



AGREEMENT

Between

**BOARD OF EDUCATION
J. STERLING MORTON
HIGH SCHOOL DISTRICT 201
Cook County, Illinois**

And

**MORTON COUNCIL UNION
American Federation of Teachers - Local #571**

CLERICAL

July 1, 2008 – June 30, 2011

The Board of Education of the J. Sterling Morton High School District 201, Cook County, Illinois and the Morton Council Union Local 571, IFT-AFT, has agreed to this contract. This contract was ratified by the parties on November 12, 2008, and the final approval of the modifications, additions and deletions to this contract were approved by the signatories on the date below.

Jeffry Pesek, President
Board of Education

Steven Fox, President
MCU

_____, 2009
Dated

_____, 2009
Dated

BOARD OF EDUCATION MORTON COUNCIL TEACHERS UNION
Negotiating Team

C. Senters, Superintendent
G. Kopf, Asst. Supt. Finance
M. Kuzniewski, Asst. Supt. Curriculum
V. Parkinson, Asst. Supt. Support Services
J. Lucas, Principal – WEST
F. Zarate, Principal – EAST
J. Gunty, Principal - FRESHMAN CENTER
R. Hernandez, Principal – ALTERNATIVE
M. DeBartolo, Attorney for District 201

Negotiating Team

S. Fox, President
L. Ostapczuk, Vice President
C. Caniano, Asst. Treasurer
S. Helma, Member
A. Cerino, Member
M. Linder, Local 571, IFT-AFT

BOARD OF EDUCATION
Members

Jeffry Pesek, President
Joseph Keating, Vice-President
Jessica Jaramillo-Flores, Secretary
Laura Martin-Salazar, Member
Derek Dominick, Member
Michael Inaquez, Member
Max Flores, Member

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AGREEMENT

This Agreement is entered into by the Board of Education of the J. Sterling Morton High School District Number 201, County of Cook, State of Illinois (hereinafter referred to as the "Board") and the AFT/IFT Morton Clerical Union, (hereinafter referred to as "the MCU").

I. BARGAINING AGENT RECOGNITION

- A. **Definition of Unit.** The Board recognizes the MCU as the sole and exclusive elected bargaining agent for the "clerical staff".
- B. **Definition of Staff.** The clerical staff shall be defined as those employees, or successors, hired by the Board to fill the permanent clerical positions as defined in Appendix "A".
- C. **Permanent Positions.** When a full-time or regular part-time position is created for longer than one school year, that position shall be added to Appendix "A". A "regular part-time position" shall be defined as a position with a job description and a regular daily schedule of work.
- D. **Limitation of Part-Time Positions.** No more than ten percent (10%) of the positions defined in Appendix "A" shall be filled by part-time employees.

II. SENIORITY

Seniority shall be defined as the length of service within the bargaining unit. Accumulation of seniority shall begin from the employee's date of hire by the Board. In the event that more than one individual has the same date of hire, position on the seniority list shall be determined by drawing lots, such drawing to be conducted by the Superintendent, or his/her designee in the presence of the MCU President. A seniority list shall be published yearly and distributed to the president of the MCU.

III. VALIDITY

- A. **Additions and Alterations.** The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The parties mutually agree that this Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of both parties in writing and any such addition or alteration shall become a part of this Agreement.

- B. **Invalidity.** If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with the School Code, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. Any subsequent action regarding any provision of this Agreement declared to be unlawful or unenforceable as stated above, shall be subject to negotiation with, and agreement by, the MCU.
- C. **Appendices, Preambles and General Construction.** The appendices attached to this Agreement shall be deemed a part of this Agreement. All preambles in this Agreement shall be deemed a part of the entire Agreement. This Agreement and the wording herein shall be given the common and ordinary interpretation as to their meaning and construction.
- D. **Nature of Agreement.** This Agreement supersedes and cancels all previous agreements between the Board and the MCU unless expressly stated to the contrary herein. This Agreement constitutes the entire agreement between the parties and concludes collective bargaining for its term.

IV. FAIR SHARE

During the term of this Agreement, any new employee covered by the MCU bargaining unit who chooses not to be a full member of the MCU shall, starting on the sixty-first (61st) day of employment, pay a fair share fee to the MCU for collective bargaining and contract administration services rendered by the MCU as the exclusive representative of the clerical staff covered by this Agreement. Such fair share fees shall be deducted by the Board from the earnings of non-members and remitted to the MCU. The MCU shall annually submit to the Board a list of the clerical staff covered by this Agreement who are not members of the MCU and an affidavit which specifies the amount of the fair share fee, which amount shall not exceed the dues uniformly required of members of the MCU. The amount of the fair share fee certified by the MCU shall not include any fees for contributions related to the election or support of any candidate for political office or member-only benefits.

The MCU agrees to assume full responsibility to insure full compliance with the requirements laid down by the United States Supreme Court in Chicago Teachers Union v. Hudson, 106 U.S. 1066 (1986), and other relevant Supreme Court decisions with respect to the constitutional rights of fair share fee payers. Accordingly, the MCU agrees to do the following:

- A. Give timely notice to fair share fee payers of the amount of the fee and an explanation of the basis for the fee, including the major categories of expenses, as well as verification of same by an independent auditor.

- B. Advise fair share fee payers of an expeditious and impartial decision-making process whereby fair share fee payers can object to the amount of the fair share fee, i.e., the Illinois State Labor Relations Board (ISLRB) procedure.
- C. Place the amount reasonably in dispute into an escrow account pending resolution of any objections raised by fair share fee payers to the amount of the fair share fee.

It is specifically agreed that any dispute concerning the amount of the fair share fee and/or the responsibilities of the MCU with respect to fair share fee payers as set forth above shall not be subject to the grievance and arbitration procedure set forth in this Agreement.

Non-members who object to this fair share fee based upon bona-fide religious tenets or teachings of a church or religious body shall pay an amount equal to such fair share fee to a non-religious charitable organization mutually agreed upon by the employee and the MCU. If the affected non-member and MCU are unable to reach agreement on the organization, the organization shall be selected by the affected non-member from an approved list of charitable organizations established by the Illinois Educational Labor Relations Board and the payment shall be made to said organization. The MCU agrees to indemnify and hold the Board, its members, officers, agents and employees harmless from and against any and all claims, demands, actions suits, orders, judgments or other forms of liability (monetary or otherwise) brought or issued against the Board and for all legal costs that may arise out of, or by reason of, any action taken or not taken by the Board for the purpose of complying with the above provisions of this Section, or in reliance on any list, notice, certification, affidavit, or assignment furnished under such provisions.

V. MANAGEMENT RIGHTS

The management of the School District's business and functions and the direction of the School District's personnel shall remain vested exclusively in the Board of Education as management rights. All rights or prerogatives of management are reserved to the Board of Education unless such a right or prerogative is specifically expressly abridged by this Agreement. The parties hereto expressly recognize, merely by way of illustration and not by way of limitation that such rights include, but are not limited to:

- A. Full and exclusive control of the management of the School District, the supervision of all operations, the methods, the process, equipment, means and personnel by which any and all work will be performed, the control of property and the composition, assignment, direction and determination of the size and type of its working forces;
- B. The right to determine the work, the amount of work and the kind of work to be done and the standards to be met by employees covered by this Agreement;

- C. The right to determine or change or introduce new operations, methods, processes, means or facilities and the right to determine whether and to what extent work shall be performed by employees;
- D. The right to hire, to determine, establish, change, combine or abolish categories and/or departments, assign, transfer employees from one job to another or from one job classification to another (except as otherwise specified in this Agreement), to discipline or suspend or discharge employees, to determine and establish the employee's days and hours of work and shifts, promote, demote, and lay-off employees;
- E. The right to determine the qualifications of employees, the quality and quantity of workmanship required and to otherwise maintain an orderly effective and efficient operation, including the right to establish, determine, maintain and enforce reasonable standards of production and rules of conduct;
- F. To employ, direct, supervise, evaluate, lay-off, transfer and place all District employees;
- G. To establish and set salaries and rates of pay for District employees;
- H. To establish, modify, or eliminate courses of instruction, programs, athletic, recreational and social events;
- I. To determine the location, methods, means and number of personnel by which operations are to be conducted, including the right to determine whether goods or services are to be provided or purchased;
- J. To establish rules and regulations and to revise, modify or delete rules and regulations; and
- K. To determine the school calendar, schedules, assignments, hours and the duties, responsibilities, and assignments of those in the bargaining unit.

The MCU recognizes the Board exercises many of its responsibilities and rights through the Superintendent and/or other members of the administrative staff. The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only to the extent required by law. The Board and its agents will not establish policies or regulations arbitrarily or capriciously.

VI. DISCIPLINE

The Board of Education shall have the right and duty to discipline members of the bargaining unit for acts of insubordination and/or misconduct.

A. **Insubordination.** Insubordination shall include any willful refusal to follow an order, direction, regulation or policy of the Board of Education or of any person who has the responsibility to supervise the employee.

B. **Misconduct.** Misconduct shall include, but shall not be limited to:

1. Any act or failure to act which causes, or may reasonably cause, the Board of Education or the administration to forecast disruption and/or interference within the school, the administration, or with the rights of others.
2. Any act or failure to act occurring during the course of any employee's duties which jeopardizes the health, safety and welfare of any person, student, parent or school employee.
3. Any act which constitutes immoral conduct.
4. Any act or failure to act which constitutes a violation or an attempt to violate any federal or state law or regulation or municipal ordinance which impacts the employee's ability to function effectively as an employee.
5. Any act that the District defines as misconduct in an employee manual which shall be prepared by the District. This section shall not be construed to require the District to have the MCU's approval regarding the contents of the employee manual.

C. **Progressive Discipline.** Except for serious offenses that warrant suspension or termination, the Board agrees to the concept of progressive discipline. Any of the acts of misconduct specified in Section 2 of this Article may be considered a serious offense, depending upon the circumstances.

1. Upon a first offense, officials may enter a letter of reprimand in the employee's official file. A copy shall also be given to the employee, who shall have the right to respond in writing and have the response attached to the letter or reprimand in the employee's file. The letter of reprimand shall remain in employee's file for one (1) year from date posted on the original letter. At the end of the one (1) year, if offense has not reoccurred the employee can request that the letter be removed. The letter of reprimand may or may not be removed from the file at the discretion of the Assistant Superintendent of Human Resources in charge of personnel.

2. Upon repetition of the same or commission of a similar offense, officials may assess a three-day suspension against the employee.
3. Subsequent repetition of the same offense may result in either termination or a lengthy suspension, whichever the Board considers appropriate under the circumstances.

D. **Disciplinary Conferences.** When an administrator calls a conference with an employee which might lead directly to dismissal or possible disciplinary action against the employee, the following provisions shall be applicable:

1. The employee shall be informed in advance and in writing as to the purpose of the conference.
2. The employee has the right to be accompanied by someone, who may be a member of the MCU, at the conference.
3. Except circumstances warranting immediate action, the administrator will not take disciplinary action against the employee without first affording the employee an opportunity to respond to the matter being discussed.
4. If, after a disciplinary conference, an administrator takes disciplinary action against the employee, the administration shall provide the employee with written notification of the reason for the action.
5. Any disciplinary action taken against an employee shall be subject to the grievance procedure of this Agreement.

E. **Timing of Disciplinary Action.** In no instance shall disciplinary action be taken against an employee later than twenty (20) working days after the conduct giving rise to the action or in the following twenty (20) working days after the time the administration becomes aware of the action giving rise to the discipline. When disciplinary action stems from a series of unremediated instances on the part of the employee, in no event shall notification be later than twenty (20) working days after observation of the last instance.

VII. TRANSFERS*

- A. The District may permanently transfer an employee to a different position when the following conditions are met;
1. The employee holds a position scheduled to be eliminated; and
 2. There is a vacant position available.

If an employee is so transferred, he/she shall not experience a decrease in pay. Any such employee will be frozen at his/her current rate of pay at the time of the transfer until the classification pay catches up to the employee.

However, the District shall have the right to permanently transfer a "frozen" employee back to his/her original classification. If the employee is transferred to a higher classification, the employee shall receive the pay rate assigned to the higher classification.

- B. Once an employee is permanently assigned to a position he/she shall not be transferred involuntarily for purposes of discipline.
- C. When transfers, for staffing needs become necessary, the administration will attempt to find a qualified volunteer before an involuntary transfer is made. In the event there is more than one qualified volunteer, the most senior volunteer will be transferred. In the event of an involuntary transfer, the least senior qualified employee shall be transferred.

***NOTE:** To transfer is to move into a new position. Relocation is keeping the same job but working in a new location.

VIII. NO STRIKE PROVISION

During the term of this Agreement, employees shall provide continuous full and uninterrupted service to the Board in accordance with the school calendar adopted by the Board. Accordingly, during the term of this Agreement, neither the MCU, nor any of the employees it represents will instigate, promote, sponsor, or participate in any strike, sympathy strike, or picketing which interrupts the operation of the District, or any other intentional interruption of the operations of the District.

IX. NO ILLEGAL DISCRIMINATION

The Board and the MCU agree that there shall be no illegal discrimination in the employment or promotion of personnel on the basis of age, sex, race, creed, national origin, or activity for or on behalf of the MCU.

X. GRIEVANCES

- A. **Grievance Procedure**. A "grievance" is defined as an alleged violation, misinterpretation of misapplication of the terms of this Agreement.
- B. **Grievance Processing**
 - 1. A grievance must be put in writing and submitted to the immediate supervisor within twenty (20) working days from the time of the action or condition giving rise to the grievance.

2. The immediate supervisor shall answer the grievance in writing within ten (10) working days. If the committee is not satisfied with the response of the immediate supervisor, then the grievance may be carried forward, provided notification is given within ten (10) working days of receipt of notification from previous level, in the following order:
 - a. Building Principal
 - b. Assistant Superintendent of Human Resources
 - c. Superintendent
 - d. Board of Education
 3. If, by mutual agreement, any intervening level authority, by its nature could not be empowered to grant remedy to this grievance, that level may be omitted and the grievance may be advanced immediately to that level at which a remedy is possible.
 4. Each level of authority in the District's administration shall answer the grievance in writing. At each stage of the grievance procedure, a meeting with the appropriate administrator and the grievant and union representative will be held to seek an acceptable settlement of the grievance. The time limits specify days to accommodate the grievance meetings.
- C. **Arbitration:** If the grievance is not resolved satisfactorily within twenty (20) working days of the hearing before the Board, the MCU may submit the grievance to binding arbitration. Within five (5) working days following the MCU's appeal of the Board's decision, the Superintendent and the President of the MCU shall jointly request the American Arbitration Association to provide a list of five arbitrators. The representatives of the Board and MCU will alternately strike one name at a time from the list until only one shall remain. The remaining name shall be the arbitrator. In this selection procedure, the rules of the American Arbitration Association shall apply. The jurisdiction of the arbitrator is limited to:
1. **Disputes** involving an alleged violation, misinterpretation or misapplication of the terms of this Agreement.
 2. **Interpretation** of the specific terms of this Agreement which are applicable to the particular issue presented to the arbitrator.
 3. **Rendering a decision** or award which does not, in any way, modify, add to, subtract from, change or amend any term or condition of this Agreement and which does not conflict with any of the provisions of this Agreement.

4. **Providing a remedy** within the terms of this Agreement.

The arbitrator shall issue an opinion no later than ninety days after conducting a hearing on the grievance. Within his/her jurisdiction, the decision of the arbitrator shall be binding on all parties involved. The decision of the arbitrator shall be in writing and shall set forth findings of fact, reasoning and conclusions on the issues submitted. The arbitrator shall have no authority to add to, delete from, or change the terms of this Agreement. Expenses for the arbitrator service and the expenses which are common to both parties shall be borne equally by the Board and the MCU. Each party to an arbitration shall be responsible for compensating its own representatives and witnesses. Any grievance which is not advanced by the grievant or the MCU within the time line specified herein shall be deemed resolved at the last level at which it was timely advanced. Failure to advance a grievance in a timely fashion will result in a waiver of any additional advancement of the grievance, including its advancement to arbitration. An arbitrator will not have jurisdiction to consider a grievance that was not advanced in accordance with the time limits established herein unless otherwise agreed by the parties in writing.

XI. PROBATIONARY PERIOD

Each new employee is considered to be on probation for a period of sixty (60) working days after starting employment. At the end of the forty (40) working day probationary period the employee becomes fully vested in the benefit programs as defined in the contract. A probationary employee can be discharged without recourse to the grievance procedure. Performance records will be reviewed with probationary employees prior to the end of twenty (20) working days and prior to the end of the probationary period. At the end of this period, each employee is placed on the regular staff with full vested seniority rights in all programs or is terminated. Seniority shall revert to date of hire by the Board upon completion of the probationary period.

XII. SALARIES

A. **Job Category.** The positions covered by this Agreement are as defined in Article I(B) of this Agreement. The job category for these positions, as determined by the Board of Education, are as indicated in attached Appendix "A". Job categories shall not be changed arbitrarily or capriciously. All category changes must be negotiated. A joint Board/Union committee shall be established to review and discuss issues related to the categories of all unit positions. This committee shall meet at least once a year, but may meet more often by mutual agreement.

- B. **Salary Schedules/Wage Increases.** The salaries for the positions covered by this Agreement are set forth in Appendix B for twelve-month employees and in Appendix C for ten-month employees. Appendix E will reflect the rates of pay for extra curricular activities. Both Appendices are incorporated by reference herein.
- C. **Twelve-Month Pay Option for Ten-Month Employees.** Ten-month employees, at their option, may elect to receive their pay on a ten-month or twelve-month basis. At the time of initial hiring and every year thereafter prior to and at the start of the school year each employee must declare the option desired for the ensuing fiscal year. Once set, this option may not be changed during that fiscal year. Ten-month staff electing the twelve-month pay option shall have their salary pro-rated on the basis of a 42-week work year. Any additional time worked must be processed on time sheets.
- D. **Credit, July to December.** Employees hired from July 1 and prior to December 1, will be given one full year of credit on the salary schedule for that school year.
- E. **Credit, December 1 to July.** Employees hired from December 1 and prior to July 1 will not be given any credit on the salary schedule for that year. However, they will receive prorated sick days and personal days. All employees who were on a ½ step prior to July 1, 2004 will be moved to the next full step.
- F. **Substitution Pay:** Any employee assigned to substitute for a clerical position while maintaining their own job responsibilities shall be compensated on an hourly basis at the higher class rate of pay or 12.5% of their own hourly rate, whichever is greater. Compensation shall begin on the 11th working day of substitution retroactive to the first day of assuming the additional responsibilities. If employees are assigned to substitute in two (2) hours shifts, two (2) hours will count as one (1) day toward the accumulation of the eleven (11) days.
- G. **Credit after Re-hiring.** Any employee who had been formerly employed by the Board of Education and left employment in good standing with the District, who is re-employed by the Board within two (2) years, will be given credit for prior years of service to the District to a maximum of seven (7) years, relative to salary and vacation only.
- H. **Service Credit.** A Morton employee joining the clerical Union shall retain half service credit on the salary schedule and full service credit for vacation days. Part-time employees will receive half service; however, their service will be pro-rated based on time worked. Their seniority rights in the MCU will be calculated from their date of entry into the MCU.

XIII. BIDDING ON JOB VACANCIES

- A. **Posting.** All vacancies in permanent positions within the District shall be posted in a location in each high school where all employees shall have the opportunity to inspect the postings. Said position openings shall include a job description and remain posted for a period for five (5) working days. The Building Trustee in each building shall have a copy of all job descriptions for the clerical unit employees. Job descriptions will also be posted on a District website. Whenever a job description is changed by the Administration, the website will be updated and a copy of the new job description will be sent to the Joint Board/Union Committee.

Notice of all extracurricular activities available to clerical staff shall be posted at a central location in each high school so that all clerical staff shall have an opportunity to apply for these positions. These positions shall be filled on a rotating basis, except when those positions require special skills or qualifications, or are related to an employee's full-time position.

B. **Bidding on Vacancies**

Employees who wish to bid on a posted job vacancy must submit a letter to the Assistant Superintendent of Human Resources. The Assistant Superintendent of Human Resources shall send a copy to the building Vice Presidents of the MCU for informational purposes. The District will interview all inside candidates who apply for and meet posted qualifications before interviewing and/or hiring any outside candidate(s). When equally qualified, preference for job vacancies shall be given to District employees. The District will consider having the replacement trained by the current employee. All candidates shall be notified in writing of the hiring decision

- C. **Higher Classification.** Employees who are awarded a position in a higher classification than the one they presently hold shall have thirty (30) working days to decide whether they wish to remain in the new position or return to a position in their former classification.
- D. **Evaluation Period.** The first thirty (30) working days an employee is in the position shall be considered an evaluation period. During the evaluation period, the Assistant Superintendent of Human Resources may reject the permanent assignment of the employee to the position.
- E. **Extended Evaluation.** Before the conclusion of the first thirty (30) day evaluation period, the Assistant Superintendent of Human Resources, upon notification to the Building Trustee and the employee, may extend the evaluation period an additional thirty (30) working days.

- F. **Assignment Decision.** The Assistant Superintendent of Human Resources must notify the employee in writing of his/her evaluation and permanent assignment decision.
- G. **Return to Former Classification.** If an employee is not retained in the new position at the completion of the probationary period, said employee shall be returned to a position in his/her former classification with no loss of rights under this Agreement.
- H. **Permanent Assignment.** An employee who satisfactorily completes the evaluation period for the position he/she was awarded shall be deemed to be permanently assigned to the position.

XIV. LAYOFFS

If layoffs are necessary, this procedure will be followed:

- A. If a position is eliminated, the employee holding said position may bump the person with the least seniority in the same classification or the person with the least seniority in any lower classification. In the alternative, the employee whose position is being eliminated may fill an open position in a lower classification, provided the employee possesses the qualifications that the District deems necessary for the open position.
- B. The first employee bumped as a result of another employee's position being eliminated shall also have the right to bump in accordance with Paragraph 1.
- C. The second employee bumped shall have the right to bump the last-hired employee within the District in any lower classification. No other bumping will be allowed.

XV. LOSS OF SENIORITY/JOB RIGHTS

An employee shall cease to have seniority/job rights in District 201 under any of the following circumstances:

1. **Resignation;**
2. **Dismissal** for cause;
3. Retirement;
4. Being on layoff or disability for a period of time equal to seniority at time of layoff or commencement of absence due to disability or for one year, whichever is less.

XVI. HOURS OF WORK

- A. **Work Year.** The work year shall consist of 260 days of work between July 1st and June 31st for twelve-month employees and 210 days of work for ten-month employees.
- B. **Work Week.** The work week for all full-time employees shall be thirty seven and one-half (37 1/2) hours to be worked in five consecutive seven and one-half (7 1/2) hour days, Monday through Friday. The work week for all part-time employees shall be a maximum of twenty hours per week.
- C. **Hours of Work.** The normal working hours shall be between the hours of 6:30 a.m. and 6:30 p.m. except as agreed upon by Administration and Union.
- D. **Lunch Breaks/Coffee Breaks.** Each full-time employee shall be entitled to one thirty-minute duty free unpaid lunch break per day. This break shall not count towards the employee's seven and one-half hour work day. Each full-time employee shall be entitled to one twenty-minute coffee break per day.
- E. **Summer Hours.** During the term of this contract only, the summer work schedule for clerical employees shall be a thirty-five (35) hour work week. Overtime will be paid after the completion of a thirty-seven and one-half (37 1/2) hour work week, with the approval of the immediate supervisor.
- F. **Overtime.** The District will have a centralized location in each high school posting all after hours work opportunities
1. **Overtime Pay.** Employees will be paid overtime for work in excess of thirty seven and one-half (37 1/2) hours per week at the rate of time and one-half the regular straight time hourly rate of pay.
 2. **Saturday Work.** All work performed on Saturday, in school, shall be paid for at the rate of time and one-half the regular straight time hourly rate of pay.
 3. **Sunday Work.** All work performed on Sunday, in school, or on a day which is declared a holiday under this Agreement, shall be paid for at double the straight time hourly rate of pay.
 4. **Time of Payment.** Pay due an employee for overtime work shall be paid to the employee no later than thirty (30) days after the employee has earned the overtime pay.
 5. **Overtime Approval.** All overtime work must be approved by the employee's immediate supervisor prior to the employee actually performing the overtime work.

- G. **Time Clocks.** At the discretion of the Board of Education, a time clock may be installed in each building, and upon installation employees will be paid only for hours indicated on their time cards. Punching a card for any other employee shall be grounds for dismissal.
- H. **Sign Outs:** Personal, emergency and sick days, with approval from their immediate supervisor, may be used in increments of one (1) hour for unforeseen or uncontrollable circumstances.

XVII. SICK DAYS

- A. **Paid Sick Days.** Each full-time twelve month employee shall be credited with fourteen (14) paid sick days per year, two of which may be used for personal days. Each full-time ten month employee shall be credited with twelve (12) paid sick leave days per year, two of which may be used for personal days.
- B. **Notification to District.** An employee who is unable to work due to illness shall notify the Human Resources Office prior to his/her scheduled starting time. Any failure to comply may result in a salary deduction for that period.
- C. **Accumulation.** An employee's unused sick days shall accumulate from year to year to a maximum of 240 days for unused sick leave. Days accumulated beyond 240 may be used for purposes of payment at time of retirement under the conditions established at Article XXVII(C). (In 2004, 240 days = 1 IMRF year.)
- D. **Notification of Accumulated Days.** Each employee shall be notified in writing of the number of his/her accumulated sick days prior to September 30th each year.
- E. **Abuse of Sick Days.** Sick leave may only be used when an employee has an illness that prevents the employee from working, or when an employee is required to care for an ill member of the employee's immediate family. An abuse of sick leave shall be deemed to occur whenever sick leave is used for any other purpose. In cases of suspected abuse of sick leave, the District may require evidence supporting the use of sick leave. In cases of absences of three or more consecutive work days due to illness or injury, the District may require a physician's statement certifying that the employee's condition prevented him/her from appearing for work, and indicating that the employee is fit to return to full duty. If the District requires a physician's statement from an employee, the District will reimburse the employee for the employee's examination by the physician if the physician determines that the employee's condition prevented the employee from appearing for work, to the extent that the employee's examination is not covered by insurance. In such a circumstance, the District's obligation to reimburse the employee will only be limited to the cost of examination, not to any tests or procedures undertaken during, or as a result of, the examination. Abuse of sick leave may result in discipline up to

and including discharge. Abuse of sick leave may evidenced by patterns of sick leave use, excessive numbers of days taken, or use of sick leave for inappropriate purposes. The District will maintain a record of each employee's absence. An incident of absence is defined as two or more consecutive days of non-attendance at work which invokes the use of a sick day or results in an unpaid absence. If an employee exceeds ten incidents of absence in a given work year, the employee may be subject to disciplinary procedures up to and including discharge, unless the employee has unusual health circumstances which the employee's supervisor deems warrant special consideration.

- F. **Sick Leave Bank**. A sick leave bank shall be established for full-time employees who have worked for the District for at least three years. Every July 1st, the District will credit each employee who has worked for the District for a minimum of three consecutive years with a two-day contribution to the sick leave bank until it reaches its capacity of 600 days. Use of the sick leave bank is for a prolonged illness or hospitalization and recovery after all accumulated sick leave has been exhausted. The MCU will form a sick leave bank committee of five members, consisting of two MCU members from East, two MCU members from West and one MCU executive board member who will serve as the chairperson of the committee. A doctor's written verification and approval by the Superintendent is required for use of the sick leave bank. All decisions with respect to granting an employee sick leave days from the bank shall be subject to the Superintendent's approval. The maximum number of days an employee may use is fifty (50), over a revolving twelve-month period, usage from 365 days prior to the current day. Days remaining in the sick leave bank will be carried forward to the subsequent year beginning July 1st. In the event the sick leave bank is depleted, employees may voluntarily donate additional accumulated sick leave to the bank with approval of the Superintendent.

XVIII. PERSONAL AND BEREAVEMENT LEAVE

- A. **Personal Days**. Each full-time employee shall be entitled to use of personal days. Personal days shall not exceed two (2) days each School Year year, except as approved by the Board, shall not accumulate from year to year and shall reduce accumulated sick days.

Personal days shall be approved for:

1. Wedding in the immediate family;
2. Court attendance;
3. Conference other than for school purposes;
4. Moving;
5. Personal business.

Personal days, in all cases except unforeseen emergency, requires at least two (2) days' advance notice to the Assistant Superintendent of Human Resources. Personal business days are not to be used immediately before or after a holiday, vacation period, or during the first or last week of the school year. An emergency is an unforeseen circumstance directly affecting the employee or members of his/her household or endangering the employee's residence which requires immediate action. In the event of emergency, when personal days have been exhausted, the Superintendent may allow an additional personal day which shall reduce accumulated sick leave. Personal leave shall not be denied arbitrarily or capriciously.

- B. **Bereavement Leave.** Upon prior notification, absence of three (3) days will be allowed on account of death of a member of the immediate family or five (5) days if death is that of a spouse or child. "Immediate family" will be interpreted to mean mother, father, grandparents, grandchildren, brother, sister, son, daughter, step parent, stepson, stepdaughter, husband, wife and corresponding in-laws. Absence for approved bereavement will not be deducted from an employee's accumulated sick leave. In the event of an extenuating circumstance, the Superintendent may, at his/her discretion and without setting a precedent, grant additional bereavement leave.
- C. **Perfect Attendance.** Employees maintaining perfect attendance during the school year will be allotted one (1) additional personal day. The additional personal day will not accumulate, but will turn into accumulated sick days if not used. (An employee will have perfect attendance when they do not call in sick between July 1 and June 30.)

XIX. HOLIDAYS

- A. **Joint Committee.** A Joint Union/Administrative Committee that meets in April prior to the school year will determine the holidays. Ten-month employees will receive 14 paid holidays, and twelve-month employees will receive 15 paid holidays. The holiday schedule will be distributed annually before the beginning of the school year, and will also be posted on a District website and/or central location within each building.
- B. **Additional Days.** In addition to the regular holiday schedule, each full-time employee will be given five (5) additional days off during the Christmas period and three (3) additional days off during the Easter vacation period with full pay. An employee may take the eight (8) holidays in a different order during the Christmas vacation period, and the Easter vacation period, with the approval of the Assistant Superintendent of Human Resources.

Part-time employees shall have Thanksgiving, Christmas, New Year's Day, the Friday before Easter and Memorial Day as paid holidays, provided the employee has worked his/her regular hours on the last scheduled school day prior to the holiday and the first regularly scheduled day following the holiday.

XX. VACATION

A. **Accrual** - Employees shall earn vacation time in accordance with the following schedule:

At the completion of:

1-6 years.....	two (2) weeks
7-10 years.....	three (3) weeks
11-19 years.....	four (4) weeks
20 years	four (4) weeks plus one (1) week paid bonus, to be paid in July

Any employee hired from July 1 and prior to December 1 shall be credited with vacation time as if he/she started on July 1. No MCU members employed by the District as of the date of the ratification of this contract shall have their current vacation time entitlement reduced.

B. **Cash Out/Carry Over Option**. Any vacation day that is not used by June 30th will be cashed out for all employees. If a twelve month employee has accumulated vacation days, he/she may opt to carry up to five of the vacation days over for use in the following year and/or to receive payment for the balance of vacation days.

C. **Scheduling Vacations**. Vacations shall be scheduled after July 1 on the basis of the vacation time earned during the twelve (12) months immediately preceding that date and must be taken prior to the following June 30. Current ten-month employees may use vacation days during the winter or spring break when such absence does not conflict with the employee's job responsibilities. Ten month employees may use up to eight (8) vacation days during the school year with the approval of the immediate supervisor and the Superintendent or his/her designee. Twelve-month employees may take vacation during any time of the year when such absence does not conflict with the employee's job responsibilities, if approved by the employee's immediate supervisor and the Superintendent or his/her designee.

D. **Ten-Month Employees**. Vacation time shall be prorated for ten (10) month employees.

XXI. MILITARY RESERVISTS

Any military reservists required to take time off for reserve training will be allowed to use his/her vacation period for such reserve duty.

XXII. EMPLOYEE TRAINING/ EDUCATION

- A. **Required Training - Pay.** An employee may be required to attend training sessions from time to time for the purpose of learning more about his/her work. Such training sessions shall be held during regular work hours and the employees shall be paid the regular rate of pay for all hours spent in such sessions. All expenses incurred by the employee attending such training sessions will be reimbursed by the Board.
- B. **Tuition Reimbursement.** The Board agrees to reimburse staff for the cost of tuition up to a maximum of \$200 per year for those courses which are related to developing or improving specific job skills. To be eligible for reimbursement, courses must be pre-approved by the Assistant Superintendent of Human Resources and the applicant must provide evidence of successful completion of the course with a passing grade.
- C. **Mandatory Job Training.** The District shall have the authority to require employees to attend mandatory training directly related to the employee's individual job. Employees may not use vacation or personal days on scheduled training days.
- D. **Clerical Education Program:** The District shall provide mandatory training to clerical members on designated institute days at least once per semester for the purpose of increasing the skills of MCU members. Such training will be in the following area: (1) Microsoft Office Programs such as (a) Word, (b) Excel, (c) Power Point, etc.; (2) Skyward; and (3) any other programs, machines and/or materials used for clerical work. No clerical member will be compelled to attend training in an area where the worker has demonstrated proficiency.

XXIII. LEAVES OF ABSENCE

Request for leave for full-time staff may be approved as follows:

- A. **Requests.** An employee desiring a leave of absence shall put the request in writing and submit it to the Assistant Superintendent of Human Resources.
- B. **Leave For Illness or Disability.** The Board may grant a leave of absence because of illness or disability. Such leave shall not exceed six months.
- C. **Maternity Leave.** The Board may grant a maternity leave of absence for up to six months.
- D. **Personal Leave.** The Board may grant a personal leave of absence to an employee for reasons other than illness or disability. The length of a personal leave of absence shall be agreed upon by the employee, the Board, and the MCU prior to the granting of the leave.

- E. **Return from Leave of Absence.** An employee on a leave of absence shall be guaranteed a comparable position and classification to the one he/she had prior to going on leave. The salary said employee shall receive will be the salary in effect for said position and classification upon his/her return from leave.
- F. **Seniority Accrual During Leave.** During all such leaves of absence provided for in this article, seniority shall accumulate and accrue.
- G. **Other Employment.** An employee shall not seek or accept other employment while on leave of absence.
- H. **Leave Without Pay.** Leaves of absence shall be without pay for the employee granted the leave, and at no cost to the Board.

XXIV. HEALTH & WELFARE

The Board shall provide hospitalization, medical and major medical coverage for all qualified employees:

Qualified Employee. All fringe benefits described below shall be available only for full time employees, that is employees hired on a regular basis (10 or 12 month) throughout the year for more than five (5) hours a day. This shall result in no loss of fringe benefits for any employee already working in the district.

A. Major Medical and Hospitalization

1. The Board will provide hospitalization, medical, and major medical coverage for the staff as follows:
 - a.. 100 percent payment for single plan coverage
 - b. 95 percent payment of premium for family plan coverage.
 - c. Once a dependent child reaches their 24th birthday, the employee pays \$75.00 per month for premium. Dependent child will retain coverage until they reach their 26th birthday (end of 25th year per contract cap).
 - d. There will be no preexisting conditions for new employees.
 - e. Staff may have the option of electing health insurance coverage with a Board approved HMO carrier. If the rate charged for the HMO plan elected exceeds that rate set for the District's health insurance coverage provided under A and B above, the employee shall be responsible to pay the excess cost through monthly payroll deductions.
 - f. The employee's out of pocket expense is limited to \$5.00 per generic prescription and \$15.00 per name brand prescription.

This coverage is to include:

Comprehensive PPO hospital benefits: common semi-private room allowance (C.S.P.), in- and out-patient diagnostic services, and pre-admission services and \$250 deductible for each inpatient hospital admission to a maximum of \$2,000 annually.

Surgical benefits: Payment of all the usual and customary charges, and in- and out-patient diagnostic services.

\$2,000,000 maximum for hospitalization and doctor expenses: maximum employee out of pocket expense of \$1,250; \$250 calendar year deductible per person (maximum three deductibles per family per year); 100% co-insurance for hospital; 80% co-insurance for medical and surgical; dependents covered until they reach their 26th birthday under the family plan. Employees pay \$75.00 per month for each covered dependent age 24 to 26.

Non-PPO hospital benefits are reduced by 20% and a higher out of pocket expense will apply.

All claims shall be subject to the right of reimbursement.

If an employee dies, the spouse will be provided family plan coverage with Morton's health carrier, at no cost to the Board, for one year.

Any change in health insurance carrier requires that the coverage remains equivalent. The Union will be consulted prior to bid acceptance to verify that coverage remains equivalent.

B. **Dental Insurance**. The Board will provide dental benefit coverage as follows:

1. 100% payment for single plan coverage.
2. 100% payment for family plan coverage, less \$5 per month employee contribution. Dependent child will retain coverage until they reach their 25th birthday.
3. The terms of this coverage shall be as follows:

Deductible	\$ 25.00
Maximum per year	\$750.00
Preventive (no deductible)	100%
Primary80%
Major50%
Ortho maximum	\$500.00

- C. **Life Insurance.** The Board agrees to provide each employee, after one (1) year of service at Morton, term life insurance and accidental death and dismemberment insurance in an amount equal to one times their base salary rounded to the nearest \$1,000 with a minimum of \$20,000. Upon the attainment of age sixty-six (66) the face value of the policy is reduced thirty-five (35) percent to age seventy (70) and fifty (50) percent at age seventy.

All life insurance is terminated on the final day of employment at Morton or after one (1) year on disability. All employees shall be given the opportunity to purchase additional amounts of insurance on a payroll deduction.

- D. **Disability Plan.** The Board shall provide clerical staff who have worked at Morton at least five (5) years with long-term disability benefits. The long-term disability plan (salary continuation to age sixty-five (65)) will amount to benefits of sixty-five (65) percent of the employee's current gross contractual salary coordinated with the Illinois Municipal Retirement Fund up to a maximum of \$2,000 per month. An included feature of the plan would be a ninety (90) day waiting period.

- E. **Pick Up of Employee Contribution to IMRF.** The Board shall pick-up and pay out of the employee's earned compensation four and one-half percent (4 1/2%) of said amount to IMRF. The Board will pick up and pay any increase to the employee's required contribution to IMRF up to one-half percent (.5%) per year.

It is the intent of the parties by this Agreement to qualify these payments as employer payments under Section 414(h) of the Internal Revenue Code. Employees shall have no right or claim to the amount so remitted except as they may subsequently become available upon retirement or resignation from the Illinois Municipal Retirement Fund.

The MCU and each employee will indemnify and hold harmless the Board, its members, its agents and its employees from any and all claims, demands, actions, complaints, suits or other liability by reason of a faithful payment of contributions to the Illinois Municipal Retirement Fund pursuant to the provisions of this Section. No claim, demand, action or suit asserting liability of the Board and/or the MCU shall be settled or comprised in any manner without the express written consent of both parties.

If it is hereinafter determined that the Board's pick-up and payment of the aforementioned employee contributions to the Illinois Municipal Retirement Fund is void or unenforceable as a result of any law, court decision, and/or federal or state administration action, the parties shall promptly meet for the specific purpose of negotiating a lawful substitute for the provision found to be void or unenforceable.

XXV. LONGEVITY PAY

Eligibility. The Board agrees to pay an additional sum to each employee according to the salary schedule.

XXVI. RETIREMENT

A. **Eligibility for MCU Retirement Plan:** A regularly-employed member of the MCU bargaining unit who is eligible for IMRF retirement or has twenty-five (25) years of service with the district may submit a letter of intent to retire to the Board prior to the end of the school year. The employee would have the option of selecting a one to four year retirement plan.

All applicants who apply for retirement shall be bound by their decision to participate. Retirees may be considered for substitution within the district, total of hours of work will not exceed the limits established by IMRF.

B. **Computation of Retirement Pay.** For the purpose of computing retirement pay, an employee shall be credited with one (1) year of service on the anniversary date of his/her date of hire for each year of employment with the District.

Each employee that qualifies shall receive payment of \$60 for each year of recognized service at Morton.

C. **Payment for Unused Sick Days.** Eligible employees at time of retirement shall be entitled to payment for unused sick days at \$55.00 per day to a maximum of \$8,000. Any employee required to retire because of permanent disability shall be eligible for the above benefits.

D. Insurance

Option 1

<p>Employees Eligible for IMRF retirement are entitled to the following medical insurance payment: Single or family insurance coverage will be based on the employee's eligibility prior to retirement.</p>	
Years of service	Percent of insurance coverage eligible:
Less than 15 years of employment with district.	Will receive 50% insurance payment up to medicare age.
Fifteen to 20 years of employment with the district.	100% insurance coverage for three years. Will receive 50% insurance payment up to medicare coverage.

Over 20 years of employment with the district.	100% insurance coverage for five years. Will receive 50% insurance payment until medicare coverage.
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Option 2

Employees who do not wish to participate in Option I, may choose to receive a one time payment (equal to an average of the last three (3) years insurance premium paid by the district.) This one time buyout will not be added to the employee's retirement pool.

- E. **Retirement Plan (MCU).** Employees choosing the MCU Retirement Plan will be able to contribute vacation days, unused sick days and years of service credit to an individual financial pool.

The Board of Education will match the employee contributions made to the individual's financial pool up to \$10,000.

Employees considering retirement can contact the Business Office for assistance and information concerning the individual retirement package.

XXVII. PERFORMANCE EVALUATIONS

- A. **Informal Conferences.** The MCU and the District encourage periodic informal evaluation conferences between the employee and his/her Supervisor to discuss work performance, job satisfaction, work-related problems and the work environment. If work performance problems are identified, the Supervisor shall attempt to offer constructive suggestions to aid the employee in resolving the problem.
- B. **Written Evaluations.** The District intends to conduct ongoing evaluations as provided above. In addition, the District may prepare, at a minimum, annual evaluations on regular employees.

Written evaluations shall be prepared by the employee's supervisor who is outside the bargaining unit who either has first-hand knowledge of the employee's work or has discussed and received recommendations from someone who does. The evaluation shall be discussed with the employee and the employee shall receive a copy of the written evaluation and sign the evaluation in recognition of having read it. The employee's signature shall not constitute agreement with the evaluation. The employee may make written comments directly related to the evaluation. Written comments made by the employee shall be attached to the evaluation if submitted to the District within five (5) working days of the evaluation meeting.

- C. **Step Movement.** An employee receiving an unsatisfactory annual evaluation shall not advance to the next step level until a satisfactory evaluation is received.

Such an employee shall be re-evaluated after nine (9) weeks to determine if he/she has been successfully remediated. If the employee has been remediated, he/she shall advance to the next step for the remainder of the year.

XXVIII. PERSONNEL FILE

- A. **Access.** Each employee will be allowed access to his/her personnel file in accordance with the Illinois Personnel Record Review Act, 820 ILCS 40/1.
- B. **Material in Files.** No material relative to an employee's conduct, service or personality shall be placed in the official file unless the employee has had an opportunity to read the material. The employee shall acknowledge that he/she had read such material by affixing his/her signature on the copy to be filed, with the understanding that such signature merely indicates that he/she has read its contents. If he/she refuses to sign a copy for filing, such shall be noted and the material filed within five (5) working days after a reminder notice has been sent to the employee. The employee shall also have the opportunity to respond to the material within five (5) working days. Such response shall be attached to the material being placed in the employee's file.
- C. **Evaluation Report.** A copy of each employee's evaluation report(s) shall become a permanent part of his/her personnel file.
- D. **Performance Evaluation.** A performance evaluation form should provide for a personal discussion with his/her immediate supervisor on the rating prior to its being placed in the employee's personnel file.

XXIX. MISCELLANEOUS

- A. **Summer Lunch Room.** An area equipped with refrigerator and microwave oven will be made available and maintained for use by staff working during the summer.
- B. **Travel Reimbursement.** Whenever any employee must travel at the Administration's request on school business in their own vehicle, reimbursement for mileage will be provided at the same rate given the certified staff.
- C. **Waiver of District Fees.** MCU members who have students attending District schools who do not qualify for State waivers shall not be charged registration fees, summer school fees, and night school fees. However, this does not include Driver Education, summer camps and programs.
- D. **MCU Bulletin Board.** The MCU shall be provided a bulletin board for its exclusive use in each of the high schools. The location shall be agreed upon by the MCU and the Assistant Superintendent of Human Resources and/or the Building Principal.

E. **Board Agendas.** The Board shall send a copy of the Board agendas for public Board Meetings within five (5) days of meetings to the MCU President.

F. **Newly Created Position Voice:**

An Ad Hoc Committee will be formed to verify the job description for any newly created position before the position is presented to the Board of Education for approval.

G. **Acceptable Attire:** The District and Union agree clerical employees will dress in a professional manner. Dress shall be “business casual,” or a manner appropriate to the assignment. Blue jeans which are not torn nor faded are permitted with Morton Spirit wear on Fridays and spirit days.

H. **Extra Curricular Activity:**

Extra-curricular activities will be centralized and the volunteer list kept current to accurately rotate work opportunities amongst clerical staff members.

To volunteer to work an after hour assignment, an employee must complete an After Hour Employment Opportunities form and submit the form to the Human Resources office for each semester you wish to work. The following extra-curricular activities are available for assignment on a rotational basis:

Ticket seller – <u>bonded</u>	Supervisor of workers	
Ticket Taker	Timekeeper/announcer/starter/ downs marker operator	Invitationals/graduation
Judges/clerks	Supervisor games	Saturday supervision
Pass gate attendant		Registration
Plays (Chaperone)	Open gym (Chaperone)	
Test monitor	Dances (Chaperone)	

(All assignments will be made on a reasonable and equitable basis.)

I. **Courtesy in Relationship:**

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

J. Support of Staff:

All available resources will be utilized to help orient new clerical staff. Each staff member will have the full assistance, advice, and support of supervisors and administrators in successfully fulfilling their job requirements.

K. Translation: Clerical members who are required by administrators to act as translators or interpreters for previously scheduled meetings, conferences or other events shall be compensated at an extra twelve and one-half percent (12.5%) of their hourly rate (time rounded to the nearest half-hour). If a clerical member is required to act as a translator or interpreter on an unscheduled basis and the employee is taken away from their regular duties, the employee shall only be compensated for time in excess of twenty-five (25) minutes at a rate of twelve and one-half percent (12.5%) of their hourly rate (time rounded to the nearest half hour).

L. District Office Security: Secure off-street parking for employees is a concern in all District work places. The District will consult with the Unions to improve security at the current District Office and assure that any future site will accommodate better parking facilities and security.

XXX. ENTIRE AGREEMENT

The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the MCU, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered by this Agreement, including the impact of the Board's exercise of its right as set forth herein on wages, hours, or terms and conditions of employment, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

This Agreement is entered into by the Board of Education of the J. Sterling Morton High School District Number 201, County of Cook, State of Illinois and the Morton Clerical Union.

APPENDIX A
Job Categories

Category A

Registrar	Head Cashier
Payroll Clerk	Secretary to SPED Director
Head Bookstore – District	Principal’s Secretary (East & West)
Athletic Secretary	Assistant Athletic/Student Activities Secretary
Secretary to the Assistant Superintendent of Curriculum & Instruction and Fiscal Grants	

Category B

A.P. Secretary	Principal’s Secretary (ALT School & FC)
Food Service Secretary	Bookstore/Cashier (FC)
Assistant Registrar	Maintenance Secretary
SPED Secretary	Records/Transcriptions Clerk
Assistant Bookkeeper	Bookstore (West)
P.O. Clerk	MRDS Secretary
Faculty/Attendance Clerk	

Category C

Dean’s Office Secretary	Computer Services Secretary
Faculty Typist	Library/AV (FC)
Guidance Secretary	Attendance Secretary
Medical Secretary	Principal’s Assistant Secretary
SPED – Transportation Secretary	Cashier
SPED – Data Secretary	HR Assistant Secretary
AV Secretary	Library Secretary

Category D

Attendance Clerk	Library Catalog Clerk
Switchboard	Library Clerk

Hourly Salary

Night School Secretary

**APPENDIX B
Hourly Salaries
2008-2009**

BASE INCREASE: 4.00%

STEP INCREASE: 1.50% of Lane D, Step 0

LONGEVITY: Every three (3) years

10 & 12 Month Hourly Rates

		<u>D</u>	<u>C</u>	<u>B</u>	<u>A</u>
<u>Longevity</u>	<u>Step</u>				
0.00%	0	\$13.26	\$14.32	\$15.38	\$ 16.45
0.00%	1	\$13.46	\$14.52	\$15.58	\$16.64
0.00%	2	\$13.66	\$14.72	\$15.78	\$16.84
0.27%	3	\$13.89	\$14.96	\$16.02	\$17.08
0.27%	4	\$14.09	\$15.15	\$16.22	\$17.28
0.27%	5	\$14.29	\$15.35	\$16.41	\$17.47
0.54%	6	\$14.53	\$15.59	\$16.65	\$17.71
0.54%	7	\$14.73	\$15.79	\$16.85	\$17.91
0.54%	8	\$14.92	\$15.99	\$17.05	\$18.11
0.81%	9	\$15.16	\$16.22	\$17.28	\$18.34
0.81%	10	\$15.36	\$16.42	\$17.48	\$18.54
0.81%	11	\$15.56	\$16.62	\$17.68	\$18.74
1.08%	12	\$15.79	\$16.85	\$17.91	\$18.98
1.08%	13	\$15.99	\$17.05	\$18.11	\$19.18
1.08%	14	\$16.19	\$17.25	\$18.31	\$19.37
1.35%	15	\$16.43	\$17.49	\$18.55	\$19.61
1.35%	16	\$16.62	\$17.68	\$18.75	\$19.81
1.35%	17	\$16.82	\$17.88	\$18.94	\$20.01
1.62%	18	\$17.06	\$18.12	\$19.18	\$20.24
1.62%	19	\$17.26	\$18.32	\$19.38	\$20.44
1.62%	20	\$17.46	\$18.52	\$19.58	\$20.64
1.89%	21	\$17.69	\$18.75	\$19.81	\$20.87
1.89%	22	\$17.89	\$18.95	\$20.01	\$21.07
1.89%	23	\$18.09	\$19.15	\$20.21	\$21.27
2.16%	24	\$18.32	\$19.38	\$20.45	\$21.51

		2008-2009 CONTINUED			
2.16%	25	\$18.52	\$19.58	\$20.64	\$21.70
2.16%	26	\$18.72	\$19.78	\$20.84	\$21.90
2.43%	27	\$18.96	\$20.02	\$21.08	\$22.14
2.43%	28	\$19.15	\$20.22	\$21.28	\$22.34
2.43%	29	\$19.35	\$20.41	\$21.48	\$22.54
2.70%	30	\$19.59	\$20.65	\$21.71	\$22.77
2.70%	31	\$19.79	\$20.85	\$21.91	\$22.97
2.70%	32	\$19.99	\$21.05	\$22.11	\$23.17
2.97%	33	\$20.22	\$21.28	\$22.34	\$23.40
2.97%	34	\$20.42	\$21.48	\$22.54	\$23.60
2.97%	35	\$20.62	\$21.68	\$22.74	\$23.80
3.24%	36	\$20.85	\$21.91	\$22.98	\$24.04
3.24%	37	\$21.05	\$22.11	\$23.17	\$24.24
3.24%	38	\$21.25	\$22.31	\$23.37	\$24.43
3.51%	39	\$21.49	\$22.55	\$23.61	\$24.67

Note: The formula used to generate the salary and hourly rate tables is part of this agreement.

**Hourly Salaries
2009-2010**

BASE INCREASE: 4.00%

STEP INCREASE: 1.50% of Lane D, Step 0

LONGEVITY: Every three (3) years

10 & 12 Month Hourly Rates

		<u>D</u>	<u>C</u>	<u>B</u>	<u>A</u>
<u>Longevity</u>	<u>Step</u>				
0.00%	0	\$13.79	\$14.90	\$16.00	\$17.10
0.00%	1	\$14.00	\$15.10	\$16.21	\$17.31
0.00%	2	\$14.21	\$15.31	\$16.41	\$17.52
0.27%	3	\$14.45	\$15.55	\$16.66	\$17.76
0.27%	4	\$14.66	\$15.76	\$16.86	\$17.97
0.27%	5	\$14.86	\$15.97	\$17.07	\$18.17
0.54%	6	\$15.11	\$16.21	\$17.32	\$18.42
0.54%	7	\$15.32	\$16.42	\$17.52	\$18.63
0.54%	8	\$15.52	\$16.63	\$17.73	\$18.83
0.81%	9	\$15.77	\$16.87	\$17.97	\$19.08
0.81%	10	\$15.97	\$17.08	\$18.18	\$19.29
0.81%	11	\$16.18	\$17.28	\$18.39	\$19.49
1.08%	12	\$16.42	\$17.53	\$18.63	\$19.74
1.08%	13	\$16.63	\$17.74	\$18.84	\$19.94
1.08%	14	\$16.84	\$17.94	\$19.05	\$20.15
1.35%	15	\$17.08	\$18.19	\$19.29	\$20.39
1.35%	16	\$17.29	\$18.39	\$19.50	\$20.60
1.35%	17	\$17.50	\$18.60	\$19.70	\$20.81
1.62%	18	\$17.74	\$18.84	\$19.95	\$21.05
1.62%	19	\$17.95	\$19.05	\$20.15	\$21.26
1.62%	20	\$18.15	\$19.26	\$20.36	\$21.46
1.89%	21	\$18.40	\$19.50	\$20.61	\$21.71
1.89%	22	\$18.61	\$19.71	\$20.81	\$21.92
1.89%	23	\$18.81	\$19.92	\$21.02	\$22.12
2.16%	24	\$19.06	\$20.16	\$21.26	\$22.37

		2009-2010 CONTINUED			
2.16%	25	\$19.26	\$20.37	\$21.47	\$22.57
2.16%	26	\$19.47	\$20.57	\$21.68	\$22.78
2.43%	27	\$19.71	\$20.82	\$21.92	\$23.02
2.43%	28	\$19.92	\$21.02	\$22.13	\$23.23
2.43%	29	\$20.13	\$21.23	\$22.34	\$23.44
2.70%	30	\$20.37	\$21.47	\$22.58	\$23.68
2.70%	31	\$20.58	\$21.68	\$22.79	\$23.89
2.70%	32	\$20.79	\$21.89	\$22.99	\$24.10
2.97%	33	\$21.03	\$22.13	\$23.24	\$24.34
2.97%	34	\$21.24	\$22.34	\$23.44	\$24.55
2.97%	35	\$21.44	\$22.55	\$23.65	\$24.75
3.24%	36	\$21.69	\$22.79	\$23.90	\$25.00
3.24%	37	\$21.90	\$23.00	\$24.10	\$25.21
3.24%	38	\$22.10	\$23.21	\$24.31	\$25.41
3.51%	39	\$22.35	\$23.45	\$24.55	\$25.66

Note: The formula used to generate the salary and hourly rate tables is part of this agreement.

**2010-2011
Hourly Salaries**

BASE INCREASE: 4.00%

STEP INCREASE: 1.50% of Lane D, Step 0

LONGEVITY: Every three (3) years

10 & 12 Month Hourly Rates

		<u>D</u>	<u>C</u>	<u>B</u>	<u>A</u>
<u>Longevity</u>	<u>Step</u>				
0.00%	0	\$14.34	\$15.49	\$16.64	\$17.79
0.00%	1	\$14.56	\$15.71	\$16.86	\$18.00
0.00%	2	\$14.78	\$15.92	\$17.07	\$18.22
0.27%	3	\$15.03	\$16.18	\$17.32	\$18.47
0.27%	4	\$15.24	\$16.39	\$17.54	\$18.69
0.27%	5	\$15.46	\$16.61	\$17.75	\$18.90
0.54%	6	\$15.71	\$16.86	\$18.01	\$19.16
0.54%	7	\$15.93	\$17.08	\$18.22	\$19.37
0.54%	8	\$16.14	\$17.29	\$18.44	\$19.59
0.81%	9	\$16.40	\$17.54	\$18.69	\$19.84
0.81%	10	\$16.61	\$17.76	\$18.91	\$20.06
0.81%	11	\$16.83	\$17.98	\$19.12	\$20.27
1.08%	12	\$17.08	\$18.23	\$19.38	\$20.52
1.08%	13	\$17.30	\$18.45	\$19.59	\$20.74
1.08%	14	\$17.51	\$18.66	\$19.81	\$20.95
1.35%	15	\$17.77	\$18.91	\$20.06	\$21.21
1.35%	16	\$17.98	\$19.13	\$20.28	\$21.42
1.35%	17	\$18.20	\$19.34	\$20.49	\$21.64
1.62%	18	\$18.45	\$19.60	\$20.75	\$21.89
1.62%	19	\$18.66	\$19.81	\$20.96	\$22.11
1.62%	20	\$18.88	\$20.03	\$21.18	\$22.32
1.89%	21	\$19.14	\$20.28	\$21.43	\$22.58
1.89%	22	\$19.35	\$20.50	\$21.65	\$22.79
1.89%	23	\$19.57	\$20.71	\$21.86	\$23.01
2.16%	24	\$19.82	\$20.97	\$22.11	\$23.26

		2010-2011 CONTINUED			
2.16%	25	\$20.03	\$21.18	\$22.33	\$23.48
2.16%	26	\$20.25	\$21.40	\$22.54	\$23.69
2.43%	27	\$20.50	\$21.65	\$22.80	\$23.95
2.43%	28	\$20.72	\$21.87	\$23.01	\$24.16
2.43%	29	\$20.93	\$22.08	\$23.23	\$24.38
2.70%	30	\$21.19	\$22.33	\$23.48	\$24.63
2.70%	31	\$21.40	\$22.55	\$23.70	\$24.85
2.70%	32	\$21.62	\$22.77	\$23.91	\$25.06
2.97%	33	\$21.87	\$23.02	\$24.17	\$25.31
2.97%	34	\$22.09	\$23.23	\$24.38	\$25.53
2.97%	35	\$22.30	\$23.45	\$24.60	\$25.74
3.24%	36	\$22.56	\$23.70	\$24.85	\$26.00
3.24%	37	\$22.77	\$23.92	\$25.07	\$26.21
3.24%	38	\$22.99	\$24.13	\$25.28	\$26.43
3.51%	39	\$23.24	\$24.39	\$25.54	\$26.68

Note: The formula used to generate the salary and hourly rate tables is part of this agreement.

APPENDIX C
Salaries
2008-2009

BASE INCREASE: 4.00%

STEP INCREASE: 1.50% of Lane D, Step 0

LONGEVITY: Every three (3) years

10-Month Annual Salaries

12-Month Annual Salaries

<u>Longevity</u>	<u>Step</u>	<u>D</u>	<u>C</u>	<u>B</u>	<u>A</u>
0.00%	0	\$20,888	\$22,559	\$24,230	\$25,901
0.00%	1	\$21,201	\$22,872	\$24,543	\$26,214
0.00%	2	\$21,515	\$23,186	\$24,857	\$26,528
0.27%	3	\$21,884	\$23,555	\$25,226	\$26,897
0.27%	4	\$22,198	\$23,869	\$25,540	\$27,211
0.27%	5	\$22,510	\$24,181	\$25,852	\$27,523
0.54%	6	\$22,881	\$24,552	\$26,223	\$27,894
0.54%	7	\$23,194	\$24,865	\$26,536	\$28,207
0.54%	8	\$23,506	\$25,177	\$26,848	\$28,519
0.81%	9	\$23,877	\$25,548	\$27,219	\$28,890
0.81%	10	\$24,191	\$25,862	\$27,533	\$29,204
0.81%	11	\$24,504	\$26,175	\$27,846	\$29,517
1.08%	12	\$24,873	\$26,544	\$28,215	\$29,886
1.08%	13	\$25,188	\$26,859	\$28,530	\$30,201
1.08%	14	\$25,500	\$27,171	\$28,842	\$30,513
1.35%	15	\$25,870	\$27,541	\$29,212	\$30,883
1.35%	16	\$26,182	\$27,853	\$29,524	\$31,195
1.35%	17	\$26,496	\$28,167	\$29,838	\$31,509

<u>Step</u>	<u>D</u>	<u>C</u>	<u>B</u>	<u>A</u>
0	\$25,863	\$27,932	\$30,001	\$32,070
1	\$26,251	\$28,320	\$30,389	\$32,458
2	\$26,639	\$28,708	\$30,777	\$32,846
3	\$27,097	\$29,166	\$31,235	\$33,304
4	\$27,485	\$29,554	\$31,623	\$33,692
5	\$27,873	\$29,942	\$32,011	\$34,080
6	\$28,330	\$30,399	\$32,468	\$34,537
7	\$28,718	\$30,787	\$32,856	\$34,925
8	\$29,106	\$31,175	\$33,244	\$35,313
9	\$29,563	\$31,632	\$33,701	\$35,770
10	\$29,951	\$32,020	\$34,089	\$36,158
11	\$30,339	\$32,408	\$34,477	\$36,546
12	\$30,798	\$32,867	\$34,936	\$37,005
13	\$31,186	\$33,255	\$35,324	\$37,393
14	\$31,574	\$33,643	\$35,712	\$37,781
15	\$32,031	\$34,100	\$36,169	\$38,238
16	\$32,419	\$34,488	\$36,557	\$38,626
17	\$32,807	\$34,876	\$36,945	\$39,014

1.62%	18	\$26,866	\$28,537	\$30,208	\$31,879
1.62%	19	\$27,178	\$28,849	\$30,520	\$32,191
1.62%	20	\$27,493	\$29,164	\$30,835	\$32,506
1.89%	21	\$27,864	\$29,535	\$31,206	\$32,877
1.89%	22	\$28,176	\$29,847	\$31,518	\$33,189
1.89%	23	\$28,489	\$30,160	\$31,831	\$33,502
2.16%	24	\$28,860	\$30,531	\$32,202	\$33,873
2.16%	25	\$29,172	\$30,843	\$32,514	\$34,185
2.16%	26	\$29,486	\$31,157	\$32,828	\$34,499
2.43%	27	\$29,855	\$31,526	\$33,197	\$34,868
2.43%	28	\$30,169	\$31,840	\$33,511	\$35,182
2.43%	29	\$30,482	\$32,153	\$33,824	\$35,495
2.70%	30	\$30,851	\$32,522	\$34,193	\$35,864
2.70%	31	\$31,165	\$32,836	\$34,507	\$36,178
2.70%	32	\$31,478	\$33,149	\$34,820	\$36,491
2.97%	33	\$31,848	\$33,519	\$35,190	\$36,861
2.97%	34	\$32,161	\$33,832	\$35,503	\$37,174
2.97%	35	\$32,476	\$34,147	\$35,818	\$37,489
3.24%	36	\$32,844	\$34,515	\$36,186	\$37,857
3.24%	37	\$33,158	\$34,829	\$36,500	\$38,171
3.24%	38	\$33,471	\$35,142	\$36,813	\$38,484
3.51%	39	\$33,841	\$35,512	\$37,183	\$38,854

18	\$33,265	\$35,334	\$37,403	\$39,472
19	\$33,653	\$35,722	\$37,791	\$39,860
20	\$34,041	\$36,110	\$38,179	\$40,248
21	\$34,499	\$36,568	\$38,637	\$40,706
22	\$34,887	\$36,956	\$39,025	\$41,094
23	\$35,275	\$37,344	\$39,413	\$41,482
24	\$35,731	\$37,800	\$39,869	\$41,938
25	\$36,120	\$38,189	\$40,258	\$42,327
26	\$36,508	\$38,577	\$40,646	\$42,715
27	\$36,966	\$39,035	\$41,104	\$43,173
28	\$37,354	\$39,423	\$41,492	\$43,561
29	\$37,742	\$39,811	\$41,880	\$43,949
30	\$38,200	\$40,269	\$42,338	\$44,407
31	\$38,588	\$40,657	\$42,726	\$44,795
32	\$38,976	\$41,045	\$43,114	\$45,183
33	\$39,434	\$41,503	\$43,572	\$45,641
34	\$39,822	\$41,891	\$43,960	\$46,029
35	\$40,210	\$42,279	\$44,348	\$46,417
36	\$40,668	\$42,737	\$44,806	\$46,875
37	\$41,056	\$43,125	\$45,194	\$47,263
38	\$41,444	\$43,513	\$45,582	\$47,651
39	\$41,901	\$43,970	\$46,039	\$48,108

Note: The formula used to generate the salary and hourly rate tables is part of this agreement.

**Salaries
2009-2010**

BASE INCREASE: 4.00%

STEP INCREASE: 1.50% of Lane D, Step 0

LONGEVITY: Every three (3) years

10-Month Annual Salaries

<u>Longevity</u>	<u>Step</u>	<u>D</u>	<u>C</u>	<u>B</u>	<u>A</u>
0.00%	0	\$21,724	\$23,462	\$25,200	\$26,938
0.00%	1	\$22,050	\$23,788	\$25,526	\$27,264
0.00%	2	\$22,376	\$24,114	\$25,852	\$27,590
0.27%	3	\$22,760	\$24,498	\$26,236	\$27,974
0.27%	4	\$23,086	\$24,824	\$26,562	\$28,300
0.27%	5	\$23,411	\$25,149	\$26,887	\$28,625
0.54%	6	\$23,796	\$25,534	\$27,272	\$29,010
0.54%	7	\$24,122	\$25,860	\$27,598	\$29,336
0.54%	8	\$24,447	\$26,185	\$27,923	\$29,661
0.81%	9	\$24,833	\$26,571	\$28,309	\$30,047
0.81%	10	\$25,160	\$26,898	\$28,636	\$30,374
0.81%	11	\$25,484	\$27,222	\$28,960	\$30,698
1.08%	12	\$25,869	\$27,607	\$29,345	\$31,083
1.08%	13	\$26,196	\$27,934	\$29,672	\$31,410
1.08%	14	\$26,521	\$28,259	\$29,997	\$31,735
1.35%	15	\$26,905	\$28,643	\$30,381	\$32,119
1.35%	16	\$27,230	\$28,968	\$30,706	\$32,444
1.35%	17	\$27,557	\$29,295	\$31,033	\$32,771

12-Month Annual Salaries

<u>Step</u>	<u>D</u>	<u>C</u>	<u>B</u>	<u>A</u>
0	\$26,898	\$29,050	\$31,202	\$33,354
1	\$27,301	\$29,453	\$31,605	\$33,757
2	\$27,705	\$29,857	\$32,009	\$34,161
3	\$28,181	\$30,333	\$32,485	\$34,637
4	\$28,585	\$30,737	\$32,889	\$35,041
5	\$28,988	\$31,140	\$33,292	\$35,444
6	\$29,464	\$31,616	\$33,768	\$35,920
7	\$29,868	\$32,020	\$34,172	\$36,324
8	\$30,271	\$32,423	\$34,575	\$36,727
9	\$30,746	\$32,898	\$35,050	\$37,202
10	\$31,150	\$33,302	\$35,454	\$37,606
11	\$31,553	\$33,705	\$35,857	\$38,009
12	\$32,030	\$34,182	\$36,334	\$38,486
13	\$32,434	\$34,586	\$36,738	\$38,890
14	\$32,837	\$34,989	\$37,141	\$39,293
15	\$33,313	\$35,465	\$37,617	\$39,769
16	\$33,717	\$35,869	\$38,021	\$40,173
17	\$34,120	\$36,272	\$38,424	\$40,576

1.62%	18	\$27,941	\$29,679	\$31,417	\$33,155	18	\$34,596	\$36,748	\$38,900	\$41,052
1.62%	19	\$28,266	\$30,004	\$31,742	\$33,480	19	\$35,000	\$37,152	\$39,304	\$41,456
1.62%	20	\$28,593	\$30,331	\$32,069	\$33,807	20	\$35,403	\$37,555	\$39,707	\$41,859
1.89%	21	\$28,979	\$30,717	\$32,455	\$34,193	21	\$35,879	\$38,031	\$40,183	\$42,335
1.89%	22	\$29,304	\$31,042	\$32,780	\$34,518	22	\$36,283	\$38,435	\$40,587	\$42,739
1.89%	23	\$29,629	\$31,367	\$33,105	\$34,843	23	\$36,686	\$38,838	\$40,990	\$43,142
2.16%	24	\$30,015	\$31,753	\$33,491	\$35,229	24	\$37,161	\$39,313	\$41,465	\$43,617
2.16%	25	\$30,340	\$32,078	\$33,816	\$35,554	25	\$37,566	\$39,718	\$41,870	\$44,022
2.16%	26	\$30,666	\$32,404	\$34,142	\$35,880	26	\$37,969	\$40,121	\$42,273	\$44,425
2.43%	27	\$31,050	\$32,788	\$34,526	\$36,264	27	\$38,445	\$40,597	\$42,749	\$44,901
2.43%	28	\$31,376	\$33,114	\$34,852	\$36,590	28	\$38,849	\$41,001	\$43,153	\$45,305
2.43%	29	\$31,702	\$33,440	\$35,178	\$36,916	29	\$39,252	\$41,404	\$43,556	\$45,708
2.70%	30	\$32,085	\$33,823	\$35,561	\$37,299	30	\$39,728	\$41,880	\$44,032	\$46,184
2.70%	31	\$32,412	\$34,150	\$35,888	\$37,626	31	\$40,132	\$42,284	\$44,436	\$46,588
2.70%	32	\$32,738	\$34,476	\$36,214	\$37,952	32	\$40,535	\$42,687	\$44,839	\$46,991
2.97%	33	\$33,123	\$34,861	\$36,599	\$38,337	33	\$41,012	\$43,164	\$45,316	\$47,468
2.97%	34	\$33,448	\$35,186	\$36,924	\$38,662	34	\$41,416	\$43,568	\$45,720	\$47,872
2.97%	35	\$33,775	\$35,513	\$37,251	\$38,989	35	\$41,819	\$43,971	\$46,123	\$48,275
3.24%	36	\$34,159	\$35,897	\$37,635	\$39,373	36	\$42,295	\$44,447	\$46,599	\$48,751
3.24%	37	\$34,485	\$36,223	\$37,961	\$39,699	37	\$42,699	\$44,851	\$47,003	\$49,155
3.24%	38	\$34,811	\$36,549	\$38,287	\$40,025	38	\$43,102	\$45,254	\$47,406	\$49,558
3.51%	39	\$35,195	\$36,933	\$38,671	\$40,409	39	\$43,577	\$45,729	\$47,881	\$50,033

Note: The formula used to generate the salary and hourly rate tables is part of this agreement.

**Salaries
2010-2011**

BASE INCREASE: 4.00%

STEP INCREASE: 1.50% of Lane D, Step 0

LONGEVITY: Every three (3) years

10-Month Annual Salaries

12-Month Annual Salaries

<u>Longevity</u>	<u>Step</u>	<u>D</u>	<u>C</u>	<u>B</u>	<u>A</u>
0.00%	0	\$22,593	\$24,400	\$26,208	\$28,015
0.00%	1	\$22,932	\$24,739	\$26,547	\$28,354
0.00%	2	\$23,271	\$25,078	\$26,886	\$28,693
0.27%	3	\$23,671	\$25,478	\$27,286	\$29,093
0.27%	4	\$24,010	\$25,817	\$27,625	\$29,432
0.27%	5	\$24,347	\$26,154	\$27,962	\$29,769
0.54%	6	\$24,748	\$26,555	\$28,363	\$30,170
0.54%	7	\$25,087	\$26,894	\$28,702	\$30,509
0.54%	8	\$25,425	\$27,232	\$29,040	\$30,847
0.81%	9	\$25,826	\$27,633	\$29,441	\$31,248
0.81%	10	\$26,166	\$27,973	\$29,781	\$31,588
0.81%	11	\$26,504	\$28,311	\$30,119	\$31,926
1.08%	12	\$26,904	\$28,711	\$30,519	\$32,326
1.08%	13	\$27,244	\$29,051	\$30,859	\$32,666
1.08%	14	\$27,582	\$29,389	\$31,197	\$33,004
1.35%	15	\$27,981	\$29,788	\$31,596	\$33,403
1.35%	16	\$28,319	\$30,126	\$31,934	\$33,741
1.35%	17	\$28,659	\$30,466	\$32,274	\$34,081
1.62%	18	\$29,059	\$30,866	\$32,674	\$34,481

<u>Step</u>	<u>D</u>	<u>C</u>	<u>B</u>	<u>A</u>
0	\$27,974	\$30,212	\$32,450	\$34,688
1	\$28,394	\$30,632	\$32,870	\$35,108
2	\$28,813	\$31,051	\$33,289	\$35,527
3	\$29,308	\$31,546	\$33,784	\$36,022
4	\$29,728	\$31,966	\$34,204	\$36,442
5	\$30,148	\$32,386	\$34,624	\$36,862
6	\$30,643	\$32,881	\$35,119	\$37,357
7	\$31,062	\$33,300	\$35,538	\$37,776
8	\$31,482	\$33,720	\$35,958	\$38,196
9	\$31,976	\$34,214	\$36,452	\$38,690
10	\$32,396	\$34,634	\$36,872	\$39,110
11	\$32,815	\$35,053	\$37,291	\$39,529
12	\$33,311	\$35,549	\$37,787	\$40,025
13	\$33,731	\$35,969	\$38,207	\$40,445
14	\$34,151	\$36,389	\$38,627	\$40,865
15	\$34,646	\$36,884	\$39,122	\$41,360
16	\$35,065	\$37,303	\$39,541	\$41,779
17	\$35,485	\$37,723	\$39,961	\$42,199
18	\$35,980	\$38,218	\$40,456	\$42,694

1.62%	19	\$29,397	\$31,204	\$33,012	\$34,819	19	\$36,400	\$38,638	\$40,876	\$43,114
1.62%	20	\$29,737	\$31,544	\$33,352	\$35,159	20	\$36,819	\$39,057	\$41,295	\$43,533
1.89%	21	\$30,138	\$31,945	\$33,753	\$35,560	21	\$37,315	\$39,553	\$41,791	\$44,029
1.89%	22	\$30,476	\$32,283	\$34,091	\$35,898	22	\$37,734	\$39,972	\$42,210	\$44,448
1.89%	23	\$30,815	\$32,622	\$34,430	\$36,237	23	\$38,154	\$40,392	\$42,630	\$44,868
2.16%	24	\$31,215	\$33,022	\$34,830	\$36,637	24	\$38,648	\$40,886	\$43,124	\$45,362
2.16%	25	\$31,553	\$33,360	\$35,168	\$36,975	25	\$39,068	\$41,306	\$43,544	\$45,782
2.16%	26	\$31,892	\$33,699	\$35,507	\$37,314	26	\$39,488	\$41,726	\$43,964	\$46,202
2.43%	27	\$32,292	\$34,099	\$35,907	\$37,714	27	\$39,983	\$42,221	\$44,459	\$46,697
2.43%	28	\$32,631	\$34,438	\$36,246	\$38,053	28	\$40,403	\$42,641	\$44,879	\$47,117
2.43%	29	\$32,970	\$34,777	\$36,585	\$38,392	29	\$40,822	\$43,060	\$45,298	\$47,536
2.70%	30	\$33,369	\$35,176	\$36,984	\$38,791	30	\$41,318	\$43,556	\$45,794	\$48,032
2.70%	31	\$33,709	\$35,516	\$37,324	\$39,131	31	\$41,737	\$43,975	\$46,213	\$48,451
2.70%	32	\$34,048	\$35,855	\$37,663	\$39,470	32	\$42,157	\$44,395	\$46,633	\$48,871
2.97%	33	\$34,448	\$36,255	\$38,063	\$39,870	33	\$42,653	\$44,891	\$47,129	\$49,367
2.97%	34	\$34,786	\$36,593	\$38,401	\$40,208	34	\$43,073	\$45,311	\$47,549	\$49,787
2.97%	35	\$35,126	\$36,933	\$38,741	\$40,548	35	\$43,492	\$45,730	\$47,968	\$50,206
3.24%	36	\$35,525	\$37,332	\$39,140	\$40,947	36	\$43,987	\$46,225	\$48,463	\$50,701
3.24%	37	\$35,864	\$37,671	\$39,479	\$41,286	37	\$44,407	\$46,645	\$48,883	\$51,121
3.24%	38	\$36,203	\$38,010	\$39,818	\$41,625	38	\$44,827	\$47,065	\$49,303	\$51,541
3.51%	39	\$36,603	\$38,410	\$40,218	\$42,025	39	\$45,321	\$47,559	\$49,797	\$52,035

Note: The formula used to generate the salary and hourly rate tables is part of this agreement.