

# **PROFESSIONAL AGREEMENT**

**BETWEEN**

**THE BOARD OF EDUCATION  
NEW LENOX SCHOOL DISTRICT 122**

**AND**

**THE NEW LENOX COUNCIL AFT-LOCAL 604  
IFT/AFT**

**2024-2025; 2025-2026; 2026-2027**



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## **Article I: Recognition**

### **1.1 Recognition of Local 604**

The Board of Education of New Lenox School District #122, Will County Illinois, hereinafter referred to as the “Board”, hereby recognizes the New Lenox Council, AFT Local 604, IFT/AFT, hereinafter referred to as the “Union”, as the sole negotiating agent for the bargaining unit which consists of all full-time and part-time certified personnel with regard to wages, hours, and terms and conditions of employment. Excluded from this unit are substitute teachers, non-licensed personnel, administrative, managerial, and supervisory personnel. The term “teacher” when used hereinafter in this Agreement shall refer to all teachers, social workers, psychologists, speech pathologists, reading specialists, information specialists, occupational therapists, physical therapists, board certified behavior analysts, and certified nurses represented by the bargaining unit. New Lenox School District 122 will hereinafter be referred to as the “District”.

### **1.2 Complete Understanding**

The terms and conditions set forth in this Agreement represent the full and complete understanding between the Board and the Union. The terms and conditions may only be changed through mutual agreement between the Board and the Union.

### **1.3 Saving Clause**

Should any article, section or clause of this Agreement be declared illegal by a court of law, that portion shall be deleted from this Agreement to the extent that it violated the law. The remaining articles, sections and clauses shall remain in effect for the duration of the Agreement.

### **1.4 Availability of Benefits**

All benefits negotiated between the Union and the Board will become available to all full-time and part-time certified personnel of the District. Part-time is defined as 0.5 FTE (full-time equivalency) or greater. Where appropriate, each benefit will be prorated based on the employee’s FTE. Example: if a part-time 0.5 FTE staff chooses family insurance, where the Board of Education’s portion of the premium is \$14,000 for a 1.0 FTE staff, the Board of Education’s portion of the premium for this part-time teacher would be  $\$14,000 \times 0.5 \text{ FTE} = \$7,000$ .

### **1.5 Teacher Membership**

No teacher will be required to join either a local, state, or national teachers’ union or association in order to receive negotiated benefits or as a condition of employment. The following are definitions regarding teacher membership:

- Bargaining Unit Member is an individual who is covered by the collective bargaining agreement.
- Union Dues Payer is an individual who is in the bargaining unit and has signed a dues authorization card with the Union, allowing the employer to deduct dues from his/her paycheck to remit to the Union. An individual can be a dues payer and not be a member of the Union.
- Union Member is an individual who has signed a membership card with the Union.

## **1.6 Teacher Discrimination**

No teacher or group of teachers of the District will be discriminated against by either the Union or the Board on the basis of age, ancestry, arrest record, citizenship status, disability (physical, mental, or association with a person with a disability), gender identity, military status, order of protection status, pregnancy, religion, sexual orientation, unfavorable military discharge, work authorization status (as defined in the Illinois Human Rights Act), race, creed, color, national origin, sex or marital status, membership or non-membership or participation in union activities, or any other legally protected categories.

## **Article II: Board/Union Relations**

### **2.1 Negotiations**

The Board and the Union agree to engage in good faith negotiations. The parties agree “good faith” means consideration of proposals and counter proposals will be presented by either side and an effort made to arrive at an agreement. The parties shall commence bargaining for a successor Agreement on or before March 15 and shall conduct bargaining according to the rules and regulations established by the Illinois Educational Labor Relations Act. Each negotiating party shall present the names of team members to the other party. When the Board Committee and the Union Committee reach agreement on all matters being negotiated, the items shall be reduced to writing and shall be submitted to the membership of the Union for ratification and to the Board for final approval. Copies of this Agreement shall be duplicated by the Board and provided to all certified teaching staff. The cost incurred for the reproduction of this Agreement shall be shared equally by the Board and the Union. There shall be four (4) copies of the final Agreement bearing original signatures. Two (2) copies shall be retained by the Board; and two (2) copies shall be retained by the Union.

### **2.2 Union-Administrative Meetings**

The Superintendent and President of the Union, and other Union representatives as necessary, shall meet at mutually agreed times to discuss items of common concern and interest. Union building representatives and the building administrators shall meet monthly unless mutually agreed upon, to discuss items of common concern and interest.

### **2.3 Information to the Union**

Upon request, the Superintendent shall furnish to the Union President, within a reasonable time frame, information as required by the Illinois Freedom of Information Act. Nothing herein shall be construed as to require the Board or administration to research information.

### **2.4 Dues Check Off**

Payroll deductions for union dues shall be made upon receipt of a signed deduction form, provided by the Union, and kept in the payroll office. Deductions shall continue unless and until the authorization is withdrawn by the individual teacher with written notice to the Local and, in turn, the Local will email the Union Treasurer to remove the individual from membership. A list of teachers, their addresses, and the amount deducted from their paycheck shall be forwarded, in the form of an Excel sheet, to the Union’s Treasurer prior to each pay period that dues are removed. The Union agrees to indemnify and hold the Board harmless against any and all claims, suits, orders or judgments brought or

issued against the Board, directly or indirectly, as a result of any action taken or not taken by the Board pursuant to any written communication from the Union.

## **2.5 Union Officers**

The Union President shall submit a roster of the Union's officers and building representatives within thirty (30) days of their election to the Superintendent. Rosters shall be updated as necessary.

## **2.6 Practices for Union Officers**

No more than three (3) union officers and/or building representatives may utilize an aggregate of three (3) days annually to attend AFT recommended meetings, workshops and/or training sessions. The request is subject to the approval of the Superintendent. Union Officers and Union Representatives may also use New Lenox School District 122 resources, which includes email, for official union correspondence.

# **Article III: Employment Status**

## **3.1 Seniority**

District seniority is defined as the length of continuous service with the District. Seniority shall be determined by the date of employment, i.e., the date of official Board action. Seniority rights shall apply only to tenured teachers of 0.5 FTE status or greater. Seniority ties shall be broken in the following order:

- Continuous service in the District plus any previous years of teaching within the District.
- Continuous service in the District plus previous public school teaching experience in Illinois.
- Continuous service in the District plus previous public school teaching experience outside the State of Illinois.
- Highest degree attained and recognized for credit for compensation purposes.
- Greatest number of college credits (hours) attained and recognized for credit for compensation purposes.
- Drawing by lot.

A full year's service credit for seniority and compensation shall be granted for one hundred days of service in the same school year. No service credit shall be awarded for:

- Substitute service of any type.
- Year(s) on Board-approved unpaid leaves.
- Out-of-district service--unless in the event of a tie.
- In-district service but not as a teacher (teacher paraprofessional, for example).
- Prior teaching experience in the District where there has been a clear break in service due to a resignation -- unless in the event of a tie.

## **3.2 Honorable Dismissal (Reduction in Force)**

Reductions in force shall be accomplished in accordance with Section 24-12 of The School Code of Illinois (105 ILCS 5/24-12). The Board shall determine when reductions in force are necessary. The Union President shall be notified, and if necessary, a date scheduled



to commence bargaining the impact of the proposed reductions. If a teacher is recalled, notification of recall by certified mail shall be sent to the teacher at the address on file with the Board. The teacher shall notify the Board by certified mail of his/her intent to return or not to return to the employment of the District within 20 calendar days of receipt of notification. The teacher forfeits all rights of recall if a response is not made within 20 calendar days.

### **3.3 Progressive Discipline**

Employees shall only be disciplined for just cause. The Union and the District agree that discipline should be progressive. Progressive discipline typically includes, in order: oral reprimand; written reprimand; suspension; and termination. The District may combine steps of progressive discipline if the severity and facts of the situation warrant such action.

## **Article IV: Teacher Reserved Rights**

### **4.1 Right to Organize and Participate**

Teachers shall have the right to organize, join and assist the Union, or refrain from such activity.

### **4.2 Personnel File Review**

All personnel files shall be kept and maintained in a single location. Teachers will be notified when any disciplinary letter and/or documentation is placed in their personnel files. Notification will occur via email, phone, or letter. Teachers shall have the right, upon a written request to the Superintendent or designee, to review the contents of their District Office personnel file. Requests will be honored on the school business day following the receipt of the written request. A mutually satisfactory time will be scheduled for this review. The review shall take place in the presence of a District Office administrator during District Office business hours. Copies may be made of the contents of the file. A reasonable fee shall be assessed per page of copy. Neither the file nor its contents shall be removed from the District Office. After review of a file, the teacher will initial the file, indicating the date and time. The review of the file shall not include review of pre-employment, confidential materials. One member of the local Union may, at the teacher's request, accompany the teacher in this review.

### **4.3 Availability of Roster (New Certified)**

Names, addresses, email addresses, and hire dates of new teachers shall be provided to the Union's President and Treasurer on August 1st. The same information will be provided within 5 business days for anyone hired after August 1st.

## **Article V: Teacher Evaluation**

### **5.1 Procedures**

The building principal or designee shall acquaint the staff holding Professional Educator Licensure with the District's Evaluation Plan. Full and part time teachers, including those who job share as outlined in Section 15.8 of the agreement, will be evaluated according to the PERA Teacher Evaluation Plan (see [link](#) on the District website).

## **Article VI: Grievance Procedures**

### **6.1 Definition**

A grievance is defined as any claim by a teacher or the Union that there has been a misinterpretation, misapplication, or violation of the terms of this Agreement, Board Policy, or Illinois Labor Law. All time limits specified in the grievance process are understood to be work days when the District Office is open for business.

### **6.2 Provisions**

- Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures.
- Failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to deliver a decision within the time limits shall permit the grievant to proceed to the next step. The time limits may be extended by mutual written agreement.
- Any investigation or processing of the grievance shall not result in interruption, interference, or disruption of the instructional program and related work activities of the grievant or other teaching staff.
- A grievance may be introduced at Step 3 if filed by the Union as a class action grievance or as the result of a specific action by the Superintendent/Board.
  - One Forum - If the Union or any teacher files any claim or complaint in any forum other than under the grievance procedure of this Agreement, the District shall not be required to process the same grievance through the grievance procedure. If such conflict arises, the filing party shall be made aware of the potential conflict and given a reasonable opportunity to choose to file a grievance under this agreement without prejudice to their right to future legal recourse.
  - Union Participation/Teacher Representation - The Board acknowledges the right of the Union's grievance representative(s) to participate in the processing of a grievance at the formal steps of the procedures outlined in 6.3.
  - No Reprisals Clause - It is agreed among the Board, Administration, and Union that no reprisals shall result against any persons for participation or refusal to participate in the grievance process.
  - Filing of Materials - All records related to a grievance shall be filed separately from the personnel files of the teacher.
  - Grievance Withdrawal - A grievance may be withdrawn or compromised at any level without establishing precedent.

### **6.3 Procedures**

#### **Step 1**

It is agreed that free and informal communication is most desirable for the resolution of conflict and problems. However, if the informal process fails to satisfy the teacher or the Union, a grievance may be processed as follows:

### Step 2

The teacher or Union presents the grievance in writing to the principal within fifteen (15) days of the occurrence of the event giving rise to the grievance, or when the grievant became aware, whichever occurs later. The nature of the grievance shall be stated, noting the specific clause or clauses of the Agreement on which the grievance is based, and a remedy proposed. The principal will arrange a meeting to take place between the parties at a mutually agreeable time within seven days (7) after receipt of the grievance. A subsequent written response from the principal shall be presented to the teacher and the Union within ten (10) days.

### Step 3

In the event a grievance has not been satisfactorily resolved at Step 2, the grievant shall, within five (5) days of receipt of the principal's response in Step 2, file a copy of the grievance with the Superintendent. Within seven (7) days after such filing, the grievant and the Superintendent or designee shall meet to resolve the grievance. A written response with reasons from the Superintendent or designee shall be presented to the grievant and the Union within ten (10) days after this Step 3 meeting.

### Step 4

In the event a grievance is not satisfactorily resolved at Step 3, the grievant shall refer the grievance to the Board within seven (7) days after receipt of the Superintendent's written response. Within thirty (30) days after such written grievance has been received by the Board, the Board shall conduct a meeting with the grievant to hear the grievance. Within ten (10) days after said meeting, the Board shall present a decision with reasons in writing to the grievant and the Union.

### Step 5

If the grievance is not resolved at Step 4, the grievant may submit the grievance to mediation by giving the Board and Superintendent written notice within ten (10) days of receipt of the Step 4 response. The parties shall select the mediator within ten (10) days of such notice. If the parties cannot agree to a mediator within ten (10) days of the mediation demand, the Federal Mediation and Conciliation Service will be requested to provide a panel of mediators. The mediator's ruling shall be considered non-binding.

### Step 6

No grievance shall be submitted to binding arbitration except with the concurrence of the Union. If the grievance is not resolved at Step 5, the grievant may submit the grievance to binding arbitration by giving the Board and Superintendent written notice within ten (10) days of receipt of the Step 5 response. The parties shall select the arbitrator within ten (10) days of such notice. If the parties cannot agree to an arbitrator within ten (10) days of the arbitration demand, the American Arbitration Association will be requested to provide a panel of arbitrators for selection by the parties in accordance with its rules.

All evidence presented in Steps 1, 2, 3, 4 and 5 may be introduced at Step 6. However, either the Board or the Union can present evidence that has not been provided to the mediator in Step 5. The same shall apply for the arbitrator in Step 6. The arbitrator shall render a decision, which shall be binding upon both parties, but the arbitrator shall have no power to render a decision that adds to, subtracts from or modifies this Agreement. The decision shall be confined to the meaning of the contract provision which gave rise

to the dispute and the consideration of a remedy. The parties to the arbitration shall bear equally the expenses of the arbitrator. All other expenses related to the arbitration will be borne by the party incurring the expenses, including but not limited to the expenses of investigating the grievance, the expenses of any witnesses called by such party, and the cost of a transcript if requested by only one party.

## **Article VII: Retirement Provisions**

### **7.1 Retirement Incentive Program**

The District's Retirement Incentive Program is designed to recognize the professional contributions made to the District by eligible, full-time teachers.

The following conditions must be met:

- An eligible teacher may elect to participate in the program any time after he/she reaches the age of fifty-five (55), or if he/she will receive maximum pension and be age fifty-five (55) within six (6) months of retirement.
- Teachers wishing to access the benefits of this article shall have completed a minimum of fifteen (15) consecutive years of service in a certified position with the District upon retirement.
- End of Career 6% Increase(s) Eligible participants' TRS creditable earnings will be increased by six percent (6%) for the last four years only prior to retirement. A one, two, or three-year notice may also be given. Six percent (6%) increases will only be given for the years of the formal notice received. For example, if a teacher gives a two-year notice, six percent (6%) increases will only be applied for two (2) years.
- All retirements must occur before June 30 of the summer of the last year of teaching in the District.
- Appropriate deductions for income taxes, FICA, and TRS contributions shall be made from all payments made to the teacher.
- Members who gave notice of retirement by November 1, 2023, will retain the Employer/Employee contribution of the 85/15 insurance formula until retirement. (Added May 13, 2024)
- Once given and accepted by the Board, a teacher's notification of intent to retire may not be rescinded. If an employee ends his/her employment prior to the Board approved date of retirement, the employee will not receive District payment of the individual employee health insurance premium to TRS/IMRF as set forth in Section 7.2 below.
- Creditable earnings paid during the retirement notice period shall be inclusive of approved extra-duty compensation. A teacher who takes on a new extra duty assignment during the notice period shall receive no additional compensation. If during the notice period the Board discontinues an extra duty position filled by a teacher who gave a four, three, two, or one year retirement notice, no deduction shall be made from the specified annual increases. If, however, a teacher voluntarily discontinues such an assignment, or if the teacher is removed from the position for just cause, compensation for the position will be deducted from the total creditable earnings received for that year.

- An eligible teacher must notify the Board of his/her intent, in writing, no later than November 1 of the fourth year prior to retirement to receive full post-retirement benefits as depicted within this section.
- In the event that an employee gives notice and participates in the Retirement Incentive Program and a TRS penalty is triggered, the District will facilitate a meeting with the certified staff member, a union representative and a Superintendent designee to resolve any penalty issues. If there is no resolution, the District may stop the incentive.

## **7.2 Medical Insurance**

- Eligible participants may elect to receive upon retirement partial premium reimbursement for major medical health insurance; the reimbursement shall be for single coverage only and shall continue for five (5) years during retirement or until the teacher reaches age sixty-five (65), whichever occurs first. The reimbursement received will be 85% of the cost of TRIP/IMRF endorsed plan(s) equivalent insurance.
- The teacher shall pay the cost of the Illinois Teachers' Retirement Insurance Program (TRIP)/IMRF endorsed plan(s) equivalent but shall be reimbursed monthly for the percentage of the premium as stated above.
- Neither life insurance nor dental and vision insurance will be available to the participants under the provisions of this program.

## **7.3 Retirement Recognition Payment**

In recognition for service in the District, upon retirement, an additional benefit shall be paid at the rate of forty dollars (\$40) per day for each unused accumulated sick leave day. To be eligible, the teacher shall have completed fifteen (15) years of continuous service with the District and shall be at least fifty-five (55) years of age. The retiree is eligible to receive this reward payment only once. This payment shall be paid no later than sixty (60) days after commencement of retirement and shall not be considered creditable earnings.

# **Article VIII: Teacher Assignment and Transfer Provisions**

## **8.1 Postings**

The Superintendent shall have posted in all school buildings and on the District website a notice of all vacancies as they occur with minimum specifications for the job. Summer vacancies will be posted on the staff portal under the Human Resources section. The Union President or designee shall be furnished with an updated listing of vacancies.

## **8.2 Notification of Assignment/Salary Statement**

Teachers shall receive written notification of tentative assignments from the Personnel Office no later than May 30<sup>th</sup> for the following school year. Additionally, by the first mandatory day of teacher attendance, each teacher will be able to access through the employee portal his or her annual Employee Salary Statement which includes name, salary, and step/lane information.

### **8.3 Voluntary Transfer**

Any teacher may submit a written request to transfer to another building and/or grade level/department assignment as vacancies occur. An interview may be given to District teachers with appropriate certification. Notification of the final decision will be provided to all interviewees and/or those demonstrating interest in the position. The teacher may submit a written request to the administration to further discuss the decision. A part-time teacher may be transferred to a full-time position should a midyear vacancy occur for which he/she is qualified.

### **8.4 Involuntary Transfer/Reassignment**

An involuntary transfer occurs when there is a relocation and/or reassignment of a teacher without the teacher's request. Involuntary transfers that result in relocating a teacher to another building or placing a teacher in a different position will be made only after a meeting between the teacher(s) and the principal(s) involved. At this meeting, the teacher will receive a verbal explanation of the reasons and rationale for the transfer or reassignment. The teacher will be afforded an opportunity to share reactions to the proposed transfer/reassignment during this meeting. If after the meeting, the teacher objects to the transfer or reassignment, he/she may appeal, in writing, to the Superintendent. If requested by the teacher, the Superintendent and teacher shall meet to discuss the teacher's objections to the transfer/reassignment. The teacher shall receive, in writing, the Superintendent's decision which shall be final and binding on the teacher and without basis or cause for the filing of a grievance. Any teacher who is notified of an involuntary transfer after May 30<sup>th</sup> of the current school year will be eligible to receive compensation for packing his/her classroom materials over the summer. The compensation will be no more than two days (per diem) of the teacher's annual salary. See section 12.3 for mentor opportunities upon request.

## **Article IX: Use of School Facilities and Equipment**

### **9.1 School Facilities**

The Union and its representatives may use school facilities after school hours for their Union meetings if approved by the building administrator at least two (2) days prior to meeting and provided this does not conflict with regularly or previously scheduled building or District activities.

Committee meetings of five (5) or less members may be held after school hours prior to 4:45 p.m. without special permission. When special custodial services are required, the Board will charge the Union for said services at the usual and customary rates.

### **9.2 School Equipment**

The Union and its representatives shall be permitted, upon prior consent from the building administrator, to use office equipment. The Union will reimburse the District for the cost of all materials and supplies used. The utilization of school equipment shall not impede or impair the regular operations of the schools, and first priority for equipment used shall be the needs of the instructional program.

## Article X: Insurance

### 10.1 Health Insurance

All teachers in the District will have access to a quality health care plan for the duration of this contract. Dependent coverage shall be available to teachers as outlined below. Coverage will be available to teachers for medical, dental, vision, and Flexible Spending Account (FSA) Section 125. The District will endeavor to offer PPO, PPO-HSA and HMO options for the duration of the contract. The teacher must pay a share of the premium for the insurance packages they choose according to the following schedule:

	2025		2026		2027	
	Board %	Employee %	Board %	Employee %	Board %	Employee %
PPO All Tiers	80	20	79	21	78	22
*PPO-HSA All Tiers	82	18	82	18	82	18
HMO All Tiers	82	18	82	18	82	18

\*In addition to the normal annual employer contribution to the employee HSA account, a one-time HSA employer contribution of an additional \$500 (\$1,250 total for the bonus year) for single and \$1,000 (\$2,500 total for the bonus year) for +1/family will be given to current HSA members or newly enrolled HSA members.

### 10.2 Level of Benefits

The insurance plan for the duration of the contract shall have the same essential elements of the plan in effect on January 1<sup>st</sup> of each year unless the annual premium increases more than 8%, and then section 10.4 shall be followed.

### 10.3 District Health Insurance Committee

A district health insurance committee shall work on an ongoing basis to provide input to the Board regarding insurance issues. The committee shall review insurance costs and trends with the core duty of the committee to provide recommendations regarding premium cost containment measures to the Board of Education. The committee will be comprised of two district level administrators, two building level administrators, the Union President or designee, one teacher union representative from each building, and one member from each non-licensed group (maintenance, secretarial, and teacher aide). If a member is not able to attend, an alternate person in the same position/building should attend the meeting in his/her place. When an issue arises before the committee that requires a vote, there must be a caucus of at least 60% of the members.

### 10.4 Premium Cost Containment

In the event the premium cost increases more than 8% from one year to the next, the insurance committee will convene to implement cost containment measures to maintain an increase of no more than 8%. The committee will provide cost containment measures

to the Board of Education. The Board of Education will review cost containment measures and determine the final cost.

#### **10.5 Medical Insurance Option**

Those certified members who elect not to take the health insurance plan will be eligible to receive a flexible spending account (FSA) of \$500 provided the employee is enrolled in a qualified group health plan that meets the minimum essential value. Proof of such coverage will be required.

#### **10.6 Term Life Insurance/Accidental Death & Dismemberment**

All full-time and part-time teachers in the District will be insured under a group term life insurance policy and AD&D policy paid by the Board to the extent of \$50,000 per policy per teacher for the period of this Agreement. The Board will select the carrier and the insurance program to be installed.

#### **10.7 Income Protection Insurance**

The Board shall provide an income protection program for all full-time teachers who become permanently disabled while they are employed by the District. Details regarding the provisions of the plan are as follows:

After twenty-one (21) consecutive days of absence from work, due to illness or non-occupational injury, and after all accumulative sick and personal leave pay is exhausted, a teacher shall become eligible to receive \$200 per week, subject to a maximum of 66 2/3% of basic weekly salary when combined with other income benefits, including disability benefit provisions of the Illinois Teachers' Retirement System. Benefits are payable for a maximum of twenty-six (26) weeks or to the end of the school year, whichever occurs first.

#### **10.8 Conditions of Insurability**

The insurance programs described in this Article, which were selected by the Board, shall be provided to all teachers who are eligible, wish to enroll, and meet the criteria. For insurance purposes, the school year is defined as the first mandatory day of teacher attendance through August 14 of the following calendar year. The District's benefit plan year is January 1 through December 31 of each year. Open enrollment is held each fall. Open enrollment for new employees is within the first 30 days of employment.

If retirees are accepted immediately into TRS insurance coverage, District insurance coverage shall remain in effect through June 30.

If a teacher's employment terminates before the end of the school year, insurance coverage ends on the last day of the month in which the teacher ceases professional services to the District. If a teacher's employment terminates after the end of the school year, insurance coverage ends on August 14.

A teacher, who has been granted a family leave of absence under the provisions of Article XI, Section 11.2, may remain in the District's group insurance program, if permitted by



the carrier, provided the teacher pays the entire premium for all portions of the selected insurance program for the length of the leave. The District will cease payment of all insurance premiums for the teacher at the end of the month for which the last payroll check is issued. The teacher shall make the monthly premium payments directly to the administrative agent of the insurance program in a timely fashion. Failure to pay on time will result in loss of coverage.

## **Article XI: Leave of Absence Provisions**

### **11.1 Personal Days**

A Personal Day is defined as a leave that conflicts with the teacher's regular school day and is not authorized under other leave provisions.

The Board authorizes each full-time teacher a maximum of three (3) Personal Days per school year on a non-cumulative basis in accordance with the provisions of this Article. If feasible, Personal Days may be taken for periods of less than a full work day, but for no less than 3 hours (1/2 day).

Unused Personal Days will be applied toward sick leave accumulation, not to exceed three (3) days per school year.

### **11.2 Leave of Absence Without Pay**

A leave of absence without pay shall be given to no more than two (2) tenured teachers per school year. All requests for such leaves must be submitted in writing, to the Superintendent or designee prior to March 1, preceding the school year for which the leave is requested. Leaves without pay may be requested for the following reasons:

- A. Exchange teaching programs in other states, territories, or countries as a full-time participant. The program must be under the direct sponsorship of a nationally recognized agency and/or the Federal/State government.
- B. Foreign or military teaching programs, as a full-time participant.
- C. Peace Corps, Teacher Corps, Job Corps, as a full-time participant.
- D. Advanced study - full-time enrollment (a minimum of ten (10) hours of credit per fall/winter/spring terms) in an approved program of studies leading to a master's, specialist, and/or doctorate degree. Proof of enrollment and full-time status is to be provided each term (fall/winter/spring) to the Board.

A leave without pay shall be granted for a period not to exceed one (1) school year, August through June. There shall be no provision for a one-term leave (a fall/winter or spring term).

The teacher(s) shall notify the Board, in writing, prior to March 1 of the school year of the leave, as to their intent of returning to their teaching position for the beginning of the next school term. When the purpose of the leave is for conditions A, B, and/or C of this section, a signed, official contract or agreement between the agent and the teacher shall be provided to the Board.

A teacher will maintain seniority status during the leave. Upon returning from the unpaid leave, the teacher shall advance to the next step on the salary schedule.

### **11.3 Family Leave**

A tenured full-time or part-time teacher, male or female, shall be eligible for a Family Leave without pay or other benefits, subject to the following conditions:

A teacher may request a Family Leave for purposes of providing care for a newborn child, adopted child, immediate family members or oneself. The immediate family of the teacher shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, and persons living in the household who are not related as indicated above.

A Family Leave shall be granted under the following conditions:

- The teacher must make an application to the Superintendent or designee at least sixty (60) days prior to the commencement of the leave.
- A teacher adopting a child and anticipating the request of a Family Leave shall notify the Superintendent or designee upon first making an application for adoption. The leave shall be granted upon written notification to the Superintendent or designee, as to the date of the child's expected arrival. The teacher shall inform the Superintendent as to the ongoing status of the proceedings.
- For a tenured teacher, a Family Leave shall be granted for no longer than the remainder of the school year in which the leave commences. However, the Board may grant an additional year of Family Leave as specified in this section. The granting or withholding of such leave shall be without precedential effect and non-grievable.
- A letter of request shall contain a statement from the teacher stating the inclusive dates requested for the leave of absence.
- Under exceptional circumstances, the Board may waive the period of notification in granting a Family Leave. Such Board action shall be without precedential effect and non-grievable.
- No later than March 1, or fifteen (15) days after the start of the leave, a teacher on Family Leave shall advise the Superintendent or designee, in writing, of his/her intentions for the next school year. When applicable, a letter of resignation should accompany the notification.
- The use of sick leave shall not be applicable during the period of the Family Leave.
- A teacher returning to employment will be credited with the amount of sick leave accumulated at the commencement of the leave.
- See 10.8 for benefit information.
- Prior to returning to work, the teacher shall consult with the Superintendent or designee regarding availability of positions. Except in

cases where the Board decides to decrease the number of employed teachers or discontinue some particular type of teaching service pursuant to the exercise of its dismissal powers under The School Code of Illinois, the teacher will be offered the same position he/she held prior to the leave, if said position is available, or a comparable position (as determined by the administration) for which he/she is qualified. Should the teacher refuse a position which is vacant, and for which he/she is qualified, he/she shall forfeit all employment rights with the District.

- A teacher on a Family Leave shall not be eligible for employment as a substitute. The teacher shall be eligible to contract for co-curricular assignments that would be conducted after regular school hours.
- A teacher granted a leave under this provision shall not accrue seniority or advance for purposes of salary adjustment unless the teacher was employed for a minimum of one hundred (100) days of the school year the leave commenced. The teacher would then be given credit for one (1) year of seniority and experience on the compensation schedule. If the teacher worked less than one hundred (100) days, upon return his/her salary shall be equal to the amount for the step and lane at the commencement of the leave.
- A Family Leave shall be granted pursuant to the provisions of this Article, provided the teacher complies with the provisions stated. Failure to comply with these provisions may constitute grounds for denying a Family Leave of absence. Failure to return from an approved leave, as provided in this Article, or failure to request a leave of absence as provided in this Article, shall be considered a voluntary resignation, and the teacher shall lose all reemployment rights.
- A teacher who has been granted a Family Leave shall not become eligible for a subsequent Family Leave until he/she has returned to full-time teaching service for at least one (1) complete school term. However, under exceptional circumstances, the Board may grant an additional leave. The granting or withholding of such leave shall be without precedential effect and said decision shall be non-grievable by the teacher or Union.
- A teacher granted a leave of absence under the provisions of the Agreement shall waive any claim to unemployment compensation. If benefits are received, the teacher shall reimburse the Board for the full amount received.
- Family Leave is granted on the condition that the teacher taking such leave will not engage in alternate employment which is in any way equivalent in either income or career potential to the teacher's position in the District.

- Nothing in this section is intended to require a teacher to apply for a Family Leave nor to limit the right of the teacher from requesting a leave under the provisions of the Family and Medical Leave Act of 1993.

#### 11.4 **Sick Leave Accumulation**

At the beginning of each work year, all regularly employed, full-time teachers will be credited sick days according to the chart below:

Years of NLSD Service	Credited Sick Days per Year
0-15	15
16-20	17
21-25	19
26+	21

Each year of the contract, teachers who finish the previous school year with less than 10 absences (excluding FMLA and Condolence Leave), will be credited with additional sick days according to the chart below:

Years of NLSD Service	Additional Sick Days per year
0-15	2 days for a total of 17 days
16-20	3 days for a total of 20 days
21-25	4 days for a total of 23
26+	5 days for a total of 26 days

- Teachers who are hired after the commencement of the school year will be granted sick leave days on a prorated basis.
- Teachers shall neither receive nor accumulate sick leave days during unpaid leaves of absence.
- Teachers absent due to illness for 1-3 hours shall be charged with 1/2 day of sick leave. For more than 3 hours, a full day of sick leave shall be charged.
- Regularly employed, part-time teachers (0.5 FTE or greater) shall receive a fractionalized portion of sick leave benefits as directly related to the full-time equivalency of their contract. All benefits of the sick leave plan are subject to the completion of the full year of work.

### **11.5 Sick Leave Utilization**

Sick leave is defined as personal illness, serious illness, injury, mental health, or quarantine in the immediate family or household, or birth, adoption/fostering, or placement for adoption. The immediate family of the teacher shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, and persons living in the household who are not related as indicated above.

The Board may require a physician's certificate as a basis for pay during leave, should the absence exceed three (3) consecutive days, or as it may deem necessary in other cases.

Sick leave in excess of three (3) days may qualify for FMLA; please contact the Human Resource Department for more information.

The provisions of this Leave Article (XIII) will be administered in accordance with the Board's [Family and Medical Leave Act policy \(5:185\)](#), a copy of which is available on the District web site and is also available upon request. Teachers may be eligible to receive benefits under the FMLA. Due to the complexities of FMLA, please contact the Human Resource Department to learn more about the provisions of this benefit.

It shall be the responsibility of the teacher to inform the Superintendent or designee of a pending disability for which sick leave of ten (10) or more consecutive days may be utilized. This notification shall be accompanied by a physician's statement. If the disability is pregnancy related, a written statement from the attending physician shall: (1) certify the pregnancy, and (2) estimate the date of delivery of the child. Upon the physician's release, the teacher shall immediately return to work, or if previously requested and the disability is pregnancy related, the teacher shall activate a Family Leave. All extended uses of sick leave shall require a written release from the doctor stating the date the teacher is eligible to return to work and that the teacher is in physical condition to perform the duties of the school position.

An appropriate deduction will be made from the final pay of any teacher who leaves before the teaching year is completed and who has used more than the allowable leave.

### **11.6 Condolence Leave**

A paid leave shall be granted to teachers for each death that occurs in the family unit defined:

- Five (5) days leave (The teacher's parents, spouse, children, siblings, grandchildren, or spouse's parents)
- Three (3) days leave (The teacher's grandparents, brothers-in-law, sisters-in-law, legal guardians, or persons who are living in the household who are not related as indicated above)

The Superintendent or designee has the discretion to grant an exception to the condolence leave. Notification of the exception shall be given to the Union President. The exception shall not be grievable. The building principal should be notified of the

death. The teacher shall contact the Superintendent or designee if there is a need to extend condolence leave using sick leave.

## **Article XII: Professional Growth**

### **12.1 Approval and Reimbursement (College and Licensure)**

Full-time teachers are eligible for tuition reimbursement for out of pocket tuition expenses only per the chart below:

- Calendar year to be defined as August 15 through August 14.
- The prerequisite for approval is that the coursework and/or professional association dues (dues or professional development licensure requirements) for licensure requirements shall be in the applicant's special area of instruction in which he/she is serving the District, in the field of professional education, or hours toward a planned and approved program for an advanced degree.
- To qualify for lane changes beyond the master's level the teacher must complete all qualifying coursework after receiving the master's degree.

First Two Years in District (Tuition/License Fees)	Third/Fourth Years in District (Tuition Only)	Five or more years in District (Tuition Only)
\$1200.00	\$1400.00	\$1700.00

Specialists are eligible for a combination of licensure and tuition reimbursement according to the chart above for the first two (2) years in NLSD. After two (2) full years of employment at New Lenox School District, the district shall reimburse licensure fees (PEL excluded) to licensed professionals who are required to upkeep licenses beyond the PEL.

Teachers who are considering retirement are urged to refer to Article VII-section 7.1 to avoid post-retirement penalties when increasing their compensation due to lane changes.

- Full-time teachers, excluding those on leave from the District, and including teachers covered by Section 11.2 of this Agreement, may be reimbursed for tuition expenses incurred in earning college credits, in addition to earning salary adjustment for a lane advancement when applicable.
- In order to qualify for reimbursement, the teacher must do the following:
- Submit and receive approval on the District's course approval form, available online.
- Successfully complete the course for credit and earn a grade of "B" or better.
- Submit District reimbursement form, a paid receipt from the college and official transcript.
- Reimbursement for the fall, winter, spring, and summer courses will be made as soon as possible, (1) according to the schedule established by the District for the payment of bills at regular school board meetings, and (2) after receipt of all required documents.

## 12.2 **Staff Development Plan**

Annually, a Professional Development Committee composed of teachers and administrators will plan the comprehensive professional development activities for the upcoming school year. The Administration shall consider the proposal from the Committee and shall make the final decision regarding the plan, based on the needs of the faculty, Administration, students, and community.

Instructor applicants shall submit a proposal and provide evidence of their qualifications for teaching the course. A one-time preparation fee shall be paid per the chart below not to exceed the presentation time. On advanced approval, teachers who successfully complete the District staff development experience shall be paid per the chart below.

For in-district courses (NLU) offered beyond the work day, District teaching personnel will be given the first opportunity to serve as the staff development instructors and will be paid per the chart below.

Teachers who are considering retirement are urged to refer to Article VII-Section 7.1 to avoid post-retirement penalties when participating in compensated staff development activities.

Description	2024-2025 Hourly rate	2025-2026 Hourly Rate	2026-2027 Hourly Rate
NLU Attendee	\$26.00	\$27.00	\$28.00
NLU Instructor	\$52.00	\$53.00	\$55.00
NLU Instructor One Time Prep Fee	\$52.00	\$53.00	\$55.00

## 12.3 **New Teacher Orientation/Mentor/Intern Program**

New teachers shall be required to attend new teacher meetings in order to fulfill local criteria and/or ISBE certification requirements. New teachers will not be paid for these requirements. Mentor teachers will be assigned to the new teachers for a period of one (1) year. When needed, a new teacher may be assigned a mentor for a second year. In addition, a veteran teacher assigned to a new grade level or content area may also be assigned a mentor. Mentors will be paid per the chart below for mentoring a teacher. Professionals responsible for the supervision of interns employed by the district qualify for the mentorship stipend as described below.

Description	2024-2025 Annual rate	2025-2026 Annual Rate	2026-2027 Annual Rate
Mentors	\$517.00	\$533.00	\$550.00

Teachers who are considering retirement are urged to refer to Article VII-section 7.1 to avoid post-retirement penalties when increasing their compensation due to lane changes.

### **Article XIII: Teacher Compensation Provisions**

#### **13.1 Provisions**

The published salary schedule shall consist of the following Lanes: BA, BA+10, BA+20, MA/BA+45, MA+15, MA+30, MA+45, and MA+60. Teachers should make every attempt to notify the District as soon as possible that a lane change may occur. In order for the lane change to be retroactive to the start of the school year, the documentation required for salary schedule advancement must be received in the Superintendent's office by October 1. Teachers may advance mid-year. In order to advance mid-year, the documentation required for salary schedule advancement must be received in the Superintendent's office by February 15. In the event that securing official documentation is a problem, the teacher should contact the Superintendent's office to make alternate arrangements.

#### **13.2 Number of Pay Periods**

Salary shall be paid to teachers using a twenty-six (26) pay period schedule through direct deposit.

#### **13.3 Salary Schedules**

The salary schedules for the 2024-25, 2025-26, and 2026-27 school years are contained in Appendix B. Transcript evaluation and previous experience drive initial placement on the salary schedule. The Board will pay 100% of the employee contribution to TRS.

#### **13.4 Substitution Pay**

The administration shall make every effort to hire qualified substitute teachers. When substitutes are not available, volunteers will be selected from available teachers for the area of instruction that requires the substitute. If no teacher volunteers, teachers may be assigned on a rotational basis. A teacher is considered a substitute when he/she takes a class or requested duty in lieu of his/her non-instructional time or duty free lunch. Reimbursement shall be paid per chart below.

Description	2024-2025 Hourly rate	2025-2026 Hourly Rate	2026-2027 Hourly Rate
Internal Sub	\$62.00	\$64.00	\$66.00

#### **13.5 Homebound Tutoring Pay**

Description	2024-2025 Hourly rate	2025-2026 Hourly Rate	2026-2027 Hourly Rate
Homebound	\$52.00	\$53.00	\$55.00



### **13.6 Teacher Retirement Contribution**

According to authority granted by the Pension Reform Act of 1974, Section 414 (h) (2) of the Internal Revenue Code, the Board agrees to shelter and send to the Teacher Retirement System, on behalf of each teacher, an amount equal to full employee TRS contribution.

Should any of the above be declared improper by an IRS, TRS, Illinois School Code ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

## **Article XIV: Extra Duties**

### **14.1 Assignment of Paid Extra Duties**

All positions are approved on a yearly basis. Paid extra duty positions will be posted and made available to the staff. Priority shall be given to the teacher currently holding the position. \* If expectations have not been met, written notification with an explanation shall be given to the teacher by June 1. The Board reserves the right to add to and/or delete extra duties as the needs dictate. (\*Exception to this: SIT shall rotate new team members on with one third of the team members rotating off every year. These positions shall be posted.)

### **14.2 Payment of Paid Extra Duties**

All payments for extra duty will be paid on one of the five (5) designated days by the Superintendent's Office, typically-October, December, February, April and June. Teachers selected to perform extra duties shall be compensated monetarily according to the Extra Duty schedule (Appendix A). Full payment of the stipend shall be based on the successful completion of the assignment.

Teachers shall have the following options:

- Year-long extra duty payments will be paid in a lump sum on the June designated pay date or split between the December and June pay dates.
- Payment of all other extra duties (non-year-long) will be made on one of the five (5) designated pay dates after completion of the stipend.

The five (5) payment dates will be published by the Superintendent's Office during the first week of the school year. Every effort will be made to pay the certified staff member on the first of the five dates available closest to the completion of an extra duty or activity.

### **14.3 Non-Paid Extra Duties**

In each building there may be a variety of duties which must be assigned to teachers during the regular work day for which no stipend will be paid. The building principal is responsible for establishing an equitable and rotating schedule of supervisory duties.

### **14.4 Summer School and/or ESY**

In the event that summer school is offered in the District, all summer school positions shall first be offered to District teachers. The administration shall reserve the right to select the summer school staff from all applications received.

#### **14.5 Payment for Summer School/ESY**

The following Extended School Year (ESY) positions will be credited with “lanes of experience.” Lanes of experience will be determined by total years of experience in this profession, not limited to NLSD 122 experience. Years of experience will be evaluated and determined by the Administration per ELIS record. No other positions will earn this type of credit.

Position	0-2 Years	3-5 Years	6-8 Years	9+Years
Licensed Staff	\$3800	\$4000	\$4200	\$4500

#### **14.6 Payment for Summer Special Education Evaluations**

A certified staff member participating in any summer special education evaluation shall receive \$50 per hour or his/her hourly rate, whichever is greater.

#### **14.7 Payment for Lead Teachers**

A District certified staff member serving in one of the following lead positions shall receive the associated stipend:

Lead Psychologist	\$10,000
Lead Social Worker	\$10,000
Lead Adaptive PE Teacher	\$10,000
Lead Speech Pathologist	\$10,000
Lead Board Certified Behavioral Analyst	\$10,000
Lead Nurse	\$20,000

### **Article XV: Miscellaneous Working Conditions**

#### **15.1 Faculty Meetings**

Each building principal may conduct one faculty meeting per full month of school, not to exceed nine (9) per year. The maximum time per meeting shall not exceed forty-five (45) minutes outside of the regularly established work day. All teachers assigned to teach/serve in that respective building must be present, unless excused by the building principal. No staff are required to attend a meeting prior to 7:00 am.

The building principal shall establish a schedule of faculty meetings. Except for emergencies, the Principal will notify the teachers of each meeting date, one week in advance.

#### **15.2 Teacher Planning Time**

Each teacher shall be granted a minimum of one block of thirty (30) minutes of unassigned time for planning during the student day. A proration system shall be utilized by the building principal on those 1/2 days designated by the Board for state-approved in-service training. When a teacher loses his/her planning time for a qualified reason, the time shall be rescheduled by the principal or paid per the chart below. Teachers with extra planning time may be used for other supervisory duties as well as internal subbing.

The District administrators shall work in conjunction with the Information Specialists and building principals in an attempt to provide additional planning time for classroom teachers at the primary and intermediate buildings. If additional planning time can be provided, a schedule will be implemented. The Union recognizes that there will be occasions when this additional planning time will be canceled due to conflicts. Furthermore, the Union recognizes if the District implements personnel changes related to financial conditions and the information specialist time is limited, planning time may not be provided.

Description	2024-2025 Hourly rate	2025-2026 Hourly Rate	2026-2027 Hourly Rate
Missed Plan	\$62.00	\$64.00	\$66.00

#### **15.3 Mileage Reimbursement**

Teachers who use personal vehicles to perform their duties shall be reimbursed at the current IRS rate. Teachers who use personal vehicles to and from a conference shall be reimbursed at the current IRS rate. No food will be reimbursed.

#### **15.4 School Calendar**

Prior to the adoption of the School Calendar by the Board, the Superintendent shall involve a representative of the Union to be a part of a committee providing input for the calendar. The administration shall consider the proposal from the committee and shall make the decision regarding the plan based on the needs of the administration, schools, faculty, students, and community. A half-day teacher preparation day for Parent/Teacher Conferences will be provided prior to the November Parent/Teacher Conferences.

#### **15.5 School Year**

The school calendar shall consist of 180 days, of which 176 will be student attendance days and 180 will be teacher work days. As required by law, five (5) emergency days shall be included in the calendar for a total of 185 days. Unused emergency days shall

not become work days for teachers. Teachers shall be paid for 180 days of service. Any docking of a teacher's pay shall be determined by the formula  $(1/180)$ . This formula does not apply to summer school. School nurses can come in two (2) days prior to the beginning of the school year (before institute days) in lieu of attending PTC and will not need to use sick/personal leave.

#### **15.6 Additional Work Days**

Should any teacher be required to work in addition to 180 days, he/she shall be paid a sum equal to  $1/180$  for each such day. Staff members will be provided a log by their principal to provide verification of full days worked as defined in Section 15.7. Certified staff members who may be required to work an extended year are as follows:

Psychologists	Up to 5 days
Band Director	Up to 20 days
Orchestra Director	Up to 10 days
Athletic Director	Up to 10 days
Instructional Technology Coach	Up to 20 days

#### **15.7 Length of Work Day**

The teacher work day is the period during which a teacher is required to be present. The length of every teacher's work day shall be seven (7) hours and fifteen (15) minutes. This includes thirty (30) minutes prior to the scheduled beginning of the student instructional day and fifteen (15) minutes after the last dismissal except on those days where a need exists for teachers to meet their professional responsibilities, (i.e. open house programs, curriculum projects, staffings, etc.). Part-time teachers' responsibilities will reflect a percentage of the work day. At the discretion of the principal, any portion of the thirty (30) minutes before and fifteen (15) minutes after the student instructional day may be utilized for faculty meeting purposes. In addition, it is the expectation that during the thirty (30) minutes prior to the beginning of the student instructional day, that teachers will be present in their classrooms or in the door/hallway of the classroom during the last ten (10) minutes of this thirty (30) minute timeframe, unless they have an assigned morning duty.

Required or expected evening events shall be limited to three (3) non-compensatory activities per school year, with Open House/Expectation Night being one of the required evening events for all staff. Teachers who are assigned to more than one building shall attend Open House/Expectation Night at all their assigned buildings and add one (1) additional night during the school year to fulfill the three (3) night requirement. If additional evening activities are required or expected, payment will be made per the chart below.

Staffing meetings scheduled outside the contractual work day shall be paid per the chart below.

All teachers will be held accountable to report to work on time. The principal may adjust the before and/or after school minutes for a specific need or excuse a teacher from such minimum time requirements. The length of a given student day may be shortened or lengthened by the Superintendent due to emergency conditions. Depending on the circumstances, the teachers' dismissal may or may not coincide with the student dismissal.

The teacher work day shall include a minimum thirty (30) minute, duty free lunch period, except when emergency situations as determined by the principal, and/or unusual conditions prevail; i.e., field trips, etc. A teacher who is required to participate in a meeting or other activity during his/her duty free lunch period shall be given the option of having his/her lunch period rescheduled or receive payment for the loss of the lunch period per the chart below. A teacher who may find it necessary to leave the building at any time during the work day must first notify the principal or designee of his/her intent to leave and where the teacher can be reached.

The length of all teacher institute days and in-service days shall be the same as a regular school day (seven [7] hours and fifteen [15] minutes), or less if so approved by the Superintendent.

Description	2024-2025 Hourly rate	2025-2026 Hourly Rate	2026-2027 Hourly Rate
Missed Lunch	\$62.00	\$64.00	\$66.00
Outside of Work Day	\$31.00	\$32.00	\$33.00

#### 15.8 **Job Sharing**

Teachers interested in job sharing shall submit a letter of interest and a proposed plan per the Job Sharing Procedures to the Superintendent or designee. A copy of the letter of interest and plan shall be forwarded to the building principal no later than May 30 of the year prior to the requested Job Share assignment. Teachers will be notified of approval/disapproval by June 30. Those teachers approved will receive and sign the Job Sharing Guideline document. All guidelines shall be enforced and non-grievable. All benefits will be at the level of fifty percent (50%). Furthermore, the Union recognizes that job sharing assignments will be awarded at the sole discretion of the Superintendent and/or designee. Job Sharing Procedures may be obtained from the Office of the Superintendent.

#### 15.9 **Sick Bank**

After two (2) full years of employment in the District, any teacher who has accumulated at least twenty (20) Sick Days shall be eligible to participate voluntarily in the "Sick Leave Bank." The intention of the Sick Leave Bank is to provide extended sick leave to members of the bank who incur a period of prolonged illness, injury, or hospitalization. Any teacher who desires to participate in the Sick Leave Bank shall submit to the Union President a written notice of intent to participate on a union established form provided. Such notice

shall be forwarded to the Administration no later than September 30.

To be a member of the Sick Bank, an employee shall contribute two (2) sick days per year for the first two (2) years of membership. Each succeeding year, an employee will contribute one (1) day per year until the bank accumulates approximately eight hundred (800). If the maximum number of days is reached before the beginning of a school year, donation days will be waived. If accumulated days drop below eight hundred (800), members will donate one (1) additional day for that school year.

If a member withdraws from the bank, the days already contributed by the individual shall remain in the bank. A member withdrawing days from the bank will not be asked to replace the days except as a regular yearly contribution. Re-enrollment in the Sick Bank will occur annually.

The Sick Bank will officially be administered by the Teachers' Union. Committee membership shall consist of the Union President or designee, five (5) teachers, and one (1) administrator. The committee must have a quorum in attendance to take any action. Four (4) members in attendance shall equal a quorum. The committee may ask for additional information and records from the physician prior to an approval and/or denial. It will be at the discretion of the Sick Leave Committee to determine the minimum and maximum numbers of days granted to any applicant during a school year. Days do not have to be consecutive or full days. The member's history of sick days used may be reviewed by the committee and taken into consideration when granting sick days.

A member of the Sick Bank may not withdraw sick days until the said member has: 1) exhausted his/her own accumulated sick days; 2) submitted a written certificate of illness from a licensed physician; and 3) completed the sick leave bank application form.

The sick leave bank shall be applicable only to sick leave bank members. In addition, members of the sick bank may request days for the illness of the immediate family. Immediate family includes spouse, children, or any individual whom you have been granted legal custody as defined by Illinois law and statutes. The sick leave bank shall not be applicable for: 1) cosmetic surgery (as defined in insurance policy), except if complications result therefrom; 2) elective surgery or other treatment which may be safely deferred until a vacation or holiday period, except if complications result therefrom.

If the sick bank is terminated, the available days will be prorated by the Sick Bank Committee to contributing members employed at the time of such termination. No sick leave bank members may receive more than the total number of days he/she contributed to the bank. Fractional days less than one-half (1/2) days shall not be distributed.

Teachers retiring from the District with excess sick days may donate up to 8 days to the sick bank.

#### **15.10 Class Size**

If a teacher has a concern related to his/her class size or composition, he/she has the right to ask the principal to review the concern and explore possible solutions. The principal will inform the Superintendent of the concern and the possible solutions to the concern. A written response to the concern shall be directed to the teacher and the Union President.

#### **15.11 Special Education Committee**

A District special education committee shall work on an ongoing basis to provide input to the special education workload plan as referenced in 23 Administrative Code§226.730/§226.735. The District shall convene a special education committee meeting once a trimester. The committee shall consist of 1) two (2) tenured union representatives from each level EC/K, Primary, Intermediate, and Junior High, as determined by the union, 2) one (1) representative from each related service group (speech, social work, occupational therapy, physical therapy, BCBA and school psychologist), as determined by the administration, and 3) one (1) building leader from level EC/K, Primary, Intermediate and Junior High and three (3) special education administrators. The committee shall make recommendations to the district on the updates to the workload plan, which then will be reviewed by the Union President, Special Education Director, and approved by the District Superintendent before taking effect.

#### **15.12 Process for Addressing Special Education Workload Concerns**

Special education class sizes shall not exceed the limits set forth by the Illinois State Board of Education. No special education professional will have students placed on their caseload that they do not instruct. When a special educator has concerns regarding their individual caseload or grouping of students, or has a generalized concern about their ability to meet students' needs, they may address this through the following process:

1. The staff member shall contact their direct supervisor to schedule a meeting to discuss the concern, which will be memorialized on a form provided by the administration.
2. Strategies to address the concern will be discussed at this meeting. Within three (3) school business days, the direct supervisor will present a plan to address the workload concern, which will result in either:
  - a. An adjustment to the student's and/or educator's schedule;
  - b. Additional release time on a temporary basis to address the concern;
  - or
  - c. If these two options are not feasible, a stipend of \$300 per trimester.

**15.13 Specialists' Placement on Salary Schedule**

New and current specialists will be placed at minimum on the salary schedule as indicated below:

Speech/Language Pathologists/Social Workers/Board Certified Behavior Analysts	Masters +30
Psychologists	Masters +45
Certified School Nurse Credit will be given for years of experience in school nursing and will be given up to 7 years credit for clinical experience.	

**15.14 Health and Safety**

Safe working conditions shall be maintained throughout the District schools. Complaints regarding the working condition of the schools shall be written to the principal of the school. The principal or designee shall reply in writing within two (2) school days to the teacher's written request and communicate the action the District plans to take to remedy the unsafe and /or unhealthy conditions reported.



## **Article XVI: Acceptance and Effect**

### **16.1 Provisions**

It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the District and the Board which are not specifically limited by the express language of this Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

During the negotiations process which resulted in this Agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law or by specific agreement within the area of collective bargaining, and the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

The parties hereby acknowledge that the terms and conditions included in the Agreement represent the full and complete understanding between the parties. The Board and the Union, for the life of this Agreement, waive any obligation to bargain collectively with respect to any subject or matter that may or may not have been known to either or both of the parties at the time this Agreement was negotiated or signed, and that any bargaining will be limited to a successor Agreement, except that with the written mutual consent of both parties, such matters may be discussed and the Agreement modified.

The parties agree that if no contract has been ratified and approved by both parties after the date of expiration of this Agreement, the Agreement will remain in force until a new contract or Agreement is reached.

Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and avoidance of disputes, which threaten to interfere with such operations. Since the parties have established a comprehensive grievance procedure under which unresolved disputes may be settled by impartial means, the parties have removed the basic course of work interruptions during the period of this Agreement. Thus, the Union and all of the District's teachers agree not to strike, withhold services, or otherwise refuse to render complete service to the Board during the duration of this Agreement. Reciprocally, the Board agrees that it will neither conduct nor condone any lockout of employees, such that they are unable to perform their duties, for the duration of this agreement, including but not limited to removal of access to buildings, work areas, work systems, or email accounts.

## Article XVII: Duration of the Agreement

### Duration of the Agreement

This agreement shall become effective on August 15, 2024 and shall continue in effect until August 14, 2027.

This agreement is signed this May 21, 2024

In Witness Whereof:

For the New Lenox Council AFT Local 604

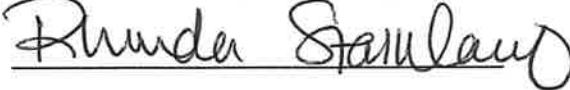


Mary Wolf, President

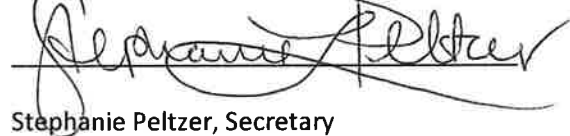


Cheryl Martino, Recording Secretary/Treasurer

For the Board of Education District 122



Rhonda Starklauf, President



Stephanie Peltzer, Secretary

### Members of Negotiating Team

Jaime Brenczewski

Alison Brosius

Kelly Burns

Elise Carroll

Amy Gagliano

Marybeth Graef

James Havlin

Cheryl Martino

Nicole Richards

Lauren Rohder

Jennifer Tingley

Tessa Werve

Mary Wolf

Tony Floriani, AFT Field Service Director

### Members of Negotiating Team

Lori Motsch, Superintendent

Liza Bruni, Associate Superintendent

Robert Groos, CSBO

## **APPENDIX A**

### **Extra Duty**

- Extra Duty positions shall be made available on an annual basis and may be subject to change. The District Office Administration, based on financial circumstances, lack of student participation, lack of adult supervision, or lack of space, has the authority to discontinue extra duty positions. Notification of discontinuance must occur no later than May 1<sup>st</sup> for the upcoming school year.
- All Extra Duty positions will be filled based on the sole discretion of the building principal and/or immediate supervisor.
- Those staff members chosen to represent the District in any of these positions may be released due to unsatisfactory performance expectations. The direct supervisor will notify the staff member of the release in person and in writing no later than June 1.
- One coach for two teams shall receive 1.5 times the stipend, NOT double salary, except in the event that true differential time periods are established for each team and the approval of the administrative supervisors and the athletic director(s).
- Extra Duty positions will be posted District wide when a position is available. Other applicants may be considered if there are no applicants covered under the collective bargaining unit within the District.
- If a teacher is released from regular supervisory duties, they will receive no stipend.

## Appendix A

### NLSD122 Extra Duty Stipend Base Pay Rates (NLSD122 Board also pays the employees' TRS on these amounts)

Position	JH	I	P	K/EC	2024-2025	2025-2026	2026-2027
<b>ATHLETICS</b>							
Athletic Director: Jr. High	X				\$ 5,961	\$ 6,139	\$ 6,324
Athletic Director: 6th Grade		X			\$ 5,961	\$ 6,139	\$ 6,324
Boys Basketball Jr. High	X				\$ 5,464	\$ 5,628	\$ 5,797
Girls Basketball Jr.High	X				\$ 5,464	\$ 5,628	\$ 5,797
Boys Intermediate Basketball: A & B Teams		X			\$ 4,553	\$ 4,689	\$ 4,830
Girls Intermediate Basketball: A & B Teams		X			\$ 4,553	\$ 4,689	\$ 4,830
Girls Volleyball Jr. High	X				\$ 4,249	\$ 4,377	\$ 4,508
Wrestling Head Coach	X				\$ 5,464	\$ 5,628	\$ 5,797
Wrestling Assistant Coach	X				\$ 4,057	\$ 4,178	\$ 4,304
Boys Cross Country Head Coach	X				\$ 3,808	\$ 3,922	\$ 4,040
Girls Cross Country Head Coach	X				\$ 3,808	\$ 3,922	\$ 4,040
Boys Track Head Coach	X				\$ 3,808	\$ 3,922	\$ 4,040
Girls Track Head Coach	X				\$ 3,808	\$ 3,922	\$ 4,040
Track Boys Assistant Coach	X				\$ 2,549	\$ 2,626	\$ 2,705
Track Girls Assistant Coach	X				\$ 2,549	\$ 2,626	\$ 2,705
Cross Country Assistant Coach	X				\$ 2,549	\$ 2,626	\$ 2,705
Boys Volleyball	X				\$ 3,642	\$ 3,751	\$ 3,864
Softball	X				\$ 3,642	\$ 3,751	\$ 3,864
Baseball	X				\$ 3,642	\$ 3,751	\$ 3,864
Softball Assistant Coach	X				\$ 2,549	\$ 2,626	\$ 2,705
Baseball Assistant Coach	X				\$ 2,549	\$ 2,626	\$ 2,705
Golf: Non-IESA (1 boys & 1 girls)	X				\$ 1,390	\$ 1,432	\$ 1,475
Bowling: Non-IESA	X				\$ 1,390	\$ 1,432	\$ 1,475
Cheerleading Head Coach: Non-IESA	X				\$ 3,477	\$ 3,581	\$ 3,688
Cheerleading Assistant Coach: Non-IESA	X				\$ 2,898	\$ 2,985	\$ 3,074
Poms: Non-IESA	X				\$ 3,477	\$ 3,581	\$ 3,688
Score Keeper	X	X			\$ 35.00	\$ 36.00	\$ 37.00
Time Keeper	X	X			\$ 35.00	\$ 36.00	\$ 37.00
<b>FINE ARTS</b>							
Band Director	X				\$ 4,796	\$ 4,940	\$ 5,088
Jazz Band	X				\$ 1,214	\$ 1,251	\$ 1,288
Pep Band	X				\$ 1,214	\$ 1,251	\$ 1,288
Orchestra Director	X				\$ 4,796	\$ 4,940	\$ 5,088
Orchestra Allegro	X				\$ 1,214	\$ 1,251	\$ 1,288
Jr. High Choir	X				\$ 2,884	\$ 2,970	\$ 3,059
Before/After School Chorus	X				\$ 1,457	\$ 1,501	\$ 1,546
Before/After School Orchestra	X				\$ 1,457	\$ 1,501	\$ 1,546
Before/After School Band	X				\$ 1,457	\$ 1,501	\$ 1,546
Spring Play	X				\$ 1,457	\$ 1,501	\$ 1,546

## Appendix A

### NLSD122 Extra Duty Stipend Base Pay Rates (NLSD122 Board also pays the employees' TRS on these amounts)

Position	JH	I	P	K/EC	2024-2025	2025-2026	2026-2027
Spring Play Assistant	X				\$ 1,214	\$ 1,251	\$ 1,288
Show Choir/Madrigals/Choral Festival	X	X			\$ 1,214	\$ 1,251	\$ 1,288
Fine Arts (Music/Art/ PE) Max 3	X	X	X	X	\$ 686	\$ 707	\$ 728
Accompanist	X	X	X	X	\$ 334	\$ 344	\$ 354
<b>SUPERVISION (CLUBS)</b>							
Yearbook	X				\$ 1,943	\$ 2,001	\$ 2,061
Student Council 4-6		X			\$ 971	\$ 1,000	\$ 1,031
Student Council 7-8	X				\$ 1,457	\$ 1,501	\$ 1,546
NJHS	X				\$ 1,457	\$ 1,501	\$ 1,546
<b>SUPERVISION (STUDENTS)</b>							
Bus AM	X	X	X	X	\$ 1,214	\$ 1,251	\$ 1,288
Bus PM	X	X	X	X	\$ 1,214	\$ 1,251	\$ 1,288
Early Bird	X				\$ 2,307	\$ 2,376	\$ 2,447
Detention 2X	X	X			\$ 1,700	\$ 1,751	\$ 1,803
Detention 3X	X	X			\$ 2,428	\$ 2,501	\$ 2,576
Lunchroom	X	X	X		\$ 2,186	\$ 2,251	\$ 2,319
Recess		X	X		\$ 2,186	\$ 2,251	\$ 2,319
Homework 2X	X	X			\$ 1,214	\$ 1,251	\$ 1,288
Homework 3X	X	X			\$ 1,457	\$ 1,501	\$ 1,546
Athletic Study Hall (Max 4 Seasons)	X	X			\$ 911	\$ 938	\$ 966
<b>CONTESTS</b>							
Mathletes	X				\$ 2,186	\$ 2,251	\$ 2,319
Scholastic Bowl	X				\$ 2,186	\$ 2,251	\$ 2,319
IESA Speech	X				\$ 1,214	\$ 1,251	\$ 1,288
Geography Bee	X	X			\$ 580	\$ 597	\$ 615
Spelling Bee	X	X			\$ 580	\$ 597	\$ 615
<b>OTHER</b>							
Digital Learning Ambassador (DLA)	X	X	X	X	\$ 911	\$ 938	\$ 966
Local Education Agency (LEA)	X	X	X	X	\$ 1,943	\$ 2,001	\$ 2,061
Web Site Publisher	X	X	X	X	\$ 807	\$ 832	\$ 857
180 Turn Around	X				\$ 1,214	\$ 1,251	\$ 1,288
180 Turn Around Mentor	X				\$ 2,307	\$ 2,376	\$ 2,447
SIT Team Member	X	X	X	X	\$ 364	\$ 375	\$ 386

## Flex Club Required Guidelines

The following Extra Duty positions are considered CLUBS and will be paid annually based on a CLUB RUBRIC. No lane experience adjustments will be made. Clubs must have at least seven (7) participating students, unless approved by the Superintendent or designee.

**Primary School** maximum expenditure (per school) \$4,000.00

**Intermediate School** maximum expenditure (per school) \$12,000.00

**Junior High School** maximum expenditure (per school) \$18,000.00

**Rubric Point Value: \$165.00**

**How is payment for a club calculated?**

- 1) Determine the rubric points for the number of students in the club.
- 2) Determine the rubric points for the number of contact hours of club meetings.
- 3) Add the points together, and then use the chart of stipends to determine the payment with a maximum payout of 7 points combined.

**Flex Club Rubric Calculation Chart**

Points	1	2	3	4	5
Number of Students*	7-10	11-17	18-23	24-30	31-40*
Student Contact Hours	9-15	16-25	26-35	36-55	56+

\*Maximum number of students per adult supervisor

**Example:** A club with 20 students meeting for a total of 30 student contact hours  
 4 points (# of students) + 3 points (contact hours) = 7 point club  
 7 points x \$165 = \$1115.00 stipend

Club Point Total	Base Stipend
1 point**	\$165.00
2 points	\$330.00
3 points	\$495.00
4 points	\$660.00
5 points	\$825.00
6 Points	\$990.00
7 Points	\$1155.00

\*\*Flex Clubs not meeting for at least 9 hours will be paid at a point value of one (1)

## Appendix B

New Lenox School District 122 Salary Schedule - 2024-2025 (+6.0% Total Raise Excluding Any Additional Lane Movement Raises)																
Step	BA		BA+10		BA+20		BA+45 / MA		MA+15		MA+30		MA+45		MA+60	
	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS
0	44,132	48,496	45,015	49,467	45,915	50,456	47,751	52,473	48,706	53,523	49,680	54,593	50,673	55,685	51,687	56,799
1	45,084	49,543	45,987	50,535	46,906	51,545	48,782	53,606	49,757	54,678	50,752	55,772	51,767	56,887	52,803	58,025
2	46,091	50,650	47,014	51,663	47,954	52,696	49,871	54,803	50,869	55,900	51,886	57,017	52,923	58,158	53,982	59,321
3	47,121	51,781	48,064	52,817	49,024	53,873	50,985	56,027	52,005	57,148	53,044	58,291	54,105	59,456	55,187	60,646
4	48,173	52,937	49,137	53,997	50,119	55,076	52,124	57,279	53,166	58,424	54,229	59,592	55,314	60,784	56,420	62,000
5	49,249	54,119	50,234	55,203	51,239	56,306	53,288	58,558	54,353	59,729	55,440	60,923	56,549	62,142	57,680	63,385
6	50,310	55,285	51,317	56,392	52,342	57,519	54,436	59,819	55,524	61,016	56,635	62,236	57,767	63,481	58,923	64,750
7	51,409	56,493	52,438	57,624	53,487	58,776	55,628	61,129	56,739	62,351	57,874	63,598	59,030	64,868	60,210	66,165
8	52,534	57,729	53,584	58,883	54,656	60,061	56,841	62,463	57,977	63,712	59,138	64,987	60,320	66,286	61,526	67,611
9	53,691	59,001	54,765	60,182	55,858	61,382	58,095	63,840	59,256	65,117	60,443	66,421	61,650	67,748	62,883	69,102
10	54,943	60,377	56,042	61,584	57,161	62,814	59,449	65,328	60,636	66,633	61,849	67,966	63,086	69,326	64,348	70,712
11	56,222	61,782	57,346	63,017	58,491	64,276	60,832	66,848	62,048	68,185	63,290	69,550	64,555	70,940	65,846	72,359
12	57,537	63,227	58,689	64,493	59,860	65,781	62,256	68,413	63,500	69,781	64,772	71,178	66,068	72,602	67,390	74,054
13	58,877	64,700	60,056	65,995	61,258	67,316	63,706	70,006	64,979	71,406	66,280	72,835	67,606	74,293	68,958	75,778
14	60,254	66,214	61,460	67,539	62,689	68,889	65,198	71,647	66,501	73,078	67,829	74,537	69,187	76,030	70,571	77,550
15	61,670	67,770	62,905	69,127	64,164	70,510	66,735	73,335	68,063	74,795	69,426	76,293	70,812	77,815	72,228	79,372
16	63,108	69,349	64,369	70,735	65,658	72,151	68,282	75,035	69,650	76,539	71,044	78,070	72,463	79,630	73,913	81,223
17	64,496	70,875	65,787	72,294	67,101	73,738	69,789	76,691	71,183	78,223	72,608	79,789	74,058	81,383	75,539	83,010
18	65,911	72,429	67,229	73,878	68,573	75,355	71,315	78,369	72,742	79,936	74,199	81,537	75,680	83,165	77,194	84,829
19	67,365	74,027	68,710	75,506	70,083	77,015	72,886	80,095	74,344	81,696	75,830	83,330	77,349	84,999	78,896	86,699
20	68,841	75,649	70,222	77,167	71,629	78,713	74,494	81,861	75,983	83,497	77,501	85,165	79,051	86,869	80,632	88,607
21	70,358	77,316	71,765	78,862	73,207	80,448	76,134	83,663	77,658	85,338	79,212	87,046	80,794	88,785	82,410	90,561
22	71,900	79,011	73,344	80,597	74,822	82,222	77,813	85,508	79,370	87,219	80,957	88,964	82,572	90,738	84,223	92,553
23	73,475	80,742	74,957	82,371	76,472	84,035	79,528	87,394	81,119	89,142	82,740	90,923	84,389	92,735	86,076	94,589
24	75,086	82,512	76,606	84,183	78,158	85,888	81,282	89,321	82,907	91,107	84,563	92,926	86,245	94,775	87,970	96,670
25	76,731	84,320	78,292	86,035	79,882	87,783	83,075	91,291	84,735	93,115	86,425	94,973	88,142	96,860	89,905	98,797
26	78,413	86,168	80,014	87,928	81,644	89,719	84,907	93,304	86,603	95,168	88,329	97,065	90,082	98,991	91,883	100,971
27	80,132	88,057	81,774	89,862	83,444	91,697	86,779	95,362	88,512	97,266	90,274	99,203	92,063	101,169	93,905	103,192
28	81,888	89,987	83,574	91,839	85,285	93,720	88,693	97,465	90,463	99,410	92,263	101,388	94,089	103,394	95,971	105,462
29	83,683	91,959	85,412	93,860	87,166	95,786	90,649	99,614	92,457	101,601	94,295	103,621	96,159	105,669	98,082	107,782
30	85,517	93,974	87,291	95,925	89,088	97,899	92,648	101,811	94,495	103,841	96,372	105,903	98,274	107,994	100,240	110,154
31	87,391	96,034	89,212	98,035	91,053	100,058	94,691	104,056	96,578	106,130	98,494	108,236	100,436	110,370	102,445	112,577
32	89,306	98,139	91,174	100,192	93,061	102,265	96,779	106,350	98,707	108,469	100,664	110,620	102,646	112,798	104,699	115,054
33	91,263	100,289	93,180	102,396	95,113	104,520	98,913	108,696	100,883	110,860	102,881	113,056	104,904	115,279	107,002	117,585
34	93,264	102,488	95,230	104,649	97,211	106,825	101,094	111,093	103,106	113,304	105,147	115,546	107,212	117,816	109,356	120,172
35	95,308	104,734	97,325	106,951	99,355	109,181	103,324	113,542	105,379	115,801	107,463	118,091	109,571	120,408	111,762	122,816

NLS122 pays the base salary listed in the "w/o TRS" column and also pays the 9.0% TRS employee contribution (District pays the 9.0%; the 9.0% is not deducted from employee's check). The employee's resulting TRS creditable earnings attributed to their base salary and the TRS paid by the District is the amount listed in the "w/ TRS" column. (Total creditable rate is 9.8901%)



New Lenox School District 122 Salary Schedule - 2025-2026 (+5.3% Total Raise Excluding Any Additional Lane Movement Raises)																	
Step	BA		BA+10		BA+20		BA+45 / MA		MA+15		MA+30		MA+45		MA+60		
	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	
0	45,487	49,985	46,397	50,986	47,324	52,005	49,217	54,084	50,201	55,166	51,205	56,269	52,229	57,395	53,274	58,542	
1	46,471	51,067	47,401	52,089	48,348	53,130	50,282	55,255	51,287	56,360	52,313	57,487	53,359	58,636	54,426	59,809	
2	47,474	52,169	48,424	53,213	49,392	54,277	51,367	56,447	52,395	57,576	53,442	58,728	54,511	59,902	55,601	61,100	
3	48,534	53,334	49,505	54,402	50,495	55,489	52,514	57,708	53,565	58,862	54,636	60,039	55,728	61,240	56,843	62,465	
4	49,618	54,525	50,611	55,617	51,623	56,728	53,687	58,997	54,761	60,177	55,856	61,380	56,973	62,608	58,112	63,860	
5	50,726	55,743	51,741	56,859	52,776	57,995	54,886	60,314	55,984	61,521	57,103	62,751	58,245	64,006	59,410	65,286	
6	51,859	56,988	52,897	58,128	53,954	59,290	56,112	61,661	57,234	62,895	58,378	64,152	59,546	65,435	60,737	66,744	
7	52,976	58,216	54,036	59,381	55,117	60,568	57,321	62,990	58,467	64,250	59,636	65,534	60,829	66,845	62,046	68,182	
8	54,133	59,487	55,217	60,678	56,321	61,892	58,576	64,369	59,746	65,655	60,942	66,969	62,158	68,306	63,401	69,672	
9	55,318	60,789	56,423	62,004	57,553	63,245	59,853	65,773	61,050	67,088	62,272	68,431	63,517	69,799	64,787	71,195	
10	56,536	62,128	57,668	63,371	58,818	64,636	61,174	67,224	62,397	68,568	63,647	69,941	64,918	71,338	66,216	72,765	
11	57,855	63,577	59,012	64,848	60,190	66,143	62,600	68,791	63,849	70,164	65,127	71,568	66,430	73,000	67,759	74,460	
12	59,201	65,056	60,385	66,357	61,591	67,682	64,056	70,391	65,337	71,798	66,645	73,236	67,977	74,700	69,336	76,194	
13	60,586	66,578	61,799	67,911	63,033	69,267	65,555	72,039	66,866	73,479	68,205	74,950	69,570	76,450	70,961	77,979	
14	61,998	68,130	63,238	69,493	64,504	70,884	67,082	73,717	68,423	75,190	69,792	76,695	71,189	78,230	72,613	79,795	
15	63,448	69,723	64,718	71,118	66,011	72,540	68,654	75,444	70,026	76,951	71,424	78,488	72,854	80,059	74,311	81,661	
16	64,939	71,361	66,239	72,790	67,564	74,247	70,272	77,222	71,670	78,759	73,106	80,336	74,565	81,940	76,056	83,578	
17	66,452	73,025	67,781	74,484	69,138	75,975	71,901	79,012	73,342	80,595	74,809	82,208	76,304	83,850	77,830	85,527	
18	67,914	74,631	69,274	76,125	70,658	77,646	73,488	80,756	74,956	82,369	76,456	84,018	77,983	85,696	79,543	87,410	
19	69,404	76,268	70,792	77,793	72,207	79,349	75,095	82,522	76,597	84,172	78,132	85,859	79,692	87,573	81,285	89,325	
20	70,935	77,950	72,352	79,507	73,798	81,096	76,749	84,340	78,284	86,026	79,849	87,746	81,449	89,504	83,078	91,294	
21	72,490	79,659	73,943	81,257	75,425	82,885	78,442	86,200	80,010	87,923	81,608	89,679	83,241	91,474	84,906	93,303	
22	74,087	81,414	75,568	83,042	77,087	84,711	80,169	88,097	81,774	89,861	83,411	91,660	85,077	93,491	86,778	95,360	
23	75,710	83,198	77,231	84,869	78,787	86,579	81,937	90,040	83,576	91,842	85,248	93,679	86,948	95,547	88,687	97,458	
24	77,370	85,022	78,930	86,736	80,525	88,489	83,743	92,026	85,419	93,867	87,125	95,742	88,861	97,650	90,638	99,603	
25	79,065	86,885	80,666	88,644	82,301	90,440	85,590	94,055	87,301	95,936	89,044	97,851	90,816	99,798	92,632	101,794	
26	80,798	88,789	82,441	90,595	84,116	92,435	87,478	96,129	89,226	98,050	91,006	100,006	92,814	101,993	94,670	104,033	
27	82,569	90,735	84,255	92,588	85,971	94,474	89,407	98,249	91,193	100,212	93,010	102,209	94,856	104,237	96,753	106,322	
28	84,379	92,724	86,109	94,625	87,867	96,557	91,378	100,416	93,203	102,421	95,059	104,460	96,943	106,531	98,882	108,661	
29	86,228	94,756	88,003	96,707	89,805	98,687	93,393	102,630	95,257	104,678	97,153	106,761	99,076	108,874	101,057	111,052	
30	88,118	96,833	89,939	98,834	91,785	100,863	95,453	104,893	97,357	106,986	99,293	109,113	101,255	111,269	103,280	113,495	
31	90,049	98,955	91,918	101,009	93,810	103,088	97,558	107,207	99,503	109,344	101,480	111,516	103,483	113,717	105,553	115,992	
32	92,023	101,124	93,940	103,231	95,879	105,361	99,709	109,571	101,696	111,754	103,715	113,972	105,760	116,219	107,875	118,544	
33	94,039	103,340	96,007	105,502	97,993	107,685	101,908	111,987	103,938	114,218	105,999	116,483	108,086	118,776	110,248	121,152	
34	96,100	105,605	98,119	107,823	100,154	110,060	104,155	114,456	106,229	116,736	108,334	119,048	110,464	121,389	112,673	123,817	
35	98,207	107,919	100,278	110,195	102,363	112,487	106,452	116,981	108,571	119,309	110,720	121,670	112,894	124,060	115,152	126,541	
NLS122 pays the base salary listed in the "w/o TRS" column and also pays the 9.0% TRS employee contribution (District pays the 9.0% the 9.0% is not deducted from employee's check). The employee's resulting TRS creditable earnings attributed to their base salary and the TRS paid by the District is the amount listed in the "w/ TRS" column. (Total creditable rate is 9.9901%).																	

NLSD122 pays the base salary listed in the "w/o TRS" column and also pays the 9.0% TRS employee contribution (District pays the 9.0%, the 9.0% is not deducted from employee's check). The employee's resulting TRS creditable earnings attributed to their base salary and the TRS paid by the District is the amount listed in the "w/ TRS" column. (Total creditable rate is 9.901%)



New Lenox School District 122 Salary Schedule - 2026-2027 (+5.0% Total Raise Excluding Any Additional Lane Movement Raises)																
Step	BA		BA+10		BA+20		BA+45 / MA		MA+15		MA+30		MA+45		MA+60	
	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS	Salary w/o TRS	Salary w/ TRS
0	46,746	51,370	47,682	52,398	48,635	53,445	50,580	55,583	51,592	56,694	52,623	57,828	53,676	58,984	54,749	60,164
1	47,761	52,484	48,717	53,535	49,691	54,605	51,678	56,789	52,711	57,924	53,765	59,083	54,841	60,264	55,937	61,470
2	48,794	53,620	49,771	54,693	50,766	55,786	52,796	58,017	53,852	59,178	54,928	60,361	56,027	61,568	57,148	62,800
3	49,848	54,778	50,845	55,874	51,862	56,991	53,936	59,270	55,014	60,455	56,114	61,664	57,237	62,397	58,381	64,155
4	50,961	56,001	51,981	57,122	53,020	58,264	55,140	60,593	56,243	61,805	57,367	63,041	58,515	64,302	59,685	65,588
5	52,099	57,252	53,142	58,397	54,204	59,565	56,371	61,947	57,499	63,186	58,649	64,449	59,822	65,738	61,018	67,053
6	53,262	58,530	54,328	59,702	55,414	60,895	57,630	63,330	58,783	64,597	59,958	65,888	61,158	67,206	62,381	68,550
7	54,452	59,837	55,542	61,035	56,652	62,255	58,917	64,744	60,096	66,039	61,297	67,360	62,523	68,707	63,774	70,081
8	55,625	61,126	56,738	62,350	57,872	63,596	60,187	66,139	61,391	67,462	62,618	68,811	63,870	70,187	65,148	71,591
9	56,840	62,461	57,978	63,712	59,137	64,986	61,505	67,588	62,733	68,938	63,989	70,317	65,266	71,721	66,572	73,156
10	58,084	63,829	59,245	65,104	60,430	66,407	62,846	69,062	64,103	70,443	65,386	71,853	66,693	73,289	68,026	74,754
11	59,363	65,234	60,551	66,540	61,759	67,867	64,232	70,585	65,517	71,996	66,829	73,438	68,164	74,905	69,527	76,403
12	60,748	66,756	61,962	68,091	63,200	69,450	65,730	72,230	67,042	73,672	68,383	75,147	69,751	76,650	71,146	78,183
13	62,161	68,309	63,404	69,675	64,671	71,067	67,259	73,911	68,603	75,388	69,977	76,898	71,375	78,435	72,803	80,003
14	63,616	69,907	64,889	71,307	66,185	72,730	68,833	75,641	70,209	77,153	71,615	78,698	73,048	80,273	74,509	81,878
15	65,098	71,536	66,400	72,967	67,729	74,428	70,436	77,402	71,844	78,950	73,282	80,530	74,749	82,142	76,244	83,784
16	66,620	73,209	67,953	74,674	69,312	76,167	72,087	79,216	73,527	80,799	74,995	82,412	76,497	84,062	78,027	85,744
17	68,186	74,930	69,551	76,430	70,943	77,959	73,786	81,083	75,254	82,697	76,761	84,353	78,293	86,037	79,859	87,757
18	69,775	76,676	71,170	78,208	72,595	79,774	75,496	82,963	77,009	84,625	78,549	86,318	80,119	88,043	81,722	89,804
19	71,310	78,363	72,738	79,932	74,191	81,528	77,162	84,793	78,704	86,488	80,279	88,219	81,882	89,981	83,520	91,780
20	72,874	80,082	74,331	81,683	75,818	83,316	78,850	86,648	80,427	88,381	82,038	90,152	83,676	91,952	85,350	93,791
21	74,482	81,848	75,969	83,483	77,488	85,151	80,587	88,557	82,198	90,328	83,842	92,134	85,521	93,980	87,232	95,859
22	76,114	83,642	77,641	85,319	79,196	87,029	82,364	90,510	84,010	92,319	85,688	94,163	87,403	96,047	89,151	97,968
23	77,791	85,485	79,347	87,194	80,942	88,947	84,177	92,502	85,862	94,354	87,581	96,243	89,330	98,165	91,117	100,129
24	79,496	87,358	81,092	89,113	82,727	90,908	86,033	94,542	87,755	96,434	89,510	98,363	91,296	100,325	93,122	102,331
25	81,238	89,273	82,876	91,073	84,551	92,913	87,931	96,627	89,689	98,560	91,482	100,529	93,304	102,532	95,170	104,583
26	83,019	91,229	84,700	93,077	86,416	94,962	89,370	98,758	91,667	100,732	93,497	102,744	95,357	104,788	97,264	106,884
27	84,838	93,229	86,563	95,124	88,322	97,057	91,852	100,936	93,687	102,953	95,556	105,007	97,455	107,093	99,404	109,235
28	86,697	95,272	88,468	97,217	90,270	99,197	93,877	103,162	95,752	105,222	97,661	107,319	99,599	109,449	101,591	111,638
29	88,598	97,360	90,414	99,356	92,260	101,385	95,947	105,437	97,863	107,542	99,812	109,683	101,790	111,857	103,826	114,094
30	90,539	99,494	92,403	101,542	94,295	103,621	98,063	107,762	100,020	109,912	102,010	112,099	104,029	114,318	106,110	116,604
31	92,524	101,674	94,436	103,776	96,375	105,906	100,226	110,138	102,225	112,335	104,257	114,568	106,318	116,833	108,444	119,170
32	94,551	103,903	96,514	106,059	98,500	108,242	102,436	112,567	104,478	114,811	106,553	117,092	108,657	119,403	110,830	121,791
33	96,624	106,180	98,637	108,392	100,673	110,629	104,695	115,049	106,781	117,342	108,900	119,671	111,048	122,030	113,268	124,471
34	98,741	108,507	100,807	110,777	102,893	113,069	107,004	117,586	109,135	119,929	111,299	122,307	113,491	124,715	115,760	127,209
35	100,905	110,885	103,025	113,214	105,162	115,563	109,363	120,179	111,541	122,572	113,751	125,001	115,987	127,459	118,307	130,008

NLS122 pays the base salary listed in the "w/o TRS" column and also pays the 9.0% TRS employee contribution (District pays the 9.0%, the 9.0% is not deducted from employee's check). The employee's resulting TRS creditable earnings attributed to their base salary and the TRS paid by the District is the amount listed in the "w/ TRS" column. (Total creditable rate is 9.8901%)

**OT/PT Salary Schedule**  
**Starting Annual Salary (Placement Matrix)**

Step	2024-2025	2025-2026	2026-2027
0	\$54,822	\$56,505	\$58,071
1	\$56,056	\$57,777	\$59,377
2	\$57,317	\$59,077	\$60,713
3	\$58,607	\$60,406	\$62,079
4	\$59,925	\$61,765	\$63,476
5	\$61,274	\$63,155	\$64,904
6	\$62,652	\$64,576	\$66,365
7	\$64,062	\$66,029	\$67,858
8	\$65,504	\$67,514	\$69,385
9	\$66,977	\$69,034	\$70,946
10	\$68,484	\$70,587	\$72,542
11	\$70,025	\$72,175	\$74,174
12	\$71,601	\$73,799	\$75,843
13	\$73,212	\$75,459	\$77,550
14	\$74,859	\$77,157	\$79,295
15	\$76,543	\$78,893	\$81,079
16	\$78,266	\$80,668	\$82,903
17	\$80,027	\$82,483	\$84,768
18	\$81,827	\$84,339	\$86,676
19	\$83,668	\$86,237	\$88,626
20	\$85,551	\$88,177	\$90,620
21	\$87,476	\$90,161	\$92,659
22	\$89,444	\$92,190	\$94,744
23	\$91,456	\$94,264	\$96,875
24	\$93,514	\$96,385	\$99,055
25	\$95,618	\$98,554	\$101,284
26	\$97,770	\$100,771	\$103,563
27	\$99,970	\$103,039	\$105,893
28	\$102,219	\$105,357	\$108,275
29	\$104,519	\$107,728	\$110,712
30	\$106,870	\$110,151	\$113,203
31	\$109,275	\$112,630	\$115,750
32	\$111,734	\$115,164	\$118,354
33	\$114,248	\$117,755	\$121,017
34	\$116,818	\$120,405	\$123,740
35	\$119,447	\$123,114	\$126,524

Annual raises after initial placement will equal the total overall teacher salary matrix raise % for the year (below):  
 FY25 = 6.00%, FY26 = 5.30%, FY27 = 5.00%

The District also pays the full Employer IMRF contribution as required by law in addition to the above salary.

**SIDE LETTER**

The Union and Administration agree that consistency in practice and procedure benefits all stakeholders in the District. To that end, the Administration agrees to inform principals and district administrators of the requirements of this collective bargaining agreement as it applies in the District's schools. In addition, the Administration agrees to make reasonable efforts to fully staff all positions which are open in order to provide appropriate programming. The commitments expressed in this side letter may be discussed at the regularly scheduled union-management meetings provided in this collective bargaining agreement, but are not subject to the grievance procedure.

Superintendent Signature/Date Louie Matach 5/21/24

Union President Signature/Date May Woy 5-21-24