

CONTRACT BETWEEN KEWANEE DISTRICT 229
BOARD OF EDUCATION
AND KEWANEE EDUCATION ASSOCIATION

GUIDE TO 2023-24, 2024-25 & 2025-26 CONTRACT

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Preamble

This document affirms that the school board and the KEA recognize and declare that providing a quality education for the children of Kewanee School District #229 is their mutual aim and goal and that the character of such education is related to the quality and morale of the teachers, administrators, school board, and support staff of the district in meeting the expectations of the community. The members of the teaching staff, administration, and school board are particularly qualified to be involved in the process of formulating policies and programs to benefit the students of the district. The school board and KEA will bargain in good faith with respect to salary and other related economic issues, working conditions, grievance procedure, and other conditions of professional service to the ideals of the district and its students.

ARTICLE 1

RECOGNITION

1.1

The Board of Education of Kewanee District 229, Henry County, Illinois, hereafter Board, recognizes the Kewanee Education Association, an affiliate of the Illinois Education Association and the National Education Association, hereafter Association, as the sole and exclusive bargaining representative for all full-time and part-time (10 ½ + hours per week) certified and non certified personnel of District 229, excluding:

- a. Superintendent
- b. Assistant Superintendent
- c. Building Principals
- d. Assistants to Building Principals and Deans
- e. Director of Testing and Gifted Students
- f. Director of Tri-County Area Vocational Coop
- g. Director of Special Education
- h. Systems Administrator
- i. Treasurer
- j. Payroll Clerk
- k. Accounts Payable
- l. Bookkeeper
- m. Director of Maintenance
- n. Director of Technology
- o. Assistant Technology Director
- p. Food Service Director
- q. Transportation Director
- r. System Administrator
- s. System Administrator 2

EMPLOYEE

1.2 The term "employee" when used herein refers to a member of the bargaining unit.

1.3 Employee Benefits Continuation

The Board agrees to recognize and honor all seniority, vacations and sick days accumulated by employees prior to the collective bargaining agreement.

EXCLUSIVE AGREEMENT

1.4 The Board agrees not to negotiate with or recognize any employee, individually, or any other organization of employees for purposes of collective bargaining other than the Association, except as authorized by the Illinois Education Labor Relations Act.

1.5 In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at the Association's own expense and through counsel, provided:

- (a) The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if the school district so desires, and
- (b) The Employer gives full and complete cooperation to the Association and the Association's counsel in securing and giving evidence obtaining witnesses and making relevant information available at both trial and all appellate levels.

The Association agrees that in any action so defended, the Association will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court of administrative agency as a direct consequence of the Employer's non-negligent compliance with this Article.

It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

ARTICLE 2

DUES DEDUCTIONS

- 2.1 AUTHORIZATION FORM
Any employee who is a member or has applied for membership in the Association may sign and deliver to the Board an authorization for continuous dues deduction. The appropriate authorization forms shall be provided by the Association.
- 2.2 The authorization shall remain in effect from year to year unless the employee revokes said authorization in writing. New authorization slips will not be required each year. Upon receipt of a revocation, the Board shall notify the president of the Association of the revocation in writing within five (5) days.
- 2.3 The names of the individuals involved and the amount of the annual deduction shall be certified annually by the Association prior to September 30th. The Board shall not be expected to begin such deductions until the annual certification is made.
- 2.4 The annual dues shall be divided by the number of paychecks to be received by an employee between October 15th and May 30th inclusive and the resulting amount shall be deducted from each paycheck.
- 2.5 The Board shall remit said deducted dues to the Association within ten (10) days following the pay period for which the deduction is made.
- 2.6 If an employee so authorizes, the Board will deduct the Association dues certified for those employees who elect to join the Association after the commencement of the school year in as equal installments as possible to insure that the dues are deducted by the May 30th paycheck.

ARTICLE 3

ASSOCIATION RIGHTS

- 3.1 The President of the Association shall be given written notice of all regular and special school board meetings, with a copy of the agenda, forty-eight (48) hours prior to the scheduled time of meeting, or as soon as practical. The notice and agenda, if any, shall be sent electronically to the President.
- 3.2 One copy of the approved Board minutes of open sessions shall be sent electronically to the President of the Association within five (5) days after approval.
- 3.3 Association Functions
Should the Association send representatives to KEA, IEA, or NEA endorsed functions, the representatives shall be excused without loss of salary. A written notification for leave shall be submitted to the Superintendent by the President of the Association. The Association may elect to send no more than two representatives to any one function, A total of six (6) days may be used in any one school year.
- 3.4 Within thirty (30) days of ratification of the Agreement, the Board shall have sufficient copies of the Agreement prepared and delivered to the Association for its distribution to each employee in the District. The Board shall also provide the Association with five (5) extra copies of the Agreement and post on the District's website.
- 3.4.1 The Board shall supply an electronic copy of the Board Policy Book to the President The President of the Association will be notified electronically within five (5) business days of any changes to Board Policy. The Board Policy Book will be made available on the KCU229 website to all employees.

- 3.5 The Association, upon receiving Administration approval, may use the school library, classrooms or cafeteria for Association meetings and may use duplicators, computers, copiers and staplers. The Association shall reimburse the District for the cost of any consumable materials used.
- 3.6 The Association shall have the use of a bulletin board in each of the faculty rooms of each school, Central kitchen, high school kitchen, and other mutually agreed upon locations.
- 3.7 The Association shall have the right to use the employee's mailboxes or e-mail for distribution of information to employees. A copy of said information shall be sent to the Superintendent.
- 3.8 The Superintendent and Association shall agree upon calendar dates for four (4) Association meetings. On said dates, all employees that attend the meetings, may leave the job assignment after students have been dismissed. This approval will not interfere with the safe transportation of students.
- 3.9 Association/Board Communication & Relationships
 The Association and Board recognize the importance of communication in maintaining good relationships. In order to provide a free exchange of ideas the Superintendent and his/her designee(s) will meet with the President of the Association and his/her designee(s) (including one representative from each building), and any other personnel as determined by the Superintendent as needed during the school year in order to discuss items of interest to the Association. The Administration and Association will meet a minimum of two (2) times each school year. The Association shall initiate these meetings, giving at least seven (7) days notice of its desire to have a meeting and furnishing an agenda of items it wishes to discuss at the time it gives said notice.

ARTICLE 4

LEAVES

Sick Leave (Certified Staff)

4.1 Sick leave shall be granted to full-time teachers (at least nine (9) month contracts) as follows:

Months Taught Per Year	Years of Service	Days Allowed Per Year	Total
9	1 - 20	12	
9	21 - 27	25	
9	28 and beyond	35	360
9.5	1 - 20	12.5	
9.5	21 - 27	25.5	360
9.5	28 and beyond	35.5	360
10	1 - 20	13	
10	21 - 27	26	360
10	28 and beyond	36	360
10.5	1 - 20	13.5	
10.5	21 - 27	26.5	360
10.5	28 and beyond	36.5	360
11	1 - 20	14	
11	21 - 27	27	360
11	28 and beyond	37	360
11.5	1 - 20	14.5	
11.5	21 - 27	27.5	360
11.5	28 and beyond	37.5	360
12	1 - 20	15	
12	21 - 27	28	360
12	28 and beyond	38	360

The parties agree that the application of this schedule of sick days is not intended to result in a charge or cost to the Board of Education for sick leave days granted in excess of a teacher's normal annual allotment of sick leave days, as may be interpreted by the Illinois Teacher's Retirement System (TRS). If TRS imposes a charge or cost to the Board for granting sick leave days in excess of the teacher's normal annual allotment and used for service credit at retirement, the parties agree to reopen negotiations for the sole purpose of eliminating the charge or cost to the Board.

4.1a Sick Leave (Non Certified Staff)

<u>Months Worked Per Year</u>	<u>Days Allowed Per Year</u>	<u>Total Days Accumulation</u>	<u>Years 10+ (Days Allowed)</u>
9	12	255	15
9 ¼	12 ½	255	15 ½
10	13	255	16
11	14	255	17
12	16	255	19

Sick leave day accumulation for hourly employees will be 255 days.

Sick leave will be deducted from the hourly employee's accumulated total in ¼ (one-quarter) day blocks of time.

4.2 Sick Leave Interpretation

Sick Leave shall be granted to mean personal illness or injury, quarantine at home, or serious illness to an immediate family member or someone in the household. "Immediate family" shall include parents, spouse, domestic partner, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, aunts, uncles, and immediate stepchildren.

The Board may require a valid physician's certificate as a basis for pay during leave after an absence of three (3) days for personal illness or as it may deem necessary in other cases. The Board may require a valid certificate by a Board appointed physician as a basis for pay during leave as it may deem necessary. The Board will pay the costs incurred when visiting a Board physician.

Bereavement Leave (Immediate Family)

Five (5) days is the maximum amount of Bereavement Leave that an employee may utilize from Sick Leave (per occurrence) for "Immediate family". "Immediate family" shall include parents, spouse, domestic partner, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, aunts, uncles, immediate stepchildren, nieces, and nephews. Additional days may be granted by the Superintendent based on specific circumstances. In the event of a death of a spouse, domestic partner, a child, a parent, or a grandparent, the individual may request a leave of absence if it is deemed necessary for the welfare of the individual by competent medical authority. This leave of absence may not extend past the end of the school year in which the death occurs.

4.25 Bereavement Leave (Exclusive of 4.2)

Two (2) days of Bereavement Leave per employee, deductible from sick leave, will be granted per year for deaths outside the employee's immediate family (as defined in 4.2).

Requests will be honored pending availability of a substitute teacher. Verbal requests for Bereavement Leave must be submitted to the Superintendent at least forty-eight (48) hours in advance of the date for which the leave is requested. Written requests, including the name of deceased, will be submitted prior to the commencement of the Bereavement Leave; except in cases of emergency. In an emergency situation, written requests, including the name of deceased, shall be submitted the first day following the employee's return from this leave. In case of extenuating circumstances and as determined by the Superintendent, the above restrictions may be waived.

4.3 Sick Leave Donation (Teachers)

Teachers can voluntarily donate sick leave days to another teacher provided:

- a. the donating teacher has reached at least 170 total accumulation of sick days at the start of the current year.
- b. the teacher asking for extra sick days is at zero accumulated sick days and will be at zero accumulated sick days after using donated sick leave days.
- c. the teacher requesting extra sick days has a serious illness as certified by a physician.
- d. qualifying teachers volunteering sick leave days will give up one day each and then another day each, etc. until the required number is reached.
- e. the maximum number of donated sick leave days allowed for the total number of recipients each fiscal year will be 60 days for the entire group of employees and 20 days per employee.
- f. any teacher wishing to volunteer will notify the district in writing.
- g. the district administration office will administer the program.
- h. the district will notify the KEA when the maximum 60 day group limit or the 20 day individual limit is reached.

4.3.1 Sick Leave Donation (Hourly Employee)

Hourly Employees can voluntarily donate sick leave days to another hourly employee provided:

- a. The donating hourly employee has reached the total accumulation of 240 sick days.
- b. The hourly employee asking for extra sick days is at zero accumulated sick days and will be at zero accumulated sick days after using donated sick leave days.
- c. The hourly employee requesting extra sick days has a serious illness as certified by a physician.
- d. Qualifying hourly employees volunteering sick leave days will give up one day each and then another day each, etc., until the required number is reached.
- e. The maximum number of donated sick leave days allowed for the total number of recipients each fiscal year will be sixty (60) days for the entire group of employees and twenty (20) days per employee.
- f. Any hourly employee wishing to volunteer will notify the district in writing.
- g. The district administration office will administer the program.
- h. The district will notify the KEA when the maximum sixty (60) day group limit or the twenty (20) days individual limit is reached.

Personal Leave

- 4.4 Two (2) personal days with pay will be granted each school year to each employee provided that a request is made in writing at least one (1) week before the date of absence and that the request is approved by the Superintendent. Days immediately before and after school vacations and immediately before and after holidays, and during the first fifteen (15) days and last fifteen (15) days of the school year may not be used as personal days unless written request, stating the nature of the reason for the personal or business day is made to the Superintendent and the Superintendent approves same. The personal days will not be deducted from or credited against sick leave. Employees with (20) twenty or more years of seniority within District 229 may accumulate (5) five personal days. Employees with (15) fifteen or more years of seniority within District 229 may accumulate (4) four personal days. Employees with (10) ten or more years of seniority within District 229 may accumulate (3) three personal days. Upon reaching the maximum number of personal

days, any personal days remaining shall be converted to sick leave on July 1st, not to exceed the limits shown in 4.1.

Two personal days may be taken consecutively; providing written request, stating the nature of the reason for the personal day is made to the Superintendent and the Superintendent approves the same. When less than a full day of personal leave is taken, it shall be recorded in increments of not less than one-fourth of a working day.

Parental Leave

- 4.5 Prior to the birth of the child the physician must certify by letter to the Superintendent that the employee is unable to continue working for the absence to be considered under the Sick Leave policy (4.2). Thirty (30) school days is the maximum amount of time that will be considered under the sick leave policy after the birth of the child. If a teacher requests additional time, it will be considered parental leave and the teacher's pay will be adjusted accordingly. The forty-two (42) calendar days shall begin upon the birth of the child(ren). Example: Child(ren) born June 15th - no parental leave will be granted for Fall Semester. Child(ren) born August 1st - less than 30 school days will be available.
- 4.6 A tenured teacher or hourly employee may request a child rearing absence. This request will not be unreasonably denied, but shall be without pay. The absence shall be limited to twelve (12) consecutive months. The Board, in its sole discretion, may grant an extension of such absence for a period which shall not exceed an additional twelve (12) months. The Family Leave Act rules and regulations will apply.
- 4.7 Arranging Parental Care
Arrangements for such absence shall be made by discussing same with the Superintendent. The employee and Superintendent shall determine the beginning and ending dates for such absence. Following such discussion, the employee shall submit a written request for such absence to the Board. A request for child rearing absence, except in an emergency, must be made at least thirty (30) days in advance of the intended commencement date of said absence.
- 4.8 Subject to approval of the insurance carrier, the employee may make arrangements for maintaining insurance benefits at employee's own expense.
- 4.9 If during the absence, the purpose for which such absence terminates, and the employee wishes to return to service prior to expiration of such absence, the employee will be assigned to an available vacancy for which the employee is qualified to fill, subject to the Superintendent's consent.
- 4.10 In order to return to active employment status from a child rearing absence, the employee must notify the Superintendent of the intent to return no later than thirty (30) days prior to the previously agreed upon date of return.
- 4.11 An employee returning shall have rights to a position consistent with accumulated seniority effective to the date on which the parental absence began.
- 4.12 An employee shall neither accrue nor lose seniority, sick or personal leave benefits while on a child rearing absence.
- 4.125 Family Care Absences
Family Care Absences will be handled in accordance with Family Medical Leave Act (FMLA) rules.

Professional Leave

- 4.13 Professional Development Days
If a teacher requests and the Superintendent agrees or directs that a teacher shall attend a school related workshop, seminar or conference or similar activity, the teacher shall attend such function without reduction in salary and shall be reimbursed for reasonable expenses. Time spent at such functions shall not be considered as the teacher's professional leave day.

4.14 Professional Leave Day

A teacher may have two (2) paid days off during the school year to be used for the furtherance of the teacher's professional career. The Board shall deduct from said days pay the cost of a substitute. The absence is subject to approval by the Superintendent, which approval must be requested in writing ten (10) days in advance of the anticipated day of absence. No more than five (5) teachers may be absent for professional absence on any one (1) day. The professional absence day shall be used only for the following purposes:

- a. Attending conferences, coaching clinics, workshops or seminars conducted by professional associations, colleges, universities, industries or suppliers which relate to or affect the teacher's job performance re the duties currently assigned to the teacher by the Board.
- b. For visitation to view other techniques, programs, or equipment which directly relate to or affect the teacher's job performance re the duties currently assigned to the teacher by the Board.
- c. One day may be used by the head coach and one assistant coach to attend a coaching clinic or coaching seminar in relationship to his/her coaching assignment. (These days are outside of any days granted by the District.)

4.15 Jury Duty

Should an employee called for jury duty during working hours, Paragraph 10-20.7 of the Illinois School Code shall apply. If subpoenaed, the employee will not incur loss of wages.

4.16 Leave of Absence

If approved by the Superintendent, an employee may have a leave of absence. This leave of absence shall be without pay and is limited to no more than ten (10) working days in any school year. When determining reduction in salary for Dock Days, the cost of insurance shall be deducted for any days after five (5).

ARTICLE 5

GRIEVANCE PROCEDURE

5.1 A grievance shall be any claim that there has been a violation, misrepresentation or misapplication of the terms of this agreement. Days shall consist of school days except when a grievance is submitted less than ten (10) days before the end of the school year. Under those conditions, time limits shall consist of office work days.

5.2 The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. At the request of the employee, an Association Representative may accompany the employee to assist in the informal resolution of the grievance. If the informal process fails to satisfy the employee, the grievance may be processed as follows:

STEP I. Within twenty (20) days of the occurrence, the employee or the Association on behalf of a designated employee or employees, shall present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The employee, the Association Representative, if requested, and the immediately involved supervisor shall be present for the meeting. Within five (5) days of the meeting, the employee and the Association shall be provided with the supervisor's written response.

STEP II. If the grievance is not resolved at Step I, the employee or the Association on behalf of a designated employee or employees, may within ten (10) days of the Step I answer refer the grievance to the Superintendent or his/her designee in writing. The Superintendent, or his/her designee, shall arrange with the employee for a meeting to take place within six (6) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its presentation such witnesses and counselors as it deems necessary. Within seven (7) days of the meeting, the employee and the Association shall be provided with the Superintendent's or the designee's written response.

STEP III. If the grievance is not resolved at Step II, the Association may submit the grievance to final binding arbitration through the American Arbitration Association which shall act as the Administrator of the proceedings. If a demand for arbitration is not filed with the Superintendent with a copy forwarded to the American Arbitration Association within thirty (30) days of the date for Step II answer, then the grievance shall be deemed withdrawn.

- 5.3 The arbitrator shall have no power to alter the terms of this agreement.
- 5.4 If the Association and the Superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.
- 5.5 If the Superintendent and Association agree, the grievance may be submitted directly to arbitration.
- 5.6 No reprisals shall be taken by the Board, the Administration or the Association against any employee or his/her family because of the employee's participation or refusal to participate in a grievance.
- 5.7 All records related to a grievance shall be filed separately from the personnel files of the employees until final resolution of grievance.
- 5.8 A grievance may be withdrawn at any level without establishing precedent.
- 5.9 If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.
- 5.10 At the request of either party, the Expedited Arbitration Rules of the American Arbitration Association shall be used instead of the Voluntary Labor Arbitration Rules.
- 5.11 The fees and the expenses of the arbitrator shall be shared equally by the parties.
- 5.12 Any individual employee or group of employees may at any time present grievance to the Superintendent and have them adjusted without the intervention of the Association, as long as the adjustment is not inconsistent with the terms of this Agreement and provided that the Association has been given an opportunity to be present at such adjustment. The role of the Association representative will be limited to that of an observer in such instances.
- 5.13 The Board shall provide the Association with any information which is required by law in order for the Association to process any complaint or grievance.

ARTICLE 6

TEACHER EVALUATION

- 6.1 In the event that either the Board or Association wishes to modify the evaluation plan heretofore developed, submitted to and approved by the State Board of Education in accordance with Chapter 24A of the Illinois School Code, the following provisions shall apply:
 - a. The Association and the Board may each select six (6) representatives to meet as a committee, the purpose of which will be to modify the evaluation plan.
 - b. The modified plan shall be developed in conformity with the provisions of Chapter 122, Article 24-A1 through 24-A7, Illinois Revised Statutes, as amended, and shall be limited to preparation of a modified plan for full-time tenured teachers whose positions do not require administrative certification.
 - c. The committee will develop its own ground rules and guidelines with regard to the committee's organizational structure and method of proceeding.
 - d. Any misapplication of the evaluation plan is subject to the Grievance Procedure in Article 5.

HOURLY EMPLOYEE DISCIPLINE PROCEDURE

- 6.2 Probationary Status
 Newly hired hourly employees shall be deemed on probationary status ninety (90) work days and may be dismissed at will. After sixty (60) days the supervisor shall hold a conference with the employee to assess the probationary employee's job performance.

6.3 Hourly Employee – Discipline Procedure

Discipline for remediable violations of work rules may be imposed progressively by the Superintendent in the form of oral warning, written warning and suspension without pay up to three days. Suspension without pay for up to ten days or demotion may be imposed by the Board of Education.

Nothing obligates the employer to strictly follow progressive discipline, and in cases, including but not limited to employees using, possessing, or being under the influence on the job of alcohol, illegal drugs, lying to the employer about job related activities, fighting or other violence, stealing or otherwise obtaining unauthorized control over the property of others in relation to work, or violations of criminal law, the employee shall be, in the discretion of the Board of Education, subject to immediate discharge, without lesser forms of discipline first being imposed.

The Superintendent may remove an employee from employment duties with pay and benefits during investigation of possible employee wrongdoing. Such removals, which will be called “administrative leave” are not discipline, and are not subject to review.

The Association may seek review of discipline in the form of suspension without pay, demotion or discharge via the grievance process. Non-probationary educational support personnel may be suspended without pay, demoted or discharged only for cause.

6.4 Personnel File

The District has a Board Policy regarding review of the employee’s personnel file. Please see Board Policy #5:150. A copy will be available in each building’s office.

6.5 Surveillance Equipment

The purpose of surveillance equipment is to secure the buildings and enhance the safety of the educational environment. The purpose of the equipment is not to evaluate the performance of employees.

Data from surveillance equipment may be reviewed and used by the District’s personnel in connection with investigations of suspected criminal misconduct, student or employee misconduct, or security violations or incidents. Except as otherwise provided by law, access to data involving District personnel shall be limited to appropriate administrative personnel (or the Board in the event of a hearing), the District’s legal counsel, or law enforcement.

If the review of data reveals alleged incidents of employee misconduct, the Association representative or the Employee’s representative may review the data depicting the alleged employee misconduct at the time the employee is interviewed unless prevented by law enforcement and/or DCFS.

Except as otherwise required by law, or unless there is an ongoing investigation, data from surveillance equipment may be stored for not more than 120 calendar days unless there is cause to believe that such data would document a criminal or security incident, student or employee misconduct, or relate to possible civil litigation.

All new employees will be notified in writing of the use of the surveillance equipment as part of new employee orientation.

ARTICLE 7

WORKING CONDITIONS

7.1 Workday

The workday for all certified staff, unless otherwise specified by individual contract, shall begin at 7:30am and end at 3:30pm. Lyle School workday will be 7:15am – 3:15pm. During their season, the workday for all extracurricular advisors and coaches will be 7:15am – 3:15pm pending approval of building principal.

Supervision of students, except at Lyle School, will start no sooner than fifteen (15) minutes after the staff's starting time and end no later than fifteen (15) minutes after student dismissal.

On days preceding Thanksgiving, Winter, and Spring Vacations, teachers shall be permitted to leave 15 minutes after dismissal of the students. All teachers shall have a 30 minute lunch period.

Beginning with the third (3rd) Friday of student attendance, certified staff may leave on Friday or the last working day of the week at 3:15.

7.2 Severe Weather Building (not District) Closed

If a building (not district) is closed due to weather/unforeseen circumstances, cafeteria workers will report to Central School (1st choice) or Kewanee High School (2nd choice).

7.3 Attire

Any question with regard to the appropriateness of the attire of an employee shall be resolved by the Superintendent. In the event the issue is not resolved to the satisfaction of the employee, the matter will be referred to the Board.

7.4 Travel

Those employees of District 229 who travel from one school to another within the District on a daily basis shall receive, as mileage reimbursement, the sum of \$6.25 per each day worked. Those employees who travel from one school to another within the District on certain days of each week shall receive an appropriate proportionate share thereof.

7.5 Committee & Instructor/Presenter Compensation

Those teachers who are asked to participate on the Quality Review, curriculum meetings, workshops, or similar committee meetings requested by the Board of Education or the Superintendent, or his/her designee, shall be compensated at the rate of \$25.00 per hour for each hour of extra duty participation. Instructors/presenters will be compensated at the rate of \$50.00 per hour.

7.5.1 Multi-Tiered Student Support (MTSS) Coordinators

The Board will create a stipend position (\$2,500 per position) for 1 MTSS Coordinator in each of the following buildings: Lyle School, Belle Alexander Early Childhood Learning Center, Irving School, Neponset School, and Kewanee High School.

7.6 After-School Tutoring

After-School tutoring will be paid at a rate of \$25.00 per night including bus supervision duty. (Students in class until 4:00pm)

7.7 Duties Assigned by Principal

All teachers are expected to perform duties as assigned by their principal during the contract hours.

7.8 District Calendar

The School District calendar will include at least three (3) institute days each year.

7.9 Detention Hall

Teachers in Kewanee High School/Central School that volunteer/assigned for the regular detention hall will start detention hall at 7:25 AM and will be paid \$10.00 per detention hall. Teachers who have detention hall during contractual hours will be paid \$10.00 per 1/2 hour detention hall. In the event that detention hall volunteers are not found, the principal may assign teachers on an equal basis as needed.

7.10 Teacher Workload & Classrooms

Each teacher's workload, extra duty assignments and other responsibilities shall be assigned as equally as possible in their assigned building.

The number of classes held during any one period of the school day shall not exceed the number of learning spaces appropriate in which those classes will meet when scheduling allows.

7.10.1 Elementary Concerts Outside Normal School Hours

District #229 regular classroom teachers in grades K-3 at Belle Alexander Early Childhood Learning Center and Irving School and in Grades K-5 at Neponset Grade School and other teachers whose attendance is requested by the building principal who are required to participate in supervising at Winter and/or Spring Concerts which do not occur during the regularly scheduled workday will be paid a stipend of \$30 per concert. Hourly workers required to attend will be paid their regular rate of pay, or overtime as applicable.

7.11 Minimum Weekly Planning Time & Maximum Teaching Load

The Board of Education agrees to release K-6 teachers from all recess duties and provide this additional time for preparation and other professional responsibilities. Non-certified personnel will be hired to supervise students during recess. K-6 teachers shall have a minimum of 200 minutes weekly planning time.

No high school teacher will be assigned to a teaching load of five or more different preparations during one semester, otherwise they will be compensated at a rate of \$450.00 for the semester.

7.12 The School Board and the Association agree to enter into negotiations over a successor Agreement not later than April 1, 2026 unless both parties agree to an alternate date.

7.13 Support of Student Discipline

Building Administrators shall support and assist the employees with respect to the maintenance of control and discipline of students in the employee's assigned work area.

7.14 Dual-Credit

Teachers who teach *Dual-Credit* classes shall be paid a \$200 stipend per each course. (Example: English 101 semester course = \$200, English 102 semester course = \$200, English 101 yearly course = \$200.)

7.15 Prep Time

If there is unequal preparation time throughout the district, anyone teaching full time in a K - 6 classroom within the 229 district shall receive a stipend, prorated over the yearly pay. K - 6 teachers shall be compensated at a rate of \$450.00 for the school year.

7.16 Lunch Periods

- A. Hourly Employees who are scheduled to work more than five (5) hours per day shall be entitled to a duty-free unpaid lunch period of no less than thirty (30) minutes.
- B. All members of the bargaining unit who are required by administration to eat breakfast and/or lunch with students shall receive a meal without charge. Staff members on field trips will receive a meal without charge.
- C. Alternative school teachers who are required to serve lunch and eat with their students will receive a \$ 300.00 yearly stipend.
- D. All teachers shall have a 30 minute duty free lunch period.

7.17 Health and Safety

Free voluntary vaccination of the Hepatitis B vaccine for any employees at risk of occupational exposure shall be provided as approved by the Superintendent. Occupational exposure is defined as reasonably anticipated skin, eye, mucous membrane or parenteral contact with blood or other infectious materials.

7.18 Employee Physicals and Drug Tests

- A. All new employees with the exception of bus drivers, shall be responsible for obtaining and paying for their initial physical exams and related tests. Thereafter, bus drivers shall have an annual examination and drug tests. The District shall pay all such costs after the employee's insurance has been applied to the expense, if they take the district health insurance.
- B. Aside from the above, if the employer requires an employee to have a physical examination, TB test, psychological or psychiatric examination, random drug test, or any job-related tests, the employer shall pay the cost of such examinations and tests after they employees' insurance has been applied to the expense, if they take the district health insurance.

7.19 Commercial Driver's License and/or Bus Permit

The Board shall reimburse bus drivers and mechanics the actual fee of obtaining a commercial driver's license and Bus Permit. Employees shall be reimbursed upon providing the Board with appropriate billings.

7.20 Food Sanitation License

Should an employee be required to have a Food Sanitation License, the Board agrees to pay the cost of the license, and/or costs incurred for any required in-service.

7.20.1 Kitchen Uniforms

The District shall purchase five (5) uniform tops in 2017/18, one (1) top in 2018/19 and (1) top in 2019/2020 and one (1) uniform hat/visor each year for current kitchen staff and to new kitchen staff, upon hire. Pants will be provided by the employee. Uniforms must be worn at all times the employee is on duty, unless the employee's supervisor otherwise directs the employee or approves an employee's request for a change in work clothes.

7.21 In-Service

When an hourly employee is required by the employer to attend a training session or in-service or other educational experience outside the District, the employer shall pay mileage, pay costs of necessary meals and lodging. If the required training is in-District, employees will be paid their hourly rate of pay.

7.22 Breaks

Employees scheduled to work four (4) or more hours per day shall be entitled to one (1) paid fifteen (15) minute break per day.

7.23 Vacation – Hourly Employees

- A. Vacation is given July 1 of each year to full-time 12 month employees. Providing a full year has been worked, they shall be entitled to two (2) weeks (10 working days paid vacation). (Must work 1 year before receiving vacation – adjustments are made for employees who have worked a partial year.)
- B. After ten (10) years of accumulated employment with the District full time a twelve (12) month employee will be eligible for fifteen (15) days of vacation.
- C. Unused vacation leave will be allowed to accumulate. (example: 10 days plus 10 days = 20 in any given year; 15 days plus 15 days = 30 in any given year.)

7.24 Holidays – Hourly Employees

A. Twelve (12) month employees shall be entitled to the following paid holidays:

- | | |
|-----------------------------------|---|
| July 4 th | Labor Day |
| Martin Luther King Jr.'s Birthday | Casimir Pulaski's Birthday will be observed on Easter Monday or a date to be determined by the Superintendent |
| Columbus Day | Thanksgiving Day |
| Christmas Eve Day | Christmas Day |
| New Year's Eve Day | New Year's Day |
| Friday after Thanksgiving | President's Day |
| * Veterans Day | Good Friday (Spring Break Day) |
| Memorial Day | Juneteenth (when falls on a weekday) |

* Veteran's Day must be during a weekday. If school is in session on Veteran's Day, the day off will be determined by the Superintendent. For 2024-2025 and 2025-2026 School Years it will be on the Wednesday preceding Thanksgiving Break.

7.24A Holiday – Election

In the event a National Election Day in November is mandated by State or Federal Government to be a paid holiday, it shall be a paid holiday for all hourly employees.

7.25 Emergency School Closing

- A. In cases of emergency closing and/or early dismissal hourly employees will be paid actual hours worked.
- B. When the schools and school offices are officially closed by the Superintendent, due to an emergency, no leave day previously arranged by an employee will be deducted for such emergency days.

7.26 Custodial Overtime

Overtime will first be offered to custodians within their own building.

Overtime for events shall be first offered to qualified full time custodians within their own building. Overtime will be assigned on a rotating basis beginning with the most senior person. If no full time custodian is available to work then a custodial aide (within the building) will be asked to work.

The Administration reserves the right to assign a district employee for a specific event. That person would not be available for his/her next event on their rotation.

7.26.1 Filling Daily Vacancies in the Custodial Staff

The Board supports the use of substitutes to fill daily vacancies of the custodial staff. If an employee feels the building is not being adequately maintained they should report it to the building administrator to be investigated.

7.27A Assignment of Drivers

1. Regular Route Assignments and Extra Duty Routes shall include; but are not limited to, regular am/pm school routes, Special Ed routes, after school routes (this does not include afterschool programs that are paid as trips – ex: Boiler HEAT when not combined), and extended day routes. When a route becomes available, assignment of such route will be offered to an individual based on seniority and availability.
2. When the School District needs a Driver for trips other than the Regular Route Assignments and/or Extra Duty Routes, the District will offer the Trips to the regular drivers (when available) based on the accumulation of additional hours. If a driver has to give up a Regular Route Assignment or Extra Duty Route, the driver will be paid his/her regular route pay and 1 ½ hours will be deducted from his/her Trip pay.
3. Trips will be grouped into: 1. Short trips (1-3 hours), 2. Medium trips (3-7 hours), 3. Long trips (7+ hours), and 4. Summer holidays. The District agrees to offer Trips to regular route employees before asking substitute drivers. The exception will be coaches/advisors who are also bus drivers. The District will keep two (2) lists, one for weekday trips and hours and one for weekend trips and hours. The lists shall be available for review upon request from the Union President or the Kewanee High School Building Representative. Rotation schedule for summer holidays will be kept from year to year and offered on seniority basis.
4. If a driver is asked to drive and refuses, the driver will be charged the hours and the next lowest driver will be asked. If a driver is unavailable or absent, they will be charged for the hours. Drivers may opt out of consideration for trips by providing the Transportation Director with the dates they will be unavailable, in writing.
5. When a Summer School route becomes available, assignment of such route will be offered to an individual based on seniority.
6. Sick Leave Regarding Extra Routes

Drivers who are assigned (for the entire year) Extra Duty Routes (ex: Steamer Success, ABCD) shall be paid for these routes if they are absent due to Sick or Personal Days. Drivers are required to fill out and submit trip logs for which they were absent.

7. Routes Assigned to Transportation Director

The District reserves the right to assign any route to the Transportation Director.

7.27B Neponset Bus Drivers

1. Bus drivers will bring their seniority into Kewanee
2. Previous Neponset routes including shuttle runs will be covered by Neponset drivers
3. Substitutes for Neponset routes will come from Neponset first, followed by Kewanee substitutes. If Neponset is unable to find a substitute, the Kewanee driver will be allowed to use a school vehicle to drive to Neponset.

7.28 Work Year – Hourly Employees

The normal employee minimum school work year for full-time employees will be as follows for the following classifications:

Educational Support Employees whose workdays are not otherwise designated shall be (we currently have 174 day secretaries):

<u>Cooks</u>	<u>174 days</u>
<u>Lunch Clerk</u>	<u>172 days</u>
<u>Secretaries</u>	<u>190 days</u>
<u>Paraprofessionals</u>	<u>174 days</u>
<u>Bus Drivers</u>	<u>174 days</u>
<u>Custodians</u>	<u>260 days</u>
<u>Custodial Aides</u>	<u>174 days</u>
<u>Nurses (Non-Certified)</u>	<u>174 days</u>

In the event an employee's workday is altered (Beyond the control of the District), the minimum number of days may be reduced.

7.28.1 Summer Work

Temporary hires for work during summer breaks will be posted within KCUD 229 before any external postings are made.

7.29 Work Day

The normal minimum workday for regular employees will be as follows for the different classifications:

<u>Bus Drivers</u>	<u>3 hours</u>
<u>Food Service</u>	<u>3 hours</u>
<u>Secretaries</u>	<u>7 hours</u>
<u>Custodians</u>	<u>8 hours</u>
<u>Custodial Aides</u>	<u>6 hours</u>
<u>Paraprofessionals</u>	<u>6.5 hours</u>
<u>Nurse</u>	<u>7 hours</u>

(Does not include ½ hour unpaid lunch break.)

7.30 Work Week

Unless otherwise designated, the normal workweek for all employees will be Monday through Friday.

7.31 Job Descriptions

The Board or its designee will periodically review job descriptions for all job categories. A copy will be sent electronically to the President of the Association. The President will be notified electronically within five (5) business days of any changes to job descriptions.

ARTICLE 8

EMPLOYEE ASSIGNMENT POLICIES

8.1 Tenured teachers will be given notice of any change in their teaching assignments no later than twenty-one (21) days prior to the first day of pupil attendance for Fall semester. If a teacher does not wish to accept a change in teaching assignment, the teacher may tender his or her resignation to the Superintendent within forty-eight (48) hours of notification of the change in assignment. The resignation shall be in writing and effective immediately upon receipt by the Superintendent.

Any decision needing to be made about a teacher's assigned grade level shall be made by the building principal(s).

In the case of an emergency, the Superintendent may assign a teacher to a position. Emergency shall be defined as something or an event that was not known twenty (21) days prior to the first day of pupil attendance.

8.2 Within forty-eight (48) hours of his/her being notified of the vacancy of employment or extra curricular position in District 229, the Superintendent will send written notification thereof to the President of the Association and the Association Building Representative.

ARTICLE 9

INSURANCE

9.1 Health Insurance

The Board shall provide individual health insurance for all full-time teachers. Hourly employees regularly scheduled to work 32 ½ hours per week or as mandated by the Affordable Care Act shall be provided with individual health insurance. (Kewanee hourly employees hired prior to the 2005/2006 school year shall be eligible for insurance if regularly scheduled to work 30 hours per week.)

9.1A The Board of Education paid the following amounts towards the cost of single health insurance:

2022-2023 \$ 7,461.24 (*Option 4 paid full cost of \$6,468.48)

The employee paid the following amount towards the cost of single health insurance

2019-2020	Option 1	\$ 2,131.56
	Option 2	\$ 733.44
	Option 3	\$ 1,331.40
	Option 4	\$ 64.20
	Option 5	\$ 2,618.16

Increases and decreases in Health Insurance Premiums for 2023-24, 2024-2025, and 2025-2026 shall be split 50 percent each. Decreases can never go below zero for employee paid portion.

For 2023/2024 yearly rates would be:

District	\$6,193.80
Employee	\$ 864.12
Total	\$7,057.92

New Plan is equal to Option 1

9.2 Insurance Committee

The insurance committee will be composed of the Superintendent, two (2) Board members and three (3) KEA members. This committee will make a recommendation to the Board of Education on what major medical company and benefits will be offered in accordance with *The School Code of Illinois*. The Insurance Committee agrees to meet periodically throughout the school year to discuss insurance concerns.

9.3 Employees shall have only two (2) options concerning dependent health coverage insurance:

- a. The cash option will result in the salary being paid on the regular salary schedule and taxes paid accordingly
- b. The dependent health care option will result in a salary reduction from the salary schedule and the employee will not pay taxes on that amount.

Employees must notify the Administration staff of their selection by Friday of the first week school is in session of each school year.

This plan shall remain in force unless the Association and Board mutually agree to change.

9.4 Annuity in Lieu of Insurance

If a TRS or Kewanee non-certified employee of the school district is comparably insured by a spouse's family insurance plan the district will contribute \$70.00 per month to an individual's annuity plan of the employee's choice in lieu of school insurance coverage. The employee must present proof of insurance and sign the necessary forms that removes the District from insurance liability. Sign up date will be between September 1 to September 15.

9.5 Dental Insurance

The Board shall provide individual Dental Insurance for each employee. This plan is separate from the major medical health insurance. The employee may purchase coverage for spouse and/or family. Dental coverage will be comparable to or better than the following:

- Preventative Care: 75%
- Restorative & Major Deductible: \$50
- Restorative Copay: 80/20
- Annual Maximum Benefit/Person: \$1,500
- Orthodontics Copay: 80/20
- Orthodontics Lifetime Max: \$1,500

Effective on ratification of the contract.

9.6 Life Insurance

Only those employees who have individual/family health insurance qualify for the \$10,000 term life insurance.

ARTICLE 10

SENIORITY (CERTIFIED)

- 10.1 Seniority as used herein shall apply only to tenured, certificated employees. "Seniority" means the length of a tenured, certificated employee's full-time service under a full-time contract, computed from the first day of full-time performance of duties under the contract.
- 10.2 Seniority shall not be broken by, but shall not continue to accrue, during any leave of absence granted by the Board, including sabbatical leaves. Seniority will not be interrupted, and will continue to accrue, during illnesses and excused absences, but not leaves of absence.
- 10.3 When dismissed other than for cause, seniority shall continue for an employee until one (1) calendar year from the beginning of the school term following the school term in which the employee was dismissed. The employee shall not, however, accrue seniority during the period the employee was not performing full-time services for the District following the dismissal, even though employed on a part-time basis.
- 10.4 Equal Seniority
In case two (2) employees have equal seniority, the Board shall determine which employee to retain if it becomes necessary to dismiss one (1) of the employees.

ARTICLE 11

SENIORITY (NON CERTIFIED)

A. Definition of Seniority

Seniority is the length of an employee's service starting with the first day on which duties are performed after an employee has been placed on permanent status (after ninety day probationary period). In order for an employee to claim seniority rights, he/she must have successfully completed the probationary period and be placed by the District on permanent status. Once an employee has successfully completed the probationary period, seniority shall be retroactive to the first day duties are performed.

1. Seniority is lost upon the following:

- a. Resignation;
- b. Dismissal;
- c. Retirement; and
- d. Illinois School Code

2. Seniority is retained but shall not accrue during the following:

- a. Unpaid leave of absence;
- b. Unpaid sick leave; and
- c. Period of layoff as established by this Agreement.

3. Seniority continues to accrue during the following:

- a. Paid leave of absence; and
- b. Temporary disability under IMRF.

B. Seniority List

By February 1, annually, the District shall publish a seniority list for each of the following non-exempt job categories:

1. Building Secretary
2. Foundation Secretary
3. Certified Teacher's Aide
4. Library Clerks
5. District Head Cook
6. Cafeteria Hourly Cook
7. Custodial
8. Maintenance
9. Custodial Aide
10. Playground
11. Bus Driver
12. Bus Aide
13. Bilingual Interpreter
14. Bilingual Aide
15. Nurse
16. Lunch Duty
17. Teacher Assistants
18. One-on-One Aide

Employees changing job categories shall begin a new probationary period.

An employee shall accrue seniority as listed in the category he/she is currently employed and shall retain any previous accumulated seniority in any other category the employee has worked. However, seniority shall accumulate in only the category in which the employee is presently employed.

C. Consultation with Association

When the District decides it is necessary to reduce the number of employees in the bargaining unit because of enrollment or funding, the Association President will be informed in advance of any public announcement pertaining to same. The Association shall be given an opportunity to discuss the number of employees not to be reemployed, the particular positions to be eliminated and alternatives to such changes.

- D. Layoff Procedures
If an educational support employee is removed or dismissed as a result of a decision of the District to decrease the number of employees or to discontinue some particular type of service, written notification shall be given the employee by certified mail, at least thirty (30) days before the end of the school term, together with a statement of honorable dismissal and the reason therefore. The employee with the shorter length of continuing service with the District, within the respective category of position, shall be dismissed first.
- E. Payment of Salary
When an educational support employee is dismissed by the District due to a desire to decrease the number of educational support personnel employees employed by the Board or to discontinue some particular type of educational support service, the employee shall be given the option of being paid all earned compensation on or before the third business day following his or her last day of employment or the next regularly scheduled pay date. Individual employee insurance benefits shall continue until the first day of the next school year for honorably dismissed employees who were employed for the entire previous school year.
- F. Recall
If the District has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the employees removed or dismissed from that category of position, so far as they are qualified to hold such position.
- G. Waiver of Recall Rights
Failure of the employee to respond within ten (10) calendar days after the receipt of the District's letter of recall sent by certified mail to the employee's address on file with the District recalling such employee will result in the termination of the employee's right of recall to the vacant position. It shall be the responsibility of the employee to inform the District of any change in home address.
- H. Breaking of Ties of Employment with Equal Seniority
Should a conflict arise concerning two (2) or more educational support employees with identical length on continuing service within a category, seniority shall be determined by the total number of years of service to the District regardless of whether or not the service is continuous. If the total years of service remains identical, a lot selection shall be held, witnessed by an Association representative.

ARTICLE 12

RIGHTS TO REPRESENTATION

When an employee is required to appear before the Board and/or an Administrator for purposes of discipline, the employee may have a representative of the Association present, if the employee so desires.

ARTICLE 13

LIFE OF AGREEMENT

- 13.1 This agreement shall be effective commencing August 16, 2023 and shall continue in effect until August 15, 2026.
- 13.2 If any provision of this agreement or any application of this Agreement to any employee or to any group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

13.3 The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties hereto. They may be modified by alteration, change, addition to, or deletion through the voluntary mutual consent of the parties in a written amendment executed in accordance with the provisions of this Agreement.

ARTICLE 14

REDUCTION IN FORCE

The Superintendent will give the President of the Association advance notification when it is necessary to reduce the tenured staff or any hourly employees of District 229 because of declining enrollment, program elimination or financial necessity. The Reduction in Force (RIF) will be pursuant to *The Illinois School Code*.

ARTICLE 15

CERTIFIED SALARY SCHEDULE

15.1 Salary Schedule (Certified) - Refer to Salary Schedule Exhibit A

A. **Group 1** - Starting Teacher (new to district with no experience or long term substitute)

In 2022/2023 the starting salary for a certified staff member with a BA and no experience was \$40,515. The beginning salary for a certified staff member with a BA and no experience in 2023/2024 will be \$42,541 (5% increase over previous base). For 2024/2025 school year this employee will move to Group 2 and receive \$45,532 (7.03%). For 2025/2026 this employee will receive \$47,934 (5.27% increase)

Certified staff with no experience hired in 2024/2025 will receive \$44,668 (5% over previous base). For 2025/2026 this employee will move to Group 2 and receive \$47,023 (5.27% increase)

Certified staff with no experience hired in 2025/2026 will receive \$46,454 (4% over previous base).

	2023/2024	2024/2025	2025/2026
Hired 2023/24	\$42,541	\$45,532	\$47,934
Hired 2024/25		\$44,668	\$47,023
Hired 2025/26			\$46,454

YEAR	1/BA	1/BA+8	1/BA+16	1/BA+24	1/MA	1/MA+15	1/MA+30
2023-2024	42,541	43,519	44,520	45,544	46,592	47,663	48,759

B. **Group 2** - Certified staff members hired in school years 2016-2017 through 2022-2023 returning to the district in the Fall of 2023 on level 1/BA will have a new base pay comprised of 6.5% over the prior year's base pay with a cumulative index of .5% plus all Educational Advancement moves earned in accordance with article 15.4 Lane Changes. This is a salary increase of 7.03% to 10.28% (average 8.65%).

For 2024/2025, these Certified staff members will receive a 6.5% increase to their new base pay with an index of .5% (7.03% increase).

For 2025/2026, these Certified staff members will receive a 4.75% increase to their new base pay with an index of .5% (5.27% increase).

Reference above chart for BA+8 through MA+30 for educational increases.

- C. **Group 3** – Certified staff members hired during school year 2015-2016 or 9 years cumulative service through certified staff members hired during school year 2013-2014 or 11 years of service returning to the district in the Fall of 2023 will receive an average of 7.93% year 1 (8.89%, 7.94%, and 6.97% respectively). The minimum salary for this group will be \$45,132. Anyone under the minimum will be increased to the minimum salary amount.

For 2024/2025, these Certified staff members will receive a 6.5% increase to their new base pay. (Minimum Salary \$48,066)

For 2025/2026, these Certified staff members will receive a 5.50% increase to their new base pay. (Minimum Salary \$50,709)

- D. **Group 4** – Certified staff members hired during 2012-2013 school year or before or certified staff who are at 5/BA and beyond on the 2022-2023 school contract returning to the district in the Fall of 2023 will have a new base pay comprised of 6% increase to the prior year's base pay (this does not include any longevity from prior contracts) plus all Educational Advancement moves earned in accordance with article 15.4 Lane Changes. The minimum salary for this group will be \$47,506. Anyone under the minimum will be increased to the minimum salary amount.

For 2024/2025, these Certified staff members will receive a 6% increase to their new base pay. (Minimum Salary \$50,356)

For 2025/2026, these Certified staff members will receive a 5.50% increase to their new base pay. (Minimum Salary \$53,378)

- E. Due to current law no certified employee will receive over a 6% pay raise per year within their last 4 years.
- F. Upon initial hire, a Certified staff member shall be placed on the initial hiring schedule according to the following criteria:

Certified staff members that come into the district without years of service from previous work experience will be placed in Group 1.

Certified staff members that come into the district with years of service from previous work experience, will be given year-for-year service credit, if accepted by the Superintendent.

Full-time teachers shall be compensated pursuant to Salary Exhibit A in the Appendix which is incorporated in this contract. Part-time and short-term employees shall be compensated on a pro-rata basis based on their place on Salary Exhibit A.

Newly hired employees in group 4 will be paid an equivalent salary to a similar employee based on years of experience and education, if accepted by the Superintendent.

15.1.a Retroactive Pay – Retro pay for the 2023-2024 school year shall be paid in a lump sum as agreed upon no more than forty days after ratification of the contract by both parties.

15.2 Class Coverage

Class coverage – If a teacher is requested by the administration to cover a class during the teacher’s preparation period, the teacher will be paid \$30.00 per period.

If a single teacher is requested by the administration to cover an entire class in addition to their regularly scheduled class (i.e. doubling up two P.E. classes), that teacher will be paid \$30.00 per period.

15.3 Overload Pay

Overload Pay will be paid at 1/7 of year 1 of the teacher’s current lane (ex. BA/BA+8/BA+16/BA+24/MA/MA+15/MA+30) and will be increased \$100 per year of teacher’s accumulated overload experience with a cap at 5 years.

15.4 Lane Changes

If applicable, when a teacher is moving from BA+24 to MA, he/she must pass any and all state endorsement test(s) within 120 days of the start of the semester. Otherwise, the employee will return to BA+24. The teacher will not advance across the Salary Schedule for credit of Graduate Hours and/or Master Degree unless the class/program meets the requirements established by the State of Illinois.

Certified staff who have completed graduate classes must submit transcripts for hours earned to the District in order for the hours to be applied to horizontal advancement on that year’s salary schedule. An unofficial transcript from the university shall suffice until a transcript can be supplied by the institution. Certified staff have up to four weeks at the beginning of a semester to submit an official transcript to receive credit for horizontal advancement.

15.5 Tuition Reimbursement (Certified)

Beginning with the 2018-2019 school year, the District shall establish an annual professional development pool of \$10,000 for use by certificated employees who have acquired tenure with the district. The full time tenured certificated employee must take a graduate level course from an accredited (approved by an accrediting agency recognized by the U.S. Department of Education) institution in an area of the employee’s assignment or major. Reimbursement will not exceed \$200 per semester credit hour of tuition. In order to be eligible for reimbursement, the Superintendent must approve the course in advance and a minimum grade of “B” must be earned, as evidenced by an official transcript which must be sent directly to the Superintendent from the College/University. The Superintendent will begin approving applications August 1st of each respective school year. Administrative degrees will not be paid through this pool. The District reserves the right to expend additional dollars (beyond established pool) for graduate and non-graduate hours that would be for the benefit of the District.

15.6 Tuition for Professional Educator License (Non-Certified)

Beginning with the 2023-2024 school year, the District shall establish an annual professional development pool of \$10,000 for use by any employee with four (4) or more years employed by the District, or any long term (Semester) substitute teacher who does not currently hold a Professional Educator License. The employee/sub must take courses from an accredited (approved by an accrediting agency recognized by the U.S. Department of Education) institute that would apply toward a Professional Educator’s License. Funding will not exceed \$200 per semester credit hour (or unit of credit received) of tuition. In order to be eligible, the Superintendent must approve any degree program in advance. The employee/sub must submit the accrediting institution’s invoice for the District to submit payment to. A minimum semester grade point average of “B” must be earned, as evidenced by an official transcript which must be sent directly to the Superintendent from the College/University. The Superintendent will begin approving applications August 1st of each respective school year. Administrative degrees will not be paid through this pool.

In exchange, the employee agrees to remain employed as a teacher in the District for a minimum of five (5) years after receiving their Professional Educator License.

Maximum amount for employee will not exceed current IRS Regulations for tuition allowance.

ARTICLE 16

NON CERTIFIED COMPENSATION

16.1 Hourly Worker Compensation Schedule

All hourly employees will be given a \$1.50/hour increase on their current hourly wage for the year 2023-2024; then a \$1.00/hour increase on their current (2023-2024) hourly wage for 2024-2025; then a \$1.00/hour increase on their current (2024-2025) hourly wage for 2025-2026. Wage ranges shall be adjusted each year to reflect these raises.

If the employee is within their *Range*, the employee will receive the increase as a raise. If the employee falls outside their *Range*, they will receive the increase as a stipend.

The following scenarios apply when a regular driver is driving an extra duty trip during his/her regular route time:

- a. If an extra duty bus trip is cancelled within 15 minutes of leaving, the substitute driver shall receive one (1) hour of pay and the regular driver will drive his/her route.
- b. If the bus has left and the trip is then cancelled, the regular driver will receive a minimum of 1 ½ hour pay (route pay) and the extra trip driver will be paid for his/her actual time.
- c. Neponset drivers will be eligible for Kewanee out of town trips.

16.1a Retroactive Pay – Retro pay for the 2023-2024 school year shall be paid in a lump sum as agreed upon, no more than forty days after ratification of the contract by both parties.

16.2 Overtime – Hourly Employees

Any overtime work shall be paid at one and one-half (1.5) times the employee's regular pay rate. In lieu of pay, the employee may choose to accumulate compensatory time off at a rate of one and one-half (1.5) times the overtime hours worked, but any time not used within ninety (90) days of accrual shall be converted to wages. Overtime is defined as more than forty (40) hours actually worked each week; excluding, paid Holidays. An employee must obtain permission of his/her supervisor before working any overtime. Compensatory time off must be scheduled in advance with the employee's supervisor and may be taken only with the supervisor's permission, which will not be unreasonably withheld. Hourly employees required to work on Saturday who have worked 40 hours during the week including paid holidays, shall be paid at one and one three quarters (1 ¾) their regular rate of pay. (Hourly employees required to work on Sundays or Holidays who have worked their 40 hours during the week including paid Holidays shall be paid double their regular rate of pay.)

16.3 Call-Out Pay

- A. If an employee is recalled to work outside is/her normal work schedule by the Superintendent or building principal, such hours will be paid as overtime at time and one-half. An employee who is called back to work shall be reimbursed for mileage. If a situation arises that the superintendent or building principal or designee is not available or reachable, the affected employee may take action and request reimbursement of payment per this section after the fact.
- B. Approved work performed at time not immediately following or preceding a regular work shift shall be no less than one (1) hour in paid length.
- C. Should an employee be recalled back to work and/or an extra duty trip cancelled, that employee will receive a minimum of one (1) hour of pay.

16.4 IMRF Eligibility

Any employee who is employed for six-hundred (600) hours or more in a year shall be eligible for participation in the Illinois Municipal Retirement Fund and the Board of Education shall make its employer's contribution; as well as deduct and forward the employee's contribution to IMRF.

16.5 Course Reimbursement – Hourly Employees

Should any employee wish to take a course which would be a benefit to the District that employee would also be reimbursed for the cost of the course provided the Superintendent has approved the course prior to the employee's enrollment.

16.6 Course, District Training, Workshops and Refresher

- A. When the District offers workshops and/or training such as computers, Health Procedures, etc., those employees attending will be paid their regularly hourly rate of pay.
- B. Cooks shall be paid their normal hourly rate of pay for attendance at their required refresher courses.
- C. Bus drivers will be paid the Trip Rate for attending their required Refresher Course.
- D. The Board will provide paid In-Service Training annually for all employees in the areas of Blood Borne Pathogens, First Aid, CPR, school safety, and other areas determined by the Board of Education and Administration.
- E. The KEA will be allowed one (1) hour scheduled to speak to employees new to the District on the first day of new employee orientation at the beginning of the school year.

ARTICLE 17

EXTRA-CURRICULAR

17.1 Extra duty jobs for which additional pay is granted will be made only with the consent of the teacher. Assignments are subject to change at the discretion of the Superintendent or his/her designee with reasonable notice to be given to the teacher. Enumeration of these extra duty assignments will be in accordance with the Extra-Curricular Pay Schedule attached hereto.

17.2 Extra-Curricular Assignments

Extra-curricular assignments will be made by the August Board of Education meeting when at all possible.

17.3 Drug Testing Of Coaches And/Or Sponsors

Board Policy #5:52 covers the KCUD229 drug testing program for athletic coaches and activity sponsors who drive students to or from practices/events/activities. Any changes to Board Policy #5:52 will be reviewed by a committee consisting of three (3) KEA members as appointed by the KEA President and three (3) members of the School Board and/or Administration as designated by the President of the Board of Education.

ARTICLE 18

INCENTIVE FOR RETIREMENT LETTER – FULL TIME TEACHERS AND FULL TIME NON-CERTIFIED STAFF

18.1 Any teacher eligible to retire shall receive, beginning with the last four (4) years of teaching in #229, 6% per year over the previous year's total compensation. This language applies to a teacher who is eligible to retire and the 6% may begin in 4 years before retirement, 3 years before retirement, 2 years before retirement or the final year before retirement.

18.2 Any teacher who has taught between 20-35 years for the Kewanee School System (or Neponset School System) will qualify for an additional bonus. The teacher who is qualified for retirement will receive \$500.00, minus the appropriate taxes, for each year worked for the Kewanee School District. This payment will be made on or before September 5th following retirement. (Ex. 20 years equals \$10,000.)

18.3 Incentive for Retirement Letter – Full Time Teacher

For a teacher to take advantage of the above incentives, he/she must meet the following criteria: 1. The teacher must submit an irrevocable letter of resignation prior to October 1st, 2. The teacher must elect the retirement incentives when they are first eligible, and 3. The teacher’s retirement does not result in the Board incurring any Early Retirement Options costs/penalties. An example of eligibility is a teacher age fifty-five (55) with thirty-five (35) years of TRS creditable service. Exceptions to the “first eligibility” standard may be made by mutual agreement between the Board and individual teacher for unusual or extreme circumstances.

Example 1:	Notice is given October 1, 2023	
	2022-2023 Salary was \$60,000.00	31 TRS Years – Age 51
	2023-2024 Salary will be \$61,800.00	32 TRS Years – Age 52
	2024-2025 Salary will be \$63,654.00	33 TRS Years – Age 53
	2025-2026 Salary will be \$65,563.62	34 TRS Years – Age 54
	2026-2027 Salary will be \$67,530.53	35 TRS Years – Age 55
	2027-2028 Retired	

Example 2:	Notice is given October 1, 2023	
	2022-2023 Salary was \$60,000.00	31 TRS Years – Age 53
	2023-2024 Salary will be \$61,800.00	32 TRS Years – Age 54
	2024-2025 Salary will be \$63,654.00	33 TRS Years – Age 55
	2025-2026 Salary will be \$65,563.62	34 TRS Years – Age 56
	2026-2027 Salary will be \$67,530.53	35 TRS Years – Age 57
	2027-2028 Retired	

18.4 Any teacher who has stipends/TRS creditable earnings included in his/her calculations must continue to perform those duties in each of the years where the 6% increase is applied or the increase will not apply to those duties no longer performed.

18.5 The parties agree that the issuing of retirement incentives in 18.1 and 18.2 are not intended to result in a charge or cost to the Board of Education for retirement incentives granted in excess of the teacher’s allowed incentives used in determining TRS retirement benefits as may be interpreted by the Illinois Teacher’s Retirement System (TRS). If TRS imposes a charge or cost to the Board for granting retirement incentives in excess of the teachers allowed incentives used in determining TRS retirement benefits, the parties agree to reopen negotiations for the sole purpose of eliminating the charge or cost to the Board. Section 18.1 and 18.2 will remain applicable so long as there is no charge or cost to the Board.

18.6 Incentive For Retirement – Non Certified Staff
Full-time non certified staff who have worked a minimum of twenty-five (25) continuous years will receive \$500, minus the appropriate taxes, for each year worked for the Kewanee School District. This payment will be issued between thirty (30) and sixty (60) days after the employee’s effective retirement date. (Ex. 25 years equals \$12,500.)

ARTICLE 19

STRIKE CLAUSE

19.1 During the term of this agreement, neither the Association nor any employee covered by this Agreement shall promote or engage in any strike, slowdown, or other failure to render full and complete services to the District. The Board agrees it will not bring any actions for damages

against the Association for any strike that the Association does not instigate or condone, provided the Association immediately informs and advises employee who engage in such activities that such actions are forbidden, and to return to rendering full services to the District immediately. Any employee who engages in any activity contrary to this agreement in an attempt to alter or change hours, wages and any terms or conditions of employment is subject to termination.

ARTICLE 20

20.1 Nothing in this collective bargaining agreement is to be interpreted as constituting a waiver of the rights of the Board of Education to create and maintain educational related services. The intent of the agreement is to establish with the Association wages and other compensation, working hours, and conditions of employment, as expressed in this agreement.

The parties agree and acknowledge that the Board of Education retains and reserves unto itself all powers and duties conferred upon and vested in it by the Rules and Regulations of the State Board of Education, the School Code of Illinois, Statutes of the State of Illinois, the Illinois Education Labor Relation Board (IELRB), and the Constitutions of the State of Illinois and of the United States. The exercise of the foregoing powers, rights, duties, and responsibilities by the Board of Education and the adoption of policies, rules, regulations, and practices in furtherance thereof, shall be the exclusive prerogative of the Board of Education, except as limited by the specific terms of this Agreement, or by applicable law.

For the Board of Education
School District 229

For the Kewanee Education
Association

This 20th day of November, 2023

This 20th day of November, 2023

President

President

Secretary

Chief Negotiator

Group 1					Group 1
					5--5--4
Hire	Years*	Base (SY22-23)	Raise (SY23-24)	Raise	TOTAL (SY23-24)
A: SY 23-24 and LTS	1	\$40,515	\$2,026	5.00%	\$42,541

Group 2							Group 2
							(7.03-10.28)--7.03--5.27
Hire	Years**	Base (SY23-24)	INDEX (SY23-24)	Raise	TOTAL (SY 23-24)	DOLLAR DIFFERENCE	% CHANGE
B: SY 22-23 hire or	2	\$43,148	\$216	6.50%	\$43,364	\$2,849	107.03%
C: SY 21-22 hire or	3	\$43,364	\$217	0.50%	\$43,581	\$3,066	107.57%
D: SY 20-21 hire or	4	\$43,581	\$218		\$43,799	\$3,284	108.11%
E: SY 19-20 hire or	5	\$43,799	\$219		\$44,018	\$3,503	108.65%
F: SY 18-19 hire or	6	\$44,018	\$220		\$44,238	\$3,723	109.19%
G: SY 17-18 hire or	7	\$44,238	\$221		\$44,459	\$3,944	109.74%
H: SY 16-17 hire or	8	\$44,459	\$222		\$44,682	\$4,167	110.28%
AVERAGE:						\$3,505	108.65%

Group 3				Group 3
				(6.97-8.89)--6.5--5.5
I: SY 15-16 hire or	Years**	Base (SY22-23)	Raise	TOTAL (SY23-24)
J: SY 14-15 hire or	9	\$45,132	\$3,685	\$48,817
K: SY 13-14 hire or	10	\$45,766	\$3,366	\$49,132
	11	\$46,400	\$3,024	\$49,424
AVERAGE:				\$3,358

Group 4				Group 4
BA5 and beyond on the SY22-23 contract				6--6--5.5
	SALARY (SY22-23)	Raise	TOTAL (SY23-24)	
EX 1	\$47,506	\$2,850	\$50,356	
EX 2	\$59,635	\$3,578	\$63,213	
EX 3	\$62,410	\$3,745	\$66,155	
EX 4	\$66,816	\$4,009	\$70,825	
EX 5	\$78,345	\$4,701	\$83,046	

*Hired with no previous years of experience

**Creditable years of service

SCHOOL YEAR 2024-2025

Group 1				
Hire	Years*	Base (SY23-24)	Raise (SY24-25)	Total (SY24-25)
AA: SY 24-25 and LTS	1	\$42,541	\$2,127	\$44,668

Group 2						
Hire	Years**	Base (SY24-25)	INDEX (SY24-25)	TOTAL	DOLLAR DIFFERENCE	% CHANGE
A: SY 23-24 hire or	2	\$45,306	\$227	\$45,532	\$2,992	107.03%
B: SY 22-23 hire or	3	\$46,183	\$231	\$46,414	\$3,050	107.03%
C: SY 21-22 hire or	4	\$46,414	\$232	\$46,646	\$3,065	107.03%
D: SY 20-21 hire or	5	\$46,646	\$233	\$46,879	\$3,080	107.03%
E: SY 19-20 hire or	6	\$46,879	\$234	\$47,113	\$3,096	107.03%
F: SY 18-19 hire or	7	\$47,113	\$236	\$47,349	\$3,111	107.03%
G: SY 17-18 hire or	8	\$47,349	\$237	\$47,586	\$3,127	107.03%
H: SY 16-17 hire or	9	\$47,586	\$238	\$47,824	\$3,142	107.03%
AVERAGE:					\$3,096	107.03%

Group 3					
	Years**	Base	Raise	Total	% CHANGE
I: SY 15-16 hire or	10	\$48,066		\$2,934	106.50%
J: SY 14-15 hire or	11	\$48,741		\$2,975	106.50%
K: SY 13-14 hire or	12	\$49,416		\$3,016	106.50%

Group 4			
same as SY23-24	SALARY (SY23-24)	Raise	Total (SY24-25)
	Salary (SY23-24)	Raise	Total (SY24-25)
EX 1	\$50,356	\$3,021	\$53,378
EX 2	\$63,213	\$3,793	\$67,006
EX 3	\$66,155	\$3,969	\$70,124
EX 4	\$70,825	\$4,249	\$75,074
EX 5	\$83,046	\$4,983	\$88,028

*Hired with no previous years of experience
 **Creditable years of service

SCHOOL YEAR 2025-2026

Group 1					
Hire	Years*	Base (SY24-25)	Raise (SY25-26)	Raise 4.00%	Total (SY25-26)
BB: SY 25-26 and LTS	1	\$44,668	\$1,787		\$46,454

Group 2							
Hire	Years**	Base (SY25-26)	INDEX (SY25-26)	Raise INDEX 0.50%	TOTAL (SY25-26)	DOLLAR DIFFERENCE	% CHANGE
AA: SY 24-25 hire or	2	\$46,790	\$234		\$47,023	\$2,356	105.27%
A: SY 23-24 hire or	3	\$47,695	\$238		\$47,934	\$2,401	105.27%
B: SY 22-23 hire or	4	\$48,618	\$243		\$48,862	\$2,448	105.27%
C: SY 21-22 hire or	5	\$48,862	\$244		\$49,106	\$2,460	105.27%
D: SY 20-21 hire or	6	\$49,106	\$246		\$49,351	\$2,472	105.27%
E: SY 19-20 hire or	7	\$49,351	\$247		\$49,598	\$2,485	105.27%
F: SY 18-19 hire or	8	\$49,598	\$248		\$49,846	\$2,497	105.27%
G: SY 17-18 hire or	9	\$49,846	\$249		\$50,095	\$2,510	105.27%
H: SY 16-17 hire or	10	\$50,095	\$250		\$50,346	\$2,522	105.27%
AVERAGE:						\$2,461	105.27%

Group 3						
	Years**		Raise	5.50%		
I: SY 15-16 hire or	11	\$50,709			\$2,644	105.50%
J: SY 14-15 hire or	12	\$51,422			\$2,681	105.50%
K: SY 13-14 hire or	13	\$52,134			\$2,718	105.50%

Group 4				
Same as SY24-25	SALARY (SY24-25)	Raise	5.50%	
	Salary (SY24-25)	Raise	Total (SY25-26)	
EX 1	\$53,378	\$2,936	\$56,314	
EX 2	\$67,006	\$3,685	\$70,691	
EX 3	\$70,124	\$3,857	\$73,981	
EX 4	\$75,074	\$4,129	\$79,204	
EX 5	\$88,028	\$4,842	\$92,870	

*Hired with no previous years of experience

**Creditable years of service

LIFE OF THE CONTRACT				
GROUP 1 & 2	SY 22-23	SY 23-24	SY 24-25	SY 25-26
BB				\$46,454
AA			\$44,668	\$47,023
A		\$42,541	\$45,532	\$47,934
B	\$40,515	\$43,364	\$46,414	\$48,862
C	\$40,515	\$43,581	\$46,646	\$49,106
D	\$40,515	\$43,799	\$46,879	\$49,351
E	\$40,515	\$44,018	\$47,113	\$49,598
F	\$40,515	\$44,238	\$47,349	\$49,846
G	\$40,515	\$44,459	\$47,586	\$50,095
H	\$40,515	\$44,682	\$47,824	\$50,346

GROUP 3	SY 22-23	SY 23-24	SY 24-25	SY 25-26
I	\$41,447	\$45,132	\$48,066	\$50,709
J	\$42,400	\$45,766	\$48,741	\$51,422
K	\$43,376	\$46,400	\$49,416	\$52,134

GROUP 4	SY 22-23	SY 23-24	SY 24-25	SY 25-26
EX 1	\$47,506	\$50,356	\$53,378	\$56,314
EX 2	\$59,635	\$63,213	\$67,006	\$70,691
EX 3	\$62,410	\$66,155	\$70,124	\$73,981
EX 4	\$66,816	\$70,825	\$75,074	\$79,204
EX 5	\$78,345	\$83,046	\$88,028	\$92,870

**SALARY RANGES
KEWANEE CUSD #229
SCHOOL YEAR 2023-2024
UNION EMPLOYEES**

<u>Name of Employee Group</u>	<u>Specific Positions In Group</u>	<u>Salary Range For 2023-2024</u>
District Head Nurse	RN	\$1.00 per hour to current hourly wage
Nurse	RN	17.05 33.33 49.60
Office Manager HS	HS Office Manager	13.00 24.52 36.04
Secretary	Foundation/Belle/Lyle Irving/Central/HS	13.00 22.55 32.10
Maintenance	Maintenance	13.00 21.20 29.41
Custodian	Elem, Central, HS	13.00 20.12 27.24
Aides	library clerk, playground bilingual interpreter, bus, lunch duty, custodial, clerical	13.00 18.46 23.91
Certified Aides	Classroom Teacher Aides (NCLB Qualified)	13.00 19.57 26.13
Head Cook	HS/Central	13.00 22.53 32.06
Kitchen Server	Cooking/Serve Only Kitchens	13.00 16.44 19.87
	Cafeteria Substitutes	13.00
Bus Driver	Bus Drivers	13.00 22.85 32.70
Crossing Guard		13.00 16.44 19.87
Teacher Assistants (alt)	Classroom	Individual Contracts

* – top of range
increased \$1.50
-bottom of range
Increased to meet
Minimum wage

10/4/2023

**SALARY RANGES
KEWANEE CUSD #229
SCHOOL YEAR 2024-2025
UNION EMPLOYEES**

<u>Name of Employee Group</u>	<u>Specific Positions In Group</u>	<u>Salary Range For 2024-2025</u>
District Head Nurse	RN	\$1.00 per hour to current hourly wage
Nurse	RN	17.05 33.83 50.60
Office Manager HS	HS Office Manager	14.00 25.52 37.04
Secretary	Foundation/Belle/Lyle Irving/Central/HS	14.00 23.55 33.10
Maintenance	Maintenance	14.00 22.20 30.41
Custodian	Elem, Central, HS	14.00 21.12 28.24
Aides	library clerk, playground bilingual interpreter, bus, lunch duty, custodial, clerical	14.00 19.46 24.91
Certified Aides	Classroom Teacher Aides (NCLB Qualified)	14.00 20.57 27.13
Head Cook	HS/Central	14.00 23.53 33.06
Kitchen Server	Cooking/Serve Only Kitchens Cafeteria Substitutes	14.00 17.44 20.87 14.00
Bus Driver	Bus Drivers	14.00 23.85 33.70
Crossing Guard		14.00 17.44 20.87
Teacher Assistants (alt)	Classroom	Individual Contracts

* – top of range
increased \$1.00
-bottom of range
Increased to meet
Minimum wage

10/4/2023

**SALARY RANGES
KEWANEE CUSD #229
SCHOOL YEAR 2025-2026
UNION EMPLOYEES**

<u>Name of Employee Group</u>	<u>Specific Positions In Group</u>	<u>Salary Range For 2025-2026</u>
District Head Nurse	RN	\$1.00 per hour to current hourly wage
Nurse	RN	17.05 34.55 51.60
Office Manager HS	HS Office Manager	15.00 26.52 38.04
Secretary	Foundation/Belle/Lyle Irving/Central/HS	15.00 24.55 34.10
Maintenance	Maintenance	15.00 23.21 31.41
Custodian	Elem, Central, HS	15.00 22.12 29.24
Aides	library clerk, playground bilingual interpreter, bus, lunch duty, custodial, clerical	15.00 20.46 25.91
Certified Aides	Classroom Teacher Aides (NCLB Qualified)	15.00 21.57 28.13
Head Cook	HS/Central	15.00 24.53 34.06
Kitchen Server	Cooking/Serve Only Kitchens Cafeteria Substitutes	15.00 18.44 21.87 15.00
Bus Driver	Bus Drivers	15.00 24.85 34.70
Crossing Guard		15.00 18.44 21.87
Teacher Assistants (alt)	Classroom	Individual Contracts

* – top of range
increased \$1.00
-bottom of range
Increased to meet
Minimum wage

10/4/2023

KEWANEE COMMUNITY UNIT SCHOOL DISTRICT #229**Athletic Schedule**

<u>Description</u>	<u>23-24</u> <u>Rate</u>	<u>24-25</u> <u>Rate</u>	<u>25-26</u> <u>Rate</u>
<u>Group 1</u>			
Athletic Director	\$10,656.00	\$10,869.00	\$11,086.00
<u>Group 2</u>			
Football - Head Coach	\$7,435.00	\$7,584.00	\$7,736.00
Basketball - Head Girls Coach	\$7,435.00	\$7,584.00	\$7,736.00
Basketball - Head Boys Coach	\$7,435.00	\$7,584.00	\$7,736.00
<u>Group 3</u>			
Volleyball - Head Coach	\$6,556.00	\$6,687.00	\$6,821.00
Wrestling - HS Coach	\$6,556.00	\$6,687.00	\$6,821.00
<u>Group 4</u>			
Softball - Head Coach	\$5,552.00	\$5,663.00	\$5,776.00
Baseball - Head Coach	\$5,552.00	\$5,663.00	\$5,776.00
Track - Head Boys Coach	\$5,552.00	\$5,663.00	\$5,776.00
Track - Head Girls Coach	\$5,552.00	\$5,663.00	\$5,776.00
Soccer	\$5,552.00	\$5,663.00	\$5,776.00
<u>Group 5</u>			
Golf - Head Boys Coach	\$4,884.00	\$4,982.00	\$5,082.00
Tennis - Head Girls Coach	\$4,884.00	\$4,982.00	\$5,082.00
Bowling - Head Girls Coach	\$4,884.00	\$4,982.00	\$5,082.00
Cross County - Head Coach	\$4,884.00	\$4,982.00	\$5,082.00
Cheerleading - High School Coach	\$4,884.00	\$4,982.00	\$5,082.00
Pom Pon - High School Coach	\$4,884.00	\$4,982.00	\$5,082.00
<u>Group 6</u>			
Football - Assistant Coach	\$4,440.00	\$4,529.00	\$4,620.00
Football - Assistant Coach	\$4,440.00	\$4,529.00	\$4,620.00
Football - Assistant Coach	\$4,440.00	\$4,529.00	\$4,620.00
Football - Assistant Coach	\$4,440.00	\$4,529.00	\$4,620.00
Football - Assistant Coach	\$4,440.00	\$4,529.00	\$4,620.00
Football - Assistant Coach	\$4,440.00	\$4,529.00	\$4,620.00
Basketball - Assistant Boys Coach	\$4,440.00	\$4,529.00	\$4,620.00
Basketball - Assistant Boys Coach	\$4,440.00	\$4,529.00	\$4,620.00
Basketball - Assistant Boys Coach	\$4,440.00	\$4,529.00	\$4,620.00
Basketball - Assistant Girls Coach	\$4,440.00	\$4,529.00	\$4,620.00
Basketball - Assistant Girls Coach	\$4,440.00	\$4,529.00	\$4,620.00
Basketball - Assistant Girls Coach	\$4,440.00	\$4,529.00	\$4,620.00
<u>Group 7</u>			
Wrestling - Assistant Coach	\$3,979.00	\$4,059.00	\$4,140.00
Volleyball - Assistant Girls Coach	\$3,979.00	\$4,059.00	\$4,140.00
Volleyball - Assistant Girls Coach	\$3,979.00	\$4,059.00	\$4,140.00

Group 8

Track - Assistant Girls Coach	\$3,441.00	\$3,510.00	\$3,580.00
Track - Assistant Boys Coach	\$3,441.00	\$3,510.00	\$3,580.00
Track - Assistant Coach	\$3,441.00	\$3,510.00	\$3,580.00
Softball - Assistant Coach	\$3,441.00	\$3,510.00	\$3,580.00
Softball - Assistant Coach	\$3,441.00	\$3,510.00	\$3,580.00
Baseball - Assistant Coach	\$3,441.00	\$3,510.00	\$3,580.00
Baseball - Assistant Coach	\$3,441.00	\$3,510.00	\$3,580.00
Baseball - Assistant Coach	\$3,441.00	\$3,510.00	\$3,580.00
Soccer - Assistant Coach	\$3,441.00	\$3,510.00	\$3,580.00
Swim Coach	\$3,441.00	\$3,510.00	\$3,580.00
Basketball - Jr High Boys Coach 7th	\$3,441.00	\$3,510.00	\$3,580.00
Basketball - Jr High Boys Coach 8th	\$3,441.00	\$3,510.00	\$3,580.00
Basketball - Jr High Boys Coach Swing (pending participation)	\$3,441.00	\$3,510.00	\$3,580.00
Basketball - Jr High Girls Coach 7th	\$3,441.00	\$3,510.00	\$3,580.00
Basketball - Jr High Girls Coach 8th	\$3,441.00	\$3,510.00	\$3,580.00
Volleyball - Jr High Coach (8th)	\$3,441.00	\$3,510.00	\$3,580.00
Volleyball - Jr High Coach (7th)	\$3,441.00	\$3,510.00	\$3,580.00
Volleyball - Jr High Coach (swing)	\$3,441.00	\$3,510.00	\$3,580.00
Wrestling - Jr High Coach	\$3,441.00	\$3,510.00	\$3,580.00

Group 9

Tennis - Assistant Girls Coach	\$3,109.00	\$3,171.00	\$3,234.00
Football - Jr High Head Coach	\$3,109.00	\$3,171.00	\$3,234.00
Basketball - Jr High Girls Asst	\$3,109.00	\$3,171.00	\$3,234.00
Wrestling - Jr High Asst	\$3,109.00	\$3,171.00	\$3,234.00

Group 10

Football - Jr High Boys Asst	\$2,885.00	\$2,943.00	\$3,002.00
Football - Jr High Boys Asst	\$2,885.00	\$2,943.00	\$3,002.00
Softball - Jr High Coach	\$2,885.00	\$2,943.00	\$3,002.00
Track - Jr High Girls Coach	\$2,885.00	\$2,943.00	\$3,002.00
Track - Jr High Boys Coach	\$2,885.00	\$2,943.00	\$3,002.00
Track - Jr High Coach	\$2,885.00	\$2,943.00	\$3,002.00
Track - Jr High Coach	\$2,885.00	\$2,943.00	\$3,002.00
Strength - Summer	\$2,885.00	\$2,943.00	\$3,002.00

Group 11

Strength - Fall	\$1,530.00	\$1,561.00	\$1,592.00
Strength - Winter	\$1,530.00	\$1,561.00	\$1,592.00
Strength - Spring	\$1,530.00	\$1,561.00	\$1,592.00
Pom Pon - Jr High Coach	\$1,530.00	\$1,561.00	\$1,592.00
Cheerleading- Jr High Coach	\$1,530.00	\$1,561.00	\$1,592.00

Group 12

Track - Indoor Boys Coach	\$707.00	\$721.00	\$735.00
Track - Indoor Girls Coach	\$707.00	\$721.00	\$735.00
Winter Cheerleading (Travel)	\$707.00	\$721.00	\$735.00

Wrestling - Girls Coach	\$707.00	\$721.00	\$735.00
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	\$279,727.00	\$285,334.00	\$291,040.00
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Group rounded
2% increase per year

KEWANEE COMMUNITY UNIT SCHOOL DISTRICT #229**Activities Schedule**

<u>Description</u>	<u>23-24</u> <u>Rate</u>	<u>24-25</u> <u>Rate</u>	<u>25-26</u> <u>Rate</u>
<u>Group 1</u>			
Instructional Coach	\$8,160.00	\$8,323.00	\$8,489.00
Instructional Coach	\$8,160.00	\$8,323.00	\$8,489.00
Instructional Coach - 1/2	\$4,080.00	\$4,162.00	\$4,242.00
*When the employees filling the positions of Instructional Coach resign, transfer, retire, are reassigned, or are removed from that position and the District intends to hire a replacement, the District and the Association agree that any new hire in the position of Instructional Coach shall not receive a stipend above and beyond their appropriate placement on the teachers' salary schedule.			
<u>Group 2</u>			
Kewanite Yearbook	\$4,575.00	\$4,667.00	\$4,760.00
Band - High School	\$4,575.00	\$4,667.00	\$4,760.00
<u>Group 3</u>			
Speech	\$3,624.00	\$3,696.00	\$3,770.00
Robotics	\$3,624.00	\$3,696.00	\$3,770.00
Assistant Band Director - KHS	\$3,624.00	\$3,696.00	\$3,770.00
<u>Group 4</u>			
School Play	\$2,773.00	\$2,828.00	\$2,885.00
School Play - Musical*	\$2,773.00	\$2,828.00	\$2,885.00
*(plus \$750 to be split with play director (\$250) and pianist (\$500)			
Key Club	\$2,773.00	\$2,828.00	\$2,885.00
Student Council - High School	\$2,773.00	\$2,828.00	\$2,885.00
Group Interp	\$2,773.00	\$2,828.00	\$2,885.00
Contest Play	\$2,773.00	\$2,828.00	\$2,885.00
<u>Group 5</u>			
Scholastic Bowl - High School	\$2,543.00	\$2,594.00	\$2,646.00
Scholastic Bowl - High School	\$2,543.00	\$2,594.00	\$2,646.00
Class Sponsor - Senior	\$2,543.00	\$2,594.00	\$2,646.00
Class Sponsor - Junior	\$2,543.00	\$2,594.00	\$2,646.00
Jr High Video Yearbook	\$2,543.00	\$2,594.00	\$2,646.00
FCCLA	\$2,543.00	\$2,594.00	\$2,646.00
Art Activities	\$2,543.00	\$2,594.00	\$2,646.00
Winter Musical - Music Director	\$2,543.00	\$2,594.00	\$2,646.00
<u>Group 6</u>			
Builders Club	\$1,978.00	\$2,018.00	\$2,058.00
Stage Manager	\$1,978.00	\$2,018.00	\$2,058.00

Scholastic Bowl - Jr High	\$1,978.00	\$2,018.00	\$2,058.00
Student Council - Jr High	\$1,978.00	\$2,018.00	\$2,058.00
Film Production Club	\$1,978.00	\$2,018.00	\$2,058.00

Group 7

Vocal Music - High School	\$1,885.00	\$1,923.00	\$1,961.00
Jr High Choir/Music	\$1,885.00	\$1,923.00	\$1,961.00
Speech Assistant	\$1,885.00	\$1,923.00	\$1,961.00
Agriculture	\$1,885.00	\$1,923.00	\$1,961.00

Group 8

Patrol - Elem Central	\$1,530.00	\$1,561.00	\$1,592.00
Class Sponsor - Freshman	\$1,530.00	\$1,561.00	\$1,592.00
Class Sponsor - Sophomore	\$1,530.00	\$1,561.00	\$1,592.00
K-Kids	\$1,530.00	\$1,561.00	\$1,592.00
Flags (color guard)	\$1,530.00	\$1,561.00	\$1,592.00
Drum Line	\$1,530.00	\$1,561.00	\$1,592.00
8th Grade Sponsor	\$1,530.00	\$1,561.00	\$1,592.00

Group 9

Central PBIS Coordinator - Central Elem	\$1,149.00	\$1,172.00	\$1,195.00
Central PBIS Coordinator - Central Jr High	\$1,149.00	\$1,172.00	\$1,195.00

Group 10

Director of Spelling Bee	\$707.00	\$721.00	\$735.00
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Group 11

Set Design Supervisor	\$585.00	\$597.00	\$609.00
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Group 12

Pianist - Choir Contest Accompanist	\$530.00	\$541.00	\$552.00
Band Director - Central	\$530.00	\$541.00	\$552.00
Band Director - Central	\$530.00	\$541.00	\$552.00

\$110,724.00 \$112,944.00 \$115,196.00

Groups Rounded
2% increase per year

KEWANEE COMMUNITY UNIT SCHOOL DISTRICT #229
Neponset Grade School Extra Curriculars

<u>Description</u>	<u>23-24</u> <u>Rate</u>	<u>24-25</u> <u>Rate</u>	<u>25-26</u> <u>Rate</u>
Track	\$2,263.00	\$2,308.00	\$2,354.00
Boys Basketball	\$2,263.00	\$2,308.00	\$2,354.00
Girls Basketball	\$2,263.00	\$2,308.00	\$2,354.00
Volleyball	\$1,714.00	\$1,748.00	\$1,783.00
Scholastic Bowl	\$1,576.00	\$1,608.00	\$1,640.00
8th Grade Sponsor	\$1,061.00	\$1,082.00	\$1,104.00
Cheerleading Sponsor	\$890.00	\$908.00	\$926.00
	\$12,030.00	\$12,270.00	\$12,515.00

Amounts Rounded
2% increase per year