#800100

2000 – 2005

Agreement

Between

The Peoria Federation of Teachers, IFT-AFT/AFL-CIO

and

The Board of Education of Peoria District #150

3/13/01

1,250 teachers

July 1, 2000 – June 30, 2005

84 pages

PEORIA PUBLIC SCHOOLS/TEACHERS' AGREEMENT
2000-2005

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TABLE OF CONTENTS

Preamble 1
Part I – Areas of Consultation
A. Definition 2
B. Staff Member Covered 2
C. Membership 2
D. Areas of Consultation – Time Off 2
E. Superintendent Representation 2
F. Areas of Consultation Recommendations 2
G. Quarterly Meetings with the BOARD 2
H. Joint Meetings 2
I. Topics Referable to Negotiating Team 2
J. Guests at Meetings 3
K. Note Keeping 3
L. Strategic Communications Committee 3

Part II
Article I – Recognition
A. Recognition of Bargaining Representative 3
B. Non-Discrimination 4

Article II – Negotiations Procedures
A. General 4
B. Duty to Bargain 4
C. Negotiations Communication 4
D. Scope of Negotiations 4
E. Power to Negotiate 4
F. Negotiations Team Membership 4
G. Meetings 5
H. Tentative Agreements 5
I. Final Approval 5
J. Declaration of Impasse 5
K. Impasse Procedures 5
L. Written Report by Mediator 5
M. Foreign Language Curriculum 5

Article III – Non-Discrimination
A. Due to Union Membership 5
B. Due to race, religion, handicaps, etc. 6

Article IV – UNION Security
A. Dues Deduction 6
B. Number of Deductions 6
C. Responsibility 6
D. Voluntary Membership 6
E. Continuing Authorization 6
F. Payment 6

G. Fair Share 7

Article V – Professional Grievance Procedure
A. Definitions and rules 8
B. Procedure 9
C. No Reprisals Clause 10
D. Hearings and Conferences 10
E. Aggrieved Person Representation 11
F. The First Step 11
G. Administration Cooperation 11
H. Filing of Materials 11
I. Grievance Withdrawal 11
J. Discipline of Teachers 11
K. Removal of High School Head Coaches 11

Article VI – Union Rights
A. Union Bulletin Boards 12
B. Current Agreement Copies 12
C. Union – Teacher Meeting Times 12
D. Printing of Contract 12

Article VII – Salary Schedule and Regulations – Full-Time Employees
A. Credit on Salary Schedule for Previous Experience 12
B. Longevity 12
C. Compensation for Additional Duties 13
D. Pay Schedule Periods 13
E. Special Education Teachers 13
F. Percent Factors 13
G. Differential Categories 14
H. Salary Schedule 14
I. Payroll Deductions (Other) 14
J. Temporary Military Leave 14
K. Education Credit (Mid-Year) 14
L. Hours of Work 15
M. School Year and Calendar 15
N. Sick Leave Bank 15
O. Preparation Period for High School Librarians 16
P. Additional Time for a Longer Work Day 16
Q. Evaluation of Teachers 16
R. Personnel File 17
S. Preparation Period for year-round, Kindergarten/First Grade, Multi-age Classroom Teachers 17
T. Direct Deposit Program 17
U. Class Size 17
V. Local Professional Development Committees 17

Article VIII – Leaves — Full-Time Employees
A. Sick Leave 19
B. Funeral Leave 20
C. Sabbatical Leave for Staff Members 21
D. Leave of Absence Without Pay 23
E. Parental Leave 24
F. Personal Leave 25
G. Military Leave 25
H. Jury Duty 26
I. Professional Leave 26
J. Family and Medical Leave 26
K. Stipends for Union Officials 28
L. Stipends for Union Officers 28

Article IX – Fringe Benefits – Full-Time Employees
A. Tax Deferred Annuity Program 29
B. Retirement Compensation 29
C. Group Hospital and Medical Insurance 29
D. Dental Insurance 30
E. Group Life Insurance 30
F. Professional Credit Refunds 31
G. Professional Credit for In-Service Staff Development Activities 32
H. Tax Sheltered Retirement 32
I. Flexible Benefit Account 32
J. Retirement Incentive Program 32
K. Teacher Retirement System 33
L. Notification of Retirement Bonus 33
M. Retirement Incentive (Early Retirement Option) 34
N. National Board Certification Stipend 35
O. Supplies 35

Article X – Released Time for Teacher-areas of Consultation
A. Chairman 36
B. Members 36
C. Member Organization 36
D. Minimum Time 36
E. Responsibility 36

Article XI – Transfer and Reduction in force of Staff Members
A. Voluntary Transfers 36
B. Notice of Vacancy 37
C. Eligibility 37
D. Applications 37
E. Criteria 37
F. Final Decision 37
G. Filling Vacancies 38
H. Teachers Displaced by Program Change 38

I. Involuntary Transfer 38

Article XII – Regularly Employed Part-Time Employees Rights and Benefits
A. Salary/Credit for previous Experience 39
B. Preferential Consideration 39
C. Sick Leave Schedule 39
D. Funeral Leave 40
E. Leave of Absence Without Pay 40
F. Parental Leave 41
G. Military Leave 41
H. Jury Duty 41
I. Professional Leave 41
J. Tax Sheltered Retirement 42
K. Flexible Benefit Account 42
L. Medical Insurance 42
M. Restriction 42

Article XIII – Effects of Agreement
A. Full Force and Effect 42
B. Staff Members' Rights 42
C. Negotiations with Other Organizations 42
D. Other Topics 43
E. Supplemental Negotiations 43
F. No-Strike Clause 43
G. Indemnification 43

Article XIV – Duration of Agreement 43

Appendix A – Teacher Salary Schedule 44

Appendix B – Counselors, Psychologists, Social Workers Salary Schedule 64

Appendix C – Extra Assignments Salary Schedule 65

Appendix D – Part-Time Staff Members Salary Schedule 70

Appendix E – Textbooks 72

Memoranda of Understanding 73

Side Letters 78

AGREEMENT

BETWEEN

THE

PEORIA FEDERATION OF TEACHERS, IFT, AFT, AFL-CIO

AND

THE BOARD OF EDUCATION OF THE CITY OF PEORIA

This Agreement is made and entered into between the BOARD of EDUCATION OF THE CITY OF PEORIA, DISTRICT #150, hereinafter referred to as the "BOARD", and the PEORIA FEDERATION OF TEACHERS, IFT, AFT, AFL-CIO, hereinafter referred to as the "UNION," on behalf of the employees in the positions identified in the bargaining unit set forth in Article I, Recognition.

All of the parties to this Agreement approach the matter in good faith and with a sincere realization that it is the desire of the BOARD and its staff members to work in harmony and close cooperation to see that the school system in Peoria is the finest school system possible and that staff members are given every consideration to see that their calling of providing education to Peoria students is given every chance to succeed.

It is understood by both parties that the BOARD has the sole responsibility, authority, and right to manage and direct on behalf of the public all the operations and activities of the School District to the full extent required by laws of the State of Illinois.

The provisions of this Agreement shall cover and be applicable to all certificated personnel in full-time and regularly employed part-time positions pursuant to the Decision and Order of April 8, 1994 by the Illinois Education Labor Relations Board, excepting the superintendent, associate and assistant superintendents, directors, coordinators, supervisors in central administration, principals, administrative assistants/assistant principals and deans.

PART I
AREAS OF CONSULTATION

A. The Areas of Consultation is an organization composed of representatives from the four (4) high schools and their respective feeder elementary schools.

B. The term "Staff" or "Staff Member" is defined to mean a person covered by this Agreement.

C. Staff representatives shall be UNION members and shall be distributed in the following manner:

1. One representative from each high school.
2. Two representatives to be selected from the aggregate total of elementary feeder schools within each high school district.
3. The representatives shall be appointed by the executive committee of the current bargaining agent as they shall determine.
4. The President of the bargaining agent shall chair the Areas of Consultation. The Executive Vice President shall be a member of Areas of Consultation as its Vice Chairman.

D. Teachers who serve on the Areas of Consultation shall be permitted to take reasonable time off from their teaching duties to properly attend to necessary business of the Areas of Consultation. It should be clearly understood that this is not a major amount of time but, that there will be from time to time, some necessary help from substitutes to permit these teachers to do a thorough job on Areas of Consultation business.

E. The Superintendent, or his designated representatives, unless otherwise directed by action of the BOARD, shall represent the BOARD at the meetings of the Areas of Consultation. He may also have present at such meetings staff advisors so that the Areas of Consultation and the Superintendent may make use of their special talents.

F. It is understood that the Areas of Consultation shall make recommendations to the Superintendent regarding any administrative or BOARD policies relating to teaching conditions or BOARD-teacher relations.

G. The Areas of Consultation shall have the right to meet with the BOARD once each calendar quarter.

H. All joint meetings between the Areas of Consultation and the Administration shall be closed to the public and the media, except as provided by law.

I. It is understood by both parties that the topics specified in Part II, Article II, will be referred directly to the negotiating teams and will not be discussed under the provision set forth in Part I, unless mutually agreed to by both parties.

J. The number of guests of the Areas of Consultation or the Administration shall not exceed ten for each at any one meeting between the Areas of Consultation and the Administration. This limitation may be set aside by mutual agreement prior to the meeting.

K. Areas of Consultation – Each party shall be responsible for keeping its own notes of the proceedings at Areas of Consultation meetings. However, the parties shall jointly maintain an official record of the proceedings at Areas of Consultation meetings which will include topics discussed, resolutions reached, a statement of issues not resolved and each party's position, information requests and their status, and recommendations to the Superintendent as provided in Section F. In order to adequately prepare for and maximize the productivity of Areas of Consultation meetings, the parties agree to exchange agenda topics for Areas of Consultation by the second Wednesday of each month, including the identification of any invited guests. The parties agree that this Section applies to Areas of Consultation meetings with the BOARD as provided in Section G, except that the agenda will be exchanged ten days before the meeting.

L. Strategic Communications Committee – The BOARD and the UNION agree to form a Strategic Communications Committee consisting of the BOARD President, Superintendent, one other person selected by the BOARD President, UNION President, UNION Vice-President and one other person selected by the UNION President. The Committee shall meet at least once every two months. Any changes to the Collective Bargaining Agreement recommended by the Committee shall be approved by the parties. The parties agree that the Committee shall continue discussions on such matters as flexible staffing, LPDCs, insurance rates, vision and hearing insurance, life insurance, dental insurance for retirees, lap tops, telephones, release time for speech pathologists and UNION officials, professional leave, adding Technology director to Schedule C and paying teachers who teach a sixth assignment 1/6th of their salary in lieu of the $24.00 per hour rate.

PART II
ARTICLE I
RECOGNITION

A. Recognition of Bargaining Representative – For the purpose of Collective Bargaining, the BOARD recognizes the UNION as the sole and exclusive bargaining representative for all certified personnel employed in District #150, in full-time and regularly employed part-time positions pursuant to the Decision and Order of April 8, 1994 by the Illinois Educational Labor Relations BOARD, excepting the superintendent, associate and assistant superintendents, directors, coordinators, supervisors in central administration, principals, administrative assistants, assistant principals and deans.

B. Non-Discrimination – No member of the teaching staff shall be discriminated against for any purpose or in any respect by reason of membership in the UNION or for participation in the process of negotiations and resolving of grievances.

ARTICLE II
NEGOTIATIONS PROCEDURES

A. General – This part of the Agreement spells out the negotiations process between the UNION and the BOARD on those topics of "Scope of Negotiations."

The BOARD shall not be required to bargain over matters of inherent managerial policy, which shall include but not be limited to such areas of discretion or policy as the functions of the BOARD, standards of service, its overall budget, the organizational structure, and selection of new employees and direction of employees. The BOARD, however, shall be required to bargain collectively with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by UNION representatives.

B. Duty to Bargain – The BOARD and the UNION have the authority and duty to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment, and to execute a written contract incorporating any agreement reached by the parties.

C. Negotiations Communication – All requests for communication with the BOARD shall be channeled through the Superintendent or his/her designated representative, and requests to the UNION shall be made through the Superintendent or his/her designated representative to the President of the UNION or his/her designated representative.

D. Scope of Negotiations – The UNION and the BOARD agree that negotiations in good faith shall encompass the following: salary, fringe benefits, hours of work, and terms and conditions of employment.

E. Power to Negotiate – It is the mutual responsibility of the BOARD and the UNION to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, and make counter-proposals in the course of negotiations, and to reach tentative agreement which shall be submitted to the BOARD and UNION for ratification.

F. Negotiation Team Membership – Each party to negotiations shall select its individual negotiating representatives provided that the BOARD shall not select a staff member, as herein defined, as its representative. The size of each negotiating team shall be limited to twelve members.

G. Meetings – If negotiations are requested by either party on items specified in thi Agreement, such negotiations shall begin at a date mutually agreed to by the parties. Meetings shall be held as necessary at times and places agreed to by both parties. Facts, options, and proposals will be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement on items defined as negotiable in this Agreement.

H. Tentative Agreements – During negotiations, tentatively agreed upon material shall be prepared for the BOARD and the UNION and initialed prior to the adjournment of the meeting at which such agreement was reached, or at the ne meeting.

I. Final Approval – When the UNION and the BOARD reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the members of the UNION for ratification and the BOARD for official approval.

J. Declaration of Impasse – If agreement is not reached on all items listed in the "Scope of Negotiations", Paragraph D, prior to July 15, either party may declare to the other in writing that an impasse exists and call for a mediator, under the rules and regulations pertaining to mediation in the Illinois Educational Labor Relations Act.

K. Impasse Procedures – When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall have the authority to confer separate or jointly with the parties, review pertinent data and make suggestions and recommendations for settlement, provided that the mediator shall not make public the findings of fact or the recommended terms of settlement.

L. Written Report by Mediator – The mediator shall not issue a written report of any kind unless both parties agree to such a report. During mediation, both the BOARD and the UNION agree to keep confidential all recommendations and reports, if any, made by the mediator, including offers by either party.

M. Foreign Language Curriculum – A committee composed of a BOARD member, administrator, and a UNION representative will be formed to pursue the possibility of providing foreign language to all primary schools.

ARTICLE III
NON-DISCRIMINATION

A. Neither the BOARD nor the UNION shall discriminate, interfere, restrain or coerce any employee because of UNION membership or UNION activity or because of a lack thereof.

B. Neither of the parties hereto shall discriminate against any employee on account of race, color, religion, national origin, sex, age, physical and/or mental handicap, political affiliation or belief.

ARTICLE IV
UNION SECURITY

A. Dues Deduction – The professional dues of staff members may be deducted by the Payroll Department in accordance with the following stipulation:

1. Payroll deductions shall be available to members of any teacher organization which desires dues deductions, providing the following requirements are fulfilled:

   a. The staff member shall give written consent for such deduction to the Payroll Department at least 21 days prior to the date of the first annual scheduled payroll deduction. Written consent for dues deductions at a time subsequent to the first annual scheduled payroll deductions shall be at least 10 days prior to the date of any subsequent deduction date.

   b. The staff member shall indicate which organization or organizations for which he/she wishes to have dues deducted.

B. Number of Deductions – The dues shall be deducted in an equal amount from the successive payroll checks remaining in the school year and ending with the twentieth payroll check for that school year.

C. Responsibility – Each organization shall be responsible that the dollar amount to be deducted for each applicant is the accurate figure reported for their respective organizations. Each organization agrees to indemnify the BOARD of Education from claims arising from organizations using funds for political..

D. Voluntary Membership – The staff member shall be entirely free to join or to abstain from joining any of the organizations.

E. Continuing Authorization – The staff member shall give written consent for the deduction of professional organization dues. This authorization shall remain in effect from year to year until cancelled by the participating staff member. The payroll department shall be informed by the organizations involved of the amount to be deducted for the affected year.

F. Payment – Payment shall be made to the organizations following each pay period in which deduction is in effect.

G. Fair Share

1. All employees covered by this Agreement, who are not members of the UNION commencing on the effective date of this Agreement, or upon their initial employment, and continuing during the term of this Agreement; and so long as they remain non-members of the UNION, shall pay to the UNION each month their fair share of the costs of the services rendered by the UNION that are chargeable to non-members under state and federal law; provided that not less than 75% of the bargaining unit joins the UNION. A credit to this percentage will be given for the percentage of bargaining unit members that are members of any other organized teacher's UNION. In calculating the 75%, the denominator shall be the total of members of the bargaining unit in full-time equivalency; the numerator shall be the total numbers of members in the bargaining unit that are members of any organized teacher's UNION. Any member of record who resigns during a school year shall be considered a non-member, but shall pay fair share dues for the balance of the school year. The BOARD will provide to the UNION upon request a listing of all bargaining unit members for the purpose of determining the number of bargaining unit members. The UNION may establish the date for determination of the percentage, and such determination shall remain in effect for a one-year period; provided, however, fair share payments shall be prorated for a partial fiscal year.

2. The UNION shall certify to the BOARD a fair share amount not to exceed the dues uniformly required of members in conformity with federal and state law and Educational Labor Board rules.

3. Such fair share payment by non-members shall be deducted by the BOARD from the earnings of the non-member employees and remitted to the UNION within ten (10) work days of said deduction unless required to remit a fee to the Educational Labor Board for escrow.

4. The BOARD shall cooperate with the UNION to ascertain the names of all employee non-members of the UNION from whose earnings the fair share payments shall be deducted and their work locations and shall provide the UNION space to post a notice concerning fair share.

5. The UNION and the BOARD shall comply with the rules of the Educational Labor Board concerning notice, objections, and related matters contained in its fair share rules.

6. Upon adoption of any UNION internal appeal procedure, the UNION shall supply the BOARD with a copy. In addition, the UNION shall advise the BOARD of subsequent changes therein.

7. The UNION shall indemnify and hold harmless the BOARD, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise

out of or by reason of action taken by the BOARD for the purposes of complying with the above provisions of this section, or in reliance on any list, notice, certification, affidavit, or assignment furnished by the UNION under any such provisions.

8. If, during the term of this Agreement, the Educational Labor Relations Board or a court of competent jurisdiction rules any part of this Section void or not enforceable, the UNION and the BOARD agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or rulings of said Educational Labor Board or court.

9. If, at any time, during the term of this Agreement, UNION membership is less than 75% as provided in paragraph 1 above, then this fair share provision shall not be in effect until membership again attains 75% as provided in paragraph 1 above.

ARTICLE V
PROFESSIONAL GRIEVANCE PROCEDURE

A. Definitions and Rules

1. Definition: A grievance is any difference arising between the BOARD and the UNION or any member of the bargaining unit with respect to the interpretation or application of the Agreement.

2. All time limits herein shall consist of school days except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all week days so that the matter may be resolved before the close of the school term or as soon as possible thereafter. School days for the purpose of the grievance procedure shall mean staff employment days.

3. All grievance time limits shall be followed except by written mutual agreement between parties involved. Illness or other incapacity of the staff member shall be grounds for any necessary extension of the grievance time limits.

4. The failure of the aggrieved person to act within the prescribed time limits will act as a bar to any further appeal. If no decision has been rendered within the time indicated within a step, then the grievance shall be processed to the next step.

5. Every staff member covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this Article or elsewhere in this

Agreement shall be construed to prevent any individual staff member, should he/she so elect, from presenting a grievance and having it adjusted without representation of the UNION; however, the UNION shall have the right to be present to observe at all steps of the grievance procedure, and provided any such adjustment is consistent with the terms in this Agreement. In the event a grievance is filed so that sufficient time as indicated under all steps of the procedure cannot be provided before the last day of school and should it be necessary to pursue the grievance to all steps, then said grievance shall be resolved under the terms of this Agreement and this Article and not under the succeeding Agreement.

B. Procedure

Step #1: Within ten (10) working days of his/her knowledge of the occurrence, the grievant shall reduce the grievance to writing and present it to his/her immediate Principal/Supervisor. The Principal/Supervisor shall respond in writing by the end of the tenth (10^{th}) working day following the day the written grievance is presented. This time period for the presentation of the written grievance may be extended by mutual agreement by providing a written request to the Director of Human Resources with a statement of the details of the occurrence prior to the expiration of the original ten (10) days.

The immediate Principal/Supervisor for the purposes of this procedure shall be that Principal/Supervisor with primary responsibility to resolve the grievance.

Step #2: If there is not a satisfactory resolution of the grievance at Step #1 or if the immediate Principal/Supervisor fails to respond within the specified time, the grievance shall be presented to the Superintendent or his designee. Such written grievance shall be submitted within ten (10) working days of the Principal/Supervisor's reply at Step #1 or, in the absence of such reply, within ten (10) working days of the date the reply was due.

The written grievance shall state the nature of the grievance, shall note the specific clause(s) of the Agreement allegedly violated, and shall state the remedy requested.

Within ten (10) days after such written grievance is filed, the aggrieved, the representative of the aggrieved as desired, the Principal/Supervisor and the Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall make a decision within ten (10) days of the second step grievance meeting and communicate the decision and the reason for it in writing to the staff member and immediate Principal/Supervisor. A copy of the written grievance and all written replies or decisions shall be submitted to the BOARD of Education.

The time period for replying to the written grievance may be extended by mutual agreement by providing a written request to the UNION President or Business Agent with a statement of the reasons that additional time is needed.

Step #3: Binding Arbitration: In the event that the grievance has not been satisfactorily resolved at Step #2 of the Grievance Procedure, upon request of the UNION, the Superintendent or his designee and the UNION shall select the arbitrator from the Labor Mediation Roster maintained by the Illinois Educational Labor Relations Board. A panel of five (5) arbitrators shall be submitted to both the UNION and the Administration. If the Superintendent or his designee and the UNION are unable to agree upon one of the panel members to resolve the grievance, an arbitrator shall be chosen by each party alternately striking one name from the list until one name remains. The remaining name shall be the name of the arbitrator. The UNION shall strike the first name, the Superintendent or his/her designee shall strike the second name, etc. The proceedings before the arbitrator shall be closed to the public.

The arbitrator shall have authority only to interpret and apply the provisions of this Agreement and only to the extent necessary to decide the submitted grievance and shall not have authority to add to, detract from, or in any way alter the provisions of this Agreement in accordance with the Arbitration Rules and Procedures of the Illinois Uniform Arbitration Act (Ch. 710, Sec 5/1 et seq. ILCS 1992.) The decision of the arbitrator shall be binding on the parties.

Expense for the Arbitrator's services shall be borne equally by the BOARD and the UNION or by the individual if he/she is not a member of the UNION.

Administration participation in the earlier levels of the grievance procedure shall not constitute a waiver of the defense that the dispute involves management prerogatives outside the scope of the Bargaining Agreement and therefore not subject to binding arbitration.

C. No Reprisals Clause – A staff member who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.

D. Hearings and Conferences

1. Hearings, conferences, and binding arbitration under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons involved to attend, including witnesses entitled to be present, and will be held, insofar as possible, after regular school hours or during non-teaching time of personnel involved. When such hearings and conferences are held (at the option of the Administration)

during school hours, all of the staff members whose presence is required shall be excused, with pay, for that purpose.

2. It is agreed that any investigation or other handling or processing of any grievance by the grievant staff member or teacher organization representatives shall be conducted so as to result in no interference with or interruption whatsoever to the instructional program and related work activities of the staff member.

E. Aggrieved Person Representation – The BOARD acknowledges the right of the UNION to participate in the processing of a formal grievance at any level once the grievance is reduced to writing. No staff member shall be required to discuss any grievance if he/she desires the presence of a representative and the representative is not present.

F. The First Step – The first step may be waived by agreement of the grievant and the Superintendent or his/her designee.

G. Administration Cooperation – The Administration shall cooperate with the aggrieved person and his/her representative in any investigation of any formal grievance.

H. Filing of Materials – All documents, communication and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

I. Grievance Withdrawal – A grievance may be withdrawn at any level without establishing precedent.

J. Discipline of Teachers – An employee subject to a documented verbal warning, written disciplinary warning or suspension shall have the right to UNION representation at a meeting regarding such discipline. To the extent that an employee's conduct may result in a documented verbal warning, written disciplinary warning or suspension, such discipline shall be for cause.

K. Removal of High School Head Coaches – The Principal shall provide each head high school athletic coach with an annual review at the end of his/her coaching season. Renewal of coaching assignments is based on consistent positive reviews, provided that a coach receives an opportunity to correct deficiencies before his/her assignment is not renewed by the BOARD. However, the BOARD may immediately dismiss the coach from his/her coaching assignment due to unprofessional conduct.

ARTICLE VI
UNION RIGHTS

A. UNION Bulletin Boards – The UNION may use reasonable space on existing teacher bulletin boards in each school.

The items posted by the UNION shall not be political, partisan or defamatory in nature. The UNION shall present the principal with a copy of all materials to be placed on the bulletin board.

B. Current Agreement Copies – New employees shall be provided a copy of the most current Agreement between the UNION and the BOARD.

C. UNION – Teacher Meeting Times – The UNION shall be allowed to meet with teachers in individual school buildings prior to student arrival, after student dismissal and during lunch time provided that such a meeting does not interfere with or disrupt regular school activities, at a place designated by the principal.

D. Printing of Contract – The UNION shall print and distribute copies of the contract. The UNION and BOARD shall share equally in the cost of printing of the contract. The BOARD and UNION shall review and approve the proofs of the contract before going to the printer.

ARTICLE VII
SALARY SCHEDULE AND REGULATIONS – FULL-TIME EMPLOYEES

A. Credit on the Salary Schedule for Previous Experience.

1. Previous teaching experience – A new staff member shall be allowed full credit for previous teaching experience in DISTRICT #150. He/she will be placed on the step which corresponds to his/her years of experience.

2. Credit on the salary schedule for substitute teaching experience in DISTRICT #150 shall be given on the same basis as the Downstate Teachers' Retirement System does for the purpose of retirement credit. Credit shall be given for full or half service.

3. Experience other than teaching – Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources.

B. Longevity – A teacher, upon reaching his/her 60th birthday and having 30 years of verifiable teaching experience will be granted a salary increment of $600 each year until retirement, non-cumulative.

C. Compensation for Additional Duties

1. Regular teachers who "double up" or use their preparation periods for teaching shall receive extra compensation for each class session at the rate of $24.00.

2. Regular teachers who are assigned an additional academic class for a semester shall receive extra compensation for each class session at the rate of $24.00.

3. Regular teachers who are assigned an additional period for supervision shall receive extra compensation for each period at the rate of $24.00.

4. The hourly rate for professional development set by BOARD Policy shall be adjusted to $24.00 per hour.

5. Department Chairs

To the extent that the DISTRICT assigns a bargaining unit teacher to perform the duties of Department Chair, such teacher shall be paid a stipend equal to 10% of BA/Step 1 on the salary schedule per school year and receive one period of release time per school day.

6. Hourly Rate for Driver Education

The parties agree that the hourly rate of driver education shall be $24.00 for the term of the Agreement.

D. Pay Schedule Periods – Upon signing his/her contract the staff member shall elect to have his/her salary paid in twenty-one (21) or twenty-six (26) periods. No change in payment procedures shall be made for that current year. If it is necessary to close schools for a period of time due to fuel emergency, the twenty-first (21st) pay period check shall be dated and distributed at such time as is the twentieth (20th) pay period check. During the summer period checks shall be mailed on the regular pay dates to the designated address of the staff member.

E. Special Education Teachers – Special Education Teachers shall be placed on the teachers' regular salary schedule. Special education teachers hired prior to the 1970-71 school year shall receive an additional increment of $400.

F. Percent Factors – Extra Pay for Extra Assignments Schedule - The actual dollar amount developed by the use of the percent factors is based on the salary amount of BA/Step 1 on the salary schedule.

G. Differential Categories -

1. Those individuals involved in differential categories having a percentage range will be established on the range by the principal.

2. The number of positions in any differential category will be determined jointly by the persons involved, the principal and the Director of Human Resources. Principals may assign individuals to the special assignment differential category upon the approval of the Director of Human Resources.

H. Salary Schedule – The salary schedule shall be set forth in Appendix "A" which is attached to and incorporated in this Agreement. In addition to the salary increase, the BOARD agrees to phase in BOARD payment of the employee contribution to TRS as additional salary over the term of the Agreement as follows (and reflect the BOARD paid TRS employee contribution on the salary schedule):

For July 1, 2000 through June 30, 2001, total increase in cost on the salary schedule of 3.75% plus 3% BOARD paid TRS; for July 1, 2001 through June 30, 2002, total increase in cost on the salary schedule of 3.25% plus 3% BOARD paid TRS; for July 1, 2002 through June 30, 2003, total increase in cost on the salary schedule of 3% plus 3% BOARD paid TRS; for July 1, 2003 through June 30, 2004, total increase in cost on the salary schedule of 5.5% ; and, for July 1, 2004 through June 30, 2005, total increase in cost on the salary schedule of 5.5%.

See attached Salary Schedules.

I. Payroll Deductions (Other) – Authorization for payroll deductions, other than those required legally and by this Agreement, shall be authorized by written consent of the professional employee on a form supplied by the BOARD.

J. Temporary Military Leave – Whenever an employee is ordered to serve on temporary military duty in time of emergency, the BOARD will pay the difference between the employee's regular salary and active duty pay received by the employee for a period not exceeding 30 calendar days. School employees ordered to duty in time of emergency who serve more than 30 calendar days will be placed on military leave as outlined in Policy 4152.4 at the end of 30 calendar days. Employees shall not be reimbursed for performing such routine military obligations as regular training sessions in the National Guard and Reserve Units of the Armed forces unless required to perform them during periods school is in session.

K. Education Credit (Mid-Year) – When a faculty member has earned the right to a higher salary bracket by reason of increased professional training, the transfer shall be made at the beginning of the next contractual year or the beginning of

the second semester. Certification of earned credits for this purpose shall be by transcript and filed in the office of the Director of Human Resources.

L. Hours of Work – The regular school day for the BOARD shall be six (6) hours and thirty (30) minutes for primary and middle schools, six (6) hours and thirty-five minutes for high schools and Washington School, and seven (7) hours for the Roosevelt Magnet School. The regular school day for the Early Childhood Center shall be six hours and thirty minutes. The hours of work for teachers assigned to the Valeska Hinton Center and Greeley Alternative School shall be set at 6 hours and 30 minutes.

The BOARD shall provide each middle school teacher with at least five preparation periods per week, equal to the time of a class period.

The BOARD shall provide each primary school teacher with five 45-minute preparation periods per week.

Preparation Period: Collaboration between building administrator(s) and staff shall contribute to the development of the building's preparation schedule.

Special Education Release Time: Each building shall be allotted release time for special education teachers based on the total number of special education teachers in the building as of the third enrollment report. The release time shall be one day per full-time equivalent teacher and is for the purpose of student assessment in preparation for annual reviews, attending annual reviews, and/or for performing paperwork associated with special education.

M. School Year and Calendar – The school year shall be comprised of 176 pupil contact days and four (4) institute days. Teachers who are asked to teach beyond the 180 day school year shall be compensated at 1/180 of their individual salary. Year round or extended school year programs shall be voluntary. The school year for the Early Childhood Center shall be comprised of 176 pupil contact days and four institute days on a modified 45/15 day model work schedule.

N. Sick Leave Bank – At the beginning of the 1988-1989 school year, the BOARD established a Sick Leave Bank. Teachers may enroll in the Sick Leave Bank. A committee of six was created by the Superintendent and the UNION (with equal representation) to establish rules and regulations concerning the use of the Sick Leave Bank by members of the bargaining unit; however, no teacher shall be allowed to use Sick Leave Bank days unless their individual accumulated sick leave is exhausted. The decision of the committee shall be final and not subject to the grievance procedure.

Newly hired teachers shall be allowed to contribute two (2) of their anticipated sick leave days their first year of employment and another two (2) days their second year of employment.

Contributions to the sick bank shall not be deducted from perfect attendance computations.

O. Preparation Period for High School Librarians – For two, 15 minute periods, which can be consecutive, the high school librarian shall have preparation time in the library. During the preparation time, the librarian shall have limited student/teacher contact and no classroom supervisory duties.

P. Additional time for a longer work day shall be a stipend based on 1/6th of the teacher's per diem rate for instructional time and the applicable hourly rate for professional development time. Additional time for a longer work year shall be a stipend based on 1/180th of the teacher's annual salary for each day beyond 180 days.

The teachers assigned to the Peoria/Edison Partnership Schools shall work no more than a seven hour and 30 minute day and no more than a 200 day school year. Teachers at the Peoria/Edison Partnership Schools will have the opportunity to participate in the Edison site stock option plan in accordance with Edison's policies.

Q. Evaluation of Teachers – A joint committee, comprised of four teachers represented by primary, middle, and high school teachers appointed by the UNION and four administrators appointed by the Superintendent or his designee, shall meet to review, revise or develop the performance evaluation tool and procedures. The committee will be co-chaired by one (1) Teacher and one (1) Administrator. Either co-chairperson may call the initial meeting at a time mutually agreed upon by both chairs. The committee will establish its own time schedule for future meetings. The committee shall submit its annual written recommendations to the Superintendent for presentation to the BOARD by April 30.

The basis of professional relationships between teachers and administrators shall be one of common courtesy and mutual respect at all times.

The primary purpose of the evaluation process is to promote student achievement and school improvement by facilitating the professional growth of the teacher. Administrators and certified staff work together to clarify expectations, reflect upon and analyze instructional practice and service delivery to students, and develop professional growth plans that integrate individual and organizational goals.

The committee shall meet an appropriate amount of time in order to review, revise or develop the performance evaluation tool and procedures. The meeting times may be held as follows: during the summer with teacher compensation; outside the school day allowing for compensation; and during the school day providing substitutes, if required, for the teachers of the committee.

R. Personnel File – Only one official personnel file shall be kept for each employee. No other official files shall be kept pertaining to teaching personnel unless notification of such files is given the employee. All employees shall have the right to inspect their own personnel files with the exception of confidential references. All employees shall have the right to include in their personnel file any objections, in writing, to information contained therein. Copies of any material placed in an employee's personnel file shall be provided to the employee within thirty (30) days of that placement.

S. Preparation Period for year-round, Kindergarten/First Grade, Multi-age Classroom Teachers – The BOARD shall provide five, 45 minute preparation periods per week to any year-round, Kindergarten/First Grade, multi-age classroom teacher.

T. By January 1, 2001, the BOARD will implement a direct deposit program.

U. Class Size – The BOARD and UNION recognize that the pupil-teacher ratio has an important bearing on the quality of the educational program. The parties agree that class size should be maintained at levels commensurate with (1) what we may consider to be appropriate learning conditions, and (2) the degree to which the community will provide resources such as qualified staff, adequate instructional facilities, and operating funds. The parties further agree that class sizes should be reasonable and consistent and the BOARD will attempt to maintain class sizes in accordance with the following guidelines; (1) below 25 students in primary grades (PreK-4); below 28 students in middle grades (5-8); below 28 students in secondary grades, except in classes which traditionally have been larger—for example, Washington Gifted Middle School, music, physical education, and single-sectioned subjects offered at the secondary level. The BOARD will also attempt to reduce class sizes of classes predominately made up of students who are at risk. At schools of choice, attempts will be made to maintain class sizes commensurate within the DISTRICT. Adjustment of class size numbers or teachers should be done by the end of the fourth week of each school year. In lieu of filing a grievance, teachers who have concerns regarding class sizes shall submit their concerns to a standing Class Size and Composition Committee, co-chaired by a representative of the BOARD and a representative of the UNION. The Committee shall meet in a timely manner upon request of either chair. The Committee shall consist of an equal number of representatives from the BOARD or its designees and the UNION. The UNION shall appoint its representatives. The Committee will address general and specific class size and composition concerns. Committee will communicate its recommendations regarding class size and composition concerns to the appropriate building principal.

V. Local Professional Development Committees – The BOARD and UNION are committed to and recognize that they share a mutual responsibility for establishing and implementing a teacher recertification process which complies with Public Act 91-102. The recertification process should lead to professional

development plans linked to improving student achievement and, thereby, producing an educated citizenry which benefits the greater Peoria community.

Provided such committees are required by law, the BOARD and UNION shall establish no more than one Local Professional Development Committee (LPDC) for all high schools, one LPDC per four middle/primary schools, one LPDC for Special Schools, and one LPDC for all alternative schools, which shall include the Adult Education Center. The LPDCs shall monitor implementation and perform any other tasks required by state law and/or the negotiated agreement. Each LPDC shall be composed of three (3) teachers appointed by the UNION; and two (2) members appointed by the Superintendent, one of which shall be the Superintendent, a chief administrator, or designee, and one of which shall be an at-large member who shall be either (i) a parent, (ii) a member of the business community, (iii) a community member, or (iv) an administrator. An alternative teacher member must be appointed by the UNION to serve when a teacher who is a member of the LPDC is under review.

The BOARD will designate four substitute teachers to provide each LPDC with one half day release time per year, for every ten reviews being conducted to approve an individual teacher's recertification plan and/or certify an individual teacher's completion of his/her recertification plan, for the LPDC to meet during the school day. Three of the four substitute teachers will allow that LPDC's teacher member, appointed by the UNION, to conduct the required business of the LPDC, and the fourth substitute will rotate, allowing the individual teachers being reviewed to be in attendance with the LPDC during their review. The BOARD will establish an annual schedule of LPDC meetings which occur during the school day.

Each LPDC shall establish a chairperson and operating rules, e.g., term of service, filling of vacancies, and number of times the LPDC will convene, if any, outside of the district established schedule. The operating rules shall be forwarded to the Superintendent and the President of the UNION. The BOARD shall arrange for secure storage of the required files.

All actions taken by the local professional development committee shall require that a majority of committee members be present, and no committee action shall be taken unless the number of teachers is 50% or more of the members present.

At the end of the first year of operation under this article, the BOARD and UNION shall convene to assess the effectiveness of this article and negotiate changes, if any, the parties deem appropriate.

If during the life of this agreement, the Illinois State BOARD of Education issues final regulations implementing Public Act 91-102 or the State amends Public Act 91-102, the BOARD and UNION shall convene to determine the impact of such regulations or amendments.

ARTICLE VIII
LEAVES – FULL-TIME EMPLOYEES

A. Sick Leave

1. Each full-time staff member shall be credited with a sick leave reserve of twelve (12) days of full pay for each year of eligible service in the Peoria Public Schools. Such sick leave reserve may accumulate to a maximum of 225 days. If a full-time staff member has accumulated more than 23 and less than 72 sick leave days prior to the commencement of any school year and during such year has exhausted all accumulated sick leave days, then such staff member may use up to three additional sick leave days in that school year. Each staff member shall receive annually on or before October 1, a report of that employee's current available sick leave. Employees with more than 225 days of accumulated sick leave shall be eligible for an annual bonus, as follows: $300 for use of no sick days; $225 for use of only one sick day; $150 for use of only two sick days; and $75 for use of only three sick days.

   For every fifteen (15) work days beyond the school year established in Article VII, Section M, an employee shall receive one additional sick leave day per school year.

2. Any staff member who is appointed after the opening day of the school year shall be credited with one day of sick leave for each full month left in the school year.

3. Each year at the beginning of a staff member's term of employment, the staff member shall have immediately available for use the entire sick leave reserve for that year as defined above, except that newly appointed staff members must report for duty before being eligible for sick leave.

4. Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness or death in the staff member's immediate family or household. The immediate family for purposes of this section shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parent-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, and legal guardians.

5. Sick leave shall not be debited for legal holidays or vacations.

6. In cases of continuous illness where a staff member received compensation because of accumulated sick leave, a physician's or practitioner's certificate shall be submitted to the Human Resources Department, if the employee is absent for more than ten (10) days or as deemed necessary in other cases.

7. No staff member shall lose his/her accumulated allowance of unused sick leave by reason of having been on leave of absence or being honorably dismissed if reemployed within one calendar year from the beginning of the following school term.

8. In the event a staff member shall become ill during the school day, there shall be no consequent loss of pay for that day, except in the case of staff members who have used up their current and accumulated sick leave. If staff members qualify for loss of time benefits under Worker's Compensation, Items 9 and 10 will apply. If a staff member is present for one hour at the beginning of any half-day session, attendance shall be credited for the entire half day.

9. Absence of up to thirty (30) working days per year due to duty-connected injury shall not be deducted from the staff member's accumulated sick leave providing he/she qualifies for benefits under Worker's Compensation. During this period, the BOARD shall pay the staff member's full salary.

10. Absences up to ninety (90) days per year due to injury from an assault and battery sustained while on duty as a staff member of DISTRICT #150 shall not be deducted from the staff member's sick leave. During this period, the BOARD shall pay the staff member's full salary.

11. A full-time staff member may use as many as five (5) days of accumulated sick leave upon his/her adoption of a child or upon the birth of a child of which he is the father.

12. If a staff member receives Worker's Compensation for loss of time while receiving full salary from District #150, such compensation shall be endorsed or remitted to the BOARD.

B. Funeral Leave

A staff member may have up to three (3) days leave with pay to attend the funeral of a parent, spouse, sibling, child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, or legal guardian.

Sick Leave will not be charged for Funeral Leave and a staff member would be permitted up to fifteen (15) days sick leave (from available sick leave) if they were not able to return to work due to the death of a spouse, child, or parent.

If a staff member has no personal business leave days remaining, such staff member shall be allowed one (1) day of leave with pay to attend the funeral of a person, not covered by the first and second paragraphs above providing that the cost of a substitute for the day is deducted from the compensation paid to that staff member. The deduction for the cost of substitute pay will be made even if it were not necessary for the school BOARD to hire a substitute for that day.

C. Sabbatical Leave for Staff Members – The main purpose of sabbatical leave shall be for professional advancement and/or educational travel.

1. Applicants who submit a program of sabbatical leave shall undertake a program of study of at least twelve (12) hours undergraduate study per semester or nine (9) hours of graduate study or the equivalent thereof. The program submitted shall be designated to enlarge the staff member's understanding of educational psychology, improve facility in teaching technique, broaden experience in special fields, or give a better understanding of problems of present day living. A transcript of credit shall be filed when the staff member returns.

2. Applicants who desire to travel must submit a complete statement of the proposed itinerary. Acceptable travel is defined as travel which will expand the staff member's experience and understanding. Before returning to duty the staff member on sabbatical leave shall submit a satisfactory summary of his/her trip together with a brief statement of the educational growth obtained through his/her experiences.

3. The purpose of sabbatical leave shall be flexible enough to provide for the specific needs of the individual and the schools. Unusual cases may be given special consideration by the General Leave Committee.

4. Eligibility – Any staff member shall be eligible for sabbatical leave upon the following conditions:

   a. After six (6) consecutive years of full time on the job service, he/she is eligible for sabbatical leave for professional advancement or educational travel.

   b. Thereafter, one sabbatical leave may be considered for each additional six (6) consecutive years of full time on the job service.

5. Basis of Selection

   a. The number of staff members on sabbatical leave at any one time shall be limited in order to preserve school efficiency and meet budget provisions, and the number of staff members on sabbatical leave in any one year shall not exceed one percent (1%) of the certified staff.

   b. A General Leave Committee will screen and evaluate requests of staff members and make recommendations to the Superintendent in accordance with guidelines determined by that committee. This committee will be composed of the Director of Human Resources, one principal and three members appointed by the Chairman of the Areas of Consultation.

c. When such sabbatical leaves are recommended by the General Leave Committee to the Superintendent, reasonable and equitable distribution shall be made among staff members.

d. Applications shall be submitted not later than the last day of the first semester.

6. Length of Leave – The sabbatical leave shall be for one or two consecutive semesters at the option of the applicant.

7. Compensation and Benefits

a. A staff member on sabbatical leave granted by the BOARD shall receive as compensation the same basic salary as if in school service, except that there shall be deducted therefrom an amount equivalent to the amount payable for substitute service.

b. Such salary after deduction for substitute service shall in no case be less than the minimum provided by the Illinois School Code or one-half of the staff member's basic salary whichever is greater.

c. For the person granted a sabbatical leave the BOARD shall pay the contribution due to the Illinois State Teacher's Retirement Fund based on the salary of such person for the year immediately prior to sabbatical leave.

d. The compensation prescribed shall be paid in the same manner and at the same time as salaries are paid to other staff members.

e. The regular sick leave allowance shall be credited while on sabbatical leave.

f. Group hospitalization and medical insurance benefits shall be the same as extended to all staff members.

g. Group life insurance benefits shall be the same as extended to all staff members, subject to the provisions of the DISTRICT's life insurance contract.

h. No loss of vertical steps will occur on the salary schedule because of a sabbatical leave. This means, then, the normal progression on the salary schedule will continue.

8. Professional Credit Refund – No professional credit refund is allowed during the length of sabbatical leave.

9. Report of Activities – A staff member to whom sabbatical leave has been granted shall make two written progress reports to the Superintendent of Schools. If such reports are not satisfactory, the leave may be terminated at any time upon the recommendation of the Superintendent of Schools to the BOARD after consultation with the General Leave Committee.

10. Illinois School Code and Sabbatical Leave – Provisions for sabbatical leave shall not conflict, but at all times be in accordance with present or future provisions of the Illinois State School Code.

11. Service on Return from Sabbatical Leave.

a. A staff member who accepts a sabbatical leave must signify intention of returning to the Peoria Public School system. Such service on return shall be double the period of absence. The staff member shall at his/her request be returned to the same or a similar position held at the time he/she was granted sabbatical leave.

b. The applicant shall enter into a legal contract with the BOARD which shall state that if through his/her own choice he/she does not choose to return or if he/she does not return but chooses to resign at a later date before satisfactorily completing the length of active service required by such leave, he/she shall be obligated to reimburse School DISTRICT #150 all money paid to him or her while on sabbatical leave in proportion to the time served since returning from such leave.

c. Such money shall be due on the date the staff member would have been scheduled to return for active service or at the time of resignation.

D. <u>Leave of Absence Without Pay</u>

1. All employees may be granted leave of absence only by action of the BOARD except that the Superintendent or his designee shall have authority to grant leave of absence without pay to an employee for a period not exceeding twenty (20) days in any one school year. Leave of absence for more than twenty (20) days may be granted for one or two semesters and based on the following conditions:

a. Requests for leave shall be in writing and directed to the Superintendent.

b. Eligibility shall be based on a minimum of two (2) continuous years of employment in the Peoria Public Schools.

c. All leaves of absence without pay shall be limited to one school year. Further extension shall be at the discretion of the BOARD. No leave shall be extended beyond two (2) years.

d. Except for parental leave, all leaves without pay should commence at the beginning of a semester and reinstatement during the school year shall be at the discretion of the BOARD.

e. Salary increment or steps on the salary schedule shall not accrue.

f. Sick leave days shall not accrue, but unused sick leave held at the start of the leave shall be available upon reinstatement.

g. Written notice of intention to either return or resign shall be given by the employee to the Director of Human Resources prior to March 1. Failure to furnish such written notice shall constitute a notice of resignation.

h. Employees returning to the DISTRICT from a leave of absence without pay will be reassigned to the position they left, if available, or to any available position for which they are qualified.

i. Leaves of absence without pay may be granted for study, travel, participation in exchange teaching programs, to work in an educational program sponsored by an official governmental agency (Peace Corps, Job Corps, Teacher Corps, etc.), to serve in public office, or for other good and sufficient reason.

j. Except for parental leave, the General Leave Committee will evaluate all leave requests for certificated personnel and make recommendations to the Superintendent.

E. Parental Leave

1. A full-time staff member who has completed two consecutive school years of service from date of initial employment may elect to receive a leave of absence without pay for the purpose of childbearing or childrearing pursuant to the procedures outlined in Paragraph D.

2. Should there be a miscarriage, or should the death of the child occur within the period of parental leave, the staff member may, in writing, request early reinstatement. Should a position become available, the staff member shall be reinstated providing there is a position for which he/she is certified.

3. A staff member who is pregnant may continue in active employment as late into her pregnancy as she desires, provided she is able to perform all of her required functions.

4. A request to elect parental leave shall be made in writing to the Director of Human Resources at least thirty (30) days prior to the date on which the leave is to begin except in case of emergency. Parental leave shall begin prior to either the birth or adoption of a child. A physician's statement certifying pregnancy shall be submitted with such request.

F. Personal Leave

1. A maximum of two Personal Leave Days per year, non-cumulative shall be granted to fulfill personal matters which cannot, through the exercise of reasonable diligence, be scheduled outside the normal work hours.

2. An employee intending to use such leave will give written notification to the building principal as soon as possible, but in any case at least 24 hours prior to the day on which such leave is to be taken except under extenuating circumstances or in an emergency situation.

3. Except under extenuating circumstances, Personal Leave days shall not be granted the day before or after a holiday or vacation periods.

4. An absence involving a misuse of such leave will be deducted at the daily rate of pay of the employee for each day of absence. Misuse of Personal Leave is subject to discipline.

5. Employees who return from leave, or employed after the opening day of school and on or before the last day of November shall be granted two days Personal Leave for that school year. Employees who return from leave, or employed between the first day of December and the last day of February shall be granted one day Personal Leave for the school year.

6. Unused Personal leave days will be added to accumulated sick leave days for the following year. Such sick leave reserve may accumulate to a maximum of 225 days.

G. Military Leave

A leave of absence shall be granted employees for his/her military service, subject to the restrictions herein defined and to presentation of satisfactory evidence for physical and mental fitness to serve the BOARD upon return from military service. Such absence shall not affect in any way the classification of the employee. In case of a probationary employee, the period of such absence shall not count as a part of the service required as a condition precedent to the classifying of such employees as a permanent employee of the BOARD. Within ninety (90) days after discharge, under honorable conditions, of the employee from the armed forces of the United States, the employee shall be entitled to return to a comparable position held by him or her at the time of his/her entrance into such military service, if one is available, at the salary to which he/she would

have been entitled had he/she continued in the service of the School BOARD. Such credit for military leave shall be limited to the minimum number of years for initial voluntary enlistment in any branch of the service and in no case shall more than four (4) years of credit be allowed for military leave.

H. Jury Duty – The BOARD shall pay the regular salary to teachers called to serve as jurors or subpoenaed to appear before legal and quasi-legal review panels as witness. The teacher shall remit to the BOARD any per diem expenses received as part of such service.

I. Professional Leave – With the approval of the Superintendent or his designee, employees shall be allowed to attend seminars, institutes, and/or professional meetings, etc., in the area of their expertise.

J. Family and Medical Leave

1. All terms used in this Section have the meaning as they are defined and used in the "Family and Medical Leave Act of 1993" [PL 103-3] or any regulations promulgated thereunder.

2. Full-time staff members are "Eligible employees" who are entitled to a total of twelve (12) work weeks unpaid leave during any twelve-month period for one or more of the following reasons:

   a. The birth of a child of the employee and to care for the child (expires twelve (12) months after birth);

   b. The placement of a child with an employee for adoption or foster care (expires twelve (12) months after placement);

   c. To care for the spouse, son, daughter, or parent of an employee, if the family member has a serious health condition;

   d. An employee is unable to perform the function of the position because of the employee's own serious health condition.

3. Leave taken for the birth or placement of a child cannot be taken intermittently or on a reduced leave schedule. Employees seeking intermittent or reduced leave based on a planned medical treatment are required to provide to the Director of Human Resources or his designee a medical certification outlining the dates on which treatment is expected and the duration of the treatment. The employee must also comply with the notice requirements of paragraph 4. below.

4. All requests for leave due to a serious health condition, shall include a certification issued by a health care provider. The certification must include:

   a. The date the condition began;

   b. Its probable duration;

   c. Appropriate medical facts;

   d. A statement that the employee is unable to perform the job function or that the employee is needed to care for a family member with a serious medical condition for a specific time.

5. The BOARD may require the employee to obtain the opinion of second health care provider designated by the BOARD, and to be paid for by the BOARD. In the event of a conflict between the first and second opinions, the BOARD may, again at its expense, obtain a third opinion from a health care provider approved jointly by the BOARD and the employee, and this opinion will be final and binding.

   The BOARD may require that an eligible employee obtain subsequent recertifications.

6. An eligible employee returning from leave has the right to be returned to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment.

7. An eligible employee will retain all accrued benefits while on leave, however, no other benefits will accrue during the period of the leave.

   In addition to any remedies provided by law, if the employee fails to return from leave for a reason other than a serious health condition that would entitle the employee to a continuation of leave or other circumstances beyond the employee's control, the employee must reimburse the BOARD for all premiums it has paid for maintaining the health plan coverage during the period of leave. This "serious health condition" must be evidenced by a timely certification from the appropriate health care provider provided to the Director of Human Resources, which must include the points of paragraph 4. c and d above.

8. Should there be a miscarriage, or should the death of the child occur within the period of leave, the employee may, in writing, request early reinstatement. Should a position become available for which the employee is qualified, the employee shall be offered reinstatement to that position.

9. An employee who is pregnant may continue on active employment as late into her pregnancy as she desires, provided she is able to perform all of her essential functions.

10. An eligible employee must give notice to the BOARD, in writing, to the Director of Human Resources at least thirty (30) days prior to the date on which the leave is to begin of their intent to take leave in case of expected birth, placement of a son or daughter, or planned medical treatments. When circumstances require a leave to begin in less than thirty (30) days as with a premature birth, sudden changes in a serious health condition, or the availability of a child for placement, the eligible employee must give as much notice as is practicable.

11. If an eligible employee starts a leave more than five (5) weeks before the end of the year and the leave is of at least three (3) weeks duration and the return from leave would be during the three-week period before the end of the school year, the BOARD may require the employee to continue the leave until the end of the school year.

K. Stipends for UNION Officials – If requested by the UNION sixty (60) calendar days in advance of the first semester and/or second semester and after consultation with the Superintendent, the President shall have the option of being released from part or all of his/her teaching assignment. The UNION agrees to reimburse the BOARD for the cost expended for salary, including contributions to ITRS, and fringe benefits by the BOARD to staff this position. Reimbursement will be forwarded to the BOARD at the beginning of the school year. He/She shall be considered a full-time employee of the BOARD with respect to the ITRS (provided ITRS recognizes his/her salary as creditable earnings), all fringe benefits, tenure status and placement on the salary schedule. Upon return from leave at the beginning of the next school year, the President shall return to the position he/she left, if available, or to any available position for which he/she is qualified. This will not preclude application to a vacancy for another position.

L. The BOARD shall pay a stipend to officers of the UNION, as follows: President, Vice-President, Treasurer, Secretary, Grievance Chair, Area Vice President (maximum 4), Director (maximum 5). The UNION shall reimburse the BOARD for the full amount of the stipends, including contributions to ITRS, and associated costs. The UNION shall certify to the BOARD 30 calendars days in advance of the first semester and/or second semester the amounts of the stipends.

The UNION agrees to reimburse the BOARD for the cost expended for the foregoing stipends, including ITRS contributions and associated costs. Reimbursement shall be forward to the BOARD at the beginning of the school year. This program shall continue in effect only so long as ITRS recognizes the value of his/her stipend as creditable earnings.

ARTICLE IX
FRINGE BENEFITS – FULL-TIME EMPLOYEES

A. Tax Deferred Annuity Program – There shall be made available to all regular full-time staff members, by payroll deductions, the Tax Deferred Annuity contracts issued by any company which has been approved to do business in the State of Illinois, except that no contact may be made with any staff member during regular working hours, nor in school buildings or on school property, and provided, further, that no school facilities shall be used for the distribution of literature or materials, and that the administration be authorized to establish such administration regulations as are deemed necessary for the efficient administration of the program.

B. During his/her last year of employment upon retirement or death an employee shall be credited with up to twelve (12) additional sick leave days which may be used solely for the purpose of maintaining the number of accumulated sick leave days at 225 days, as of the first day of any such year. Such compensation shall also be available in case of death of a staff member to his/her surviving spouse; and if none, his/her designated beneficiary, provided the employee had provided written notice of retirement.

C. Group Hospital and Medical Insurance – Eighty percent (80%) of the cost of group hospital and medical insurance coverage for regular, full-time staff members and their dependents, if requested, will be paid by the DISTRICT. Married staff who are both employed by the DISTRICT may each elect individual coverage. Staff members who retire shall be allowed to participate in the DISTRICT's group hospitalization, surgical and major medical insurance program at their own expense and at the DISTRICT's group rate until they become eligible for Medicare.

The DISTRICT's Preferred Provider plan includes all provision in effect as of June 30, 1988; plus the changes listed below:

1. The hospital coverage afforded under the Preferred Provider Plan shall include:

   a. Payment for services to a non-preferred hospital shall be at 50% and the insured shall pay 50% of the expenses.

   b. The 50% penalty described above shall be limited to $2000 per individual and $3000 per family. (This penalty is for non-preferred hospital expenses only and does not apply to the $1000 out-of-pocket limitation otherwise afforded to insured.)

2. The penalty for not pre-certifying a hospital admission shall be $300.

3. The annual deductible shall be $150 per individual; however, there shall be a limit of three deductibles per family.

4. Dependent coverage shall extend to age 19 years, unless the dependent is a full-time student and then eligibility shall be extended to age 25 years.

5. Second surgical opinions shall be at the option of the insured and payment shall be at 100% and not applicable to the annual deductible.

6. Routine health examinations, including mammograms and PSA test costs, shall be paid under the health plan at 80% up to a maximum benefit of $100, and shall not be applied to the annual deductible as per the health plan.

7. Drug and Alcohol Rehabilitation benefits; coverage limited to 50% of cost for an approved program, subject to a $5,000 life-time maximum.

8. Co-payment on prescription drugs is $5.00 for generic, $10.00 for brand name formulary, and $25.00 for brand name non-formulary.

9. Prior to implementing any changes in benefit levels during the term of this Agreement, the BOARD agrees to negotiate with the UNION over any such changes in accordance with its obligations under the Illinois Educational Labor Relations Act.

The above provisions refer to the DISTRICT Preferred Provider plan. If you have enrolled in one of the other hospital and medical insurance plans offered by the DISTRICT or have questions about the health insurance that you have, see your individual plan books for particulars.

A Claims Review Board has been established and the UNION shall have one representative on the BOARD.

Increases in insurance premiums for subsequent years will be based on underwriting experience.

D. Dental Insurance – Effective January 1, 2001, eighty percent (80%) of the cost of group dental insurance coverage for regular, full-time staff members and their dependents, if requested, will be paid by the DISTRICT. Such coverage shall require a $50 deductible per person to a maximum annual claim limit of $1,000 per person.

The parties agree that regular, full-time staff members must be enrolled in the medical insurance program under Article IX, Section C, to receive dental insurance benefits, and that dental insurance benefits include dependent coverage.

E. Group Life Insurance – All regular, full-time staff members will be insured at BOARD expense for $50,000 of group term life insurance. This coverage is effective October 1, 2000. In addition, the BOARD shall allow each regular, full-

time staff member and retiree, subject to acceptance by the insurance company, to purchase additional life insurance. The additional coverage shall be purchased at a group rate and may be purchased to a maximum additional coverage of $100,000.

F. Professional Credit Refunds

1. Staff members shall be allowed to earn 12 semester hours credit per year (non-cumulative) and be reimbursed at a tuition rate charged by Illinois State University per semester hour, provided such study has been approved in advance by the Office of the Superintendent and provided that the course (s) is successfully completed with a "C" or better grade, if a letter grade is given. A staff member will be reimbursed up to twelve (12) semester hours for either dissertation research or Master's research. Staff members taking courses for credit shall in no case be reimbursed an amount greater than the tuition paid by the individual. Courses must be taken at an accredited and recognized institution and the class and course hours offered by that institution shall be accepted by DISTRICT #150. Prior to the beginning of the following school year, an official transcript must be filed with the Office of the Director of Human Resources verifying the successful completion of course work.

   For the purposes of this agreement, the period for calculating the 12 new semester hours shall begin with the summer semester coursework as posted on the transcript(s) by each college or university where coursework was taken. The year shall end with spring semester coursework as posted on the transcript (s) by each college or university where coursework was taken.

   This provision shall not apply to staff members on leave.

2. Approval for professional credit refund for advanced study taken during the contractual year shall be consistent with the general policy of the BOARD with respect to the following statement: "No employee of the BOARD shall engage in employment or activities outside of the contractual school activities that shall in any way interfere with the performance of his/her school duties."

3. A staff member who applies for approved professional credit refund shall signify intention of remaining as a full-time staff member in the Peoria School System, DISTRICT #150, for a minimum of one complete school year after earning such refund.

4. If through his/her own choice, his/her employment is terminated before completing one full year of service after earning such refund, he/she shall reimburse School DISTRICT #150 for such professional refund in proportion to the amount of time served.

5. Reimbursements to staff members for prior approved classes shall be paid in accordance with the following schedule:

   a. Transcripts received by October 1 will be processed and to Accounting on or before December 1 and the BOARD will distribute reimbursements no later than first BOARD meeting in December. .

   b. Transcripts received by March 1 will be processed and to Accounting on or before June 1 and the BOARD will distribute reimbursements no later than the first BOARD meeting in June.

   c. Transcripts received by June 15 will be processed and to Accounting on or before September 1 and the BOARD will distribute reimbursements no later than the first BOARD meeting in September.

G. Professional Credit for In-Service Staff Development Activities – DISTRICT #150 staff members may earn credit on salary schedule for participation in staff development activities sponsored by the DISTRICT. Such activities shall take place outside normal school hours and participants shall not receive pay or other credit for participating. Credit will be awarded in semester hour increments whereby one (1) credit hour will be awarded for every fifteen (15) hours of formal participation.

H. Tax Sheltered Retirement – The BOARD will pay to the Illinois Teachers' Retirement System, on behalf of each teacher, an amount not to exceed nine percent (9%) of the teacher's salary. No federal income tax will be withheld on these amounts paid by the BOARD to the Illinois Teachers' Retirement System. The amounts paid by the BOARD are included in the teachers' salary schedule.

I. Flexible Benefit Account – The DISTRICT shall make available a Flexible Benefit Account to members of the bargaining unit. The annual date of the Flexible Benefit Account shall be from October 1st to the following September 30th.

J. Retirement Insurance Program – The BOARD will pay the same percentage of premium for retirees as it pays for all employees who meet the following eligibility requirements:

   a. 30 years of creditable service in Illinois at age 55
   b. 20 years of creditable service in Illinois at age 57
   c. 10 years of creditable service in Illinois at age 60
   d. 5 years of creditable service in Illinois at age 62

The BOARD will contribute an additional $500 toward the annual premium of the family plan. The retiree will pay the balance of the premium. A surviving spouse of a retiring employee may continue in the group insurance program until eligible for Medicare, provided that he/she pays the full premium.

In lieu of the foregoing, provided the retiree elects to participate in the TRS or other non-DISTRICT insurance plan upon retirement, the DISTRICT will pay to the insurance carrier an amount equal to the cost of single coverage for that carrier or 80% of the cost of single DISTRICT coverage, whichever is less, per plan until the retiree is eligible for Medicare. If the retiree elects dependent coverage with the TRS or other non-DISTRICT insurance plan upon retirement, the BOARD will pay an amount to the insurance carrier equal to 80% of the cost of single DISTRICT coverage, plus an additional $500 per plan year until the retiree is eligible for Medicare.

K. Teacher Retirement System – The DISTRICT shall allow sick leave to accumulate in excess of 225 days. If the State of Illinois Teachers' Retirement System increases the number of accumulated sick leave days allowed for retirement purposes, then employees shall be allowed to apply the full amount of their sick leave accumulation toward such benefit. This provision shall not be construed as requiring the DISTRICT to pay for more than 225 days of accumulated sick leave benefits.

L. Retirement Incentive (Regular Retirement)

1. Retirement Incentive Benefit Plan: The BOARD shall recognize the service of full-time teachers who have rendered at least ten (10) continuous years of creditable service to DISTRICT #150 immediately preceding retirement, and who are eligible to receive regular retirement pension benefits through the Teachers' Retirement System of the State of Illinois (excluding those who elect to retire under the ITRS Early Retirement Option.)

2. Eligibility and Notice

   a. To be eligible the teacher must have served satisfactorily in the DISTRICT for a minimum of ten (10) continuous years immediately preceding his or her retirement, and be eligible to receive regular retirement benefits under ITRS (excluding those who elect to retire under the ITRS Early Retirement Option.)

   b. The teacher shall provide written notice to the superintendent of his or her intention to retire and participate in the program. For teachers desiring to participate in the two year option, such teachers shall provide written notice by two years prior to the first day of March of their final year of active service. For teachers desiring to exercise the two-year option and retire effective June 30, 2002, such teachers shall provide written notice to the superintendent by January 1, 2001. For teachers desiring to participate in the one year option, such teachers shall provide written notice by one year prior to the first day of March of their final year of active service. The BOARD shall approve the request and

notify the teacher within sixty (60) days of the receipt of the notice to retire provided that all conditions of this section are met.

c. The teacher's notice to the BOARD and the BOARD's subsequent action on the request shall constitute an irrevocable commitment by the parties to the terms stated in the notice.

3. Retirement Benefit: For those eligible teachers who submit a timely one-year notice of retirement, they will be paid a salary increase in his/her last year of service equal to twenty percent (20%) above the amount the teacher otherwise received on the previous year's salary schedule, inclusive of step and lane movement, during his/her final year prior to retirement. For those eligible teachers who submit a timely two-year notice of retirement, they will be paid (i) a salary increase in his/her second to last year of service equal to twenty percent (20%) above the amount the teacher otherwise received on the previous year's salary schedule, inclusive of step and lane movement, during his/her second to last year prior to retirement; and (ii) a salary increase in his/her final year of service equal to twenty percent (20%) above the amount the teacher otherwise would have received on the previous year's salary schedule, inclusive of step and lane movement, during his/her final year prior to retirement.

4. Limitations on Participation: The BOARD reserves the right to limit the number of teachers who shall be approved for this plan each year for reasons which are in the best interests of the DISTRICT. However, in no event shall the BOARD limit the number of teachers who shall be approved for this plan in any year to less than fifty percent (50%) of the teachers eligible for regular retirement. Eligibility of those retiring shall be established strictly on the basis of seniority.

5. Continuation of Plan: The BOARD reserves the right to review and modify or terminate the foregoing Regular Retirement benefits upon the expiration of this Agreement subject to the requirement of the Illinois Educational Labor Relations Act and to deny the foregoing benefits to those who theretofore have not applied for regular retirement in that this provision creates no vested right to benefits.

M. Retirement Incentive (Early Retirement Option)

1. Retirement Incentive Benefit Plan: The BOARD shall recognize the service of full-time teachers who have rendered at least ten (10) continuous years of creditable service to DISTRICT #150 immediately preceding retirement, and who elect to retire under the Early Retirement Option through the Teacher's Retirement System of the State of Illinois.

2. Eligibility and Notice

a. To be eligible the teacher must have served satisfactorily in the DISTRICT for a minimum of ten (10) continuous years immediately preceding his or her retirement and retire under the Early Retirement Option through ITRS.

b. The teacher shall provide written notice to the Superintendent of his or her intention to retire and participate in the program one year prior to the first day of March of their final year of active service. The BOARD shall approve the request and notify the teacher within sixty (60) days of the receipt of the notice of intention to retire provided that all conditions of this section are met.

c. The teacher's notice to the BOARD and the BOARD's subsequent action on the request shall constitute an irrevocable commitment by the parties to the terms stated in the notice.

3. Retirement Benefit: Eligible teachers who submit a timely irrevocable letter of retirement will be paid a salary increase in his/her final year of service equal to one percent (1%) per year of continuous service in the bargaining unit to a maximum of twenty percent (20%) above the amount otherwise received by the teacher on the previous year's salary schedule, inclusive of step and lane movement, during his/her final year prior to retirement.

4. Limitations on Participation: The BOARD reserves the right to limit the number of teachers who shall be approved for this plan each year for reasons which are in the best interests of the DISTRICT. However, in no event shall the BOARD limit the number of teachers who shall be approved for this plan in any year to less than fifty percent (50%) of the teachers eligible for regular retirement. Eligibility of those retiring shall be established strictly on the basis of seniority.

5. Continuation of Plan: The BOARD reserves the right to review and modify or terminate the foregoing Regular Retirement benefits upon the expiration of this Agreement subject to the requirement of the Illinois Educational Labor Relations Act and to deny the foregoing benefits to those who theretofore have not applied for regular retirement in that this provision creates no vested right to benefits.

N. The BOARD shall pay a stipend to each teacher who acquires a National Board Certificate equal to $1,000 per year for each year the teacher maintains such certification to a maximum of ten years or until recertification, whichever occurs first. The teacher must recertify in order to continue to be eligible for the stipend.

O. Supplies - Teachers may submit to the building principal requests for materials needed to support instructional activities to the principal. The principal shall

reimburse teachers for the purchase of approved requests for materials consistent with funds allocated to and/or received by the building principal for such purposes up to $100 per teacher.

ARTICLE X
RELEASED TIME FOR TEACHER – AREAS OF CONSULTATION

A. Chairman – The Chairman of the Areas of Consultation shall be free to leave the building during preparation periods and after the students have been released for the day except on days when parent-teacher conferences or faculty meetings are held.

B. Members – Each member of the Areas of Consultation will be released ten (10) half days during the school year to attend official Areas of Consultation meetings without loss of pay. The BOARD shall pay the cost of substitute services. In addition, each Areas of Consultation member will be released upon the request of the Areas of Consultation Chairman, a maximum of five (5) days to attend Areas of Consultation business at no loss in pay except that the total number of days released for all members of Areas of Consultation combined under this provision shall not exceed forty (40) during a school year. The BOARD shall pay the cost of substitute service.

C. Member Organizations – In addition to the above, at the request of the Areas of Consultation Chairman, the UNION shall be granted released time equivalent to a total of five (5) days for each of its members on the Areas of Consultation. The staff member released under this provision shall suffer no loss in pay. However, the UNION shall pay the DISTRICT an amount equal to the cost of substitute service pursuant to such released time.

D. Minimum Time – All released time shall be requested for a minimum of one-half (1/2) day at a time.

E. Responsibility – It shall be the joint responsibility of the Areas of Consultation Chairman and Director of Human Resources to ensure that no staff member shall be absent from class on released time to such an extent that the education of his/her students suffers.

ARTICLE XI
TRANSFER AND REDUCTION IN FORCE OF STAFF MEMBERS

A. Voluntary Transfers – The building principal has the authority to make reassignments that involve no changes in classification within his/her own staff before declaring positions vacant. The principal shall complete reassignments within his/her school within fifteen (15) days after he/she is notified of the vacancy. After completing reassignment, if any, the principal shall notify the Director of Human Resources of any vacancy which exists.

B. Notice of Vacancy – The Administration will post a list of all vacancies daily on the bulletin BOARD in the foyer of the Administration Building and will publish a list of all existing vacancies in each weekly issue of the Staff Newsletter from October 1, until the end of the school year. No vacancy shall be filled before it is posted. Posting of the vacancy must be accomplished ten (10) school days prior to the filling of such vacancy except in areas of demonstrated need.

C. Eligibility – Any staff member who has completed his/her second probationary year with DISTRICT #150 shall be eligible to apply for transfer.

D. Applications

1. Applications for transfer will be submitted to the building principal who in turn will forward them to the Director of Human Resources. During the summer months when school is not in session, applications may be submitted directly to the Human Resources Office. Forms for applying for transfers may be obtained from the principal's office or the Human Resources office.

2. All transfer applications will normally apply only to the subsequent school year. However, a transfer may be made at any time should it be deemed in the best interest of the school DISTRICT.

3. Transfer applications for the upcoming school year must be submitted no later than July 15 each year. These applications will remain in effect until the following October 1.

E. Criteria – Criteria for evaluating transfer requests will include:

1. Years of teaching experience.

2. Subject or grade level.

3. Type of teaching certificate.

4. Number of transfer requests from the same school.

5. Number of transfer requests in the DISTRICT.

6. Extracurricular supervisory needs of a particular building.

F. Final Decision – The final decision on a transfer application will be made jointly by the building principal(s) and the Director of Human Resources. Unsuccessful applicants for a specific vacancy will be notified.

G. Filling Vacancies – Present staff members of DISTRICT #150 will be given preferential consideration for any vacancies which occur.

H. Teachers Displaced by Program Change – Any tenured teacher, displaced as a result of a program change, shall have the right to apply for his/her top three choices of posted vacancies that he/she is certified to teach. Interviews will be guaranteed for these three positions. The interviewing principals will make their recommendations to the Superintendent or his/her designee. In the event the individual is recommended for more than one of the three positions, the teacher shall select his/her preference. In the event the individual is not recommended for any of the three positions, the Superintendent or his/her designee shall offer them one of the three positions. If four or more displaced teachers select the same three positions, the three most senior teachers will be given preferential treatment and granted the three interviews. Those remaining teachers will then apply for their next top three choices following the previously stated process. Interviews and recommendations must be made by June 30.

I. Involuntary Transfer – An involuntary transfer shall mean the transfer of a staff member from one building to another. The Superintendent of Schools or his designee has the authority to make an involuntary transfer subject to the following restrictions:

1. Reduction of enrollment.
2. Physical plan limitations.
3. Program changes.
4. Budget limitations.
5. Changes in boundaries.
6. Reasonable recommendations of the building principal.

Staff members will be selected for involuntary transfer according to the following criteria:

1. Staff qualified to teach in a department with the least continuous DISTRICT seniority.
2. According to the least academic preparation.
3. According to teaching experience within the content area.

Since there may be some unusual teaching combinations which are necessary to offer a comprehensive program in a school, retention of teachers to fill these positions must have the approval of the Director of Human Resources. The master schedule and department assignment is the responsibility of the principal.

Leaves granted by the BOARD shall not disrupt continuous seniority. Leave time, except sabbatical leave, shall not be applied to seniority accrued.

The reason for the involuntary transfer shall be in writing to the staff member affected. All involuntary transfers will be made in accordance with the Illinois School Code.

Teachers involuntarily transferred:

1. Will be notified of the vacancy according to the agreement between the Peoria Federation of Teachers and the Board of Education.
2. Shall be given preferential consideration for any vacancy of their choice.
3. A teacher not assigned to a position by July 15, may be placed by the Director of Human Resources or given the opportunity to resign.

A staff member being involuntarily transferred has the right to appeal the transfer through the grievance procedure.

Whenever a staff member makes a complaint about the conduct of a co-worker in the same building or department and there is a determination that the individuals involved should not continue working together, the principal or supervisor may exercise his or her discretion to request the transfer of the less senior staff member to another building or department and such transfer shall not be grievable.

ARTICLE XII
REGULARLY EMPLOYED PART-TIME EMPLOYEES RIGHTS AND BENEFITS

A. Regularly employed part-time staff members' pay shall be in accordance with Appendix D. No part-time staff member shall be paid more than the B.A. Step One salary on Appendices A and B. (Not including any responsibility factor in Appendix B).

B. Regularly employed part-time staff members shall be given preferential consideration in hiring for a full-time teaching position prior to the BOARD employing an applicant from outside the DISTRICT.

C. Part-time staff members shall receive sick days based upon the following schedule:

0-10% = 1 day	11-20% = 2 days	21-30% = 4 days
31-40% = 5 days	41-50% = 6 days	51-60% = 7 days
61-70% = 8 days	71-80% = 10 days	81-99% = 11 days

The sick day is defined as one day of the part-time staff member's workdays on the day of his/her absence. No partial sick days are allowed. Sick days shall accumulate to thirty (30) days.

D. Funeral Leave – A part-time staff member may have up to three (3) days leave with pay to attend the funeral of a parent, spouse, sibling, child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, or legal guardian.

Sick Leave will not be charged for Funeral Leave and a staff member would be permitted up to fifteen (15) days sick leave (from available sick leave) if they were not able to return to work due to the death of a spouse, child, or parent.

E. Leave of Absence Without Pay – All staff members may be granted leave of absence only by action of the BOARD except that the Superintendent or his designee shall have authority to grant leave of absence without pay to a staff member for a period not exceeding twenty (20) days in any one school year.

Leave of absence for more than twenty (20) days may be granted for one or two semesters and based on the following conditions:

1. Requests for leave shall be in writing and directed to the Superintendent.

2. Eligibility shall be based on a minimum of two (2) continuous years of employment in the Peoria Public Schools.

3. All leaves of absence without pay shall be limited to one school year. Further extension shall be at the discretion of the BOARD. No leave shall be extended beyond two (2) years.

4. Except for parental leave, all leaves without pay should commence at the beginning of a semester and reinstatement during the school year shall be at the discretion of the BOARD.

5. Salary increment or steps on the salary schedule shall not accrue.

6. Sick leave days shall not accrue, but unused sick leave held at the start of the leave shall be available upon reinstatement.

7. Written notice of intention of either return or resignation shall be given by the staff member to the Director of Human Resources prior to March 1. Failure to furnish such written notice shall constitute notice of resignation.

8. Staff members returning to the DISTRICT from a leave of absence without pay will be reassigned to the position they left, if available, or to any available position for which they are qualified.

9. Leaves of absence without pay may be granted for study, travel, participation in exchange teaching programs, to work in an educational

program sponsored by an official governmental agency (Peace Corps, Job Corps, Teacher Corps, etc.), to serve in public office, or for other good and sufficient reason.

10. Except for parental leave, the General Leave Committee will evaluate all leave requests for certificated personnel and make recommendations to the Superintendent.

F. Parental Leave

1. A part-time staff member who has completed two (2) consecutive school years of service from date of initial employment may elect to receive leave of absence without pay for the purpose of childbearing or childrearing pursuant to the procedures outlined in Paragraph E.

2. Should there be a miscarriage, or should the death of the child occur within the period of parental leave, the staff member may, in writing, request early reinstatement. Should a position become available, the staff member shall be reinstated provided there is a position for which he/she is certified.

G. Military Leave – A leave of absence shall be granted staff members for his/her military service, subject to the restrictions herein defined and to presentation of satisfactory evidence for physical and mental fitness to serve the DISTRICT upon return from military service. Such absence shall not affect in any way the classification of the staff member. Within ninety (90) days after discharge, under honorable conditions, of the staff member from the armed forces of the United States, the staff member shall be entitled to return to a comparable position held by him or her at the time of his/her entrance into such military service, if one is available, at the salary to which he/she would have been entitled had he/she continued in the service of the School DISTRICT. Such credit for military leave shall be limited to the minimum number of years for initial voluntary enlistment in any branch of the service and in no case shall more than four (4) years of credit be allowed for military leave.

H. Jury Duty – The BOARD shall pay the regular salary to part-time staff members called to serve as jurors or subpoenaed to appear before legal and quasi-legal review panels as a witness. The staff member shall remit to the DISTRICT any per diem expenses received as part of such service.

I. Professional Leave – With the approval of the Superintendent or his designee, part-time staff members shall be allowed to attend seminars, institutes, and/or professional meetings, etc., in the area of their expertise.

J. Tax Sheltered Retirement – The BOARD will pay to the Illinois Teachers' Retirement System, on behalf of each-part-time staff member, any increase in compensation from the 2000-2005 Teachers' Salary Schedule in an amount not to exceed nine (9%) of the staff member's salary. No federal income tax will be

withheld on these amounts paid by the BOARD to the Illinois Teachers' Retirement System. The amounts paid by the BOARD are included in the staff member's salary schedule

K. Flexible Benefit Account – The DISTRICT shall make available a Flexible Benefit Account to members of the bargaining unit. The annual date of the Flexible Benefit Account shall be from October 1 to the following September 30.

L. Medical Insurance – A part-time staff member employed for 60% or more full-time equivalents shall have the option of purchasing DISTRICT medical insurance for single individual coverage at his or her expense.

M. Restriction – Part-time classroom Teachers shall comprise no more than 12.5% of the total full-time equivalency of all classroom Teachers employed by the DISTRICT.

ARTICLE XIII
EFFECTS OF AGREEMENT

A. Full Force and Effect – If any section, paragraph, sentence or clause of this agreement is or becomes in violation of law or is declared invalid, illegal, or unconstitutional by a court of competent jurisdiction, then such section, paragraph, sentence or clause shall be automatically deleted from this Agreement, but the remaining sections, paragraphs, sentences, and clauses shall remain in full force and effect for the duration of this Agreement if not affected by the deleted section, paragraph, sentence or clause.

B. Staff Members' Rights – Members of the instructional staff have the right to form, join, or assist professional employees' organizations, or to refrain from joining any such organizations but shall deal with the BOARD through the Areas of Consultation. It is specifically understood that all staff members, whether they belong to a teacher organization or not, shall be treated equally without relationship to that fact by the Areas of Consultation and the BOARD.

C. Negotiations with Other Organizations – The BOARD agrees that during the existence of this agreement it will not negotiate or deal directly with any teacher organization or its representatives other than the Areas of Consultation, or with any individual staff member on these topics.

D. Other Topics – The approval and implementation of Committee Reports and Recommendations to the Superintendent and other matters included in the Memoranda of Understanding, and other matters not included within this Agreement shall be resolved either in accordance with Part I of this Agreement or by the use of the "CMI" procedures in accordance with Part II, Article II of this Agreement.

E. Supplemental Negotiations – The terms and conditions set forth in this Agreement represent the full and complete and only understanding between the parties hereto. The terms and conditions of this Agreement may be modified by alteration, change, additions to, or deletion only through the voluntary mutual consent of the parties in a written amendment hereto. It is further understood that the provisions of this Agreement are binding on both parties.

F. No-Strike Clause – During the term of this Agreement and pursuant to the Illinois Educational Labor Relations Act, the UNION agrees that under no circumstances will it or any of its member organizations authorize, sanction, condone or acquiesce in nor will any member of the various organizations it represents take part in any strike, withholding of services, or work stoppage of any kind or nature. Strikes, withholding of services and work stoppage shall be deemed to include, but not limited to: slow-downs, sit-ins, concerted mass sickness, or any curtailment of work or interference with the operations of the school hours. The UNION further agrees that it will not engage in any sanction activities or other types of boycott.

The BOARD shall have the right to discipline any staff member for taking part in any illegal strike.

G. The UNION agrees to indemnify, defend and save harmless the School DISTRICT from any and all claims arising out of the use of school mails to deliver UNION mail and announcements.

ARTICLE XIV
DURATION OF AGREEMENT

The terms of this Agreement shall be for five years, from July 1, 2000 to June 30, 2005.

Dated this 9th day of October 2000.

For the Peoria Federation of Teachers
IFT, AFT, AFL-CIO

For the Board of Education
School District #150

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2000-2001

EFFECTIVE JULY 1, 2000

2000-2001

STEP	INDEX	B.A. 1.00	TRS PAID	B.A. TOTAL	B.A. +15 1.04	TRS PAID	B.A. +15 TOTAL
-	-	-	-	-	-	-	-
1	1.0000	26529.50	820.50	27350.00	27590.68	853.32	28444.00
2	1.0325	27391.70	847.17	28238.88	28487.37	881.06	29368.43
3	1.0650	28253.91	873.84	29127.75	29384.07	908.79	30292.86
4	1.0975	29116.12	900.50	30016.63	30280.77	936.52	31217.29
5	1.1300	29978.33	927.17	30905.50	31177.46	964.26	32141.72
6	1.1625	30840.54	953.84	31794.38	32074.16	991.99	33066.15
7	1.1950	31702.75	980.50	32683.25	32970.86	1019.72	33990.58
8	1.2275	32564.96	1007.17	33572.13	33867.55	1047.46	34915.01
9	1.2600	33427.16	1033.84	34461.00	34764.25	1075.19	35839.44
10	1.2925	34289.37	1060.50	35349.88	35660.95	1102.92	36763.87
11	1.3250	35151.58	1087.17	36238.75	36557.65	1130.65	37688.30
12	1.3575	36013.79	1113.83	37127.63	37454.34	1158.39	38612.73
13	1.3900	36876.00	1140.50	38016.50	38351.04	1186.12	39537.16
14	1.4225	37738.21	1167.17	38905.38	39247.74	1213.85	40461.59
****15	1.4550	38136.15	1179.47	39315.63	39661.60	1226.65	40888.25
****16	1.4875	38534.09	1191.78	39725.88	40075.46	1239.45	41314.91
****17	1.5200	38932.04	1204.09	40136.13	40489.32	1252.25	41741.57
****18	1.5525	39329.98	1216.40	40546.38	40903.18	1265.05	42168.23
****19	1.5850	39727.92	1228.71	40956.63	41317.04	1277.85	42594.89
20		40125.86	1241.01	41366.88	41730.90	1290.65	43021.55
21		40523.80	1253.32	41777.13	42144.76	1303.45	43448.21
22		40921.75	1265.63	42187.38	42558.62	1316.25	43874.87
23		41319.69	1277.94	42597.63	42972.48	1329.05	44301.53
24		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
25		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
26		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
27		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
28		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
29		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
30		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2000-2001

EFFECTIVE JULY 1, 2000

2000-2001

STEP	INDEX	M.A. 1.08	TRS PAID	M.A. TOTAL	M.A. +15 1.12	TRS PAID	M.A. +15 TOTAL
-	-	-	-	-	-	-	-
1	1.0000	28651.86	886.14	29538.00	29713.04	918.96	30632.00
2	1.0325	29583.04	914.94	30497.99	30678.71	948.83	31627.54
3	1.0650	30514.23	943.74	31457.97	31644.38	978.70	32623.08
4	1.0975	31445.41	972.54	32417.96	32610.06	1008.56	33618.62
5	1.1300	32376.60	1001.34	33377.94	33575.73	1038.43	34614.16
6	1.1625	33307.78	1030.14	34337.93	34541.40	1068.30	35609.70
7	1.1950	34238.97	1058.94	35297.91	35507.08	1098.16	36605.24
8	1.2275	35170.15	1087.74	36257.90	36472.75	1128.03	37600.78
9	1.2600	36101.34	1116.54	37217.88	37438.42	1157.90	38596.32
10	1.2925	37032.52	1145.34	38177.87	38404.10	1187.76	39591.86
11	1.3250	37963.71	1174.14	39137.85	39369.77	1217.63	40587.40
12	1.3575	38894.89	1202.94	40097.84	40335.45	1247.49	41582.94
13	1.3900	39826.08	1231.74	41057.82	41301.12	1277.36	42578.48
14	1.4225	40757.26	1260.54	42017.81	42266.79	1307.23	43574.02
****15	1.4550	41688.45	1289.34	42977.79	43232.47	1337.09	44569.56
****16	1.4875	42619.63	1318.14	43937.78	44198.14	1366.96	45565.10
****17	1.5200	43550.82	1346.94	44897.76	45163.81	1396.83	46560.64
****18	1.5525	43980.60	1360.23	45340.83	45609.51	1410.61	47020.12
****19	1.5850	44410.38	1373.52	45783.90	46055.20	1424.40	47479.60
20		44840.15	1386.82	46226.97	46500.90	1438.18	47939.08
21		45269.93	1400.11	46670.04	46946.60	1451.96	48398.56
22		45699.71	1413.40	47113.11	47392.29	1465.75	48858.04
23		46129.49	1426.69	47556.18	47837.99	1479.53	49317.52
24		46559.27	1439.98	47999.25	48283.68	1493.32	49777.00
25		46989.04	1453.28	48442.32	48729.38	1507.10	50236.48
26		47418.82	1466.57	48885.39	49175.07	1520.89	50695.96
27		47848.60	1479.86	49328.46	49620.77	1534.67	51155.44
28		47848.60	1479.86	49328.46	49620.77	1534.67	51155.44
29		47848.60	1479.86	49328.46	49620.77	1534.67	51155.44
30		47848.60	1479.86	49328.46	49620.77	1534.67	51155.44

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2000-2001

EFFECTIVE JULY 1, 2000

2000-2001

STEP	INDEX	B.A. 1.00	TRS PAID	B.A. TOTAL	B.A. +15 1.04	TRS PAID	B.A. +15 TOTAL
-	-	-	-	-	-	-	-
1	1.0000	26529.50	820.50	27350.00	27590.68	853.32	28444.00
2	1.0325	27391.70	847.17	28238.88	28487.37	881.06	29368.43
3	1.0650	28253.91	873.84	29127.75	29384.07	908.79	30292.86
4	1.0975	29116.12	900.50	30016.63	30280.77	936.52	31217.29
5	1.1300	29978.33	927.17	30905.50	31177.46	964.26	32141.72
6	1.1625	30840.54	953.84	31794.38	32074.16	991.99	33066.15
7	1.1950	31702.75	980.50	32683.25	32970.86	1019.72	33990.58
8	1.2275	32564.96	1007.17	33572.13	33867.55	1047.46	34915.01
9	1.2600	33427.16	1033.84	34461.00	34764.25	1075.19	35839.44
10	1.2925	34289.37	1060.50	35349.88	35660.95	1102.92	36763.87
11	1.3250	35151.58	1087.17	36238.75	36557.65	1130.65	37688.30
12	1.3575	36013.79	1113.83	37127.63	37454.34	1158.39	38612.73
13	1.3900	36876.00	1140.50	38016.50	38351.04	1186.12	39537.16
14	1.4225	37738.21	1167.17	38905.38	39247.74	1213.85	40461.59
****15	1.4550	38136.15	1179.47	39315.63	39661.60	1226.65	40888.25
****16	1.4875	38534.09	1191.78	39725.88	40075.46	1239.45	41314.91
****17	1.5200	38932.04	1204.09	40136.13	40489.32	1252.25	41741.57
****18	1.5525	39329.98	1216.40	40546.38	40903.18	1265.05	42168.23
****19	1.5850	39727.92	1228.71	40956.63	41317.04	1277.85	42594.89
20		40125.86	1241.01	41366.88	41730.90	1290.65	43021.55
21		40523.80	1253.32	41777.13	42144.76	1303.45	43448.21
22		40921.75	1265.63	42187.38	42558.62	1316.25	43874.87
23		41319.69	1277.94	42597.63	42972.48	1329.05	44301.53
24		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
25		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
26		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
27		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
28		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
29		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19
30		41717.63	1290.24	43007.88	43386.34	1341.85	44728.19

Experience Other Than Teaching:
Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.
**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university
***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.
****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.
e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SC[HOOLS]

TEACHER SALARY [SCHEDULE]

2000-[2001]

EFFECTIVE JULY 1[, 2000]

2000-2001

STEP	INDEX	M.A. 1.08	TRS PAID	M.A. TOTAL	M.A. +[60/Dr.] 1.12	TRS PAID	M.A. +75/Dr. TOTAL
-	-	-	-	-	-	-	-
1	1.0000	28651.86	886.14	29538.00	2[95].01	1118.51	37283.52
2	1.0325	29583.04	914.94	30497.99	3[08].64	1152.64	38421.28
3	1.0650	30514.23	943.74	31457.97	3[12].26	1186.78	39559.04
4	1.0975	31445.41	972.54	32417.96	3[25].89	1220.91	40696.80
5	1.1300	32376.60	1001.34	33377.94	3[39].52	1255.04	41834.56
6	1.1625	33307.78	1030.14	34337.93	3[53].14	1289.18	42972.32
7	1.1950	34238.97	1058.94	35297.91	3[66].77	1323.31	44110.08
8	1.2275	35170.15	1087.74	36257.90	3[80].40	1357.44	45247.84
9	1.2600	36101.34	1116.54	37217.88	3[94].02	1391.58	46385.60
10	1.2925	37032.52	1145.34	38177.87	3[97].65	1425.71	47523.36
11	1.3250	37963.71	1174.14	39137.85	3[91].28	1459.84	48661.12
12	1.3575	38894.89	1202.94	40097.84	4[04].91	1493.97	49798.88
13	1.3900	39826.08	1231.74	41057.82	4[18].53	1528.11	50936.64
14	1.4225	40757.26	1260.54	42017.81	4[32].16	1562.24	52074.40
****15	1.4550	41688.45	1289.34	42977.79	4[35].79	1596.37	53212.16
****16	1.4875	42619.63	1318.14	43937.78	4[49].41	1630.51	54349.92
****17	1.5200	43550.82	1346.94	44897.76	4[53].04	1664.64	55487.68
****18	1.5525	43980.60	1360.23	45340.83	4[52].41	1680.39	56012.80
****19	1.5850	44410.38	1373.52	45783.90	4[61].77	1696.15	56537.92
20		44840.15	1386.82	46226.97	4[65].14	1711.90	57063.04
21		45269.93	1400.11	46670.04	4[60].51	1727.65	57588.16
22		45699.71	1413.40	47113.11	4[79].87	1743.41	58113.28
23		46129.49	1426.69	47556.18	4[79].24	1759.16	58638.40
24		46559.27	1439.98	47999.25	4[88].61	1774.91	59163.52
25		46989.04	1453.28	48442.32	4[97].97	1790.67	59688.64
26		47418.82	1466.57	48885.39	4[97].34	1806.42	60213.76
27		47848.60	1479.86	49328.46	4[96].70	1822.18	60738.88
28		47848.60	1479.86	49328.46	4[96].70	1822.18	60738.88
29		47848.60	1479.86	49328.46	4[9]		
30		47848.60	1479.86	49328.46	4[9]		

[teaching shall be determined]

Experience Other Than Teaching:
Credit on the salary schedule for experience other th[an] [it.]
by the Director of Human Resources [ned Doctorate from a]

Note: *a. +15, +30, +45 refers to semester hours of cr[edit.] [earn at least six credit hours]
**b. The Doctorate Lane is applicable only to an [earned Doctorate from a] [+75/Dr. column, you must]
recognized and accredited university [00.]
***c. To be placed in the M.A. +60 column, you m[ust earn at least six credit hours] [anes M.A and beyond, the factor]
after June 1, 1989. To be placed in the M[.A. +75/Dr. column, you must] [d beyond, and the factor for step]
earn at least 15 credit hours after July 1, [2000.] [eyond.]
****d. The index factors for steps 15-17 apply only t[o lanes M.A and beyond, the factor] [ted for each of 10 steps after]
for step 18 applies only to lanes M.A.+30 [and beyond, and the factor for step]
step 19 applies only to lanes M.A.+45 and [beyond.]
e. An additional 1.5% of lane base salary is refl[ected for each of 10 steps after]
reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2001-2002

EFFECTIVE JULY 1, 2001

2001-2002

STEP	INDEX	B.A. 1.00	TRS PAID	B.A. TOTAL	B.A. +15 1.04	TRS PAID	B.A. +15 TOTAL
-	-	-	-	-	-	-	-
1	1.0000	26902.79	1717.21	28620.00	27978.91	1785.89	29764.80
2	1.0325	27777.14	1773.01	29550.15	28888.22	1843.94	30732.16
3	1.0650	28651.48	1828.82	30480.30	29797.54	1901.98	31699.51
4	1.0975	29525.82	1884.63	31410.45	30706.85	1960.02	32666.87
5	1.1300	30400.16	1940.44	32340.60	31616.16	2018.06	33634.22
6	1.1625	31274.50	1996.25	33270.75	32525.48	2076.10	34601.58
7	1.1950	32148.84	2052.06	34200.90	33434.79	2134.14	35568.94
8	1.2275	33023.18	2107.87	35131.05	34344.11	2192.18	36536.29
9	1.2600	33897.52	2163.68	36061.20	35253.42	2250.23	37503.65
10	1.2925	34771.86	2219.49	36991.35	36162.74	2308.27	38471.00
11	1.3250	35646.20	2275.30	37921.50	37072.05	2366.31	39438.36
12	1.3575	36520.54	2331.11	38851.65	37981.37	2424.35	40405.72
13	1.3900	37394.88	2386.92	39781.80	38890.68	2482.39	41373.07
14	1.4225	38269.23	2442.72	40711.95	39799.99	2540.43	42340.43
****15	1.4550	38672.77	2468.48	41141.25	40219.68	2567.22	42786.90
****16	1.4875	39076.31	2494.24	41570.55	40639.36	2594.01	43233.37
****17	1.5200	39479.85	2520.00	41999.85	41059.05	2620.80	43679.84
****18	1.5525	39883.39	2545.76	42429.15	41478.73	2647.59	44126.32
****19	1.5850	40286.93	2571.52	42858.45	41898.41	2674.38	44572.79
20		40690.48	2597.27	43287.75	42318.10	2701.16	45019.26
21		41094.02	2623.03	43717.05	42737.78	2727.95	45465.73
22		41497.56	2648.79	44146.35	43157.46	2754.74	45912.20
23		41901.10	2674.55	44575.65	43577.15	2781.53	46358.68
24		42304.64	2700.31	45004.95	43996.83	2808.32	46805.15
25		42304.64	2700.31	45004.95	43996.83	2808.32	46805.15
26		42304.64	2700.31	45004.95	43996.83	2808.32	46805.15
27		42304.64	2700.31	45004.95	43996.83	2808.32	46805.15
28		42304.64	2700.31	45004.95	43996.83	2808.32	46805.15
29		42304.64	2700.31	45004.95	43996.83	2808.32	46805.15
30		42304.64	2700.31	45004.95	43996.83	2808.32	46805.15

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2001-2002

EFFECTIVE JULY 1, 2001

2001-2002

STEP	INDEX	M.A. 1.08	TRS PAID	M.A. TOTAL	M.A. +15 1.12	TRS PAID	M.A. +15 TOTAL
-	-	-	-	-	-	-	-
1	1.0000	29055.02	1854.58	30909.60	30131.13	1923.27	32054.40
2	1.0325	29999.31	1914.86	31914.16	31110.39	1985.78	33096.17
3	1.0650	30943.59	1975.13	32918.72	32089.65	2048.28	34137.94
4	1.0975	31887.88	2035.40	33923.29	33068.92	2110.79	35179.70
5	1.1300	32832.17	2095.68	34927.85	34048.18	2173.30	36221.47
6	1.1625	33776.46	2155.95	35932.41	35027.44	2235.80	37263.24
7	1.1950	34720.75	2216.23	36936.97	36006.70	2298.31	38305.01
8	1.2275	35665.03	2276.50	37941.53	36985.96	2360.81	39346.78
9	1.2600	36609.32	2336.77	38946.10	37965.22	2423.32	40388.54
10	1.2925	37553.61	2397.05	39950.66	38944.49	2485.83	41430.31
11	1.3250	38497.90	2457.32	40955.22	39923.75	2548.33	42472.08
12	1.3575	39442.19	2517.59	41959.78	40903.01	2610.84	43513.85
13	1.3900	40386.48	2577.87	42964.34	41882.27	2673.35	44555.62
14	1.4225	41330.76	2638.14	43968.91	42861.53	2735.85	45597.38
****15	1.4550	42275.05	2698.42	44973.47	43840.79	2798.36	46639.15
****16	1.4875	43219.34	2758.69	45978.03	44820.06	2860.86	47680.92
****17	1.5200	44163.63	2818.96	46982.59	45799.32	2923.37	48722.69
****18	1.5525	44599.45	2846.78	47446.24	46251.28	2952.22	49203.50
****19	1.5850	45035.28	2874.60	47909.88	46703.25	2981.07	49684.32
20		45471.10	2902.42	48373.52	47155.22	3009.92	50165.14
21		45906.93	2930.24	48837.17	47607.19	3038.77	50645.95
22		46342.75	2958.06	49300.81	48059.15	3067.62	51126.77
23		46778.58	2985.88	49764.46	48511.12	3096.46	51607.58
24		47214.40	3013.70	50228.10	48963.09	3125.31	52088.40
25		47650.23	3041.51	50691.74	49415.05	3154.16	52569.22
26		48086.06	3069.33	51155.39	49867.02	3183.01	53050.03
27		48521.88	3097.15	51619.03	50318.99	3211.86	53530.85
28		48521.88	3097.15	51619.03	50318.99	3211.86	53530.85
29		48521.88	3097.15	51619.03	50318.99	3211.86	53530.85
30		48521.88	3097.15	51619.03	50318.99	3211.86	53530.85

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2001-2002

EFFECTIVE JULY 1, 2001

2001-2002

STEP	INDEX	M.A. +30	TRS	M.A. +30	M.A. +45	TRS	M.A. +45
		1.16	PAID	TOTAL	1.20	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	31207.24	1991.96	33199.20	32283.35	2060.65	34344.00
2	1.0325	32221.48	2056.70	34278.17	33332.56	2127.62	35460.18
3	1.0650	33235.71	2121.44	35357.15	34381.77	2194.59	36576.36
4	1.0975	34249.95	2186.17	36436.12	35430.98	2261.56	37692.54
5	1.1300	35264.18	2250.91	37515.10	36480.19	2328.53	38808.72
6	1.1625	36278.42	2315.65	38594.07	37529.40	2395.50	39924.90
7	1.1950	37292.65	2380.39	39673.04	38578.61	2462.47	41041.08
8	1.2275	38306.89	2445.13	40752.02	39627.82	2529.44	42157.26
9	1.2600	39321.12	2509.87	41830.99	40677.03	2596.41	43273.44
10	1.2925	40335.36	2574.61	42909.97	41726.23	2663.39	44389.62
11	1.3250	41349.60	2639.34	43988.94	42775.44	2730.36	45505.80
12	1.3575	42363.83	2704.08	45067.91	43824.65	2797.33	46621.98
13	1.3900	43378.07	2768.82	46146.89	44873.86	2864.30	47738.16
14	1.4225	44392.30	2833.56	47225.86	45923.07	2931.27	48854.34
****15	1.4550	45406.54	2898.30	48304.84	46972.28	2998.24	49970.52
****16	1.4875	46420.77	2963.04	49383.81	48021.49	3065.21	51086.70
****17	1.5200	47435.01	3027.78	50462.78	49070.70	3132.18	52202.88
****18	1.5525	48449.24	3092.52	51541.76	50119.91	3199.15	53319.06
****19	1.5850	48917.35	3122.39	52039.75	51169.12	3266.12	54435.24
20		49385.46	3152.27	52537.73	51653.37	3297.03	54950.40
21		49853.57	3182.15	53035.72	52137.62	3327.94	55465.56
22		50321.68	3212.03	53533.71	52621.87	3358.85	55980.72
23		50789.79	3241.91	54031.70	53106.12	3389.76	56495.88
24		51257.89	3271.79	54529.69	53590.37	3420.67	57011.04
25		51726.00	3301.67	55027.67	54074.62	3451.58	57526.20
26		52194.11	3331.55	55525.66	54558.87	3482.49	58041.36
27		52662.22	3361.43	56023.65	55043.12	3513.40	58556.52
28		53130.33	3391.31	56521.64	55527.37	3544.31	59071.68
29		53130.33	3391.31	56521.64	56011.62	3575.22	59586.84
30		53130.33	3391.31	56521.64	56011.62	3575.22	59586.84

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2001-2002

EFFECTIVE JULY 1, 2001

2001-2002

STEP	INDEX	M.A. +60	TRS	M.A. +60	M.A. +75/Dr.	TRS	M.A. +75/Dr.
		1.24	PAID	TOTAL	1.28	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	33359.47	2129.33	35488.80	34435.58	2198.02	36633.60
2	1.0325	34443.65	2198.54	36642.19	35554.73	2269.46	37824.19
3	1.0650	35527.83	2267.74	37795.57	36673.89	2340.89	39014.78
4	1.0975	36612.01	2336.94	38948.96	37793.05	2412.33	40205.38
5	1.1300	37696.20	2406.15	40102.34	38912.20	2483.77	41395.97
6	1.1625	38780.38	2475.35	41255.73	40031.36	2555.20	42586.56
7	1.1950	39864.56	2544.55	42409.12	41150.51	2626.64	43777.15
8	1.2275	40948.74	2613.76	43562.50	42269.67	2698.07	44967.74
9	1.2600	42032.93	2682.96	44715.89	43388.83	2769.51	46158.34
10	1.2925	43117.11	2752.17	45869.27	44507.98	2840.94	47348.93
11	1.3250	44201.29	2821.37	47022.66	45627.14	2912.38	48539.52
12	1.3575	45285.47	2890.57	48176.05	46746.30	2983.82	49730.11
13	1.3900	46369.66	2959.78	49329.43	47865.45	3055.25	50920.70
14	1.4225	47453.84	3028.98	50482.82	48984.61	3126.69	52111.30
****15	1.4550	48538.02	3098.18	51636.20	50103.76	3198.12	53301.89
****16	1.4875	49622.20	3167.39	52789.59	51222.92	3269.56	54492.48
****17	1.5200	50706.39	3236.59	53942.98	52342.08	3340.99	55683.07
****18	1.5525	51790.57	3305.79	55096.36	53461.23	3412.43	56873.66
****19	1.5850	52874.75	3375.00	56249.75	54580.39	3483.87	58064.26
20		53375.14	3406.94	56782.08	55096.92	3516.84	58613.76
21		53875.54	3438.88	57314.41	55613.46	3549.81	59163.26
22		54375.93	3470.82	57846.74	56129.99	3582.78	59712.77
23		54876.32	3502.76	58379.08	56646.52	3615.75	60262.27
24		55376.71	3534.70	58911.41	57163.06	3648.72	60811.78
25		55877.10	3566.64	59443.74	57679.59	3681.69	61361.28
26		56377.50	3598.58	59976.07	58196.13	3714.66	61910.78
27		56877.89	3630.52	60508.40	58712.66	3747.63	62460.29
28		57378.28	3662.46	61040.74	59229.19	3780.60	63009.79
29		57878.67	3694.40	61573.07	59745.73	3813.57	63559.30
30		57878.67	3694.40	61573.07	59745.73	3813.57	63559.30

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A				PEORIA PUBLIC SCHOOLS			
				TEACHER SALARY SCHEDULE			
				2002-2003			
				EFFECTIVE JULY 1, 2002			
2002-2003							
STEP	INDEX	B.A.	TRS	B.A.	B.A. +15	TRS	B.A. +15
		1.00	PAID	TOTAL	1.04	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	27254.50	2695.50	29950.00	28344.68	2803.32	31148.00
2	1.0325	28140.27	2783.10	30923.38	29265.88	2894.43	32160.31
3	1.0650	29026.05	2870.70	31896.75	30187.09	2985.53	33172.62
4	1.0975	29911.82	2958.31	32870.13	31108.29	3076.64	34184.93
5	1.1300	30797.59	3045.91	33843.50	32029.49	3167.75	35197.24
6	1.1625	31683.36	3133.52	34816.88	32950.69	3258.86	36209.55
7	1.1950	32569.13	3221.12	35790.25	33871.90	3349.96	37221.86
8	1.2275	33454.90	3308.72	36763.63	34793.10	3441.07	38234.17
9	1.2600	34340.67	3396.33	37737.00	35714.30	3532.18	39246.48
10	1.2925	35226.44	3483.93	38710.38	36635.50	3623.29	40258.79
11	1.3250	36112.22	3571.53	39683.75	37556.70	3714.40	41271.10
12	1.3575	36997.99	3659.14	40657.13	38477.91	3805.50	42283.41
13	1.3900	37883.76	3746.74	41630.50	39399.11	3896.61	43295.72
14	1.4225	38769.53	3834.35	42603.88	40320.31	3987.72	44308.03
****15	1.4550	39178.35	3874.78	43053.13	40745.48	4029.77	44775.25
****16	1.4875	39587.16	3915.21	43502.38	41170.65	4071.82	45242.47
****17	1.5200	39995.98	3955.64	43951.63	41595.82	4113.87	45709.69
****18	1.5525	40404.80	3996.08	44400.88	42020.99	4155.92	46176.91
****19	1.5850	40813.62	4036.51	44850.13	42446.16	4197.97	46644.13
20		41222.43	4076.94	45299.38	42871.33	4240.02	47111.35
21		41631.25	4117.37	45748.63	43296.50	4282.07	47578.57
22		42040.07	4157.80	46197.88	43721.67	4324.12	48045.79
23		42448.89	4198.24	46647.13	44146.84	4366.17	48513.01
24		42857.71	4238.67	47096.38	44572.01	4408.22	48980.23
25		42857.71	4238.67	47096.38	44572.01	4408.22	48980.23
26		42857.71	4238.67	47096.38	44572.01	4408.22	48980.23
27		42857.71	4238.67	47096.38	44572.01	4408.22	48980.23
28		42857.71	4238.67	47096.38	44572.01	4408.22	48980.23
29		42857.71	4238.67	47096.38	44572.01	4408.22	48980.23
30		42857.71	4238.67	47096.38	44572.01	4408.22	48980.23

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A				PEORIA PUBLIC SCHOOLS			
				TEACHER SALARY SCHEDULE			
				2002-2003			
				EFFECTIVE JULY 1, 2002			
2002-2003							
STEP	INDEX	M.A.	TRS	M.A.	M.A. +15	TRS	M.A. +15
		1.08	PAID	TOTAL	1.12	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	29434.86	2911.14	32346.00	30525.04	3018.96	33544.00
2	1.0325	30391.50	3005.75	33397.25	31517.11	3117.07	34634.18
3	1.0650	31348.13	3100.36	34448.49	32509.17	3215.19	35724.36
4	1.0975	32304.76	3194.97	35499.74	33501.23	3313.31	36814.54
5	1.1300	33261.39	3289.59	36550.98	34493.30	3411.42	37904.72
6	1.1625	34218.03	3384.20	37602.23	35485.36	3509.54	38994.90
7	1.1950	35174.66	3478.81	38653.47	36477.43	3607.65	40085.08
8	1.2275	36131.29	3573.42	39704.72	37469.49	3705.77	41175.26
9	1.2600	37087.93	3668.03	40755.96	38461.55	3803.89	42265.44
10	1.2925	38044.56	3762.65	41807.21	39453.62	3902.00	43355.62
11	1.3250	39001.19	3857.26	42858.45	40445.68	4000.12	44445.80
12	1.3575	39957.83	3951.87	43909.70	41437.75	4098.23	45535.98
13	1.3900	40914.46	4046.48	44960.94	42429.81	4196.35	46626.16
14	1.4225	41871.09	4141.09	46012.19	43421.87	4294.47	47716.34
****15	1.4550	42827.73	4235.70	47063.43	44413.94	4392.58	48806.52
****16	1.4875	43784.36	4330.32	48114.68	45406.00	4490.70	49896.70
****17	1.5200	44740.99	4424.93	49165.92	46398.06	4588.82	50986.88
****18	1.5525	45182.51	4468.60	49651.11	46855.94	4634.10	51490.04
****19	1.5850	45624.04	4512.26	50136.30	47313.82	4679.38	51993.20
20		46065.56	4555.93	50621.49	47771.69	4724.67	52496.36
21		46507.08	4599.60	51106.68	48229.57	4769.95	52999.52
22		46948.61	4643.26	51591.87	48687.44	4815.24	53502.68
23		47390.13	4686.93	52077.06	49145.32	4860.52	54005.84
24		47831.65	4730.60	52562.25	49603.19	4905.81	54509.00
25		48273.17	4774.27	53047.44	50061.07	4951.09	55012.16
26		48714.70	4817.93	53532.63	50518.95	4996.37	55515.32
27		49156.22	4861.60	54017.82	50976.82	5041.66	56018.48
28		49156.22	4861.60	54017.82	50976.82	5041.66	56018.48
29		49156.22	4861.60	54017.82	50976.82	5041.66	56018.48
30		49156.22	4861.60	54017.82	50976.82	5041.66	56018.48

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2002-2003

EFFECTIVE JULY 1, 2002

2002-2003

STEP	INDEX	M.A. +30	TRS	M.A. +30	M.A. +45	TRS	M.A. +45
		1.16	PAID	TOTAL	1.20	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	31615.22	3126.78	34742.00	32705.40	3234.60	35940.00
2	1.0325	32642.72	3228.40	35871.12	33768.33	3339.72	37108.05
3	1.0650	33670.21	3330.02	37000.23	34831.25	3444.85	38276.10
4	1.0975	34697.71	3431.64	38129.35	35894.18	3549.97	39444.15
5	1.1300	35725.20	3533.26	39258.46	36957.11	3655.09	40612.20
6	1.1625	36752.70	3634.88	40387.58	38020.03	3760.22	41780.25
7	1.1950	37780.19	3736.50	41516.69	39082.96	3865.34	42948.30
8	1.2275	38807.69	3838.12	42645.81	40145.88	3970.47	44116.35
9	1.2600	39835.18	3939.74	43774.92	41208.81	4075.59	45284.40
10	1.2925	40862.68	4041.36	44904.04	42271.73	4180.72	46452.45
11	1.3250	41890.17	4142.98	46033.15	43334.66	4285.84	47620.50
12	1.3575	42917.67	4244.60	47162.27	44397.58	4390.97	48788.55
13	1.3900	43945.16	4346.22	48291.38	45460.51	4496.09	49956.60
14	1.4225	44972.65	4447.84	49420.50	46523.44	4601.21	51124.65
****15	1.4550	46000.15	4549.46	50549.61	47586.36	4706.34	52292.70
****16	1.4875	47027.64	4651.08	51678.73	48649.29	4811.46	53460.75
****17	1.5200	48055.14	4752.70	52807.84	49712.21	4916.59	54628.80
****18	1.5525	49082.63	4854.32	53936.96	50775.14	5021.71	55796.85
****19	1.5850	49556.86	4901.22	54458.09	51838.06	5126.84	56964.90
20		50031.09	4948.12	54979.22	52328.64	5175.36	57504.00
21		50505.32	4995.03	55500.35	52819.23	5223.87	58043.10
22		50979.55	5041.93	56021.48	53309.81	5272.39	58582.20
23		51453.78	5088.83	56542.61	53800.39	5320.91	59121.30
24		51928.00	5135.73	57063.74	54290.97	5369.43	59660.40
25		52402.23	5182.63	57584.87	54781.55	5417.95	60199.50
26		52876.46	5229.53	58106.00	55272.13	5466.47	60738.60
27		53350.69	5276.44	58627.13	55762.71	5514.99	61277.70
28		53824.92	5323.34	59148.26	56253.29	5563.51	61816.80
29		53824.92	5323.34	59148.26	56743.87	5612.03	62355.90
30		53824.92	5323.34	59148.26	56743.87	5612.03	62355.90

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2002-2003

EFFECTIVE JULY 1, 2002

2002-2003

STEP	INDEX	M.A. +60	TRS	M.A. +60	M.A. +75/Dr.	TRS	M.A. +75/Dr.
		1.24	PAID	TOTAL	1.28	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	33795.58	3342.42	37138.00	34885.76	3450.24	38336.00
2	1.0325	34893.94	3451.05	38344.99	36019.55	3562.37	39581.92
3	1.0650	35992.30	3559.67	39551.97	37153.34	3674.50	40827.84
4	1.0975	37090.65	3668.30	40758.96	38287.13	3786.63	42073.76
5	1.1300	38189.01	3776.93	41965.94	39420.91	3898.77	43319.68
6	1.1625	39287.37	3885.56	43172.93	40554.70	4010.90	44565.60
7	1.1950	40385.72	3994.19	44379.91	41688.49	4123.03	45811.52
8	1.2275	41484.08	4102.82	45586.90	42822.27	4235.17	47057.44
9	1.2600	42582.43	4211.45	46793.88	43956.06	4347.30	48303.36
10	1.2925	43680.79	4320.07	48000.86	45089.85	4459.43	49549.28
11	1.3250	44779.15	4428.70	49207.85	46223.64	4571.56	50795.20
12	1.3575	45877.50	4537.33	50414.84	47357.42	4683.70	52041.12
13	1.3900	46975.86	4645.96	51621.82	48491.21	4795.83	53287.04
14	1.4225	48074.22	4754.59	52828.81	49625.00	4907.96	54532.96
****15	1.4550	49172.57	4863.22	54035.79	50758.79	5020.09	55778.88
****16	1.4875	50270.93	4971.85	55242.78	51892.57	5132.23	57024.80
****17	1.5200	51369.29	5080.47	56449.76	53026.36	5244.36	58270.72
****18	1.5525	52467.64	5189.10	57656.75	54160.15	5356.49	59516.64
****19	1.5850	53566.00	5297.73	58863.73	55293.93	5468.63	60762.56
20		54072.93	5347.87	59420.80	55817.22	5520.38	61337.60
21		54579.87	5398.00	59977.87	56340.51	5572.13	61912.64
22		55086.80	5448.14	60534.94	56863.79	5623.89	62487.68
23		55593.73	5498.28	61092.01	57387.08	5675.64	63062.72
24		56100.67	5548.41	61649.08	57910.37	5727.39	63637.76
25		56607.60	5598.55	62206.15	58433.65	5779.15	64212.80
26		57114.54	5648.68	62763.22	58956.94	5830.90	64787.84
27		57621.47	5698.82	63320.29	59480.23	5882.65	65362.88
28		58128.40	5748.96	63877.36	60003.51	5934.41	65937.92
29		58635.34	5799.09	64434.43	60526.80	5986.16	66512.96
30		58635.34	5799.09	64434.43	60526.80	5986.16	66512.96

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2003-2004

EFFECTIVE JULY 1, 2003

2003-2004

STEP	INDEX	B.A.	TRS	B.A.	B.A. +15	TRS	B.A. +15
		1.00	PAID	TOTAL	1.04	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	28410.20	2809.80	31220.00	29546.61	2922.19	32468.80
2	1.0325	29333.53	2901.12	32234.65	30506.88	3017.16	33524.04
3	1.0650	30256.87	2992.43	33249.30	31467.14	3112.13	34579.27
4	1.0975	31180.20	3083.75	34263.95	32427.41	3207.10	35634.51
5	1.1300	32103.53	3175.07	35278.60	33387.67	3302.07	36689.74
6	1.1625	33026.86	3266.39	36293.25	34347.93	3397.05	37744.98
7	1.1950	33950.19	3357.71	37307.90	35308.20	3492.02	38800.22
8	1.2275	34873.52	3449.03	38322.55	36268.46	3586.99	39855.45
9	1.2600	35796.86	3540.34	39337.20	37228.73	3681.96	40910.69
10	1.2925	36720.19	3631.66	40351.85	38188.99	3776.93	41965.92
11	1.3250	37643.52	3722.98	41366.50	39149.26	3871.90	43021.16
12	1.3575	38566.85	3814.30	42381.15	40109.52	3966.87	44076.40
13	1.3900	39490.18	3905.62	43395.80	41069.79	4061.84	45131.63
14	1.4225	40413.51	3996.94	44410.45	42030.05	4156.81	46186.87
****15	1.4550	40839.67	4039.08	44878.75	42473.25	4200.65	46673.90
****16	1.4875	41265.82	4081.23	45347.05	42916.45	4244.48	47160.93
****17	1.5200	41691.97	4123.38	45815.35	43359.65	4288.31	47647.96
****18	1.5525	42118.13	4165.52	46283.65	43802.85	4332.15	48135.00
****19	1.5850	42544.28	4207.67	46751.95	44246.05	4375.98	48622.03
20		42970.43	4249.82	47220.25	44689.25	4419.81	49109.06
21		43396.58	4291.97	47688.55	45132.45	4463.64	49596.09
22		43822.74	4334.11	48156.85	45575.65	4507.48	50083.12
23		44248.89	4376.26	48625.15	46018.85	4551.31	50570.16
24		44675.04	4418.41	49093.45	46462.05	4595.14	51057.19
25		44675.04	4418.41	49093.45	46462.05	4595.14	51057.19
26		44675.04	4418.41	49093.45	46462.05	4595.14	51057.19
27		44675.04	4418.41	49093.45	46462.05	4595.14	51057.19
28		44675.04	4418.41	49093.45	46462.05	4595.14	51057.19
29		44675.04	4418.41	49093.45	46462.05	4595.14	51057.19
30		44675.04	4418.41	49093.45	46462.05	4595.14	51057.19

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2003-2004

EFFECTIVE JULY 1, 2003

2003-2004

STEP	INDEX	M.A.	TRS	M.A.	M.A. +15	TRS	M.A. +15
		1.08	PAID	TOTAL	1.12	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	30683.02	3034.58	33717.60	31819.43	3146.97	34966.40
2	1.0325	31680.22	3133.21	34813.42	32853.56	3249.25	36102.81
3	1.0650	32677.41	3231.83	35909.24	33887.69	3351.53	37239.22
4	1.0975	33674.61	3330.45	37005.07	34921.82	3453.80	38375.62
5	1.1300	34671.81	3429.08	38100.89	35955.95	3556.08	39512.03
6	1.1625	35669.01	3527.70	39196.71	36990.08	3658.36	40648.44
7	1.1950	36666.21	3626.32	40292.53	38024.22	3760.63	41784.85
8	1.2275	37663.41	3724.95	41388.35	39058.35	3862.91	42921.26
9	1.2600	38660.60	3823.57	42484.18	40092.48	3965.19	44057.66
10	1.2925	39657.80	3922.20	43580.00	41126.61	4067.46	45194.07
11	1.3250	40655.00	4020.82	44675.82	42160.74	4169.74	46330.48
12	1.3575	41652.20	4119.44	45771.64	43194.87	4272.02	47466.89
13	1.3900	42649.40	4218.07	46867.46	44229.00	4374.29	48603.30
14	1.4225	43646.59	4316.69	47963.29	45263.13	4476.57	49739.70
****15	1.4550	44643.79	4415.32	49059.11	46297.27	4578.85	50876.11
****16	1.4875	45640.99	4513.94	50154.93	47331.40	4681.12	52012.52
****17	1.5200	46638.19	4612.56	51250.75	48365.53	4783.40	53148.93
****18	1.5525	47098.43	4658.08	51756.52	48842.82	4830.60	53673.42
****19	1.5850	47558.68	4703.60	52262.28	49320.11	4877.81	54197.92
20		48018.92	4749.12	52768.04	49797.40	4925.01	54722.42
21		48479.17	4794.64	53273.81	50274.69	4972.22	55246.91
22		48939.41	4840.16	53779.57	50751.99	5019.42	55771.41
23		49399.66	4885.68	54285.34	51229.28	5066.63	56295.90
24		49859.91	4931.19	54791.10	51706.57	5113.83	56820.40
25		50320.15	4976.71	55296.86	52183.86	5161.04	57344.90
26		50780.40	5022.23	55802.63	52661.15	5208.24	57869.39
27		51240.64	5067.75	56308.39	53138.44	5255.45	58393.89
28		51240.64	5067.75	56308.39	53138.44	5255.45	58393.89
29		51240.64	5067.75	56308.39	53138.44	5255.45	58393.89
30		51240.64	5067.75	56308.39	53138.44	5255.45	58393.89

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2003-2004

EFFECTIVE JULY 1, 2003

2003-2004

STEP	INDEX	M.A. +30	TRS	M.A. +30	M.A. +45	TRS	M.A. +45
		1.16	PAID	TOTAL	1.20	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	32955.83	3259.37	36215.20	34092.24	3371.76	37464.00
2	1.0325	34026.90	3365.29	37392.19	35200.24	3481.34	38681.58
3	1.0650	35097.96	3471.22	38569.19	36308.24	3590.92	39899.16
4	1.0975	36169.03	3577.15	39746.18	37416.24	3700.50	41116.74
5	1.1300	37240.09	3683.08	40923.18	38524.23	3810.09	42334.32
6	1.1625	38311.16	3789.01	42100.17	39632.23	3919.67	43551.90
7	1.1950	39382.22	3894.94	43277.16	40740.23	4029.25	44769.48
8	1.2275	40453.29	4000.87	44454.16	41848.23	4138.83	45987.06
9	1.2600	41524.35	4106.80	45631.15	42956.23	4248.41	47204.64
10	1.2925	42595.42	4212.73	46808.15	44064.22	4358.00	48422.22
11	1.3250	43666.48	4318.66	47985.14	45172.22	4467.58	49639.80
12	1.3575	44737.55	4424.59	49162.13	46280.22	4577.16	50857.38
13	1.3900	45808.61	4530.52	50339.13	47388.22	4686.74	52074.96
14	1.4225	46879.68	4636.45	51516.12	48496.22	4796.32	53292.54
****15	1.4550	47950.74	4742.38	52693.12	49604.21	4905.91	54510.12
****16	1.4875	49021.80	4848.31	53870.11	50712.21	5015.49	55727.70
****17	1.5200	50092.87	4954.23	55047.10	51820.21	5125.07	56945.28
****18	1.5525	51163.93	5060.16	56224.10	52928.21	5234.65	58162.86
****19	1.5850	51658.27	5109.05	56767.33	54036.21	5344.23	59380.44
20		52152.61	5157.95	57310.55	54547.59	5394.81	59942.40
21		52646.95	5206.84	57853.78	55058.97	5445.39	60504.36
22		53141.28	5255.73	58397.01	55570.36	5495.96	61066.32
23		53635.62	5304.62	58940.24	56081.74	5546.54	61628.28
24		54129.96	5353.51	59483.47	56593.12	5597.12	62190.24
25		54624.30	5402.40	60026.69	57104.51	5647.69	62752.20
26		55118.63	5451.29	60569.92	57615.89	5698.27	63314.16
27		55612.97	5500.18	61113.15	58127.27	5748.85	63876.12
28		56107.31	5549.07	61656.38	58638.66	5799.42	64438.08
29		56107.31	5549.07	61656.38	59150.04	5850.00	65000.04
30		56107.31	5549.07	61656.38	59150.04	5850.00	65000.04

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2003-2004

EFFECTIVE JULY 1, 2003

2003-2004

STEP	INDEX	*** M.A. +60	TRS	M.A. +60	** M.A. +75/Dr.	TRS	M.A. +75/Dr.
		1.24	PAID	TOTAL	1.28	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	35228.65	3484.15	38712.80	36365.06	3596.54	39961.60
2	1.0325	36373.58	3597.38	39970.97	37546.92	3713.43	41260.35
3	1.0650	37518.51	3710.62	41229.13	38728.79	3830.32	42559.10
4	1.0975	38663.44	3823.85	42487.30	39910.65	3947.20	43857.86
5	1.1300	39808.38	3937.09	43745.46	41092.52	4064.09	45156.61
6	1.1625	40953.31	4050.32	45003.63	42274.38	4180.98	46455.36
7	1.1950	42098.24	4163.56	46261.80	43456.25	4297.87	47754.11
8	1.2275	43243.17	4276.79	47519.96	44638.11	4414.75	49052.86
9	1.2600	44388.10	4390.03	48778.13	45819.97	4531.64	50351.62
10	1.2925	45533.03	4503.26	50036.29	47001.84	4648.53	51650.37
11	1.3250	46677.96	4616.50	51294.46	48183.70	4765.42	52949.12
12	1.3575	47822.89	4729.73	52552.63	49365.57	4882.30	54247.87
13	1.3900	48967.83	4842.97	53810.79	50547.43	4999.19	55546.62
14	1.4225	50112.76	4956.20	55068.96	51729.30	5116.08	56845.38
****15	1.4550	51257.69	5069.44	56327.12	52911.16	5232.97	58144.13
****16	1.4875	52402.62	5182.67	57585.29	54093.03	5349.85	59442.88
****17	1.5200	53547.55	5295.91	58843.46	55274.89	5466.74	60741.63
****18	1.5525	54692.48	5409.14	60101.62	56456.75	5583.63	62040.38
****19	1.5850	55837.41	5522.38	61359.79	57638.62	5700.52	63339.14
20		56365.84	5574.64	61940.48	58184.09	5754.47	63938.56
21		56894.27	5626.90	62521.17	58729.57	5808.41	64537.98
22		57422.70	5679.16	63101.86	59275.05	5862.36	65137.41
23		57951.13	5731.42	63682.56	59820.52	5916.31	65736.83
24		58479.56	5783.69	64263.25	60366.00	5970.26	66336.26
25		59007.99	5835.95	64843.94	60911.47	6024.21	66935.68
26		59536.42	5888.21	65424.63	61456.95	6078.15	67535.10
27		60064.85	5940.47	66005.32	62002.43	6132.10	68134.53
28		60593.28	5992.74	66586.02	62547.90	6186.05	68733.95
29		61121.71	6045.00	67166.71	63093.38	6240.00	69333.38
30		61121.71	6045.00	67166.71	63093.38	6240.00	69333.38

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2004-2005

EFFECTIVE JULY 1, 2004

2004-2005

STEP	INDEX	B.A. 1.00	TRS PAID	B.A. TOTAL	B.A. +15 1.04	TRS PAID	B.A. +15 TOTAL
1	1.0000	29656.90	2933.10	32590.00	30843.18	3050.42	33893.60
2	1.0325	30620.75	3028.42	33649.18	31845.58	3149.56	34995.14
3	1.0650	31584.60	3123.75	34708.35	32847.99	3248.70	36096.68
4	1.0975	32548.45	3219.07	35767.53	33850.39	3347.84	37198.23
5	1.1300	33512.30	3314.40	36826.70	34852.79	3446.98	38299.77
6	1.1625	34476.15	3409.73	37885.88	35855.20	3546.11	39401.31
7	1.1950	35440.00	3505.05	38945.05	36857.60	3645.25	40502.85
8	1.2275	36403.85	3600.38	40004.23	37860.00	3744.39	41604.39
9	1.2600	37367.70	3695.70	41063.40	38862.41	3843.53	42705.94
10	1.2925	38331.55	3791.03	42122.58	39864.81	3942.67	43807.48
11	1.3250	39295.40	3886.35	43181.75	40867.21	4041.81	44909.02
12	1.3575	40259.25	3981.68	44240.93	41869.62	4140.95	46010.56
13	1.3900	41223.09	4077.01	45300.10	42872.02	4240.09	47112.10
14	1.4225	42186.94	4172.33	46359.28	43874.42	4339.22	48213.65
****15	1.4550	42631.80	4216.33	46848.13	44337.07	4384.98	48722.05
****16	1.4875	43076.65	4260.32	47336.98	44799.72	4430.74	49230.45
****17	1.5200	43521.50	4304.32	47825.83	45262.36	4476.49	49738.86
****18	1.5525	43966.36	4348.32	48314.68	45725.01	4522.25	50247.26
****19	1.5850	44411.21	4392.31	48803.53	46187.66	4568.01	50755.67
20		44856.07	4436.31	49292.38	46650.31	4613.76	51264.07
21		45300.92	4480.31	49781.23	47112.96	4659.52	51772.47
22		45745.77	4524.30	50270.08	47575.60	4705.27	52280.88
23		46190.63	4568.30	50758.93	48038.25	4751.03	52789.28
24		46635.48	4612.30	51247.78	48500.90	4796.79	53297.69
25		46635.48	4612.30	51247.78	48500.90	4796.79	53297.69
26		46635.48	4612.30	51247.78	48500.90	4796.79	53297.69
27		46635.48	4612.30	51247.78	48500.90	4796.79	53297.69
28		46635.48	4612.30	51247.78	48500.90	4796.79	53297.69
29		46635.48	4612.30	51247.78	48500.90	4796.79	53297.69
30		46635.48	4612.30	51247.78	48500.90	4796.79	53297.69

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2004-2005

EFFECTIVE JULY 1, 2004

2004-2005

STEP	INDEX	M.A. 1.08	TRS PAID	M.A. TOTAL	M.A. +15 1.12	TRS PAID	M.A. +15 TOTAL
1	1.0000	32029.45	3167.75	35197.20	33215.73	3285.07	36500.80
2	1.0325	33070.41	3270.70	36341.11	34295.24	3391.83	37687.08
3	1.0650	34111.37	3373.65	37485.02	35374.75	3498.60	38873.35
4	1.0975	35152.33	3476.60	38628.93	36454.26	3605.36	40059.63
5	1.1300	36193.28	3579.55	39772.84	37533.78	3712.13	41245.90
6	1.1625	37234.24	3682.50	40916.75	38613.29	3818.89	42432.18
7	1.1950	38275.20	3785.46	42060.65	39692.80	3925.66	43618.46
8	1.2275	39316.16	3888.41	43204.56	40772.31	4032.42	44804.73
9	1.2600	40357.11	3991.36	44348.47	41851.82	4139.19	45991.01
10	1.2925	41398.07	4094.31	45492.38	42931.33	4245.95	47177.28
11	1.3250	42439.03	4197.26	46636.29	44010.84	4352.72	48363.56
12	1.3575	43479.99	4300.21	47780.20	45090.35	4459.48	49549.84
13	1.3900	44520.94	4403.17	48924.11	46169.87	4566.25	50736.11
14	1.4225	45561.90	4506.12	50068.02	47249.38	4673.01	51922.39
****15	1.4550	46602.86	4609.07	51211.93	48328.89	4779.78	53108.66
****16	1.4875	47643.81	4712.02	52355.84	49408.40	4886.54	54294.94
****17	1.5200	48684.77	4814.97	53499.74	50487.91	4993.30	55481.22
****18	1.5525	49165.21	4862.49	54027.70	50986.15	5042.58	56028.73
****19	1.5850	49645.66	4910.00	54555.66	51484.38	5091.86	56576.24
20		50126.10	4957.52	55083.62	51982.62	5141.13	57123.75
21		50606.54	5005.04	55611.58	52480.85	5190.41	57671.26
22		51086.98	5052.55	56139.53	52979.09	5239.69	58218.78
23		51567.42	5100.07	56667.49	53477.33	5288.96	58766.29
24		52047.86	5147.59	57195.45	53975.56	5338.24	59313.80
25		52528.31	5195.10	57723.41	54473.80	5387.51	59861.31
26		53008.75	5242.62	58251.37	54972.03	5436.79	60408.82
27		53489.19	5290.13	58779.32	55470.27	5486.07	60956.34
28		53489.19	5290.13	58779.32	55470.27	5486.07	60956.34
29		53489.19	5290.13	58779.32	55470.27	5486.07	60956.34
30		53489.19	5290.13	58779.32	55470.27	5486.07	60956.34

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2004-2005

EFFECTIVE JULY 1, 2004

2004-2005

STEP	INDEX	M.A. +30	TRS	M.A. +30	M.A. +45	TRS	M.A. +45
		1.16	PAID	TOTAL	1.20	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	34402.01	3402.39	37804.40	35588.28	3519.72	39108.00
2	1.0325	35520.07	3512.97	39033.04	36744.90	3634.11	40379.01
3	1.0650	36638.14	3623.55	40261.69	37901.52	3748.50	41650.02
4	1.0975	37756.20	3734.13	41490.33	39058.14	3862.89	42921.03
5	1.1300	38874.27	3844.70	42718.97	40214.76	3977.28	44192.04
6	1.1625	39992.33	3955.28	43947.62	41371.38	4091.67	45463.05
7	1.1950	41110.40	4065.86	45176.26	42528.00	4206.06	46734.06
8	1.2275	42228.46	4176.44	46404.90	43684.62	4320.45	48005.07
9	1.2600	43346.53	4287.02	47633.54	44841.24	4434.84	49276.08
10	1.2925	44464.59	4397.59	48862.19	45997.86	4549.23	50547.09
11	1.3250	45582.66	4508.17	50090.83	47154.48	4663.62	51818.10
12	1.3575	46700.72	4618.75	51319.47	48311.09	4778.02	53089.11
13	1.3900	47818.79	4729.33	52548.12	49467.71	4892.41	54360.12
14	1.4225	48936.86	4839.90	53776.76	50624.33	5006.80	55631.13
****15	1.4550	50054.92	4950.48	55005.40	51780.95	5121.19	56902.14
****16	1.4875	51172.99	5061.06	56234.05	52937.57	5235.58	58173.15
****17	1.5200	52291.05	5171.64	57462.69	54094.19	5349.97	59444.16
****18	1.5525	53409.12	5282.21	58691.33	55250.81	5464.36	60715.17
****19	1.5850	53925.15	5333.25	59258.40	56407.43	5578.75	61986.18
20		54441.18	5384.29	59825.46	56941.25	5631.55	62572.80
21		54957.21	5435.32	60392.53	57475.08	5684.34	63159.42
22		55473.24	5486.36	60959.60	58008.90	5737.14	63746.04
23		55989.27	5537.39	61526.66	58542.73	5789.93	64332.66
24		56505.30	5588.43	62093.73	59076.55	5842.73	64919.28
25		57021.33	5639.47	62660.79	59610.37	5895.53	65505.90
26		57537.36	5690.50	63227.86	60144.20	5948.32	66092.52
27		58053.39	5741.54	63794.93	60678.02	6001.12	66679.14
28		58569.42	5792.57	64361.99	61211.85	6053.91	67265.76
29		58569.42	5792.57	64361.99	61745.67	6106.71	67852.38
30		58569.42	5792.57	64361.99	61745.67	6106.71	67852.38

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX A

PEORIA PUBLIC SCHOOLS

TEACHER SALARY SCHEDULE

2004-2005

EFFECTIVE JULY 1, 2004

2004-2005

STEP	INDEX	M.A. +60	TRS	M.A. +60	M.A. +75/Dr.	TRS	M.A. +75/Dr.
		*** 1.24	PAID	TOTAL	** 1.28	PAID	TOTAL
-	-	-	-	-	-	-	-
1	1.0000	36774.56	3637.04	40411.60	37960.84	3754.36	41715.20
2	1.0325	37969.73	3755.24	41724.96	39194.56	3876.38	43070.94
3	1.0650	39164.91	3873.45	43038.35	40428.29	3998.40	44426.69
4	1.0975	40360.08	3991.65	44351.73	41662.02	4120.42	45782.43
5	1.1300	41555.25	4109.86	45665.11	42895.74	4242.43	47138.18
6	1.1625	42750.43	4228.06	46978.49	44129.47	4364.45	48493.92
7	1.1950	43945.60	4346.26	48291.86	45363.20	4486.47	49849.66
8	1.2275	45140.77	4464.47	49605.24	46596.93	4608.48	51205.41
9	1.2600	46335.94	4582.67	50918.62	47830.65	4730.50	52561.15
10	1.2925	47531.12	4700.88	52231.99	49064.38	4852.52	53916.90
11	1.3250	48726.29	4819.08	53545.37	50298.11	4974.53	55272.64
12	1.3575	49921.46	4937.28	54858.75	51531.83	5096.55	56628.38
13	1.3900	51116.64	5055.49	56172.12	52765.56	5218.57	57984.13
14	1.4225	52311.81	5173.69	57485.50	53999.29	5340.58	59339.87
****15	1.4550	53506.98	5291.89	58798.88	55233.02	5462.60	60695.62
****16	1.4875	54702.16	5410.10	60112.26	56466.74	5584.62	62051.36
****17	1.5200	55897.33	5528.30	61425.63	57700.47	5706.63	63407.10
****18	1.5525	57092.50	5646.51	62739.01	58934.20	5828.65	64762.85
****19	1.5850	58287.68	5764.71	64052.39	60167.92	5950.67	66118.59
20		58839.29	5819.27	64658.56	60737.34	6006.98	66744.32
21		59390.91	5873.82	65264.73	61306.75	6063.30	67370.05
22		59942.53	5928.38	65870.91	61876.16	6119.61	67995.78
23		60494.15	5982.93	66477.08	62445.57	6175.93	68621.50
24		61045.77	6037.49	67083.26	63014.99	6232.25	69247.23
25		61597.39	6092.04	67689.43	63584.40	6288.56	69872.96
26		62149.01	6146.60	68295.60	64153.81	6344.88	70498.69
27		62700.62	6201.15	68901.78	64723.22	6401.19	71124.42
28		63252.24	6255.71	69507.95	65292.64	6457.51	71750.14
29		63803.86	6310.27	70114.13	65862.05	6513.82	72375.87
30		63803.86	6310.27	70114.13	65862.05	6513.82	72375.87

Experience Other Than Teaching:

Credit on the salary schedule for experience other than teaching shall be determined by the Director of Human Resources

Note: *a. +15, +30, +45 refers to semester hours of credit.

**b. The Doctorate Lane is applicable only to an earned Doctorate from a recognized and accredited university

***c. To be placed in the M.A. +60 column, you must earn at least six credit hours after June 1, 1989. To be placed in the M.A. +75/Dr. column, you must earn at least 15 credit hours after July 1, 2000.

****d. The index factors for steps 15-17 apply only to lanes M.A and beyond, the factor for step 18 applies only to lanes M.A.+30 and beyond, and the factor for step step 19 applies only to lanes M.A.+45 and beyond.

e. An additional 1.5% of lane base salary is reflected for each of 10 steps after reaching maximum index

APPENDIX B 2000 – 2005

SALARY SCHEDULE FOR
COUNSELORS, PSYCHOLOGISTS AND SOCIAL WORKERS
EFFECTIVE July 1, 2000

PLACEMENT ON TEACHER SCHEDULE TIMES
SUM OF RESPONSIBILITY FACTOR:

Title			Responsibility Factor			Work Year
			(Years)			
	1	2	3	4	5	
Resident counselor	1.12	1.14	1.16	1.18	1.20	190 days
Psychologists	1.12	1.14	1.16	1.18	1.20	190 days
Social workers	1.12	1.14	1.16	1.18	1.20	190days
Vac Counselor	1.12	1.14	1.16	1.18	1.20	220 days
Speech Pathologists	1.03	1.03	1.03	1.03	1.03	180 days

Regulations:

When a staff member is moved to a classification of higher pay, he will be placed at the lowest experience step which will cause his responsibility factor to be higher than the one in his former classification.

When a staff member is moved to a classification of lower pay, he will be placed at that experience step which will cause his responsibility factor to be closest to the one in his former classification.

Appendix C 2000 – 2005

Qualifications for selection on Appendix C shall be set by the individual Principal. Posting, consideration and selection for a vacant position – title in appendix C shall occur in the following sequence and manner:

1. No DISTRICT posting shall be required by an Appendix C position if the Principal fills a vacant position among the qualified certified staff within a building.

2. DISTRICT posting shall occur for any vacant position not filled under No. 1 above. Posting shall include all certified and non-certified staff members in the DISTRICT. Preferential consideration for an interview shall be given to certified applicants.

3. If a DISTRICT certified applicant is not selected for a vacant position, non-certified applicants shall be considered for interviews and selection.

4. If a non-certified applicant is not selected for a vacant position, the DISTRICT shall have the right to select an applicant from candidates who are not employees of DISTRICT 150 so long as the outside candidate is IHSA certified, if it is required to hold the Appendix C position.

5. Non-DISTRICT certified selections and non-certified selections must be approved by the Superintendent.

6. The posting period shall be 10 school days. Nothing in this section shall preclude the parties to the agreement from changing the posting period by mutual agreement.

7. All employees now employed under Appendix C (certified, non-certified, or non-DISTRICT employees) shall be grandfathered in on the date this agreement is signed by the parties.

8. Stipend for Athletic Director
To the extent that the DISTRICT assigns a bargaining unit teacher(s) to perform the duties of Athletic Director, such teacher(s) shall be paid a stipend equal to $8,000 (apportioned pro rata) per school year and receive three periods of release time (apportioned pro rata) per school day.

Appendix C

PEORIA PUBLIC SCHOOLS
EXTRA PAY FOR EXTRA ASSIGNMENTS*
2000-2005

POSITION-TITLE	PERCENT	
HIGH SCHOOL		
Audio-visual	8	Or 2 hours released time
Bandmaster (HS)	9-12	Individuals placed on range by principal
Boys Head Baseball	12-17	" " " " " "
(1) Assistant **	8-11	" " " " " "
Boys Head Basketball	21-25	" " " " " "
(1)First Assistant	11-16	" " " " " "
(1)Second Assistant	10-13	" " " " " "
(1)Third Assistant	7-9	" " " " " "
Boys Cross Country	8-11	" " " " " "
Boys Head Football	21-25	" " " " " "
(2) First Assistants	11-16	" " " " " "
(4) Assistant	10-13	" " " " " "
Boys – Intramurals	18	Maximum 9% per person
Boys – soccer	12-15	Individuals placed on range by principal
(1) Assistant	8-11	" " " " " "
Boys Head Swimming	12-17	
(1) Assistant	8-11	
Boys Tennis	8-11	
Boys Head Track	12-17	" " " " " "
(2) Assistants	8-11	" " " " " "
Boys Head Wrestling	12-17	" " " " " "
(2) Assistants ***	8-11	" " " " " "
Cheerleading	12	Maximum per school
Choral	9-12	Individuals placed on range by principal
Class Sponsor – Jr. & Sr.	5	" " " " " "
Class Sponsor – Fresh. & Soph.	3	" " " " " "
Contest Play	5	
Debate Head	9-12	Individuals placed on range by principal
(1)Assistant	7-9	" " " " " "
Drama – Non-competition	5	Per play, 2 plays per school
Girls – Intramurals	27	Maximum 9% per person
Girls Head Basketball	21-25	Individuals placed on range by principal
(1) First Assistant	11-16	" " " " " "
(1) Assistant	10-13	" " " " " "
Girls Cross Country	8-11	" " " " " "
Girls Soccer	12-15	" " " " " "
(1) Assistant	8-11	" " " " " "
Intramural	9	For Intramurals only – use it or lose it

ALL PERCENTAGE AMOUNTS ARE MAXIMUM PER SCHOOL

*The actual dollar amount developed by the use of the percent factors is based on the base amount of the salary schedule, Step 1, B.A.

**Should a school elect to have three coaches in its baseball program, a mandatory reduction of 9% in the intramural positions would be necessary. Should a school elect to have an assistant girls cross-country coach, a mandatory reduction of 9% in the intramurals would be necessary. Should a high school elect to add any other coaches for freshman girls sports, then a mandatory reduction of 9% in intramurals would take place for each additional coach.

***A second wrestling assistant will be appointed only if needed.

(Continued) 2000-2005 Extra Pay for Extra Assignments*

POSITION-TITLE	PERCENT	
HIGH SCHOOL (continued)		Individuals placed on range by principal
Girls Head Softball	12-17	" " " " " "
(1) Assistant	8-11	" " " " " "
(1) Assistant	8-11	" " " " " "
Girls Head Swimming	12-17	" " " " " "
(1) Assistant	8-11	" " " " " "
Girls Tennis	8-11	" " " " " "
Girls Head Track	12-17	" " " " " "
(1) Assistant	8-11	" " " " " "
Girls Head Volleyball	12-15	" " " " " "
(1) Assistant	8-11	" " " " " "
(1) Assistant	8-11	" " " " " "
Golf	8-11	" " " " " "
Individual Events	2.0	Per individual event
1. Dramatic Interpretation		
2. Humorous Interpretation		
3. Dramatic Duet Acting		
4. Humorous Duet Acting		
5. Verse Reading		
6. Prose Reading		
7. Extemporaneous Speaking		
8. Radio Speaking		
9. Oratory		
10. Oratorical Declamation		
11. Original comedy		
12. Special Occasion Speaking		
13. Impromptu		
Newspaper – Business	7	1 per school
Newspaper – Editorial	10	1 per school
Orchestra (High School)	6-12	Individuals placed on range by principal
Pom-Pon Sponsor	4	
Reader's Theater	2.5	
Scholastic Bowl	7-9	Individuals placed on range by principal
Set Construction	6	
Special Assignment	4	Limit of 4 per High School
Stage Crew	6	
Student Council	6	And 1 hour released time
Ticket Manager	11	+1 hr. released time(from Athletic Fund)
Video Studio Sponsor	10	
Yearbook – Business	7	1 per school
Yearbook – Editorial	12	1 per school

ALL PERCENTAGE AMOUNTS ARE MAXIMUM PER SCHOOL
*The actual dollar amount developed by the use of the percent factors is based on the base amount of the salary schedule, Step 1, B.A.

**Should a school elect to have three coaches in its baseball program, a mandatory reduction of 9% in the intramural positions would be necessary. Should a school elect to have an assistant girls cross-country coach, a mandatory reduction of 9% in the intramurals would be necessary. Should a high school elect to add any other coaches for freshman girls sports, then a mandatory reduction of 9% in intramurals would take place for each additional coach.

***A second wrestling assistant will be appointed only if needed.

(Continued) 2000-2005 Extra Pay for Extra Assignments*

POSITION-TITLE	PERCENT	
MIDDLE/ROOSEVELT MAGNET SCHOOLS		
Boys Basketball	6	
Boys Softball	3	
Boys Track	1	
Boys Intramural	2	
Cheerleading	6	Per school (3% per season)
Girls Basketball	6	
Girls Softball	3	
Girls Volleyball	2	
Girls Track	1	
Safety Patrol	3	Maximum per school
Scholar's Cup	3	Maximum per school
Band	1	
Orchestra	1	
Chorus	1	
Academic Competitions/Service	3	Maximum 4 events per school
1. Scholastic Bowl		
2. Mathcounts		
3. Odyssey of the Mind		
4. Future Problem Solving		
5. Speech/Declamation		
6. Newspaper		
7. Student Council		
8. Yearbook		
9. Other		

In the event a teacher is used in the middle schools to maintain the clock/score board and official record book for games, such activity shall be voluntary and shall be paid at least $10 by the school per day's event(s). The principal shall have the flexibility to use other volunteers besides bargaining unit members.

ROOSEVELT MAGNET SCHOOL (ONLY)		
Band	5	Maximum per school
Choral	5	Maximum per school
Flag Corps	2	Maximum per school
Orchestra	5	Maximum per school
Drama	2	Maximum per school
Dance	4	Maximum per school
Fine Arts Supervisor	4	Maximum per school
Cheerleading	6	

Non-certified employees who are currently performing primary/middle school positions listed in schedule C may remain in such positions at the rate of compensation set forth in Schedule C. When such employees vacate their positions, the DISTRICT will fill such positions in accordance with the procedure set forth on page 51.

ALL PERCENTAGE AMOUNTS ARE MAXIMUM PER SCHOOL

*The actual dollar amount developed by the use of the percent factors is based on the base amount of the salary schedule, Step 1, B.A.

(Continued) 2000-2005 Extra Pay for Extra Assignments*

POSITION-TITLE	PERCENT	
Primary School		
Academic/Service Clubs	3	Maximum 2 events per school
Newspaper		
Student Council		
Yearbook		
Drama		
Other		

ALL PERCENTAGE AMOUNTS ARE MAXIMUM PER SCHOOL

* The actual dollar amount developed by the use of the percent factors is based on the base amount of the salary schedule, Step 1, B.A.

APPENDIX D 2000 – 2005

PART-TIME STAFF MEMBERS
SALARY SCHEDULE
CLASSROOM TEACHERS

Effective July 1, 2000, newly hired classroom Teachers will receive the following salaries:

1. The part-time salary for the first year will be determined by the then current Teacher based (step 1 of Bachelor's column, Appendix A) of the full-time Teachers' Salary Schedule times the percent of full-time employment.

2. Part-time salaries will increase 1% per year for the following seven years:

2000-2001

Step	
1	$27,350 x percent of full-time employment
2	$27,624 x percent of full-time employment
3	$27,900 x percent of full-time employment
4	$28,179 x percent of full-time employment
5	$28,461 x percent of full-time employment
6	$28,746 x percent of full-time employment
7	$29,033 x percent of full-time employment
8	$29,323 x percent of full-time employment

2001-2002

Step	
1	$28,620 x percent of full-time employment
2	$28,906 x percent of full-time employment
3	$29,195 x percent of full-time employment
4	$29,487 x percent of full-time employment
5	$29,782 x percent of full-time employment
6	$30,080 x percent of full-time employment
7	$30,381 x percent of full-time employment
8	$30,685 x percent of full-time employment

2002-2003

Step	
1	$29,950 x percent of full-time employment
2	$30,250 x percent of full-time employment
3	$30,553 x percent of full-time employment
4	$30,859 x percent of full-time employment
5	$31,168 x percent of full-time employment
6	$31,480 x percent of full-time employment
7	$31,795 x percent of full-time employment
8	$32,113 x percent of full-time employment

2003-2004

Step	
1	$31,220 x percent of full-time employment
2	$31,532 x percent of full-time employment
3	$31,847 x percent of full-time employment
4	$32,165 x percent of full-time employment
5	$32,487 x percent of full-time employment
6	$32,812 x percent of full-time employment
7	$33,140 x percent of full-time employment
8	$33,471 x percent of full-time employment

2004-2005

Step	
1	$32,590 x percent of full-time employment
2	$32,916 x percent of full-time employment
3	$33,245 x percent of full-time employment
4	$33,577 x percent of full-time employment
5	$33,913 x percent of full-time employment
6	$34,252 x percent of full-time employment
7	$34,595 x percent of full-time employment
8	$34,941 x percent of full-time employment

3. Steps will be determined on the basis of full-time equivalent years of experience with the DISTRICT. For example, a staff member employed at 50% of full-time equivalency for two years would move one step effective the following July 1.

Incumbent employees' salaries will be determined by Appendix A, subject to the following conditions:

1. Incumbent employees will receive a salary not less than the salary paid to newly hired classroom teachers with the same full-time equivalent years of experience pursuant to Appendix D.

2. Incumbent employees shall remain at the step and lane at which they were placed as of October 1, 1997.

APPENDIX E 2000– 2005

Textbooks – Teachers who have concerns about outdated or ineffective textbooks or curriculum guides should refer them to the Department of Curriculum and Instruction.

MEMORANDA OF UNDERSTANDING

Compensation for Required Meetings

It is the recommendation that a committee study whether additional dismissals per semester can be added to the calendar beginning with the 1996-97 school year for the purposes of an improvement plan, or inservice training, or staff development activity. Dates should be set by the calendar committee. This committee will submit recommendations to the calendar committee no later than November 1, 1995.

It is also the recommendation of this committee that some release time (substitutes) should be provided for the "school improvement team" in order that they might focus on school improvement issues, therefore reducing the need for these meetings to take place after the school day.

If a faculty feels meetings in their buildings are excessive, this committee recommends:

> Dates and times should be documented and given to the president of the bargaining unit to be presented at the area of consultation meetings or to the Assistant Superintendent of School Operation.

Class Size/Student Achievement

In the assignment of students to class rosters, consideration will be given to the special needs of all learners. Building administrators will collaborate with affected teachers and when possible make accommodations as appropriate.

Counseling for Middle/Primary Schools

The BOARD should move toward providing appropriate counseling services for middle and primary schools. This statement should be included in the School BOARD's Goal 2000. The addition of a counselor in these schools will reduce the principal's work load, provide a resource for the classroom teacher, and enhance the student's welfare.

BOARD Policy 5114

Board Policy 5114, subparagraph d, would be amended by adding the following additional language: . . . and false accusation made against school personnel and/or a fellow student." The purpose of this change is to "codify" the past practice of disciplining students who make false accusations. Although the focus of this committee was to protect the innocent teacher from false accusations made by students regarding sexual harassment, the committee believed that broader language was needed to protect innocent teachers and students from any false accusation. For example, students have been falsely accused of bringing weapons to school.

New administrative personnel will be given sexual harassment prevention training.

Adopt-A-School BOARD

As of June 1, 1995, the majority of the teacher representation on the Adopt-A-School Advisory BOARD shall be members of the collective bargaining agent.

Hepatitis Shots

The School DISTRICT will make a concerted effort starting at the primary schools to inform staff members of blood borne pathogens, and provide protective gloves directly to staff members.

Phones for Primary/Middle/Roosevelt Schools

The DISTRICT will investigate the need, on an individual basis, for additional lines to be installed in school buildings. An orderly plan will be made to take care of the problems regarding the phones.

Payroll Deposits

The statement of procedure for summer checks shall be delivered to staff members by May 15.

1. Payroll deduction deposits and automatic net check deposits shall be available to staff members at Redbrand Credit UNION. Payroll deduction deposits shall continue to be available at CEFCU. (The present software on the DISTRICT computer does not allow more than one net check facility**.)

2. Staff members who elect twenty-six pays shall have the following options for delivery of summer checks:

   a. Checks may be mailed to the staff member's home for the entire summer.

   b. Checks will be automatically deposited in the available facility.

   c. Checks may be picked up at 3202 N. Wisconsin after 2:00 p.m. on "Pay Day", Thursday.

   d. For those employees who pick up their checks in person, one paycheck may be mailed to a staff member's bank if the staff member furnishes Payroll with at least one week's advance notification in writing, a stamped addressed envelope, a deposit slip, and (if necessary) a "hold harmless" statement for the DISTRICT.

**As software may be updated, other facilities for direct deposit of net checks may become available. It is simply not an option at this time due to the computer's lack of capability to do so.

Sample of Note for Payroll Procedures

"Please mail my _____ check to _____. I have provided a stamped envelope and deposit slip. I understand that it is my responsibility to be sure that the check has arrived and has been posted before I presume the money is available for writing checks.

_____
Signature

School: _____

Date: _____

Non-Certificated Study Hall and Lunch Room Monitors

As long as a climate of safety and order is maintained, the administration will hire non-certified personnel as allowed by law to act as Study Hall and Lunch Room Monitors.

Board Goals

The Board of Education and the Peoria Federation of Teachers shall establish independent committees composed of teachers and administrators to formulate a program to encourage staff involvement and input, and to establish fair and consistent evaluations and incentives for promoting better education in District 150.

Enhancement of Student Learning

In the event that the BOARD has the opportunity to expand student instruction services through the provision of major additional financial resources for this purpose, the Administration and the UNION agree to work collaboratively to design and implement a program to enhance the learning of students.

Counseling Services for High Schools

The committee for counselor services recommends the following items be considered by a joint committee for determining the role of the secondary school counselor. These recommendations are primarily taken from the Recommended Practices and procedures for Counselors as determined by the State BOARD of Education.

The functions of DISTRICT #150 High School Counselors should include, but not limited to the following categories:

1. Individual Counseling
2. Group Counseling
3. Group Guidance
4. Appraisal
5. Consultation
6. Coordination, Liaison, and Referral
7. Program Development
8. Public Relations
9. Professional Renewal

Administrators who assign clerical tasks, supervisory, and quasi-administrative responsibilities to counselors can negatively affect staff morale and may deny more needed services to students and staff. With this understanding, the following are examples of duties that should be curtailed or eliminated from a counselor's responsibility:

1. Routine Attendance
2. Involving Counselors in Disciplinary Action
3. Reassignment non-Counselor Responsibilities (home room/hall/cafeteria supervision, daily substitute teaching)

The counselor should have no routine student supervision responsibilities different from or in addition to those shared by all faculty members on a short-term, rotating basis.

Other factors that shall be jointly studied to increase the effectiveness of a counseling staff could include, but not be limited to, the following:

1. Counseling offices should be separate and located away from the administration offices.

2. The counselor student ratio should be a maximum of 1 to 300. (good programs throughout the State go no higher than 1 to 280). Schools characterized by high concentrations of negative factors (e.g. poverty, unemployment, absenteeism, low achievement) need the lowest possible counselor/student ratio.

3. The DISTRICT should move toward the development of a separate college and career counselor at each high school.

Interim Bargaining

In the event that the Teacher Tenure Act is repealed or substantially changed by legislative action, the parties agree to interim bargaining on a "just cause" provision to provide job security for certificated personnel.

Administrative Directive

There shall be an administrative directive which states "No part-time person shall be hired for more than seventy-five percent (75%) FTE without the permission of the Director of Human Resources.

Side Letters

1. The BOARD and UNION agree that entering into the 2000-2005 Collective Bargaining Agreement does not compromise or jeopardize either party's position in the Grievance over the adjustment in insurance rates effective October 1, 1999 and the Unfair Labor Practice and Grievance over the adjustment in insurance rates effective October 1, 2000 and will not be used against either party in such litigation.

2. It is the intent of the parties that the Strategic Communications Committee will obviate the need for continuing the quarterly Areas of Consultation meetings between the UNION and BOARD of Education.

BY: _____

FOR THE BOARD OF EDUCATON
PEORIA SCHOOLS DISTRICT 150

DATE: October 9, 2000

BY: _____

FOR THE PEORIA FEDERATION
OF TEACHERS, IFT-AFT,/AFL-CIO

DATE: October 9, 2000