appendix A	6
Compensation Parameters- See Appendix B	6
District Teacher Roster for Pay Purposes- See Appendix C	6
Extra Duty Schedules- See Appendix D	6
Long-Term Substitute Teachers- See Appendix E	6
Summer School- See Appendix F	6
<b>Terms of the Agreement</b>	<b>7</b>
<b>Effective Date of Agreement</b>	<b>7</b>
<b>Appendix A- Compensation Schedule</b>	<b>8</b>
<b>Appendix B- Compensation Parameters</b>	<b>10</b>
<b>Appendix C-Extra Duty Schedules</b>	<b>12</b>
<b>Appendix D- Long-Term Substitutes</b>	<b>13</b>
<b>Appendix E- Summer School</b>	<b>13</b>

In this Agreement, “licensed personnel,” also referred to as “teachers” shall refer to professionally licensed educators licensed in accordance with the requirements of the Illinois State Board of Education.

## **Teachers Request**

### **Board Meetings- Notification**

The licensed personnel shall be given written notice (in the form of the Agenda) of any regular meeting of the Board of Education. The licensed 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 licensed 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 a teacher, or on the last day before a vacation, a teacher 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 late/early during student hours 8:20-3:00, they will

still need to sign 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. 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 are only permitted to miss Parent/Teacher Conferences in the event of an emergency. 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 a teacher 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. Teachers 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 affect the teacher’s sick or personal days.

### **Reduction-in-force**

If the Board determines to reduce the number of 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, mental or behavioral health complications, 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 teacher with a typed statement at the beginning of each school year setting forth the total accumulated sick leave credit for said Employee.

Teachers who are in their retirement contract as stipulated in this agreement, will be given twenty(20) sick days each year of their retirement contract while this agreement is in place as long as there is no penalty to the district.

### **Bereavement Leave**

Bereavement leave will be granted without loss of pay to employees when a death occurs in the family unit. A maximum of five (5) days of leave may be used when the death is that of a staff member's parents, spouse, children, and step-children. A maximum of three (3) days may be used when the death is that of the staff member's brothers, sisters, grandparents, grandchildren, spouse's parents, legal guardians, and persons living in the household who are not related as indicated above. A maximum of two (2) days for brothers-in-law, sisters-in-law, grandparents of spouse. Notice of the death must be given to the employee's immediate supervisor. Days cannot be moved to sick days. With the exception of death of spouse, children, and parents, the days need to be used consecutively. If more time is needed, teachers may use sick time. Teachers may take unpaid bereavement leave, and substitute accrued and applicable paid leave in accordance with the provisions of the Illinois Family Bereavement Leave Act, as amended from time to time (820 ILCS 154/1, et seq.) for the balance of any leave otherwise available under such Act.

## **Maternity/Paternity Leave**

Teachers on maternity/paternity leave would be able to use consecutive sick days. If teachers do not have 30 sick days accumulated, they may request to use a maximum of seven (7) days from the upcoming school year. If a teacher does not return the next school year, sick days used would be deducted from the final paycheck or paid back to the district from the employee prior to the first day of school that year.

## **Personal Leave**

At the beginning of each school year, each teacher shall be credited with five (5) days to be used for personal reasons that must be pre-approved before a teacher takes them. A teacher 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. If the teacher is requesting more than two (2) consecutive days, Superintendent approval is required and must be in advance. In the event a teacher is pre-approved by the Superintendent 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 and may not be used on the day prior to or the day following a holiday without Superintendent approval. Teachers shall not be granted personal days during the week of any IAR or 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 Superintendent. No more than one (1) teacher may use personal leave on a given day unless it is with Superintendent 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. This provision shall not be construed to otherwise excuse an absence which was not otherwise approved by the Superintendent and resulted in a deduction from a teacher's salary.

### **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 allocated 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.

### **Extracurricular Committees**

Teachers who serve on extracurricular committees that are not financially compensated will receive compensation in the form of professional time that would equal the number of hours served. No more than two (2) full days can be accumulated in the bank at one time and must be approved by the superintendent/administrator. Earned time cannot carry over to the following school year, unless the hours are earned during the summer, i.e. sitting in on interviews in June would be added to the following school year.

### **Student Advanced Courses**

In the event a student is moved up a grade level in a subject (applicable to grade 8), the Superintendent will discuss with the teacher whether the student should take an online course to cover the necessary advanced instruction and the Superintendent will oversee the implementation of the online course, if taken.

### **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 Stipend 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, 2024, and shall continue in full force and effect through June 30, 2029. 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 2029. The Board and the Teachers agree to begin negotiations no later than May 1<sup>st</sup> of the expiration year of the existing agreement.

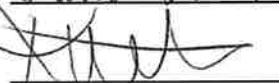
## Effective Date of Agreement

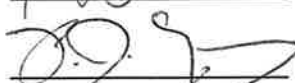
This agreement is signed on the 8th day of April, 2024. In witness thereof:

The Lisbon Teachers

 Amanda Zielske

 Dawn Dike

 Kristi Mathre

 PJ McKinney

4-8-24 Date

The Board of Education

 President

 Secretary

4-8-24 Date

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

## Appendix A - Starting Salary Placement Schedule

2024-2025												
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	MA	MA+6
1	41,800	42,300	42,800	43,300	43,800	44,300	44,800	45,300	45,800	46,300	46,800	47,300
2	43,054	43,554	44,054	44,554	45,054	45,555	46,054	46,554	47,054	47,554	48,054	48,554
3	44,346	44,846	45,346	45,846	46,346	46,846	47,346	47,846	48,346	48,846	49,346	49,846
4	45,676	46,176	46,676	47,176	47,676	48,176	48,676	49,176	49,676	50,176	50,676	51,176
5	47,046	47,546	48,046	48,546	49,046	49,546	50,046	50,546	51,046	51,546	52,046	52,546

2025-2026												
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	MA	MA+6
1	42,427	42,927	43,427	43,927	44,427	44,927	45,427	45,927	46,427	46,927	47,427	47,927
2	43,681	44,181	44,681	45,181	45,681	46,181	46,681	47,181	47,681	48,181	48,681	49,181
3	44,991	45,491	45,991	46,491	46,991	47,491	47,991	48,491	48,991	49,491	49,991	50,491
4	46,341	46,841	47,341	47,841	48,341	48,841	49,341	49,841	50,341	50,841	51,341	51,841
5	47,731	48,231	48,731	49,231	49,731	50,231	50,731	51,231	51,731	52,231	52,731	53,231

2026-2027												
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	MA	MA+6
1	42,870	43,370	43,870	44,370	44,870	45,370	45,870	46,370	46,870	47,370	47,870	48,370
2	44,124	44,624	45,124	45,624	46,124	46,624	47,124	47,624	48,124	48,624	49,124	49,624
3	45,428	45,928	46,428	46,928	47,428	47,928	48,428	48,928	49,428	49,928	50,428	50,928
4	46,791	47,291	47,791	48,291	48,791	49,291	49,791	50,291	50,791	51,291	51,791	52,291
5	48,195	48,695	49,195	49,695	50,195	50,695	51,195	51,695	52,195	52,695	53,195	53,695

2027-2028												
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	MA	MA+6
1	43,330	43,830	44,330	44,830	45,330	45,830	46,330	46,830	47,330	47,830	48,330	48,830
2	44,585	45,085	45,585	46,085	46,585	47,085	47,585	48,085	48,585	49,085	49,585	50,085
3	45,889	46,389	46,889	47,389	47,889	48,389	48,889	49,389	49,889	50,389	50,889	51,389
4	47,245	47,745	48,245	48,745	49,245	49,745	50,245	50,745	51,245	51,745	52,245	52,745
5	48,663	49,163	49,663	50,163	50,663	51,163	51,663	52,163	52,663	53,163	53,663	54,163

2028-2029												
	BA	BA+6	BA+12	BA+18	BA+24	BA+30	BA+36	BA+42	BA+48	BA+54	MA	MA+6
<b>1</b>	43,376	43,876	44,376	44,876	45,376	45,876	46,376	46,876	47,376	47,876	48,376	48,876
<b>2</b>	44,630	45,130	45,630	46,130	46,630	47,130	47,630	48,130	48,630	49,130	49,630	50,130
<b>3</b>	45,922	46,422	46,922	47,422	47,922	48,422	48,922	49,422	49,922	50,422	50,922	51,422
<b>4</b>	47,266	47,766	48,266	48,766	49,266	49,766	50,266	50,766	51,266	51,766	52,266	52,766
<b>5</b>	48,663	49,163	49,663	50,163	50,663	51,163	51,663	52,163	52,663	53,163	53,663	54,163

The above salary schedule will be used as a basis for determining the starting salary 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, below, and with the following parameters. All other teachers will be given the percentage increase as indicated for the appropriate school year, below, and with the following parameters.

- 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. A teacher may only move to a new benchmark one time per school year.
- Each teacher is responsible for verifying with the Superintendent the accurate compensation for that year.
- Each teacher shall receive for the school year, 2024-2025, 4.5% on their 2023-2024 Base Salary, as listed on the salary validation, prorated as to the percentage of time worked.
- Each teacher shall receive for the school year, 2025-2026, 4.5% on their 2024-2025 Base Salary, as listed on the salary validation, prorated as to the percentage of time worked.
- Each teacher shall receive for the school year, 2026-2027, 4% on their 2025-2026 Base Salary, as listed on the salary validation, prorated as to the percentage of time worked.
- Each teacher shall receive for the school year, 2027-2028, 4% on their 2026-2027 Base Salary, as listed on the salary validation, prorated as to the percentage of time worked.
- Each teacher shall receive for the school year, 2028-2029, 3% on their 2027-2028 Base Salary, as listed on the salary validation, prorated as to the percentage of time worked.

\*Music paid on daily rate

## Retirement Option

Teachers that plan to start their final four year retirement contract within the next five (5) years, beginning with the effective date of this contract, must meet the following requirements at the time of retirement:

- must be at least fifty-four (54) turning fifty-five (55),
- and have 20 years of full-time years of creditable teaching service with 75 % of that credit in the district.

Teachers who meet these requirements will receive an additional increase in creditable earnings to make the total raise six (6%) for each of the last four years of teaching. An irrevocable letter of resignation shall be filed with the Superintendent no later than the first work day of the 4th year prior to their retirement.

Teachers who had already been in their retirement contract will stay with their salary schedule that was previously negotiated.

## Appendix C - Extra Duty Stipend Schedule

### 2023-2024

Soccer, 5-8	\$1,241.77
Volleyball, 5-6	\$1,595.86
Volleyball, 7-8	\$1,595.86
Boys Basketball, 5-6	\$1,595.86
Boys Basketball, 7-8	\$1,595.86
Girls Basketball, 5-6	\$1,595.86
Girls Basketball, 7-8	\$1,595.86
Cheerleading	\$1241.77
Track	\$604.18
Assistant Track	\$302.10
Co-Literary	\$462.50
Co-Literary	\$462.50
Athletic Director	\$479.14
Scholastic Bowl	\$798.55
Graduation Sponsor	\$328.73
Yearbook	\$376.37
Student Council	\$376.37
Asbestos	non-paid/ School Administrator
Water Operator	\$628.15

**\*A 3% increase in Extra Duty Stipend Schedule will occur each year beginning in the 2024-2025 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 D**

### 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 \$203 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 licensed to teach in Kendall/ Grundy Counties. The long-term sub must take one day off every 25th working day.

## **Appendix E**

### 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 \$35.00 per hour and paid for 2 hours of prep time per week.