



Highlights of 2012-2015 Tentative Agreement



Between the Chicago Teachers Union and the Chicago Board of Education

Highlights:

- Term: Three Years, 3%, 2%, 2% with an option for a 4th year @ 3% raise if Union accepts. Eliminate “wage reopener” 47-2.2.
- Maintain PSRPs annual salary table. PSRPs get 4% (2% COLA and 2% “adjustment”) in year 1. Years 2 and 3 the same as teachers.
- Steps and Lanes: full value of steps are preserved, but increases raises for mid-level steps and steps 14, 15 and 16. Lanes are preserved. No merit pay.
- Benefits: Health Care benefits preserved at current levels with no increase in rates or co-pays. Wellness program.
- School Calendar: 175 full student attendance days; 6 half days; 7 full PD days; 6 half days; 2 report card pickup days (non-student attendance)=190 days total. 8 holidays; 10 days of vacation. We WILL make up the 7 days lost to strike.

This contract campaign began in the November of 2011, and concluded with a 7-day strike. This fight produced many wins—from the right to appeal a rating, to language that gives teachers control over our own lesson plan format. Equally important, we stopped many harmful “reforms.” The district was forced to give up on merit pay, forced to accept steps, made to abandon a 7hr 40 minute teacher day, and gave ground on test-based evaluation. In fact, the Board began the bargaining process by proposing to cut our contract to just 30 pages. Despite the strike and broad public support there were some cuts that we could not stop, such as the move to a longer day and year, the elimination of Pension Enhancement (PEP), and stiffer penalties for low ratings.

Our schools still face a variety of threats—from understaffing and over-testing to charter competition and outright closure. While no contract can solve every problem, our Union is more united and in better position to face future challenges than it has been for many years. The provisions in this tentative agreement create new rights for CTU members and represent a step in the direction of a more assertive union that fights for good schools and good working conditions for our members.

Good for students AND teachers

- Forces Board to hire 512 additional “specials” teachers—art, music, phys ed etc. and create a plan to recruit “racially diverse candidates.”
- Stands up to testing hype: Evaluation formula won’t fall below 70% “teacher practice” and allows teachers a neutral appeal of a rating;
- Creates an anti-bullying provision;
- Provides for teachers to get textbooks on day 1; clinicians to get adequate workspace
- Provides for \$250 supplies reimbursement
- Board commits to hire nurses and social workers if it gets new revenue
- Establishes a ‘workload’ committee that will investigate Clinicians, Counselors, and Special Ed workloads

Improves Teachers, Clinicians and PSRPs work lives

- Strengthens PPCs
- Guarantees lunch, daily preparation periods for clinicians and counselors
- New Right: ‘just cause’ discipline and mediation/arbitration in discipline cases; eliminates unpaid suspensions
- Paperwork reduction language—new paperwork shall be accompanied by a corresponding reduction of existing paperwork.
- Language that prohibits retaliation for asserting contract rights, including using benefits.

PSRPs

- Clerks will work three additional days with pay to prepare the office before school starts
- School clerks will be provided training in Kronos, attendance systems, and internal accounts during work hours.
- The Board shall not reclassify a Teacher Assistant to a Special Education Classroom Assistant who does not perform diapering and feeding
- 2013-14: Board will adopt a new evaluation plan for PSRPs in conjunction with the CTU—will form a PSRP Evaluation Committee
- Maintain Appendix I for PSRPs.

Recall/Layoff

- Creates “CPS Hiring List”—at least 1/2 of all CPS hires must be displaced members.
- 10 months “true recall” to same school if position opens.
- Teachers “follow students” in closing, phase-out, and consolidation.
- Cuts layoff benefits to ½ former level (5 months RTP, 5 months Cadre for school closings, school actions.)
- Lay-off order (law in rest of state)=Unit, Certification, Unsats, PAT’s by rating tier, Tenured Needs Improvement (<250, then >250) then all other tenured teachers by seniority.

Evaluation:

- Limits CPS to 70% “teacher practice”/30% “student growth”—the minimum by state law.
- First year will be “no harmful consequences” for tenured teachers
- New Right: appeal rating to Neutral.
- 2 consecutive annual ratings of “Needs Improvement” without improvement becomes an Unsats. Improvement in either overall score OR teacher practice component is safe.

Creates a “Clinicians Article”

- Clinicians workspace provisions for locking file cabinets, private space, etc.
- Special education teachers shall be provided time to meet with clinicians and other teachers during prep periods to discuss professional matters.
- In-service will be provided for those teachers and paras responsible for working with students with autism.
- Principals shall ensure that special education teachers are not assigned any duties not related to school special education services. Disputes about this may be brought to the PPC.

Workload:

- Applies to all members who serve students with disabilities. Board-Union committee will design a workload plan by January 1, 2013. Members will be able to take complaints about workload size to the committee. The committee will have access to \$500,000 to help alleviate large workloads.
- Members shall not be required to exceed case loads, class sizes, limits on ratios of students with disabilities to general education students and limits on ratios of students with disabilities to teachers and PSRPs as required under law.
- IEP meetings scheduled before or after school must be paid at hourly rate of pay.
- Test protocols and supplies will be provided for all SLPs and SLPPs.
- Maintained class size provisions from prior Agreement. Did not get enforceability, but did increase the funding for the Class Size Monitoring Panel.
- Added a parent LSC representative to Class Size Monitoring Panel. As the panel visits schools with class size issues, they must invite a Parent LSC rep to be a part of the process.

Wellness program:

- Members must participate in Wellness program or face a \$600 per covered member per year penalty (\$50 per month).
- Wellness Plan administrators must follow all HIPPA laws and will not share individual member information with CPS. Aggregate data may be collected to help the LMCC make decisions.
- Members will not be penalized for health outcomes, only for non-participation. Members will be notified/warned before they are penalized for non-participation.
- Maternity benefits provided through Short Term Disability program.
- Paternity leave shall be modeled after the City of Chicago’s paternity leave plan.

Pension pickup of 7% will be maintained.

Sick Days

- Old sick day banks are protected and can be used as they have always been used. They can be cashed out upon retirement.
- All employees will begin accruing a new sick bank, that accumulates up to 40 days totals. Cannot be cashed out, but may be used for pension service credits at retirement.
- Every employee now receives Short Term Disability (STD) benefits which can be utilized after the use of the sick days received that year:
 - 100% pay first 30 days
 - 80% pay days 31-60
 - 60% pay days 61-90
 - May be used for personal illness or maternity leave.
 - Sick days may be used to supplement STD benefits to receive 100% pay.

Other Provisions

- Board must work with Special Education and Case Management Committee to find workable solutions for the assignment of case management responsibilities, including, but not limited to, the allocation of funds.
- The number of students attending elementary or middle school libraries shall not exceed the maximum class sizes provided in article 28.
- Maintained total number of additional prep minutes for librarians—Board wanted to remove all extra prep time, above and beyond what classroom teachers receive.
- Principal should strive to program no more than one class in any gymnasium at any given time, unless the space provides for the safe separation of the two classes.
- All CTE labs, shops classrooms will be given baseline materials and equipment ready on the first day of teacher attendance. They must meet industry standards.
- Board will work with CTE to maintain safety and OSHA compliance.

2012 SUCCESSOR BARGAINING
BETWEEN THE
BOARD OF EDUCATION OF THE CITY OF CHICAGO
AND THE
CHICAGO TEACHERS UNION

TENTATIVE AGREEMENT

AGREEMENT
BETWEEN THE
BOARD OF EDUCATION
OF THE
CITY OF CHICAGO
AND THE
CHICAGO TEACHERS UNION,
LOCAL NO. 1,
AMERICAN FEDERATION OF TEACHERS, AFL-CIO

NOTICE: CONTRACT ARTICLES AND SECTIONS WILL BE RENUMBERED WHEN
FINALIZED

Agreement made and This collective bargaining agreement (hereinafter referred to as the "Agreement") is entered into on the twenty-sixth day of September, A.D. two thousand and seven, by and between the Board of Education of the City of Chicago (hereafter referred to as the "BOARD") and the Chicago Teachers Union, Local No. 1, American Federation of Teachers, AFL-CIO (hereinafter referred to as the "UNION") on the _____ day of _____ 2012 to become effective on July 1, 2012.

PREAMBLE

The BOARD and the UNION recognize that they have a common responsibility to work together toward the achievement of quality education. The attainment of this objective requires mutual understanding and cooperation between both parties and all members of the professional staff. It is recognized that teaching requires specialized qualifications as well as educational requirements and that the success of the educational program depends upon the maximum utilization of the abilities of teachers and other bargaining unit members who are reasonably well satisfied with the conditions under which they work, who are assured of a fair reward and security in their profession and who are cooperatively working for the achievement of effective programs of education. A free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to agreement in matters of mutual concern and to approaches that will increase the effectiveness of teachers and other bargaining unit members in the classroom and in the community. The BOARD, the Chief Executive Officer and staff and the UNION, through a series of meetings, have set up this Agreement, have formulated general objectives that are mutually acceptable and shall develop long-range educational goals and programs in areas of mutual concern. The Chief Executive Officer, administrative officers and the officers of the UNION recognize that the best interests of public education will be served through the establishment of procedures that will provide an orderly way to discuss matters of common concern, to reach agreement satisfactory to each and to appeal through channels designated in this Agreement. It is the intent that this joint effort will contribute in significant measure to the advancement of public education in the City of Chicago. It is the intent of both parties that all discussions and conferences growing out of this Agreement be held in an atmosphere of good faith, confidence and mutual respect.

The purpose of this Agreement is to reaffirm the parties' common responsibility to maintain a collaborative and collegial collective bargaining relationship that furthers the parties' shared goal of delivering high quality instructional programs and significantly advancing a well-rounded public education for the students of the Chicago public school system. Through free and open dialogue, the parties have identified the educational objectives for the Chicago Public Schools (hereinafter referred to as "CPS") and have designed this Agreement to further those objectives through good faith cooperation now and in the future.

The parties firmly believe that a well-rounded public education is an absolute necessity for any graduate to be considered college-, career- and citizenship-ready. The parties also recognize that a well-rounded public education includes, but is by no means limited to, providing students with an enriched, diverse and comprehensive curriculum that allows them to obtain essential knowledge and skills; engage in critical and creative thinking; develop independent inquiry skills and an appreciation for the arts, music and literature; improve their physical and emotional health; prepare for leadership roles in their communities; attain the technical skills necessary to become career-ready; develop the academic discipline and proficiency in the intelligent use of technology necessary to become college-ready; and ultimately graduate from the Chicago public school system prepared to become productive and self-confident citizens capable of ethical participation in a free and democratic society.

In addition, the parties recognize that the achievement of these educational objectives requires substantial short- and long-term financial investments in public education and that the fulfillment of the aspirations described in this Preamble will require dramatic and cooperative changes in education funding at the federal, state and local levels; a commitment to good faith collaboration; mutual agreement on priorities and values; and the adoption of proven or research-based educational methods and instructional practices.

Furthermore, to foster a cosmopolitan spirit and better develop CPS students as tolerant and unbiased citizens, the BOARD and the UNION shall work affirmatively to the end that each student may have the educational advantage of an integrated school.

Finally, this Agreement is intended to affirm that the parties' shared goal will only be achieved if bargaining unit employees are fairly and adequately recognized and rewarded for their contributions to the educational process and provided with a wholesome work environment based on mutual respect and the highest level of professionalism. The guiding principles set forth in this Preamble shall remain at the forefront of the parties' negotiations now and in the years to come until these shared educational aspirations become a reality for each and every student and employee of the Chicago public school system.

ARTICLE 1
RECOGNITION

1-1. Representative Unit. The BOARD recognizes the CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO, as the sole and exclusive bargaining representative of all employees employed in the titles or categories of elementary and secondary teachers, retired teachers employed under Article 44-39 and other teachers and related services personnel as defined in Appendix D (hereinafter referred to as **teachers**); and full-time teacher assistants, school clerks, school community representatives, library assistants, audiometric and vision screening technicians, computer technicians, technology coordinators I, technology coordinators II, technology coordinators III and other paraprofessional and school-related personnel as defined in Appendix D (hereinafter referred to as **other bargaining unit members**).

1-1.1. Scope of Bargaining Unit. The BOARD recognizes the UNION as the sole and exclusive bargaining representative of all employees employed in the job titles or categories of positions listed in Appendix D.

1-1.2. Reclassifications and New Job Titles or Categories of Positions. If the BOARD reclassifies job titles or categories of positions or employs a new job title or category of position having a community of interest with employees in the existing bargaining unit, employees in such new job title or category of position shall be included within the existing bargaining unit. Upon the UNION's request, the parties shall negotiate the terms and conditions of employment for such new or reclassified title or category of position. Nothing contained in this subsection shall be construed to require renegotiation of terms and conditions of employment applicable to employees in an existing bargaining unit as a result of the BOARD's reclassification of the title or category of employees in the unit.

1-2. Recognition of UNION. The UNION, in accordance with **Board Reports** 74-069, 67-1256, 68-169 and 70-1092, is recognized as the sole and exclusive bargaining representative for all those categories listed in the bargaining unit (Article 1-1). No other group or organization or representative thereof shall be recognized or permitted to engage on behalf of any employees included in the UNION bargaining unit in any activities concerning wages, hours or terms and conditions of employment, including the submission of proposals, participation in hearings, conferences or meetings for any purposes and any other group or collective action dealing with above-described matters, subject to the provisions of the *Illinois Educational Labor Relations Act*. However, the above provisions shall not preclude the right of an individual to present grievances on his or her own behalf or to submit suggestions to the Chief Executive Officer as individuals or to prevent groups or organizations from presenting suggestions or proposals at the annual public hearing on the budget prescribed by statute.

1-3. It is not the intent of this Agreement to discriminate in any way against any teacher or other bargaining unit member regardless of membership or non-membership in any employee organization. *[Restated in Article 2]*

1-4. Teachers or other bargaining unit members who participate in the process of resolving grievances or professional problems in the manner indicated herein shall not be subject to discrimination for such action. *[Restated in Article 2]*

1-5. Designation of Representatives. The Chief Executive Officer and the UNION shall have the right of free choice in designating representatives for the purpose of resolving grievances and professional problems.

1-6. Resolution of Grievances and Professional Problems. The resolution of all grievances and professional problems shall be in accordance with the procedures that are a part of this Agreement.

1-7. Exchange of Information.

1-7.1. General Provision. The Office of the Chief Executive Officer shall, upon request and within seven calendar days or as soon as possible thereafter, furnish to the UNION available and pertinent reports, statistics and general information concerning the Chicago schools CPS. The Chief Executive Officer shall have the same right to receive pertinent information from the UNION.

1-7.2. Grievances and Professional Problems. The Office of the Chief Executive Officer shall, upon request and within seven calendar days or as soon as possible thereafter, furnish to the UNION information necessary to the intelligent and professional resolution of specific grievances and professional problems of teachers or other bargaining unit members bargaining unit employees, including laid off or retired employees whose grievances arose during their employment as a bargaining unit employee. Any such information shall be made available only with the consent of the teacher or other bargaining unit member bargaining unit employee involved and shall be kept in confidence unless otherwise agreed. The Chief Executive Officer shall have the same right to receive pertinent information from the UNION.

~~1-7.3. Board Meeting Agendas and Actions. Copies of special BOARD reports distributed at regular BOARD meetings shall be given to the UNION representative attending such meetings, upon request from said representative, at the time said reports are given to representatives of city-wide organizations. Prior to each regular or special Board meeting, the BOARD shall post online the public agenda for the meeting and copies of the proposed Board reports listed on the public agenda. The BOARD shall electronically transmit a copy of the public agenda and the copies of the proposed Board actions to the Union President simultaneously with the online posting. Insofar as possible, if any Board report directly affects this Agreement, the Chief Executive Officer or his or her designee shall contact the Union President to discuss the report as soon as the report is finalized and prior to the meeting during which the report will be considered. After each meeting, the BOARD shall post online the Board Action Index for the meeting and all Board actions during such meeting.~~

~~BOARD reports pertaining to matters covered in the AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO AND THE CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO, shall be sent to the President of the UNION prior to the Wednesday BOARD meeting at which they are to be considered. Insofar as it is possible to do so, at the request of the President of the UNION, the Chief Executive Officer shall discuss any such report with the President prior to said meeting. Bulletins pertaining to matters covered in the AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO AND THE CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO, shall be discussed with the President of the UNION before they are distributed.~~

CPS will meet regularly with the Union to exchange budget information.

~~1-7.4. Finance and Budget Information. During the budget planning process, the BOARD agrees to meet with the UNION on a monthly basis through the parties' Budget Committee to review revenue and expenditure assumptions and other pertinent budgetary information. After the budget is adopted, the BOARD agrees to meet with the UNION upon request to review the quarterly Interim Summary Financial Statements and the Comprehensive Annual Financial Report for each Fiscal Year.~~

~~1-7.5. CPS Weekly Newsletter and Bulletins. A copy of the *CPS Weekly Newsletter* and any employee bulletin relating to the Agreement shall be transmitted to the Union President simultaneously with its transmission to employees.~~

~~1-7.1. 1-7.6. Reports. The Office of the Chief Executive Officer agrees to supply the UNION with the following reports as long as such reports are prepared: (a) teacher payroll step and lane report and (b) monthly teacher substitute activity report.~~

~~1-7.2. 1-7.7. Union Delegate Handbook. The UNION shall furnish the Office of the Chief Executive Officer with five copies of the current school Union delegate's handbook.~~

~~1-7.3. The Office of the Chief Executive Officer shall provide the principal of each school through e-mail or otherwise with a weekly (or as published) Chief Executive Officer's bulletin. Upon receipt, the principal shall provide a copy of the bulletin to the school delegate.~~

1-8. Dues Checkoff. The BOARD shall deduct from the pay of each teacher or other bargaining unit member from whom it receives an authorization to do so the required amount of fees for the payment of UNION dues. Such fees, accompanied by a list of persons from whom they have been deducted and the amount deducted from each, and by a list of persons who had authorized deductions and from whom no deduction was made and the reason therefore, shall be forwarded to the UNION office no later than five school ten work days after such deductions were made. Such lists shall be made on a school-by-school basis organized by school or the applicable unit. Any bargaining unit member may terminate the dues check off during August by submitting written notice to the Department of Human Resources BOARD and the UNION.

1-8.1. United Credit Union Deductions.

~~1-8.1(a). Deduction. Effective September 1, 1995 and thereafter, tThe BOARD shall deduct from the pay of each full-time teacher or full-time other bargaining unit member who is a member of the United Credit Union from whom it receives an authorization to do so the bi-weekly amount authorized by the member for savings/shares in the United Credit Union.~~

~~1-8.1(b). Authorization. Each eligible bargaining unit employee member of the collective bargaining unit may have one authorization agreement and options to increase or decrease the member's share/savings during the calendar year.~~

~~1-8.1(c). Remittance. Such amounts deducted from the member's bi-weekly payroll shall be forwarded electronically via the Automatic Clearing House (ACH) to the member's account at the United Credit Union no later than five school ten work days after such deductions are made. A list of persons from whom funds have been deducted (in Social Security sequence) or other in a sequence mutually acceptable to the BOARD and the United Credit Union shall be made available to the United Credit Union no later than five school ten work days after such deductions are made.~~

~~1-8.1(d). Authorization Forms. The United Credit Union shall submit authorization cards for deduction upon forms approved by the Chief Executive Officer CPS. The authorization card shall include a statement of acceptance of the conditions which incorporates the provisions of Recommendations, parts two through six, of **Board Report** 73-304 (September 22, 1965).~~

ALL non-members must now pay fair share fees, including part-timers.

1-8.2. Fair Share Agreement.

~~A-1-8.2(a). Fair Share Members Defined. All full-time non-member bargaining unit employees covered by this Agreement who are not members of the UNION, commencing on the effective date of this Agreement, or sixty days after their initial employment, and continuing during the term of this Agreement, and so long as they remain non-members of the UNION, shall pay to the UNION each month their fair share of the costs of the services rendered by the UNION that are chargeable to non-members under state and federal law.~~

~~B-1-8.2(b). Certification of Fair Share Fee. The UNION shall certify to the BOARD a fair share amount not to exceed the dues uniformly required of members in conformity with federal and state law and the *Illinois Educational Labor Relations*~~

Board Rules and Regulations. In the event of an increase or decrease in the amount of the fair share fee, the UNION shall advise the BOARD and all fair share fee payers in writing of the change at least forty-five days before the effective date of the increase or decrease. The BOARD shall implement the increase or decrease during the first full payroll period on or after the forty-five-day notice period or the effective date of the change, whichever date is later.

~~G-1-8.2(c). Fair Share Fee Deductions. Such fair share payment by non-members shall be deducted by the BOARD from the earnings of the non-member employees and remitted to the UNION within ten work days of said deduction, unless required to remit a fee to the Illinois Educational Labor Relations Board for escrow.~~

~~D-1-8.2(d). Identification of Fair Share Fee Payers. The BOARD shall cooperate with the UNION to ascertain the names of all employee non-members of the UNION from whose earnings the fair share payments shall be deducted and their work locations and shall provide the UNION space to post a notice concerning fair share.~~

~~E-1-8.2(e). Fair Share Rules and Regulations. The UNION and the BOARD shall comply with the *Illinois Educational Labor Relations Board Rules and Regulations* concerning notice, objections and related matters contained in its fair share rules.~~

~~F-1-8.2(f). Appeals Procedure. Upon adoption of any UNION internal appeal procedure, the UNION shall supply the BOARD with a copy of such procedure. In addition, the UNION shall advise the BOARD of subsequent changes therein.~~

~~G-1-8.2(g). Indemnity Clause. The UNION shall indemnify and hold harmless the BOARD and its members, officers, agents and employees from and against any forms of liability that shall arise out of or by reason of action taken by the BOARD for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit or assignment furnished by the UNION under any such provisions. The UNION shall be responsible for the attorney's fees of any attorney for the BOARD. Such attorney shall be selected by the UNION subject to approval by the BOARD, which approval shall not be unreasonably withheld.~~

~~H-1-8.2(h). Severability. If, during the term of this Agreement, the Illinois Educational Labor Relations Board or a court of competent jurisdiction rules any part of this Article void or not enforceable, the UNION and the BOARD agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or rulings of the Illinois Educational Labor Relations Board or the court.~~

~~I-1-8.9(i). Religious Exemption. Nothing in this Article shall inhibit or interfere with the right of non-association of employees based upon *bona fide* religious tenets or teachings of a church or religious body of which such employees are members. Such employees shall pay an amount equal to their proportionate share determined under a proportionate share agreement to a non-religious charitable organization mutually agreed upon by the employees affected and the exclusive representative to~~

~~which such employees would otherwise pay such fee. If the affected employees and the exclusive representative are unable to reach an agreement on the matter, an organization shall be chosen from an approved list of charitable organizations established by the Illinois Educational Labor Relations Board.~~

1-8.3. Annuity or Mutual Fund Deductions. Effective with pay period number 21 in 1999 and thereafter, tThe BOARD agrees to electronically wire transfer monies deducted from the salary warrants salaries of each applicable member of the bargaining unit employee to the respective tax sheltered annuity carrier or mutual fund after such deductions are made.

1-8.4. Chicago Teachers Union Political Action Committee Deductions. The BOARD agrees to deduct from the pay of each teacher or other bargaining unit member from whom it receives an authorization to do so the monthly amount authorized by the member to be paid to the Chicago Teachers Union Political Action Committee. The BOARD shall charge the UNION a service fee of \$1.00 per member enrolled per year.

1-9. Regular Leadership Meetings. The Chief Executive Officer shall meet monthly at a mutually agreeable time with the Union President and/or the Union President's designee to discuss matters of educational policy and development as well as matters relating to the implementation of this Agreement.

A stronger PPC can engage principals over contract violations, meet monthly without loss of pay, and invite consultants and resource persons.

1-10. Professional Problems Committees.

~~1-10.1. School-Based Professional Problems Committees. The principal of a school shall meet at least once a month during the school term with the UNION's Professional Problems Committee at the request of either party to discuss school operations and questions other than grievances relating to the implementation of the Agreement provided, however, that there shall be such a meeting at least once a month at the Professional Problems Committee's request. The principal shall be supplied with an agenda of the items the Committee wishes to cover at least forty-eight hours before any meeting is to take place. The principal may have in attendance any resource person whose presence is needed in connection with a subject on the agenda. Any item the principal places on a meeting agenda shall be supplied to members of the Professional Problems Committee at least forty-eight hours prior to the meeting. Each school shall establish a Professional Problems Committee to discuss school operations, contract administration issues and any new BOARD instructional program or joint BOARD-UNION initiative prior to or at the time of its implementation at the local school level. The committee shall be composed of the principal and no fewer than three and not more than five members identified by the Union delegate. The Union delegate shall be the chairperson of the Professional Problems Committee. The Union delegate shall notify the principal of the Union representatives as soon as they are elected and report any changes in representatives as soon as possible. The committee shall meet at least monthly without loss of compensation, and the parties shall jointly establish the agenda at least forty-eight hours prior to each meeting. The principal and the chairperson of the Professional Problems Committee shall exchange available and pertinent information concerning the operation of the school when such information is necessary for the understanding and resolution of professional problems under discussion by the principal and the Professional Problems Committee. The principal or the Union delegate may invite consultants or resource persons to attend the meeting to discuss specific agenda items with advance notice to the committee members. The committee shall decide whether and how to report the proceedings of the meeting to school staff.~~

1-10.2. City-Wide Professional Problems Committee. A City-Wide Professional Problems Committee shall be established with members representing clinicians, PSRPs assigned to the Office of Special Education and Supports and other city-wide employees. The committee shall be composed of the Chief Officer of the Office of Special Education and Supports or his or her designee and between eight and twelve city-wide employees. The committee shall meet at least four times a year without loss of compensation and shall also meet with clinician managers if possible.

New Substitute Professional Problems Committee created.

1-10.3. Substitute Teacher Professional Problems Committee. A Substitute Teacher Professional Problems Committee shall be established with members representing temporarily assigned teachers, Cadre substitutes and day-to-day substitutes. The committee shall be composed of the Chief Talent Officer or his or her designee and between eight and twelve substitute teachers. The committee shall meet at least four times a year, and employees shall be paid their daily rate for attending such meetings.

~~1-10.1.~~ The Professional Problems Committee in each school shall be composed of not less than three nor more than five members.

The names of the members of the Professional Problems Committee shall be submitted in writing to the school principal by the school delegate within five school days after their election to the committee. Any change of membership on the Professional Problems Committee shall be submitted in writing to the school principal by the school delegate.

~~1-10.2.~~ If the members of the Professional Problems Committee and the principal agree, the Professional Problems Committee and the principal shall mutually develop a procedure for reporting the proceedings of the meeting between the Professional Problems Committee and the principal to the entire faculty.

~~1-11.~~ The principal and the chairperson of the Professional Problems Committee shall exchange available and pertinent information concerning the operation of the school when such information is necessary for the understanding and resolution of professional problems under discussion by the principal and the Professional Problems Committee.

~~1-11.1.~~ Implementation at the local school level of any UNION-BOARD program will be preceded by discussion and planning between the Professional Problems Committee and the principal.

~~1-11.2.~~ Implementation of any new instructional program at the local school level will be discussed and reviewed by the principal and those teachers and other staff members who will be involved in effecting said program.

~~1-11.3.~~ Each school delegate shall secure from the principal a copy of the most recent "Procedural Manual for Educating Students with Disabilities in the Chicago Public Schools," and any updates thereto shall be available to each school delegate either electronically or in print. If said manual is revised, a copy of the revised manual will be substituted within twenty school days after the publication of the new manual. [Incorporated into New Section on Distribution of BOARD Publications]

1-11.4. Staff Lists. School Union delegates shall be provided the necessary information so that they may compile an up-to-date staff list. Said staff list shall be restricted to members of the bargaining unit employees assigned to that school or unit.

1-11.5. Periods for Union and Local School Council Business.

1-11.5(a). Union Delegates. All Union delegates shall be provided with one additional forty-minute duty-free preparation period per month during which time they shall conduct Union business, including, but not limited to, the investigation of professional problems and grievances, development of Professional Problems Committee agendas, distribution of *bona fide* Union materials and maintenance of the Union bulletin board. Union delegates shall be permitted to combine their monthly duty-free periods to be released to attend UNION-conducted training and professional development. In addition, City-wide delegates shall be provided with two forty-minute periods each school year, one per each city-wide in-service day, during which time they shall be allowed to conduct Union business.

1-11.5(b). Teacher Representatives on Local School Councils. Teacher representatives on the Local School Council shall be provided with one additional forty-minute duty-free preparation period per month during which time they shall conduct Local School Council business.

1-12. Access to Board Premises. Upon notification to the school principal, or in the principal's absence to the acting administrator, the principal or acting administrator shall permit the Union President or the Union President's designated representative to visit the schools for any purpose relating to the terms and conditions of this Agreement, provided that such visitation does not interfere with normal teaching duties of either the teachers interviewed or the Union delegate. If conferences with teachers or other bargaining unit members bargaining unit employees are necessary, they shall be scheduled so as not to interfere with the instructional program. The Union representative shall report to the school office immediately upon arrival and sign the official register.

1-13. Mutually Scheduled Meetings. Whenever teachers or other bargaining unit members bargaining unit employees are mutually scheduled by the BOARD and the UNION to participate during working hours in conferences, meetings or negotiations with respect to the Agreement, they shall suffer no loss in pay.

1-14. Leaves of Absence for Union Business.

~~Appointed teachers who are elected or appointed to full-time positions with the Union, Illinois Federation of Teachers, American Federation of Teachers or Chicago Federation of Labor-Industrial Union Council shall be granted leaves of absence without pay for the purpose of accepting those positions. Such leaves shall be granted upon appropriate application by the UNION but no more than fourteen shall be granted for any one school year. Those granted such leaves of absence shall retain all other benefits as if they were in regular service. They shall continue to accrue seniority for salary increments and all other purposes where seniority is a factor, and the absence shall not be construed as a break in service for any purpose.~~

~~Appointed teachers on such leaves of absence shall be permitted to make their own and the BOARD's regular contribution to all plans requiring such contribution. They shall also be permitted to pay the contributions required or permitted by law to be made by the employee and the BOARD to the Public School Teachers' Pension and Retirement Fund of Chicago to ensure that full credit for retirement purposes is granted for the time spent on such leaves of absence.~~

~~An appointed teacher elected to an elective office in the UNION, the Illinois Federation of Teachers, the American Federation of Teachers or the Chicago Federation of Labor-Industrial Union Council shall be returned to his or her original position at the conclusion of said term of office, but a teacher elected to a subsequent term or terms shall be returned to an equivalent position upon return to the school system.~~

~~An appointed teacher appointed to such position who returns to the school system within one school year or at the beginning of the next semester after the expiration of one year after the leave begins shall be returned to his or her original position; but if the return to the system occurs thereafter, the teacher shall be returned to an equivalent position.~~

~~Effective October 15, 1977, two additional appointed teachers elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.~~

~~Effective November 1, 1979, two additional appointed teachers or PSRPs elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.~~

~~Effective November 1, 1981, one additional appointed teacher or PSRP elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.~~

~~Effective September 1, 1984, one additional appointed teacher or PSRP elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers, American Federation of Teachers or Chicago Federation of Labor-Industrial Union Council shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.~~

~~Effective September 1, 1985, one additional appointed teacher or PSRP elected or appointed to a full-time position with the UNION, Illinois Federation of Teachers or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.~~

~~Effective September 1, 1987, one additional appointed teacher or PSRP elected or appointed to a full-time position with the UNION, the Illinois Federation of Teachers or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.~~

1-14.1. Number and Length of Leaves. Effective July 1, 2007 and thereafter, the BOARD and the UNION agree that thirty-five The BOARD shall grant forty-five appointed teachers or PSRPs elected or appointed to full-time positions with the UNION, the Illinois Federation of Teachers, the American Federation of Teachers or the Chicago Federation of Labor-Industrial Union Council shall be granted leaves of absence without pay in increments of twelve calendar months for the purpose of accepting these positions upon appropriate application by the UNION. The BOARD shall extend those leaves in increments of twelve calendar months. The BOARD and the UNION agree to process all leave requests above the current number of thirty-five according to past practice for such leave requests in effect on the date of ratification.

1-14.2. Health Care and Dental Benefits During Leaves. Bargaining unit employees who are on leaves for Union business may continue their health care and dental benefit coverage, provided that they pay the full cost of such coverage.

1-14.3. Pension Contributions During Leaves. Bargaining unit employees who are on leaves for Union business shall be permitted to pay the contributions required or permitted by law to be made by the employee and the BOARD to the Public School Teachers' Pension and Retirement Fund of Chicago or the Municipal Employees' Annuity and Benefit Fund of Chicago to ensure that full credit for retirement purposes is granted for the time spent on such leaves of absence.

1-14.4. Seniority Accrual on Leave. Bargaining unit employees who are on leaves for Union business shall continue to accrue seniority with the Board, and the leave of absence will not be considered a break in service.

PSRPs given same rights on return from Union leave as teachers.

~~1-14.5. Return from Leave.~~ The foregoing provisions shall be applicable to such teachers with the exception that if said teacher returns to the school system said teacher shall be assigned to an equivalent position in the area of his or her certification, but shall not have the right to return to the teacher's original school.

1-14.5(a). Appointed Teachers, PSRPs or Clinicians Elected as Union Officers. An appointed teacher or clinician who is elected as President, Vice President, Recording Secretary or Financial Secretary of the UNION and who decides to return to Board employment following the conclusion of his or her first term in office shall be returned to his or her original position in his or her original school or unit.

1-14.5(b). Other Teachers, PSRPs or Clinicians. If a teacher or clinician on Union leave not covered by subsection 1-14.5(a) decides to return to Board employment at the conclusion of his or her Union leave, the teacher or clinician shall be assigned to an equivalent position in the area of his or her certification, subject to the approval of the principal or head administrator of the applicable school or unit. The teacher or clinician shall not have the right to return to his or her original school or unit.

1-14.5(c). PSRPs. A PSRP elected or appointed to an office in the UNION, Illinois Federation of Teachers, American Federation of Teachers or the Chicago Federation of Labor-Industrial Union Council shall be returned to an equivalent position upon return to the school system after ninety calendar days' notice has been given to the BOARD. Such persons shall have priority to transfer to the position from which the leave was granted.

1-14.6. Classroom Teaching During Union Leaves. Teachers who are on a Union leave may teach classes for which they are properly certified, subject to the voluntary agreement to such arrangement by the teacher and the principal or head administrator of the school or unit.

1-15. Posting or Distribution of UNION Materials.

~~1-15.1. Bulletin Boards. The UNION shall be provided adequate bulletin board space in a place readily accessible to and normally frequented by all teachers and other bargaining unit members bargaining unit employees in each school or unit for the posting of official notices and other official materials relating to Union activities. The bulletin board space allocated shall be identified with the name of the UNION, and the name of the Union delegates and the names of the members of the Professional Problems Committee. The school delegate or the school delegate's designee shall have the responsibility for posting materials on the bulletin board Union delegates and authorized Union representatives shall be responsible for the content and maintenance of the bulletin board.~~

~~1-15.2. Mailboxes. Union delegates, officers and authorized Union representatives shall have the right to place materials in the mailboxes of bargaining unit employees. Materials placed in mailboxes shall be restricted to official communications from the UNION or communications signed by the Union delegate. A copy of all materials placed in the mailboxes of bargaining unit employees by the UNION shall simultaneously be placed in the principal's or head administrator's mailbox.~~

~~1-15.1. The names of the members of the Professional Problems Committee shall be posted on the UNION bulletin board.~~

~~1-16. The UNION shall have the right to place material in the mailboxes of teachers and other bargaining unit members. Placement will be made by the school delegate or the school delegate's designee. Material placed in mailboxes shall be restricted to official material supplied by the UNION or material signed by the school delegate.~~

~~1-16.1. An information copy of all materials placed in mailboxes of teachers and other bargaining unit members by the UNION shall be placed in the principal's mailbox.~~

~~1-17. **Union Meetings.** On twenty-four hours' advance notice to the principal of the school principal or head administrator of a school or unit, the UNION shall have the right to schedule meetings in the building before or after regular duty hours and during lunch time of teachers or other bargaining unit members bargaining unit employees involved in matters concerning their employment, the provisions of this Agreement and for the conduct of Union business, provided said meetings do not interfere with an in-service or general faculty meeting previously scheduled and posted prior to the twenty-four hour notification given to the principal or head administrator by the UNION. Where such meetings are held outside of the operating hours of that school or unit, the UNION shall pay the additional costs. The Union President or his or her designee has the right to attend Union meetings at a school or unit, provided he or she complies with the protocols for visits to CPS premises.~~

~~1-18. **Conflicts with Statutes, Rules or Regulations.** The terms of this Agreement shall not apply where inconsistent with constitutional, statutory or other legal provisions. If any provision of this Agreement is found to be contrary to law by the Supreme Court of the United States, or by any court of competent jurisdiction from whose judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be modified forthwith by the parties hereto to the extent necessary to conform thereto. In such cases, all other provisions of this Agreement shall remain in effect. Nothing contained in this Agreement shall be construed to deny to any teacher or other bargaining unit member bargaining unit employee or to the BOARD the right to resort to legal proceedings. No decision on or adjustment of a grievance shall be contrary to any provision of this Agreement.~~

~~1-19. Where used in this Agreement —~~

~~**School** shall mean any work location or functional division or group.~~

~~**Principal** shall mean the chief administrator of a school or unit.~~

~~**School delegate** shall mean the agent of the UNION in any work location or functional division or group.~~

~~**PSRP (Paraprofessional and School-Related Personnel)** shall mean an employee who is a member of the bargaining unit appointed to a paraprofessional and school-related personnel position (or, as referred to in current BOARD policy, an educational support personnel (ESP) position).~~

~~The **singular** shall include the **plural**.~~

~~1-20. **Union Delegates.** A Union delegate is defined as a BOARD employee who is the agent of the UNION in a school or unit, which may include a specific work location or functional division or group. In the event a school or unit does not elect a school Union delegate, the UNION President shall designate a school Union delegate *pro tem* at the school or unit. The school Union delegate *pro tem* shall perform all duties of the school delegate until an election is held and school Union delegate appointed.~~

~~44-7 **1-21. Reproduction of Agreement.** This Agreement shall be reproduced by the UNION with the cost to be shared between the BOARD and the UNION. The BOARD shall distribute the Agreement to each person who is or becomes a member of the bargaining unit employee during its effective term. The UNION will distribute the tentative Agreement to each of the members mentioned in the bargaining unit. The initial delivery to the units shall be completed as soon as possible, but no later than twenty school days after the printed Agreements have been delivered to the BOARD. The UNION shall submit to the Office of Employee Relations a list by unit number of all parcels delivered to the warehouse facility of the Bureau of Food Service and Warehousing BOARD. Seven thousand copies of said Agreement shall be delivered to the Office of Employee Relations.~~

Expanded protections against discrimination and retaliation, including protections for making full use of contractually bargained benefits.

ARTICLE 2
FAIR PRACTICES
EQUAL EMPLOYMENT OPPORTUNITY

2-1. Prohibition on Discrimination. In accordance with the laws of the United States and State of Illinois and the established policies and practices of the BOARD and the UNION, there shall be no discrimination against any teacher or other bargaining unit member. No employee shall be discriminated or retaliated against on the basis of race, creed, color, age, sex, national origin, marital status, disability or sexual orientation; the utilization of benefits authorized by this Agreement or Board policy; or membership or participation in, or association with the activities of, the UNION; filing grievances or resolving grievances and professional problems; or participation in any committee, council or group, including, but not limited to, the Professional Personnel Leadership

Committee, Professional Problems Committee or Local School Council membership or non-membership in any employee organization or participation in or association with resolving grievances and professional problems or other Union activities. The Board and the Union shall work affirmatively to the end that each student may have the educational advantage of an integrated school.

Meaningful commitment by CPS to search for and recruit racially diverse staff; special training for principals; Union to monitor process with access to data.

~~2-2. **Recruiting Plan.** There shall be no discrimination by the Board against any teacher or other bargaining unit member on account of any disability unrelated to the individual's ability to perform the essential functions of his or her job. If reasonable accommodation under the Americans with Disabilities Act conflicts with any provision of this Agreement, a waiver shall be obtained under the provisions of Appendix C in order to make said accommodation. Any such waiver shall be effective for the duration of the disability, provided that reasonable accommodation remains necessary. No such waiver shall be sought, however, without the written consent of the employee seeking the accommodation. By January 1, 2013, the BOARD shall implement, after good faith consultation with the UNION, a systemic plan designed to search for and recruit a racially diverse pool of candidates to fill positions. These efforts shall include training principals and head administrators regarding the implementation of the BOARD's plan. The BOARD and the UNION shall meet periodically to discuss the plan and assess its implementation. The BOARD shall share relevant data with the UNION as part of the implementation assessment.~~

ARTICLE 3
GRIEVANCE AND ARBITRATION PROCEDURE

~~**Definition:** A grievance is a complaint involving a work situation; a complaint that there has been a deviation from, misinterpretation of or misapplication of a practice or policy; or a complaint that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement.~~

~~3-1. **Adjustment of Grievances—School Level.**~~

~~3-1.1. A sincere attempt should be made to resolve any dispute on an informal basis between the grievant or the school delegate and the principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school before the dispute becomes formalized as a grievance.~~

~~3-1.2. Any grievant or the UNION may present a grievance in writing to the principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school within forty-five school days after the occurrence of the event giving rise to the alleged violation, or within forty-five school days from the time the grievant or the UNION should reasonably have become aware of the occurrence of the event giving rise to the alleged violation, whichever is later, with the further proviso, however, that this time limitation shall not apply to any salary grievance. If two or more grievants have the same grievance, a joint grievance may be presented and processed as a single grievance.~~

~~A grievance must bear the signature of the grievant, the UNION school delegate or the UNION President, specifying the complaint(s) and/or violation(s) alleged and a brief statement of facts sufficient to allow a response.~~

~~3-1.3. Upon receipt of a grievance in writing, the principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school shall confer within five school days with the grievant and others involved in the grievance. At this conference the facts shall be brought out, and an effort shall be made to adjust the matter to the satisfaction of all concerned.~~

~~3-1.4. The grievant may be heard personally and may be represented by the UNION school delegate, the UNION President or the UNION President's designee.~~

~~3-1.5. The principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school shall make a decision and communicate it and the bases for the decision in writing to the grievant, the school delegate or UNION designee and the Director of Employee Relations within five school days after the completion of the conference.~~

~~3-2. **District Superintendent's Review.** Deleted effective September 1, 1989.~~

~~3-2.1. **Procedures for Grievances under Article 28-2 (Maximum Class Size).** Deleted effective September 1, 1989.~~

~~3-3. **Chief Executive Officer's Review.** Within fifteen school days after receiving the decision of the principal or the grievant's immediate supervisor if the grievant is not assigned to an individual school, the grievant, through the UNION, may appeal to the Chief Executive Officer or the Director of Employee Relations or his or her designee through the Director of Employee Relations. Copies of the original grievance, the appeal and any decision rendered shall be forwarded to the Director of Employee Relations with the request for review.~~

~~The Chief Executive Officer or the Director of Employee Relations or his or her designee shall meet within ten school days with the concerned parties who will be given two school days' notice of the time and place of the conference. The Chief Executive Officer or the Director of Employee Relations or his or her designee shall make a written decision and communicate the same and the bases for the decision to the parties involved within ten school days after completion of the conference.~~

~~3-4. **Board of Education Review.** Deleted effective September 1, 1989.~~

~~3-5. **Arbitration.** The parties agree to establish a permanent panel of arbitrators. Arbitrators may be removed from the permanent panel by written notice from one party to the other requesting removal. Cases pending before a removed arbitrator shall not be affected. The parties shall make every effort to agree upon a substitute arbitrator. In no event may the arbitration panel be fewer than seven arbitrators.~~

~~Within fifteen school days after receiving the decision of the Chief Executive Officer or the Director of Employee Relations or his or her designee, pursuant to Articles 3-3 and 3-6 of this Agreement, the UNION only may file a demand for arbitration with the Director of Employee Relations. Within fifteen school days thereafter, the parties will mutually agree to an arbitrator for that grievance, selecting from the permanent panel. If the parties cannot mutually agree upon an arbitrator, then the arbitrator shall be selected through a striking process with the UNION striking first and then the BOARD until one arbitrator remains. Within five school days of selection of an arbitrator, the parties will contact the arbitrator directly and notify the arbitrator of his or her appointment, request available hearing dates and mutually agree to a hearing date. At~~

least seven calendar days before the hearing, the arbitrator shall mail notice of the date, time and place of the hearing to the BOARD and the UNION. The arbitrator for good cause shown may postpone the hearing or extend any period of time upon request of a party or upon his or her own initiative and shall postpone the hearing or extend any period of time upon mutual agreement of the parties. Within thirty calendar days after the completion of the hearing, the arbitrator shall render a decision and opinion. The decision shall be final and binding on the parties. The cost of the arbitrator shall be equally shared by the parties.

3-5.1. It is agreed and understood that if any hearing, under the above procedures of Article 3-5, is not completed within one school day, neither party shall request an adjournment for a period of more than fifteen school days.

3-5.2. Whenever the UNION requests the issuance of subpoenas for the appearance of witnesses at an arbitration hearing, the UNION shall immediately forward copies of such requests to the Director of Employee Relations. The UNION shall agree to pay the full cost of substitute service for the teacher or other bargaining unit member required to appear as a witness at said arbitration hearing.

3-6. Procedures for Certain Grievances Which Are Not Under Jurisdiction of a Principal. Any grievance based upon the action of authority higher than the principal shall be initiated directly with the Office of Employee Relations whose decision thereon shall be rendered within fifteen school days. The grievance must specify the complaint(s) and/or violation(s) alleged, a brief statement of facts sufficient to allow a response and any documentation which may expedite the resolution of the grievance. Within fifteen school days after receiving the decision of the Office of Employee Relations, the grievant may then appeal the decision of said office to the Chief Executive Officer, by requesting, in writing, a meeting with the Office of Employee Relations, acting as representative of the Chief Executive Officer. Copies of the grievance and the decision shall accompany the appeal forwarded to the Office of Employee Relations.

The Chief Executive Officer or the Director of Employee Relations or his or her designee shall meet within ten school days with the concerned parties who will be given two school days' notice of the time and place of the conference. The Chief Executive Officer or the Director of Employee Relations or his or her designee shall make a written decision and communicate the same to the parties involved within ten school days after completion of the conference. Decisions of the Chief Executive Officer or the Director of Employee Relations or his or her designee may be appealed to arbitration under Article 3-5.

3-7. General Provisions.

3-7.1. The UNION may initiate or appeal a grievance at any step of this procedure. All decisions below the level of the BOARD shall be subject to review and reconsideration by the Chief Executive Officer. Such review shall be initiated by the Chief Executive Officer or the Chief Executive Officer's designee within five school days from the time the decision is rendered and shall follow the procedure specified in Article 3-3.

3-7.2. It is understood between the parties that any teacher or other bargaining unit member may belong to any employee organization and that any such person who is not a member of the UNION or has not expressed a desire to be represented by it shall have the right to present grievances and appeals on his or her own behalf as an individual through the Chief Executive Officer's Review (Article 3-3) and submit suggestions to the BOARD as an individual.

3-7.3. Appearance and Representation. Conferences held under this grievance procedure shall be scheduled at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses. The UNION shall have the right to be present at each stage of the grievance procedure and to present its views and introduce evidence. Every effort shall be made to hold such conferences during the school day and when held during the school day all participants shall be entitled to attend without loss of pay.

If the grievant fails to appear at a scheduled grievance conference, and fails to appear at another grievance conference scheduled at the grievant's or the UNION's request, the grievance shall be deemed to have been resolved; provided, however, that the grievant was given notification of said conference in accordance with the appropriate step of the grievance procedure. It is agreed and understood that the provisions of Article 3-7.4 would be applicable in the scheduling of said conferences.

3-7.4. Time Limits. Failure on the part of the administrator at any step of this procedure to communicate a decision concerning a grievance within the specified time shall permit it to be advanced to the next higher step. Additional time at a specified step of this procedure may be granted by mutual agreement between the parties.

3-7.5. Investigation of Grievances. The school UNION delegate or UNION designee shall be allowed reasonable time by the principal during the school day to investigate grievances. In the event clarification is necessary as to what constitutes reasonable time, the Director of Employee Relations, after consultation with the UNION, shall make the final determination. The President of the UNION or the UNION President's designee shall be accorded all the rights of the UNION school delegate in any school. Time allowed shall be confined to investigating grievances that have been brought to the principal's attention.

3-8. Grievance Mediation.

The UNION, simultaneously with a demand for arbitration pursuant to Article 3-5 of this Agreement, may submit a written request for mediation to the Director of Employee Relations. The grievance will proceed to mediation unless the Director of Employee Relations notifies the UNION, in writing, within ten school days that the BOARD does not agree to submit the grievance to mediation. Further, within ten school days of receiving the UNION's demand for arbitration of a particular grievance, the Director of Employee Relations may request, in writing, that the grievance be submitted to mediation. Any such grievance will proceed to mediation unless the UNION notifies the Director of Employee Relations, in writing, within ten school days that it does not agree to submit the grievance to mediation. Grievances not submitted to mediation will proceed to arbitration in accordance with Article 3-5.

Grievances submitted to mediation shall be submitted to a five-person mediation panel consisting of the following: (a) a mediator selected by the parties and (b) two permanent representatives designated by each party. One of the BOARD's representatives shall be a current or former principal.

Within five school days of the selection of a mediator, the parties will contact the mediator directly and notify the mediator of his or her appointment, request available mediation dates and mutually agree to a mediation date. At least seven calendar days before the mediation session, the mediator shall mail notice of the date, time and place

of the session to the BOARD and the UNION. The mediator for good cause shown may postpone the mediation session or extend any period of time upon request of a party or upon his or her own initiative and shall postpone the session or extend any period of time upon mutual agreement of the parties. Prior to the mediation session, the BOARD and the UNION will submit to the mediator all relevant grievance documents for the grievance or grievances to be addressed at that session. Mediation sessions will be conducted upon request of the BOARD or the UNION on an as needed basis.

If appropriate, the mediation panel may make recommendations for resolution to the Chief Executive Officer and President of the UNION. If the Chief Executive Officer and President mutually agree to a resolution for a specific grievance, that agreement will be reduced to writing, executed by the parties and implemented. All resolutions shall be non-precedential and not cited in any arbitration case or labor board, administrative or judicial proceeding. In the event of a resolution, the grievance will be withdrawn with prejudice.

If the parties cannot mutually agree to a resolution, they may mutually agree to table and further mediate the grievance at a subsequent mediation session. Absent a resolution or an agreement to table the grievance, the grievance will proceed to arbitration. Any grievance agreed to be submitted to mediation and not considered by the mediation panel within sixty school days after the request for mediation will be submitted to arbitration.

3-9. The BOARD shall remove records of disciplinary action from employees' personnel files four years after the conclusion of disciplinary action.

3-10. Employee disciplinary actions resulting in an accumulated fifteen or more days of suspension in an academic year will be subject to mediation under Article 3-8 of this Agreement.

CPS tried to limit definition of grievance, but broad definition retained.

3-1. Definition of a Grievance. A grievance is a complaint involving a work situation; a complaint that there has been a deviation from, misinterpretation of or misapplication of a practice or policy; or a complaint that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement.

3-2. Parties to Grievances. A grievance may be filed by an individual employee, a group of employees or the UNION on behalf of an employee or group of employees. Any bargaining unit employee who is not a member of the UNION or who has not expressed a desire to be represented by it shall have the right to present grievances and appeals on his or her own behalf as an individual through the Chief Executive Officer's Review set forth in Section 3-7 and submit suggestions to the BOARD as an individual, provided that the adjustment is not inconsistent with the terms of the Agreement and that the UNION has been given an opportunity to be present at such adjustment.

Principal must provide Union with copies of all available documents relevant to grievance before the initial grievance meeting.

3-3. Investigation of Grievances. A principal or head administrator shall allow the Union delegate or his or her designee a reasonable period of time during the school day to investigate grievances. In the event clarification is necessary as to what constitutes reasonable time, the Director of Employee Relations, after consultation with the UNION, shall make the final determination. Prior to the initial conference and upon the request of the Union delegate or his or her designee, the principal or head administrator shall provide the UNION with access to and copies of all existing and available documents that are relevant to the allegations in the grievance, including all documents supporting the BOARD's actions, and shall timely supplement this production if additional documents become available. The Union President or his or her designee shall be accorded all the rights of the Union delegate in any school or unit. Time allowed shall be confined to investigating grievances that have been brought to the principal's or head administrator's attention.

3-4. Appearances and Representation at Conferences.

3-4.1. Conferences. Conferences held under this grievance procedure shall be scheduled at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses. The UNION shall have the right to be present at each stage of the grievance procedure and to present its views and introduce evidence. Every effort shall be made to hold such conferences during the school day and when held during the school day all participants shall be entitled to attend without loss of pay.

3-4.2. Failure to Appear. If the grievant fails to appear at a scheduled grievance conference, and fails to appear at another grievance conference scheduled at the grievant's or the UNION's request, the grievance shall be deemed to have been resolved, provided that the grievant was given notification of said conference in accordance with the appropriate step of the grievance procedure. The provisions of Section 3-5 are applicable in the scheduling of said conferences.

3-5. Time Limits. Failure on the part of the principal, head administrator or any other administrator at any step of this procedure to communicate a decision concerning a grievance within the specified time shall permit it to be advanced to the next higher step. Additional time at a specified step of this procedure may be granted by mutual agreement between the parties.

3-6. Adjustment of Grievances—School Level.

3-6.1. A sincere attempt should be made to resolve any dispute on an informal basis between the grievant or the Union delegate or UNION and the principal or the grievant's head administrator if the grievant is not assigned to an individual school before the dispute becomes formalized as a grievance.

Salary grievances filed on or after November 1 must be filed within three years and cannot be challenged as untimely. Older claims must be filed before November 1.

3-6.2. A grievant or the UNION shall file grievances in writing within forty-five school days after the occurrence of the event giving rise to the alleged violation, or within forty-five school days from the time the grievant or the UNION should reasonably have become aware of the occurrence of the event giving rise to the alleged violation, whichever is later, except in the case of a salary grievance. For salary grievances filed on or after November 1, 2012, the grievant or the UNION may file a grievance within three calendar years of the date on which the salary grievance arose. Salary grievances filed within three calendar years shall be deemed timely.

3-6.3. A grievance must bear the signature of the grievant, the Union delegate or the Union President, specifying the complaint(s) and/or violation(s) alleged and a brief statement of facts sufficient to allow a response.

3-6.4. If two or more grievants have the same grievance, a joint grievance may be presented and processed as a single grievance. Further, the parties by mutual agreement may consolidate other grievances

3-6.5. Upon receipt of a grievance in writing, the principal or the grievant's head administrator if the grievant is not assigned to an individual school shall confer within five school days with the grievant and others involved in the grievance. At this conference the facts shall be discussed, and an effort shall be made to adjust the matter to the satisfaction of all concerned.

3-6.6. The grievant may be heard personally and may be represented by the Union delegate, the Union President or the Union President's designee.

3-6.7. The principal or the grievant's head administrator if the grievant is not assigned to an individual school shall make a decision and communicate it and the bases for the decision in writing to the grievant, the Union delegate or Union designee and the Director of Employee Relations within five school days after the completion of the conference.

3-7. Chief Executive Officer's Review.

3-7.1. Within fifteen school days after receiving the decision of the principal or the grievant's head administrator if the grievant is not assigned to an individual school, the grievant, through the UNION, may appeal to the Chief Executive Officer or the Director of Employee Relations or his or her designee. Copies of the original grievance, the appeal and any decision rendered shall be forwarded to the Director of Employee Relations with the request for review.

Experiment with video conferencing for grievance hearings to make it easier for witnesses to participate.

3-7.2. The Chief Executive Officer or the Director of Employee Relations or his or her designee shall meet within ten school days with the grievant, his or her Union representative, if any, and the principal or head administrator. The Chief Executive Officer or his or her designee will give all participants three school days' notice of the time and place of the meeting in writing. By mutual consent, the parties may conduct the meeting via electronic means including, but not limited to, video-, virtual- and tele-conferencing.

3-7.3. Conferences held under this grievance procedure shall be scheduled at a time and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses. The UNION shall have the right to be present at each stage of the grievance procedure and to present its views and introduce evidence. Every effort shall be made to hold such conferences during the school day and when held during the school day all participants shall be entitled to attend without loss of pay.

3-7.4. The UNION may present up to two witnesses, in addition to the grievant(s), at a grievance meeting at the Central Office level. Additional witnesses shall be allowed with the Chief Executive Officer's or his or her designee's permission. If witnesses are called at the grievance meeting, the Chief Executive Officer may require that the hearing be conducted via electronic means (e.g., video conferencing or telephonically).

3-7.5. The Chief Executive Officer or the Director of Employee Relations or his or her designee shall issue a written decision and communicate the same and the bases for the decision to the parties involved within twenty school days after completion of the conference.

3-8. General Provisions.

3-8.1. Procedures for Certain Grievances That Are Not Under the Jurisdiction of a Principal or Head Administrator.

3-8.1(a). Any grievance based upon the action of an authority higher than the principal shall be initiated directly with the Office of Employee Relations whose decision thereon shall be rendered within fifteen school days. The grievance must specify the complaint(s) and/or violation(s) alleged, a brief statement of facts sufficient to allow a response and any documentation which may expedite the resolution of the grievance. Within fifteen school days after receiving the decision of the Office of Employee Relations, the grievant may then appeal the decision of said office to the Chief Executive Officer, by requesting, in writing, a meeting with the Office of Employee Relations, acting as the representative of the Chief Executive Officer. Copies of the grievance and the decision shall accompany the appeal forwarded to the Office of Employee Relations.

3-8.1(b). The Chief Executive Officer or the Director of Employee Relations or his or her designee shall meet within ten school days with the concerned parties who will be given two school days' notice of the time and place of the conference. The Chief Executive Officer or the Director of Employee Relations or his or her designee shall make a written decision and communicate the same to the parties involved within ten school days after completion of the conference. Decisions of the Chief Executive Officer or the Director of Employee Relations or his or her designee may be appealed to arbitration under Section 3-10.

3-8.2. Initiation at Higher Step. The UNION may initiate or appeal a grievance at any step of the grievance procedure.

3-9. Grievance Mediation.

Mediation panel is enlarged and will meet more frequently. All submitted grievances must be heard within 6 months.

3-9.1. Neutral Grievance Mediators. The BOARD and the UNION shall establish a permanent panel of four neutral grievance mediators. Mediators may be removed from the permanent panel by written notice from one party to the other requesting removal. Cases pending before a removed mediator shall not be affected. The parties shall make every effort to agree upon a substitute mediator.

3-9.2 Grievance Mediation Panel Meetings and Authority. Either the UNION or the BOARD may request that a grievance be submitted to mediation. Grievances submitted to mediation shall be submitted to a five-person mediation panel consisting of a mediator selected by the parties and two permanent representatives designated by each party. One of the BOARD's representatives shall be a current or former principal. The parties shall establish regular meeting dates for the mediation panel, occurring no less often than twice per month or more frequent as is necessary

to ensure that all grievances submitted to mediation are heard within six months of the grievance filing date.

Within five school days of the selection of a mediator, the parties will contact the mediator directly and notify the mediator of his or her appointment, request available mediation dates and mutually agree to a mediation date. At least seven calendar days before the mediation session, the mediator shall mail notice of the date, time and place of the session to the BOARD and the UNION. The mediator for good cause shown may postpone the mediation session or extend any period of time upon request of a party or upon his or her own initiative and shall postpone the session or extend any period of time upon mutual agreement of the parties. Prior to the mediation session, the BOARD and the UNION will submit to the mediator all relevant grievance documents for the grievance or grievances to be addressed at that session. Mediation sessions will be conducted upon request of the BOARD or the UNION on an as needed basis.

If appropriate, the mediation panel may make recommendations for resolution to the Chief Executive Officer and the Union President. If the Chief Executive Officer and Union President mutually agree to a resolution for a specific grievance, that agreement will be reduced to writing, executed by the parties and implemented. All resolutions shall be non-precedential and not cited in any arbitration case or labor board, administrative or judicial proceeding. In the event of a resolution, the grievance will be withdrawn with prejudice.

3-9.3. If the parties cannot mutually agree to a resolution, they may mutually agree to table and further mediate the grievance at a subsequent mediation session. Absent a resolution or an agreement to table the grievance, the grievance will proceed to arbitration. Any grievance agreed to be submitted to mediation and not considered by the mediation panel within sixty school days after the request for mediation will be submitted to arbitration.

3-9.4. Requests for Grievance Mediation. Simultaneously with a demand for arbitration under this Article, the UNION may submit a written request for mediation to the Director of Employee Relations. The grievance will proceed to mediation unless the Director of Employee Relations notifies the UNION, in writing, within ten school days that the BOARD does not agree to submit the grievance to mediation.

Within ten school days of receiving the UNION's demand for arbitration of a particular grievance, the Director of Employee Relations may request, in writing, that the grievance be submitted to mediation. Any such grievance will proceed to mediation unless the UNION notifies the Director of Employee Relations, in writing, within ten school days that it does not agree to submit the grievance to mediation.

The UNION and the BOARD may at any time agree to use the mediation procedures of this section to assist in the resolution of grievances.

3-10. Arbitration.

3-10.1. Permanent Panel. The parties shall establish a permanent panel of ten arbitrators to conduct hearings and to issue final and binding awards on grievances. Arbitrators shall have no jurisdiction to hear disciplinary matters except as specifically set forth in this Agreement.

Arbitrators may be removed from the permanent panel by written notice from one party to the other requesting removal. Cases pending before a removed arbitrator shall not be affected. The parties shall make every effort to agree upon a substitute arbitrator. In no event may the arbitration panel be fewer than seven arbitrators.

3-10.2. Demand for Arbitration. Within fifteen school days after receiving the decision of the Chief Executive Officer or the Director of Employee Relations or his or her designee, pursuant to Section 3-7, the UNION only may file a demand for arbitration with the Director of Employee Relations. Within fifteen school days thereafter, the parties will mutually agree to an arbitrator for that grievance, selecting from the permanent panel. If the parties cannot mutually agree upon an arbitrator, then the arbitrator shall be selected through a striking process with the UNION striking first and then the BOARD until one arbitrator remains. Within five school days of selection of an arbitrator, the parties will contact the arbitrator directly and notify the arbitrator of his or her appointment, request available hearing dates and mutually agree to a hearing date. At least seven calendar days before the hearing, the arbitrator shall mail notice of the date, time and place of the hearing to the BOARD and the UNION. The arbitrator for good cause shown may postpone the hearing or extend any period of time upon request of a party or upon his or her own initiative and shall postpone the hearing or extend any period of time upon mutual agreement of the parties.

3-10.3. Subpoenas in Arbitration. Whenever the Union requests the issuance of subpoenas for the appearance of witnesses at an arbitration hearing, the Union shall immediately forward copies of such requests to the Director of Employee Relations. The Union shall agree to pay the full cost of substitute service for the bargaining unit employee required to appear as a witness at said arbitration hearing.

Arbitration awards must be issued within 60 days after close of hearing.

3-10.4. Decisions and Awards. Within sixty (60) calendar days after the closing of the record, the arbitrator shall render a decision and opinion. The decision shall be final and binding on the parties. The cost of the arbitrator shall be equally shared by the parties.

**ARTICLE 3A
EMPLOYEE DISCIPLINE**

Completely new Discipline article giving employees important new protections. All discipline may only be for just cause – no more arbitrary discipline.

3A-1. Employee Discipline.

The BOARD, Chief Executive Officer and their respective designees shall discipline employees only for just cause.

CPS accepts commitment to issue progressive discipline rather than overly harsh discipline for minor matters.

3A-2. Discipline of and Disciplinary Procedures for Appointed Teachers, Temporarily Assigned Teachers and PSRPs.

The parties embrace the concept of progressive and corrective discipline for employees. Progressive discipline is a systematic approach to correct unwanted behavior and deter its occurrence by administering disciplinary actions based upon various factors, including but not limited to: (a) the seriousness of the misconduct;

(b) the number of times it has occurred; (c) prior acts of misconduct; (d) the attitude and cooperation of the employee; (e) the employee's work history; and (f) the totality of the circumstances.

Toward that end, the following disciplinary process and forms of discipline shall be used for appointed teachers, temporarily assigned teachers and PSRPs.

First Step – First Warning Notice (Corrective Action Notice)

The principal or head administrator invites the employee to a private meeting in writing to have a formal conversation to discuss the particular discipline matter. The meeting is between the principal or head administrator and the employee.

After the meeting, the principal or head administrator will serve the employee with a First Warning that memorializes the meeting, the nature of the misconduct and sets forth the improvement needed. The First Warning shall be issued within ten school days of the meeting.

If the employee disagrees with the First Warning, the employee may submit a written rebuttal, which shall be included in the employee's disciplinary file and copied to the UNION, and which will be reviewable should the discipline be escalated to a Final Warning in Lieu of Suspension or dismissal decision.

Second Step – Second Warning Notice

In the event that the employee commits the same unwanted behavior after being afforded a reasonable period of time for correcting the behavior but within twelve months of the delivery of a First Warning, the principal or head administrator shall serve the employee with the Pre-Meeting Second Warning notice and any supporting documents that evidence the misconduct. This notice also sets a date and time for a private meeting to occur between the principal or head administrator and the employee.

After the meeting, if appropriate, the principal or head administrator will serve the employee with a Second Warning that memorializes the meeting, the nature of the misconduct and sets forth the improvement needed. The Second Warning shall be issued within ten school days of the meeting.

If the employee disagrees with the Second Warning, the employee may submit a written rebuttal, which shall be included in the employee's disciplinary file and copied to the UNION. Second Warnings are not reviewable except in the context of a review of a Final Warning in Lieu of Suspension or dismissal decision.

Disciplinary suspensions are eliminated.

Third Step – Final Warning in Lieu of Suspension

In the event that the employee commits the same unwanted behavior after being afforded a reasonable period of time for correcting the behavior but within twelve (12) months of the delivery of a Final Warning, the principal or head administrator shall serve the employee with the Pre-Meeting Final Warning in Lieu of Suspension notice and any supporting documents that evidence the misconduct. This notice also sets a date and time for a private meeting to occur between the principal or head administrator and the employee.

After the meeting, if appropriate the principal or head administrator will serve the employee with a Final Warning in Lieu of Suspension that memorializes the meeting, the nature of the misconduct and sets forth the improvement needed. The Final Warning in Lieu of Suspension will be issued within ten school days of the meeting.

Fourth Step – Dismissal

The Chief Executive Officer or the BOARD may dismiss an appointed teacher or a temporarily assigned teacher when he or she fails to adhere to a Final Warning In Lieu of Suspension or when he or she engages in misconduct for which dismissal is the appropriate discipline.

When a principal, head administrator or Chief Executive Officer seeks dismissal of probationary appointed teachers or temporarily assigned teachers, the BOARD shall afford the employee with a pre-dismissal conference in the Talent Office of Employee Relations before making a final decision or recommendation to dismiss is made. If the Chief Executive Officer seeks discharge of a tenured teacher, the Chief Executive Officer shall follow the requirements of Section 34-85 of the *Illinois School Code*.

3A-3. Union Representation. In all steps of progressive discipline, if the employee chooses to have Union representation at the meeting, it is the employee's responsibility to contact his or her Union representative and secure his or her attendance at the meeting. An employee requesting Union representation will be allowed a reasonable amount to time to secure representation before the disciplinary meeting begins. When a Union representative is present at a disciplinary meeting, the principal or head administrator shall have the right to have an observer present as well.

For the first time, final warnings can be submitted to mediation/arbitration, and the arbitrator has the power to overturn final warning and prior warnings. All appointed teachers, assigned teachers and PSRPs have these rights.

3A-4. Review of Discipline – Appointed Teachers and Temporarily Assigned Teachers.

Within fifteen school days of its receipt by the employee, appointed teacher and temporarily assigned teacher Warnings in Lieu of Suspension may be submitted to mediation under Section 3-9, exclusively upon request of the UNION. The mediation panel and procedures outlined in Section 3-9 shall be employed when the UNION requests mediation, except that the neutral mediator shall issue a final and binding decision resolving the dispute if the parties are not able to reach agreement on a resolution.

PSRPs can either arbitrate dismissals or submit them to mediation/arbitration (faster process).

3A-5. Review of Discipline and Dismissal – PSRPs. Non-probationary PSRP Warnings in Lieu of Suspension may be submitted to mediation under Section 3-9 exclusively upon request of the UNION. Non-probationary PSRP dismissals may be submitted to grievance arbitration under Section 3-10 by the Union, or alternatively, may be submitted to mediation under Section 3-9, exclusively upon request of the UNION. The mediation panel and procedures outlined in Section 3-9 shall be employed when the UNION requests mediation, except that the neutral mediator shall issue a final and binding decision resolving the dispute if the parties are not able to reach agreement on a resolution.

Principals may not reprimand employees in presence of colleagues, other teachers and staff, students or parents.

3A-6. Professional Administration of Disciplinary Policies and Procedures. In all steps of progressive discipline, all persons shall treat the others with dignity and respect. The principals or assistant principals shall not reprimand a teacher or other bargaining unit employee in the presence of his or her colleagues, other teachers and bargaining unit employees, students or parents. Reprimands and criticism shall be made only in a place ensuring privacy.

3A-7. Notices to Employee and UNION. When a bargaining unit employee receives a pre-meeting notice or disciplinary action, a copy of the notice or principal's discipline summary shall be promptly provided to the bargaining unit employee and the UNION.

CPS prohibited from disciplining anyone based on anonymous complaints.

3A-8. Anonymous Complaints. The BOARD shall not issue discipline to any bargaining unit employees based solely on an anonymous complaint.

Discipline is stale after 3 years (instead of 4), then cannot even be shown to a principal.

3A-9. Stale Discipline. The BOARD shall not rely on active employees' records of disciplinary action for any labor relations purposes, nor shall such records be shown or indicated to principals by the BOARD, three years after the issuance of the disciplinary action, provided that nothing in this Section shall be construed to prevent or limit a principal from relying on or viewing any disciplinary records of former employees seeking to be rehired as BOARD employees.

**ARTICLE 4
ELEMENTARY SCHOOL**

~~4-1.~~ The principal shall receive pertinent information from the kindergarten teacher and shall have the counsel of the elementary school counselor in the placement of students completing kindergarten. *[Reinserted Later in Article]*

4-2. Start of Department Classes. If a school is organized on a departmental basis, said departmental classes shall begin on or before the second Wednesday following the opening of the school year, unless precluded by the unavailability of teachers with the required subject skills.

~~4-3.~~ At the beginning of each semester, the kindergarten teacher and the early childhood education teacher shall be scheduled a sufficient amount of non-teaching time, to the extent that use of teacher assistants employed at the school will permit, to complete cumulative record cards, registration cards, emergency information cards and transfer records for kindergarten and early childhood education students. *[Reinserted Later in Article]*

~~4-4.~~ The principal or the principal's designee shall advise each subject area department or grade level and the Professional Problems Committee of the total amount of funds available under all BOARD funds each year as contained in the annual school budget for the purchase of supplies and materials. *[Covered by New Article on Texts and Supplies]*

On or before a specific date to be established by the Professional Problems Committee and the principal, each subject area or grade level teacher may submit, in writing, to the principal or the principal's designee, a suggested list of supplies for his or her students. It is understood that supply allocations are limited to the available funds. *[Covered by New Article on Texts and Supplies]*

Funds for items which are ordered and marked "out-of-stock" and which remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following year. *[Covered by New Article on Texts and Supplies]*

4-5. Books and supplies shall be available for distribution to teachers on the first day of school. *[Covered by New Article on Texts and Supplies]*

School day is fixed for length of contract. Lunch placed on same schedule as students (no more 8:30 "lunch")

~~4-6.~~ **Regular School Day.** The regular school day for early childhood and elementary school teachers shall not exceed six hours and forty-five minutes seven hours with a continuous duty-free lunch period of forty-five minutes with no work responsibilities. Teachers' lunch shall not be scheduled before the first scheduled student lunch period and shall not be scheduled after the last scheduled student lunch period. Effective the 2004-2005 school year, the regular school day for elementary school teachers shall not exceed seven hours with a continuous duty-free lunch period of forty-five minutes. Each teacher's day shall be comprised of no more than 296 minutes of instruction, 15 minutes of non-classroom supervision and 64 minutes of continuous, duty-free preparation. Four days each week the teacher's preparation time shall be self-directed; one day each week this period shall be principal-directed.

~~4-.~~ **Model Early Childhood and Elementary Schedules.** The BOARD and the UNION shall develop up to five models for early childhood and elementary and high schools schedules for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004 2013. The principal, in conjunction with the Professional Problems Committee, shall select two of the models, and the staff Union members shall vote for one of the two and determine the schedule through a secret ballot majority vote. Eight minutes of instruction shall be banked for professional development for school improvement.

~~4-.~~ **Determination of Professional Development Activities.** The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee. Where the duty-free lunch period presents an administrative problem, a solution shall be worked out by the BOARD and the UNION. The day normally shall begin at 8:30 a.m. and end at 3:15 p.m. Effective the 2004-2005 school year, the day normally shall begin at 8:30 a.m. and end at 3:30 p.m. However, the principal (or Chief Executive Officer, if appropriate) may change the beginning and ending times provided that he or she receives the affirmative concurrence of the majority of classroom teachers voting.

~~4-7.~~ In implementation of present policy, reassigned status of a kindergarten teacher shall be determined by the length of continuous service in the Chicago Public Schools on a regular teaching certificate.

~~4-8.~~ Additional teachers shall be provided as necessary in elementary schools to give elementary teachers three preparation periods per week.

~~Teachers so relieved shall use this time for self-directed professional activities which shall include conferences and the preparation of class work.~~

~~If an additional music or art teacher is assigned to an elementary school, the principal shall schedule additional self-directed duty-free preparation time for classroom teachers. Library and physical education teachers shall be considered as classroom teachers in the scheduling of said additional duty-free preparation time.~~

4-9. Supervision of Students. ~~In all elementary schools, including those on closed campus programs, duty-free preparation time shall be provided for elementary teachers through scheduling the period from 8:30 a.m. to 9:00 a.m. on three days each week for this purpose, and four days each week when there is a five-day work week, said days to be designated by the principal. Teachers so relieved shall use this time for self-directed professional activities which shall include conferences and the preparation of class work. The teacher shall be ready to teach or perform other assigned duties at 9:00 a.m.~~

~~The entry time for students shall be set for 9:00 a.m., except when in the considered judgment of the principal inclement weather presents a threat to the health, safety or welfare of the students.~~

Make-up time for lost preparation at a time that teacher and principal agree.

~~Teachers assigned to supervisory duty supervise students during the 8:30 a.m. to 9:00 a.m. conference and their preparation periods shall be provided with an equal amount of time for preparation periods at another time agreed to between the teachers and the principal.~~

4-10. Scheduling of Preparation Periods. ~~Professional preparation periods shall be scheduled through Wednesday of the last week of the school year.~~

4-11. Late Arrival or Early Departure. ~~Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in an emergency situation only, a teacher or other bargaining unit member bargaining unit employee assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a teacher or other bargaining unit member bargaining unit employee assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.~~

4-12. Scheduling of Library and Physical Education Programs. ~~In accordance with current policy, library and physical education programs in all elementary schools where certificated physical education teachers or teacher-librarians have been assigned shall begin no later than Wednesday of the first week of the school year.~~

PPC and Principal jointly consider issues relating to recess implementation.

4- . Review of Recess Program. ~~The principal, in conjunction with the Professional Problems Committee, shall review issues related to the implementation of recess, including, but not limited to, the safety and supervision of students, play equipment and staffing. The Professional Problems Committee shall submit recommendations directly to the principal with copies of the recommendations submitted simultaneously to the Local School Council and the Chief Executive Officer.~~

4-13. Beginning and Ending Times. ~~It is agreed that prior to submission by the school principal to the community of the closed campus school day in the elementary schools, a secret ballot vote of all classroom teachers will be conducted no more than once each school year or at the normal reorganization cycle. The procedures for conducting such a vote shall be mutually agreed upon between the principal and the school delegate. The day shall normally begin at 8:30 a.m. and end at 3:30 p.m.; however, the principal or Chief Executive Officer if appropriate may change the beginning and ending times after making his or her best effort to achieve the affirmative concurrence of the majority of classroom teachers.~~

~~Sixty-seven percent of the classroom teachers voting shall approve the adoption of the closed campus school day at each school. Any teacher who receives supply money under the provisions of Article 44-32 of this Agreement shall be eligible to vote. It is agreed and understood that any classroom teacher already on the closed campus school day program shall not be eligible to vote.~~

~~The school hours of teachers in the closed campus school day program shall be from 8:30 a.m. to 3:15 p.m. with a continuous duty-free lunch period of forty-five minutes beginning at 2:30 p.m. at which time teachers may sign out for the day. Effective the 2004-2005 school year, the school hours of teachers in the closed campus school day program shall be from 8:30 a.m. to 3:30 p.m. with a continuous duty-free lunch period of forty-five minutes beginning at 2:45 p.m. at which time teachers may sign out for the day. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.~~

If recess is shortened, teacher must be relieved for an equivalent number of minutes.

4- . Cancellation or Shortening of Recess Period. ~~In those schools where a recess period for the students is not scheduled in the forenoon, a procedure shall be developed at each school to relieve the teacher for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level. In those unusual circumstances where a twenty-minute recess period for the students is not scheduled or is canceled or shortened, a procedure shall be developed at each school to relieve teachers for a period of twenty minutes or for the equivalent number of minutes that recess was shortened or eliminated.~~

~~In those schools where a recess period for the students is not scheduled in the afternoon, a procedure shall be developed at each school to relieve the teacher for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level.~~

~~For schools that have adopted the closed campus school day program, a review committee shall be formed at the local school level to review and evaluate the program prior to the close of each school year. This review committee shall be made up of the principal, school delegate, three teachers (one primary, one intermediate and one upper grade teacher where such levels exist) and three parent representatives from the Local School Council. Said teachers are to be elected by the appropriate classroom teachers in a secret ballot election. This review committee shall determine whether the closed campus shall continue for the subsequent school year.~~

4-13.1. ~~Teachers assigned to schools on the closed campus school day may elect to remain in the main building during their duty-free lunch period from 2:30 p.m. to 3:15 p.m. Effective the 2004-2005 school year, teachers assigned to schools on the closed campus school day may elect to remain in the main building during their duty-free lunch period from 2:45 p.m. to 3:30 p.m.~~

4-14. Duty Schedules. ~~A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each early childhood center or elementary school in September and February of each school year within one week of the start of each semester. Any schedule change shall be preceded by a twenty-four-hour notification to the appropriate staff.~~

4-15. Half Day Early Childhood and Kindergarten. ~~In order to ensure that early childhood and kindergarten students who attend the afternoon session receive the full instructional time allocation on days when one half day in-service meetings are scheduled, other available staff, in addition to the early childhood and kindergarten teacher, already at each local school and any available space shall be utilized by the principal to meet the instructional needs of said students.~~

4- . Placement of Students Completing Preschool or Kindergarten. ~~The principal shall receive pertinent information from the early childhood and kindergarten teacher and shall have the counsel of the elementary school counselor in the placement of students completing preschool or kindergarten.~~

4-16. Travel Time. ~~A half-time kindergarten teacher who spends the morning session at one building and the afternoon session at another building shall be given a daily uninterrupted duty-free lunch period of forty-five minutes with no work responsibilities exclusive of travel time.~~

Early Childhood, Kindergarten teachers guaranteed sufficient non-teaching time for registration.

4- . Non-Teaching Time for Early Childhood and Kindergarten Teachers. ~~At the beginning of each semester, the early childhood and kindergarten teachers shall be scheduled a sufficient amount of non-teaching time, to the extent that the use of teacher assistants employed at the school will permit, to complete registration, including cumulative record cards, registration cards, emergency information cards and transfer records for early childhood and kindergarten students.~~

4-17. ~~Textbook committees for language arts, mathematics, social studies, science and special education composed of teachers elected by their peers shall be established in each elementary school. The textbook committees shall present written recommendations to the principal concerning the purchase of textbooks and instructional materials in each subject. [Covered by New Article on Texts and Supplies]~~

4-18. ~~In those elementary schools in which a student recess period is not scheduled during the morning session, a procedure shall be developed at each school to relieve classroom teachers for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level. [Covered by New Article on Texts and Supplies]~~

~~In those elementary schools in which a student recess period is not scheduled during the afternoon session, a procedure shall be developed at each school to relieve classroom teachers for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level. [Covered by New Article on Texts and Supplies]~~

4-19. Student Matriculation Dates. ~~All teachers in the early childhood programs should have the same student matriculation dates for entrance and pre-screening procedures.~~

4-20. Professional Development Days Prior to Report Card Pick-Up. ~~Effective July 1, 2004, Teacher Institute Days shall not be scheduled during the week prior to report card distribution. For the 2012-2013 school year, the BOARD shall schedule professional development days in the last week of the first and second semesters, and these days shall consist of half self-directed time.~~

4-21. ~~The Professional Personnel Leadership Committee shall make written recommendations regarding school safety to the principal and Local School Council. [Restated in Article 1]~~

ARTICLE 5
MIDDLE SCHOOL

5-1. ~~Books and supplies shall be available for distribution to teachers on the first day of school. [Covered by New Article on Texts and Supplies]~~

5-2. Scheduling of Library and Physical Education Programs. ~~In accordance with current policy, library and physical education programs in all middle schools shall begin no later than Monday of the second week following the opening of the school year unless certificated physical education teachers or teacher-librarians have not been assigned to the school.~~

5-3. Model Middle School Schedules. ~~It is agreed that prior to submission, by the school principals, to the community on the closed campus school day in middle schools, a secret ballot vote of all classroom teachers will be conducted no more than once each school year or at the normal reorganization cycle. The procedure for conducting such a vote shall be mutually agreed upon between the principal and the school delegate.~~

~~Sixty-seven percent of the classroom teachers voting shall approve the adoption of the closed campus school day at each school. Any teacher who receives supply money under the provisions of Article 44-32 of this Agreement shall be eligible to vote. It is agreed and understood that any classroom teacher already on the closed campus school day program shall not be eligible to vote.~~

~~The school hours of teachers in the closed campus school day program shall be from 8:30 a.m. to 3:15 p.m. with a continuous duty-free lunch period of forty-five minutes beginning at 2:30 p.m. at which time teachers may sign out for the day. Effective the 2004-2005 school year, the school hours of teachers in the closed campus school day program shall be from 8:30 a.m. to 3:30 p.m. with a continuous duty-free lunch period of forty-five minutes beginning at 2:45 p.m. at which time teachers may sign out for the day. The BOARD and the UNION shall develop up to five models for elementary and high middle schools schedules for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004 2013. The principal, in conjunction with the Professional Problems Committee, shall select two of the models, and the staff Union members shall vote for one of the two and determine the schedule through a secret ballot majority vote. Eight minutes of instruction shall be banked for professional development for school improvement.~~

5-__. **Determination of Professional Development Activities.** The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.

~~In those schools where a recess period for the students is not scheduled in the forenoon, a procedure shall be developed at each school to relieve the teacher for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level.~~

If recess is shortened, teacher must be relieved for an equivalent number of minutes.

5-__. **Cancellation or Shortening of Recess Period.** In those unusual circumstances where a twenty-minute recess period for the students is not scheduled or is canceled or shortened, a procedure shall be developed at each school to relieve teachers for a period of twenty minutes or for the equivalent number of minutes that recess was shortened or eliminated.

~~In those schools where a recess period for the students is not scheduled in the afternoon, a procedure shall be developed at each school to relieve the teacher for a period of ten minutes. The procedure for supervising the students shall be developed at the local school level.~~

~~For schools that have adopted the closed campus school day program, a review committee shall be formed at the local school level to review and evaluate the program prior to the close of each school year. This review committee shall be made up of the principal, school delegate, three teachers and three representatives from the Local School Council. Said teachers are to be elected by the appropriate classroom teachers in a secret ballot election. This review committee shall determine whether the closed campus shall continue for the subsequent school year.~~

5-4. **Scheduling of Preparation Periods.** Professional preparation periods shall be scheduled through Wednesday of the last week of the school year.

5-5. **Late Arrival or Early Departure.** Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in any emergency situation only, a teacher or other bargaining unit member bargaining unit employee assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a teacher or other bargaining unit member bargaining unit employee assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

~~**5-6.** The number of students attending a middle school library class during one class period shall not exceed the number of tables, chairs and/or other work areas available. *[Relocated to Section 15-6]*~~

5-7. **Duty Schedules.** A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each middle school at least once each semester or at the regular reorganization time. A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each middle school within one week of the start of each semester or at the regular reorganization time. Any schedule change shall be preceded by a twenty-four-hour notification to the appropriate staff.

5-8. **Regular School Day.** ~~The regular school day shall not exceed six hours and forty-five minutes with a continuous duty-free lunch of forty-five minutes, except that if the regular lunch period is shortened, the teachers' day shall be shortened an equal number of minutes. Effective the 2004-2005 school year, the regular school day for elementary school teachers shall not exceed seven hours with a continuous duty-free lunch period of forty-five minutes. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee. Where the duty-free lunch period presents an administrative problem, a solution shall be worked out by the BOARD and the UNION.~~

~~The day normally shall begin at 8:30 a.m. and end at 3:15 p.m. Effective the 2004-2005 school year, the day normally shall begin at 8:30 a.m. and end at 3:30 p.m. However, the principal (or Chief Executive Officer, if appropriate) may change the beginning and ending times provided he or she receives the affirmative concurrence of the majority of classroom teachers voting.~~

~~The BOARD affirms that this provision will be adopted as BOARD policy.~~

School day fixed for length of contract. Lunch placed on same schedule as students (no more 8:30 "lunch")

The regular school day for middle school teachers shall not exceed seven hours with a continuous lunch period of forty-five minutes with no work responsibilities. Teachers' lunch shall not be scheduled before the first scheduled student lunch period and shall not be scheduled after the last scheduled student lunch period. Each teacher's day shall be comprised of no more than 296 minutes of instruction, 15 minutes of non-classroom supervision and 64 minutes of continuous preparation time. Four days each week the teacher's continuous duty-free preparation time shall be self-directed; one day each week this period shall be principal-directed.

5-__. **Beginning and Ending Times.** The day normally shall begin at 8:30 a.m. and end at 3:30 p.m.; however, the principal (or the Chief Executive Officer if appropriate) may change the beginning and ending times after making his or her best effort to achieve the affirmative concurrence of the majority of the classroom teachers.

PPC and Principal jointly consider issues relating to recess implementation.

5-__. **Review of Recess Program.** The principal, in conjunction with the Professional Problems Committee, shall review issues related to the implementation of recess, including, but not limited to, the safety and supervision of students, play equipment and staffing. The committee shall submit recommendations directly to the principal with copies of the recommendations submitted simultaneously to the Local School Council and the Chief Executive Officer.

**ARTICLE 6
HIGH SCHOOL**

High school day fixed for duration of contract. Default schedule no longer has Division. Seven 50-minute duty-free, self-directed preps, plus 3 principal-directed preps.

6-1. Regular School Day. The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and local school faculty, but shall not exceed 406 435 minutes in length for a high school teacher. The high school teacher is to be in his or her room with the class ready to teach at the time designated on the teacher's schedule. The regular school day shall consist of eight forty-fiveffty-minute periods, including five teaching periods, one fourteen-minute division period and eight four-minute up to thirty-five minutes of passing periods. Any time increase in the division period special bell schedule that involves teacher supervision of students shall be deducted deduct time spent supervising students from the regular class periods. High school teachers shall have a continuous duty-free lunch period of forty-fiveffty minutes with no work responsibilities, except that, if the regular lunch period is shortened to less than forty-fiveffty minutes, the teacher's school day shall be shortened an equal number of minutes. Each teacher's schedule shall include five seven forty-fiveffty-minute duty-free, self-directed preparation periods per week. Each teacher assigned a division shall have one forty-five-minute conference/preparation period per week. Each teacher's schedule shall include one forty-five-minute advisory period, one forty-five-minute advisory preparation period, one forty-five-minute staff development period and one forty-five-minute teacher collaboration period three principal-directed preparation periods per week, which shall be used only for staff development, teacher collaboration, advisory (one per week), department meetings, subject area team meetings and other professional preparation activities. Effective the 2004-2005 school year, the high school day shall not exceed 421 minutes in length for a high school teacher.

6-__. **Model High School Schedules.** The BOARD and the UNION shall develop up to five models for elementary and high schools schedules for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004 December 31, 2012. The principal, in consultation with the Professional Problems Committee, shall select two of the models, and the staff Union members shall vote for one of the two and determine the schedule through a secret ballot majority vote. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.

~~As an alternative to a forty-five-minute schedule, the principal, with the affirmative concurrence of a majority of the UNION teacher members voting on that schedule, may choose an alternative schedule. The schedules of a forty-, forty-two- or fifty-minute school day, however, shall be limited to the following:~~

- A.

Forty-minute schedule: The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and the local school faculty, but shall not exceed 406 minutes in length for a high school teacher. The high school teacher is to be in his or her room with the class ready to teach at the time designated on the teacher's schedule. The regular school day shall consist of nine forty-minute periods, including five teaching periods, one ten-minute division period and nine four-minute passing periods. Any time increase in the division period shall be deducted from the regular class periods. High school teachers shall have a duty-free lunch period of forty minutes, except that if the regular lunch period is shortened to less than forty minutes, the teacher's school day shall be shortened an equal number of minutes. Each teacher's schedule shall include five forty-minute self-directed duty-free preparation periods per week. Each teacher assigned a division shall have five forty-minute conference/preparation periods per week. Each teacher's schedule shall include one forty-minute advisory period, one forty-minute advisory preparation period, one forty-minute staff development period, one forty-minute collaboration period and one forty-minute department/school meeting period. Effective the 2004-2005 school year, the high school day shall not exceed 421 minutes in length for a high school teacher. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.
- B.

Forty-two-minute schedule: The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and the local school faculty, but shall not exceed 406 minutes in length for a high school teacher. The regular school day shall consist of eight forty-two-minute periods, including five teaching periods, one nine-minute division period and nine four-minute passing periods. Any time increase in the division period shall be deducted from the regular class periods. High school teachers shall have a duty-free lunch period of forty-two minutes, except that if the regular lunch period is shortened to less than forty-two minutes, the teacher's school day shall be shortened an equal number of minutes. Each teacher's schedule shall include five forty-two-minute self-directed duty-free preparation periods per week. Each teacher assigned a division shall have five forty-two-minute conference/preparation periods per week. Each teacher's schedule shall include one twenty-five minute advisory period, one twenty-five-minute advisory preparation period, one twenty-five-minute staff development period, one twenty-five-minute collaboration period and one twenty-five-minute department/school meeting period. Effective the 2004-2005 school year, the high school day shall not exceed 421 minutes in length for a high school teacher. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement. The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.
- C.

Fifty-minute schedule: The high school day may begin and end at different times from school to school as determined at the local school level following discussion between the principal and the local school faculty, but shall not exceed 406 minutes in length for a high school teacher. The high school teacher is to be in his or her room with the class ready to teach at the time designated on the teacher's schedule. The regular school day shall consist of seven fifty-minute periods, including five teaching periods, one division period and seven four-minute passing periods. Any time increase in the division period shall be deducted from the regular class periods. High school teachers shall have a duty-free lunch period of fifty minutes, except that if the regular lunch period is shortened to less than fifty minutes, the teacher's school day shall be shortened an equal number

~~of minutes. Each teacher's schedule shall include four fifty-minute self-directed duty-free preparation periods per week. Each teacher assigned a division shall have one conference/preparation period per week. The principal shall designate said weekly period. The period designated for the conference/preparation period shall be determined by the teacher based upon the needs of the division and the teacher shall notify the principal of his or her decision. If there is a change in the designated conference/preparation period, the teacher shall notify the principal by Friday of the week preceding the change. Effective the 2004-2005 school year, the high school day shall not exceed 421 minutes in length for a high school teacher. The BOARD and the UNION shall develop up to five models for elementary and high schools for the use of the additional fifteen minutes provided for in this Agreement. The models shall be disseminated to the schools by March 1, 2004. The principal shall select two of the models and the staff shall vote for one of the two. Eight minutes of instruction shall be banked for professional development for school improvement.~~

6-__. **Determination of Professional Development Activities.** The principal shall determine professional development activities in consultation with the Professional Personnel Leadership Committee.

~~Time for staff development, planning activities and teacher interaction with parents, following discussion between the Professional Problems Committee and the principal, may be accumulated. Up to ninety minutes of such time may be utilized at the beginning and end of the school day with one week's notice to the faculty. Any other use of the accumulated time must be agreed to by the Professional Problems Committee and the principal.~~

6-__. **Advisory Periods.** A thirty-minute advisory period once a week paid at the teacher's regular rate of pay may be added to the fifty-minute high school schedule by following the procedures for waivers outlined in Appendix C.

~~Nothing herein shall prevent high schools from amending their state Chapter 4 expenditures or from utilizing their state Chapter 1 funds to supplement the basic program.~~

The BOARD affirms that this provision will be adopted as BOARD policy.

6-2. **Consultation with Department Chairs.** The principal shall consult all department chairpersons in connection with programming the respective school departments. Prior to March 1, each department chairperson shall submit written recommendations to the principal or the principal's designee concerning the programming of the department for the following school year.

6-3. **Placement of Students in Advanced Placement Classes.** ~~There shall be consultation among~~ The student, teacher and administrator shall consult with each other in placing students in advanced placement classes.

6-4. **World Language Classes.** Separate foreign world language classes for native speakers shall be provided where enrollment makes this possible.

6-5. ~~The term **minor** shall be eliminated in relation to Art 1 and one half unit shall be credited for successful completion of the year's course.~~

6-6. **Art Facilities.** New buildings shall include adequate facilities in all classrooms designated for the teaching of art, including adequate lighting, sinks and cabinet and storage space.

6-7. **Mathematics Classrooms.** Whenever possible, mathematics classes shall be assigned to rooms with adequate chalkboard and/or dry erase board space and provisions for maps, charts, graphs and other teaching aids.

6-8. **Availability of Chorus and Instrumental Rooms.** The chorus room and instrumental rooms shall be made available to the chorus or instrumental music teacher during his or her preparation period whenever possible.

6-9. **Department Meetings.** One period every six school weeks shall be allowed for departmental meetings during the school day, provided that this does not necessitate the dismissal of students or cancellation of classes.

6-10. **Guest Speakers.** The teacher individually or through the department chairperson shall request in writing approval of the principal prior to inviting a guest speaker to address the class one week prior to the date of the appearance, and written approval of the principal must be secured before the invitation is extended. Any disapproval by the principal shall be submitted in writing.

6-11. **Professional Journals.** Professional journals and other publications shall be purchased through the high school library for use in each high school.

6-12. **Equipment for Marketing Occupations Classes.** To the extent that funds can be made available, suitable equipment shall be provided for marketing occupations classes.

6-13. **Training for Newspaper and Yearbook Sponsors.** Whenever funds can be made available, the BOARD shall institute an in-service training program for newspaper and yearbook sponsors.

6-14. **Teacher-Coordinator Workshops.** Workshops for teachers assigned as teacher-coordinators shall be held during the school day.

6-15. **Materials Service Centers.** As funds, staff and space are available, a materials service center to provide commonly used films, tapes, records, filmstrips, maps, diagrams and paperback books shall be provided in every high school.

6-16. **Late Arrival or Early Departure.** Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in an emergency situation only, a teacher or other bargaining-unit member bargaining unit employee assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one half day, and a teacher or other bargaining-unit member bargaining unit employee assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

6-17. **Science Laboratory Teachers.** High school science laboratory teachers ~~on a forty-five-minute period day shall be programmed for a twenty-five period teaching week shall not be assigned a division. Each science laboratory teacher's schedule shall include six periods a week for duty-free, self-directed professional preparation and for preparation of experiments, equipment maintenance and inventory. Each science laboratory teacher's schedule shall include one forty-five-minute advisory period,~~

~~forty-five-minute advisory preparation period, one forty-five-minute staff development period and one forty-five-minute teacher collaboration period. Effective the 2004-2005 school year, this provision is subject to the additional fifteen minutes per day set forth in Article 6-1 of this Agreement.~~

~~High school science laboratory teachers on a forty-minute period day shall be programmed for a twenty-eight period teaching week. Each science laboratory teacher's schedule shall include seven periods a week for duty-free, self-directed professional preparation and for preparation of experiments, equipment maintenance and inventory. Each science laboratory teacher's schedule shall include one forty-minute advisory period, one forty-minute advisory preparation period, one forty-minute staff development period and one forty-minute teacher collaboration period. Effective the 2004-2005 school year, this provision is subject to the additional fifteen minutes per day set forth in Article 6-1 of this Agreement.~~

~~High school science laboratory teachers on a forty-two-minute period day shall be programmed for a twenty-eight period teaching week. Each science laboratory teacher's schedule shall include seven periods a week for duty-free, self-directed professional preparation and for preparation of experiments, equipment maintenance and inventory. Each science laboratory teacher's schedule shall include one twenty-five-minute advisory period, one twenty-five-minute advisory preparation period, one twenty-five-minute staff development period and one twenty-five-minute teacher collaboration period. Effective the 2004-2005 school year, this provision is subject to the additional fifteen minutes per day set forth in Article 6-1 of this Agreement.~~

~~High school science laboratory teachers on a fifty-minute period day shall be programmed for a twenty-five period teaching week. Each science laboratory teacher's schedule shall include five periods a week for duty-free, self-directed professional preparation and for preparation of experiments, equipment maintenance and inventory. Effective the 2004-2005 school year, this provision is subject to the additional fifteen minutes per day set forth in Article 6-1 of this Agreement.~~

6-18. ~~The principal or the principal's designee shall advise each subject area department and the Professional Problems Committee of the total amount of funds available under all BOARD funds each year as contained in the annual school budget for the purchase of supplies and materials.~~ [Covered by New Article on Texts and Supplies]

~~On or before a specific date to be established by the Professional Problems Committee and the principal, each subject area teacher may submit, in writing, to the principal or the principal's designee, a suggested list of supplies for his or her students. It is understood that supply allocations are limited to the available funds.~~ [Covered by New Article on Texts and Supplies]

~~Funds for items which are ordered and marked "out-of-stock" and which remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following year.~~ [Covered by New Article on Texts and Supplies]

6-18.1. ~~Funds allocated for the purchase of supplies in drafting classes shall be increased as follows:~~

\$3.00 per student for 5x classes

\$4.00 per student for 10x classes

\$6.00 per student for 20x classes

[Covered by Article 18]

6-18.2. ~~The principal or the principal's designee shall advise the high school art teachers, within twenty school days after the budget is received in the school, of the total amount of funds available under all BOARD funds each year as contained in the annual school budget for the purchase of supplies and materials.~~ [Covered by New Article on Texts and Supplies]

~~Each art teacher shall submit, in writing, to the principal or the principal's designee a suggested list of supplies.~~ [Covered by New Article on Texts and Supplies]

6-19. **Rehabilitation Surveys.** All instrumental music, band or orchestra rooms in high school buildings over ten years old shall be surveyed for rehabilitation.

6-20. **World Language Recommendations.** Each foreign world language teacher shall submit written recommendations annually to the principal or the principal's designee relative to organization of classes, level and placement of students in language classes.

6-21. ~~All division teachers shall review the records and programs of the students in their respective divisions to ensure that the prerequisites for advancement in mathematics classes have been met. Any deviations shall be immediately reported to the program office for correction.~~

6-22. ~~Textbook committees for English, social studies, mathematics, science, business, foreign languages and special education composed of teachers elected by their peers shall be established in each high school. On or before a specific date to be established by the principal and the Professional Problems Committee of each high school, said textbook committees shall present written recommendations to the principal concerning the purchase of textbooks and instructional materials in each subject.~~ [Covered by New Article on Texts and Supplies]

6-23. **Duty Schedules.** A duty schedule for all teachers and teacher assistants shall be posted in each high school in September and February of each year. A duty schedule for all teachers and teacher assistants shall be posted in each high school within one week of the start of each semester. Any schedule change shall be preceded by a twenty-four-hour notification to the appropriate staff.

6-24. **Screening and Searching of Students.** Only those members of the high school staff who are properly trained may be required to conduct or directly assist in screening or searching students or others, whether by mechanical, electrical or other means, on a daily or random basis.

Principals solicit input of department members when nominating chairs. Principal will nominate and faculty vote by secret ballot if more than one candidate.

6-25. **Nomination and Election of Department Chairs.** Principals shall establish a process to seek and receive solicit the input of department members prior to selecting nominating department chairs. The principal shall nominate one or more candidates in each department to serve as department chairs. If the principal nominates more than one candidate, the faculty members of each department will conduct a secret ballot vote to elect the department chairs.

ARTICLE 7
ELEMENTARY SCHOOL COUNSELORS

7-1. Testing. Wherever possible, no more than forty students shall be tested at any one time in elementary or middle schools.

~~7-2. Elementary school counselors shall each have a telephone available for their use. Elementary school counselors shall be provided with space which is as free from noise and interruption as the administration of the educational program and the location of the school permits. [Covered by Article 44]~~

7-3. Orientation and Staff Development. A professional orientation meeting for elementary school counselors shall be held once each year during the regular school day. The BOARD shall also conduct one annual staff development workshop for elementary school counselors to review the duties and responsibilities of elementary school counselors.

Stronger language for full time counselors at elementary schools.

7-4. Elementary School Counselor Staffing. Effective July 1, 2008, the BOARD shall amend its formula for BOARD-funded elementary school counselors so that all elementary schools are allocated shall have a 1.0 elementary school counselor position.

ARTICLE 8
PROFESSIONAL DEVELOPMENT TEACHERS AND TEACHER LEADERS

8-1. Professional Development Teachers.

8-1.1. All professional development teachers assigned to instructional or professional development schools whose daily duties include instruction and professional development activities beyond a regular teacher's work day (i.e., 6.25 hours exclusive of lunch and seven hours inclusive of lunch) shall be placed in teacher positions with a value of 1.2, and their compensation for their regular hours of work shall be considered regular salary and pensionable under Section 36-3.1.

PD teachers, teachers at instructional schools, and teacher leaders receive a 45-minute lunch period with no work responsibilities.

8-1.2. The regular work hours of professional development teachers in 1.2 positions in instructional or professional development schools will include an additional 1.25 actual work hours (or seventy-five minutes) beyond the professional development teachers' work day. In every case, however, the total number of hours actually worked by professional development teachers in instructional or professional development schools (including the two ten-minute breaks) shall be 7.5 hours, exclusive of the forty-five-minute duty-free lunch period with no work responsibilities. The regular work day for professional development teachers in 1.2 positions at instructional or professional development schools shall not exceed 8.25 hours, including two ten-minute breaks and a forty-five-minute duty-free lunch period with no work responsibilities.

8-1.3. If in any payroll period a professional development teacher's hours of work exceed seventy-five hours, the BOARD shall pay the professional development teacher for the additional time at his or her hourly rate of pay.

8-1.4. The BOARD may reclassify professional development teacher positions to regular teacher positions with a 1.0 value at the BOARD's sole discretion at the conclusion of a school year.

8-2. Teacher Leaders.

8-2.1. Teacher leaders shall be placed in teacher positions with a value of 1.2, and all such salary is pensionable under Section 36-3.1.

8-2.2. Teacher leaders shall work an eight-hour work day exclusive of a forty-five-minute duty-free lunch period with no work responsibilities. The eight-hour work day shall include two ten-minute breaks. ~~The "closed-campus" option (i.e., taking the duty-free lunch period at the end of the work day) shall not apply to Teacher Leader positions.~~

8-2.3. If in any payroll period a teacher leader's hours of work exceed eighty hours, the BOARD shall pay the teacher leader for the additional time at his or her hourly rate of pay.

8-2.4. The BOARD may reclassify teacher leader positions to regular teacher positions with a 1.0 value at the BOARD's sole discretion at the conclusion of a school year.

ARTICLE 9
PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL

Truant officer provisions removed unless Board rehires them.

9-1. Truant Officers. In the event the BOARD rehires truant officers, the BOARD and the UNION shall meet promptly to bargain over their terms and conditions of employment.

~~9-1.1. Initial assignments of truant officers and senior truant officers shall be made from eligibility lists provided by the BOARD.~~

~~Persons employed as substitutes shall be those who have passed an appropriate career service examination.~~

~~9-1.2. Truant officers shall work from 9:00 a.m. to 4:30 p.m. with one hour for lunch with such variations, not to exceed the total number of working hours, to meet local circumstances as are agreed upon by the truant officer and the principal.~~

~~9-1.3. Each school shall provide a desk, a chair and space for the wraps of the truant officer. Telephone service shall be available when necessary for follow-up calls.~~

~~9-1.4. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. One city-wide in-service meeting per school year shall be scheduled for truant officers on record-staff development day.~~

~~9-1.5. Where possible, a truant officer on temporary assignment shall have the truant officer's regular assignment covered by a substitute truant officer.~~

~~9-1.6. Truant officers required to appear in court shall have the services in court of an attorney provided by the BOARD.~~

~~9-1.7. Truant officers shall not be responsible for the transfer of school records.~~

~~9-1.8. In the physical transfer of students to special schools, the truant officer shall be relieved of custody of the student without undue delay.~~

~~9-1.9. Truant officers may be employed in social centers provided that they have the necessary qualifications for the positions they seek.~~

~~9-1.10. All other things being equal, seniority will be considered in the selection of senior truant officers seeking transfer to an announced vacancy.~~

~~For this purpose, seniority shall be determined from the date of appointment to the grade of senior truant officer. In the event two or more applicants meet all requirements and have equal seniority, the selection shall be made by the director of the Bureau of School Attendance.~~

~~9-1.11. When special programs are operated beyond the regular school year, in order to provide the continuity of service, the truant officer regularly assigned to said program shall be retained for summer service. Such service shall be considered as summer employment. If the truant officer regularly assigned to said program waives this opportunity, summer assignments shall be made by the Office of Specialized Services, in consultation with the principal. Nothing herein shall be construed to authorize additional days of service for these programs in excess of service necessary.~~

9-2. School Library Assistants.

9-2.1. School library assistants shall receive work orders only from the principal, the assistant principal or the head teacher-librarian.

9-2.2. School library assistants shall perform work related only primarily to the school library and other responsibilities as set forth in their job descriptions.

9-2.3. School library assistants shall not be responsible for giving formalized instruction to classes of students.

9-2.4. All school library assistants shall attend professional development workshops conducted by the BOARD for the purpose of upgrading their skills. Each school library assistant shall attend a minimum of one such workshop annually.

9-3. School Clerks.

9-3.1. The BOARD shall review annually the current school clerk staffing to allow modification of staffing of school clerks at any work location where such a need is determined by the BOARD.

CPS will allocate \$300,000 for additional substitute clerks.

~~9-3.2. The BOARD will allocate \$250,000.00 in 2003-2004 and \$300,000.00 in 2004-2005 and each year thereafter for additional substitute school clerks who will be assigned to perform the duties of absent school clerks in those schools with less than two clerks beginning with the second day of absence, and in all other schools, beginning with the fourth day of absence.~~

9-3.3. School clerks authorized by BOARD action to work on student orientation and articulation days in the weeks preceding the first employee work day of a new school year shall be paid at the school clerk's regular rate of salary.

Clerks work three additional days with pay to begin school year (Receive 5.5% total raise in first year of contract).

~~9-3.4. Effective September 2003, there shall be every school shall have a school clerk I in every school. Effective with the 2013-2014 school year, school clerks shall be assigned to work three work days more than teachers assigned to their schools which shall be scheduled on the three days before teachers commence the school year. School clerks shall be paid their regular hourly rate of pay on those three days.~~

9-3.5. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. Two workshops per year shall be scheduled in order to provide school clerks with new techniques required to fill their job responsibilities and to familiarize school clerks with new technology utilized by the BOARD.

~~9-3.6. Effective September 3, 1984, a~~Any regular school clerk assistant assigned in a school clerk I position for a period of twenty consecutive school days shall be paid at the appropriate step of the school clerk I salary schedule, effective on the twenty-first consecutive school day. ~~It is agreed and understood that, u~~Upon the assignment or transfer of a regular school clerk I to said position, the school clerk assistant shall revert to the former pay status as a school clerk assistant.

~~9-3.7. All S~~school clerks shall be provided necessary training in Kronos, attendance management and internal accounts, as well as the implementation of any new programs or responsibilities that are introduced into the schools and performed by the school clerks. Such training shall be provided annually during normal work hours. When such training is provided, the BOARD shall determine the nature, extent, location and duration of the training.

9-3.8. School clerks will be moved from salary grade 7 to salary grade 8 effective July 1, 1999 and from grade 8 to grade 9 effective July 1, 2000.

9-4. Audiometric and Vision Screening Technicians.

9-4.1. Only qualified audiometric and vision screening technicians and temporary audiometric and vision screening technicians shall administer vision and hearing screenings.

9-4.2. When schedules are assigned, ability and qualifications being equal, audiometric and vision screening technicians shall be given preference based on seniority.

9-4.3. Two city-wide or district cluster meetings shall be held annually, one on a professional development day before the start of school year and one on a professional development day at the end of the first semester on orientation day and record-staff development day for audiometric and vision screening technicians in order to review new procedures and other related matters.

9-4.4. Travel between schools required by the BOARD shall be conducted within the established seven-hour and fifteen-minute duty day.

9-4.5. Audiometric and vision screening technicians shall be informed, in writing, of any procedural changes and recording procedures. Said audiometric and vision screening technicians shall implement and comply with said changes.

9-4.6. Any change in the date for submission of time sheets and monthly travel reimbursement applications shall be issued in writing to audiometric and vision screening technicians. All audiometric and vision screening technicians shall implement and comply with said procedures.

~~9-4.7.~~ Audiometric and vision screening technicians, regardless of the program they are staffed into, shall conform with the screening guidelines outlined by the State of Illinois, Department of Public Health, and the duties established by the BOARD.

~~9-4.8.~~ As determined by the Office of Specialized Services Special Education and Supports, audiometric and vision screening technicians shall be provided with replacement equipment to the extent possible and printed forms when necessary.

~~9-4.9.~~ Current state certifications for audiometric and vision screening technicians shall be kept on file by the Office of Specialized Services Special Education and Supports.

~~9-4.10.~~ Effective July 1, 2008, the Audiometric and Vision Screening Technician job title shall be upgraded from Grade G06 to Grade G07, and all employees in this job title shall be placed on the appropriate step of Grade G07 and shall retain their seniority for all purposes. Effective July 1, 2011, the Audiometric and Vision Screening Technician job title shall be upgraded from Grade G07 to Grade G08, and all employees in this job title shall be placed on the appropriate step of Grade G08 and shall retain their seniority for all purposes.

9-5. Teacher Assistants.

~~9-5.1.~~ If social adjustment schools or industrial skill centers are operated beyond the regular ten school months of the regular school year, and if teacher assistants are to be employed in said summer program, teacher assistants regularly assigned to said schools shall be given preference for summer service. Such service shall be considered as summer employment. **[Covered by Article 24]**

~~9-5.2.~~ In schools where there are two or more teacher assistants and where outside recess is scheduled, and where the principal determines that all teacher assistants are not needed for recess duty, the recess duties of the teacher assistants shall be rotated.

~~9-5.3.~~ The BOARD shall employ and maintain nine hundred teacher assistants in the elementary schools and nine hundred teacher assistants in the high schools. The Chief Executive Officer shall consult and advise the President of the UNION monthly on status and progress.

Teacher assistants employed in the elementary schools, high schools and vocational guidance centers shall be employed to relieve teachers of non-professional duties and clerical chores in the schools.

PSRPs may not be forced to work outside of school traffic zones, but may be required to escort children across streets adjacent to school.

9-5.4. Crossing Activities. The BOARD, principals and head administrators shall not assign PSRPs to work outside the school traffic zone designated by traffic control barricades or to perform traffic control activities, including setting up barricades. The BOARD, principals and head administrators are not prohibited from requiring PSRPs to escort children across streets adjacent to the school and may require them to carry stop signs. They may also station PSRPs at the street corners within the school zone traffic barricades defining the school zone; however, PSRPs shall not be assigned outside the parameters of the school.

CPS is prohibited from reclassifying a Teacher Assistant as a SECA who does not perform diapering and feeding.

9-5.5. Reclassification of Teacher Assistants. The BOARD shall not reclassify a teacher assistant to a special educational classroom assistant who does not perform diapering and feeding.

9-6. General Provisions.

~~9-6.1.~~ Notwithstanding any other provision of this Agreement to the contrary, the provisions of this Article shall govern the transfer and assignment of PSRPs within the bargaining unit, including but not limited to the following classifications: School Community Representatives, School Assistants, Educational Sign Language Interpreters, Interpreter Clerks, Instructor Assistants, Teacher Assistants-Montessori, School Social Service Assistants, Speech Pathology Assistants, Speech Pathology Aides, Licensed Practical Nurses, Guidance Counselor Aides and Occupational Therapists. PSRPs shall be appointed from eligible lists provided by the Department of Educational Support Personnel.

~~If the majority of the duties of a PSRP position within the bargaining unit are to be performed at a single attendance center, the principal shall appoint a qualified person from the eligible list provided by the Department of Educational Support Personnel. When less than the majority of the duties of a PSRP position within the bargaining unit are to be performed at any single attendance center, the appointment shall be made by the appropriate administrator from the appropriate eligible list. For all positions under the jurisdiction of the Office of Specialized Services where less than the majority of the duties of the position are to be performed at a single attendance center, the appropriate administrator is the Director of the Office of Specialized Services.~~

~~9-6.2.~~ Any PSRP who is eligible to transfer shall remain on the transfer list while on an approved leave for illness granted under the provisions of Board Rule 4-11, provided that the principal, during the official visitation period established by the Department of Educational Support Personnel, may go to the next name on the transfer list for visitation and approval for transfer if the first name on the list is that of a PSRP on a leave for illness. PSRPs returning from said leave described above shall notify, in writing, each principal of a school to which transfer has been requested that the PSRP is now available for the purpose of visitation by the principal and possible transfer at the next period.

~~9-6.3.~~ The BOARD shall publish a schedule of PSRP paydays, and when this schedule is changed, prior notice shall be given to all PSRPs. **[Covered by Article 36]**

~~9-6.4.~~ PSRPs shall be paid on alternate Fridays with no longer than a one-week delay between the end of the pay period and the pay date. **[Covered by Article 36]**

9-6.5. Work Schedule. PSRPs other than truant officers are on duty seven hours and fifteen minutes each school day, exclusive of a thirty-minute lunch period. Effective the beginning of the 2004-2005 school year, PSRPs other than truant officers are on duty seven hours and fifteen minutes each school day, exclusive of a thirty-minute lunch period. PSRPs shall be scheduled for a ten-minute relief period during the morning and a ten-minute relief period during the afternoon. PSRPs assigned to a local school site shall not be required to sign out for lunch, unless they are leaving the school building. The hours of arrival and departure and lunch time are designated by the principal. In setting the starting and ending time for PSRPs, principals shall not act arbitrarily or capriciously nor shall they establish these times as a form of discipline.

~~9-6.6.~~ Performance ratings shall be distributed at the work location on or before September 30. **[Restated Below]**

Said performance ratings shall indicate the final grade for the performance rating period ending in June. **[Restated Below]**

~~9-6.7.~~ Whenever, in the opinion of the principal, the service of a PSRP is considered unsatisfactory, the following procedures take place:

- ~~A.~~ The principal of the school notifies the employee in writing stating the reasons for the unsatisfactory rating and offering suggestions and assistance to the employee for improving services. This notification is given to the employee in a private conference, and a copy of the notification is sent to the Director of Employee Relations.
- ~~B.~~ If the principal feels that the work of the employee is still unsatisfactory, after at least thirty school days following the issuance of the notice of unsatisfactory service, the principal sends a letter to the Director of Employee Relations notifying the Director of Employee Relations of this unsatisfactory service. A copy of this letter shall be distributed to the employee.
- ~~C.~~ The Director of Employee Relations shall schedule a conference with the employee and the principal. At this conference, the Director of Employee Relations and the principal shall give positive suggestions for improvement to the employee. The UNION may be present at the conference.

[Restated Below]

9-6.6. PSRP Professional Support and Evaluation Plan.

2012-13 Performance ratings will be distributed at the beginning of the school year for the prior year. Private conferences with principals and Employee relations shall be granted to dispute unsatisfactory ratings.

2013-14: Board will adopt a new Evaluation Plan for PSRPs in conjunction with the CTU. CTU PSPR Employee Evaluation Committee will be established.

9-6.6(a). For the 2012-2013 School Year.

9-6.6(a)(i). Performance ratings shall be distributed at the work location on or before September 30. Said performance ratings shall indicate the final grade for the performance rating period ending in June.

9-6.6(a)(ii). Whenever, in the opinion of the principal or head administrator, the service of a PSRP is considered unsatisfactory, the following procedures occur:

9-6.6(a)(ii)(A). The principal or head administrator of the school or unit notifies the PSRP in writing stating the reasons for the unsatisfactory rating and offering suggestions, resources if available and assistance to the PSRP for improving services. This notification is given to the PSRP in a private conference, and a copy of the notification is sent to the Director of Employee Relations.

9-6.6(a)(ii)(B). If the principal or head administrator believes that the work of the PSRP is still unsatisfactory, after at least thirty school days following the issuance of the notice of unsatisfactory service, the principal or head administrator sends a letter to the Director of Employee Relations notifying the Director of Employee Relations of this unsatisfactory service. A copy of this letter shall be distributed to the PSRP and to the UNION by the Director of Employee Relations.

9-6.6(a)(ii)(C). The Director of Employee Relations shall schedule a conference with the PSRP and the principal or head administrator and shall notify the UNION of the date of the conference. At this conference, the Director of Employee Relations and the principal or head administrator shall give positive suggestions for improvement to the PSRP. The UNION may be present at the conference.

9-6.6(b). For the 2013-2014 School Year and Thereafter. For the 2013-2014 school year, the BOARD will adopt a new *PSRP Professional Support and Evaluation Plan*. Through a PSRP Employee Evaluation Committee, the parties shall discuss the new plan as it is developed, and the UNION may suggest recommendations for its terms. Until the new plan is implemented, the BOARD shall continue to use the existing evaluation instruments and processes for evaluating the performance of PSRPs.

9-6.8. No PSRP shall be requested to remain in a school building after that employee's regular working hours, unless security is provided in the work area.

9-6.9. Utilization of all PSRPs shall be in conformity with applicable statutes and established guidelines. Such personnel shall not be used as a substitute for a teacher, except for temporary emergency supervisory duty where the welfare of students is involved. Said temporary supervisory duty shall not exceed sixty minutes. ~~It is agreed and understood that n~~No teacher may leave the teacher's assigned classroom under the supervision of said personnel, unless said teacher has received the approval of the principal or the principal's designee.

PSRPs may apply to transfer to vacant positions for which they qualify at any time during the school year.

9-6.10. PSRPs may apply to transfer to vacant positions for which they qualify at any time during the school year.

PSRPs may apply to transfer to not more than three schools after having served in their present school a minimum of five school months.

After serving one full year, the applicant is eligible for transfer. Requests for transfer shall be recorded in transfer books according to the date of application, and the applicant shall be given a dated, written receipt of application.

Transfers shall be processed once a year, after the April 1 deadline for application, to become effective the first day of the ensuing school year.

Any PSRP who is eligible to transfer and who has followed the prescribed procedures shall take precedence over newly appointed or provisional PSRPs in filling a vacancy at the time that transfers are being processed. At that time, only vacancies shall be filled from the transfer list before appointments are made from the PSRP eligible list.

No PSRP shall be transferred without the prior approval of the receiving school principal who shall visit or interview the applicant in the position order on the transfer list before appointments are made from the PSRP eligible list. All disapprovals must be submitted in writing by the principal to the Director of Educational Support Personnel. The PSRP shall receive a copy of said disapproval. The final decision as to transfer shall be made by the receiving school principal.

If a PSRP who is eligible for transfer is not visited or interviewed by the receiving school principal prior to the annually established deadline for visitation, said PSRP transfer will be processed automatically.

A PSRP may apply for transfer to a vacancy which may be created by the opening of a new school. However, no PSRP shall apply for such vacancy if said employee is presently on the transfer list of three schools.

Vacancies created by the opening of a new school, encumbered by a transfer list, shall be filled from the transfer list at the time of such opening.

A PSRP may withdraw from a school transfer list. Such withdrawal shall be in writing. A PSRP who has applied for transfer to the maximum number of schools and has withdrawn the application from any school will not be eligible to apply for additional schools for ten months from the date of withdrawal.

9-6.11. PSRPs shall continue to be subject to the *Rules of the Board of Education*, applicable BOARD guidelines, BOARD policies and procedures and this Agreement the AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO AND THE CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO.

~~9-6.12.~~ When programs are discontinued or reclassified, all PSRPs shall be eligible to apply for any newly created position with similar duties.

9-6.13. Staff development at the school level shall include PSRPs.

9-6.14. Administrative transfers shall be executed promptly by the sending school's principal.

9-6.15. Advance Step Placement. When the BOARD appoints a PSRP to a full-time teaching position and the PSRP has been employed by the BOARD for a minimum of one full school year without a break in service prior to appointment to the teaching position, the BOARD shall place the PSRP on a step equivalent to his or her years of service as a PSRP with the BOARD up to Step 5. He or she shall retain all accumulated sick and personal business days accumulated as a PSRP. All additional applicable benefits shall be transferred to said new teacher and he or she shall be granted one year of teacher seniority for the years employed as a PSRP.

9-6.16. Layoff and Recall. Any BOARD decision to lay off or reappoint PSRPs shall be governed by the applicable provisions of Appendix I. ~~The BOARD will approve an amended "Policy on the Layoff, Interim Assignment and Reappointment of Educational Support Personnel Employees" to comply with this section.~~

Notwithstanding the above paragraph, PSRPs who are assigned to schools that are subject to closing, consolidation, reconstitution or phase-out at the end of a school year and who are not reappointed prior to the first day of the work year for the following school year shall be eligible for a severance package equal to a \$1,000.00 one-time payment and nine months of BOARD-paid insurance premiums for health care continuation coverage.

For the purposes of conducting a seniority analysis required under the "Policy on the Layoff, Interim Assignment and Reappointment of Educational Support Personnel Employees," PSRPs or other employees in separate budgetary units with one principal shall be treated as being in one student attendance center.

9-6.17. PSRP Child-Rearing Leave. PSRPs may take a child-rearing leave of up to five school months provided that they are eligible for a child-rearing leave under the BOARD's policies on family and medical leaves. PSRPs' benefits shall be maintained in accordance with Board Rule 4-12.

9-6.18. PSRP Discharge. A PSRP who is discharged has the right to file a grievance and appeal the grievance to arbitration in accordance with the grievance and mediation-arbitration procedure set forth in Article 3A.

9-7. School Assistants.

9-7.1. In schools where there are two or more school assistants assigned and present, if outside recess is scheduled and the principal determines that all school assistants are not needed for recess duty, the recess duties of the school assistants shall be rotated.

9-7.2. School Assistants Who Become Highly Qualified Under NCLB. School assistants I and II who become highly qualified during the term of this Agreement shall be reclassified to teacher assistants I or II (depending on which position they qualify for) after producing Illinois State Board of Education verification of their highly qualified status to the Talent Office. Effective July 1, 2008, all employees in the School Assistant I job titles, who are highly qualified as defined by the No Child Left Behind Act and applicable state and federal regulations, shall be reclassified to corresponding Teacher Assistant I job titles, and the affected employees in the School Assistant I job titles shall be placed on the appropriate step of Grade GB1 and shall retain their seniority for all purposes. Effective July 1, 2008, the minimum qualifications for all Teacher Assistant I job titles shall be a high school diploma plus highly qualified status as defined by the No Child Left Behind Act and applicable state and federal regulations.

Effective July 1, 2008, all employees in the School Assistant II job titles, who are highly qualified as defined by the No Child Left Behind Act and applicable state and federal regulations, shall be reclassified to corresponding Teacher Assistant II job titles, and the affected employees in the School Assistant II job titles shall be placed on the appropriate step of Grade GB2 and shall retain their seniority for all purposes. Effective July 1, 2008, the minimum qualifications for all Teacher Assistant II job titles shall be an associate's degree from a regionally accredited institution of higher learning plus highly qualified status as defined by the No Child Left Behind Act and applicable state and federal regulations.

9-8. Computer Technicians and Technology Coordinators I, II and III.

9-8.1. Each school shall provide a desk and a chair for the computer technicians and technology coordinators I, II and III. Telephone service and computer access shall be available.

9-8.2. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. A minimum of one city-wide in-service meeting per school year shall be scheduled during the school day for computer technicians and technology coordinators I, II and III.

9-8.3. Seniority will be considered in the selection of computer technicians and technology coordinators I, II and III seeking transfer to an announced vacancy. For this purpose, seniority shall be determined from the date of hire.

9-8.4. Computer technicians and technology coordinators I, II and III shall receive work orders only from the principal and the assistant principal.

~~9-8.5.~~ The pay grades for computer technicians and technology coordinators I, II and III are set forth in Appendix A-1E.

**ARTICLE 10
COUNSELORS**

10-1. Staffing Ratio. The recommendation of the 1960 White House Conference on Children and Youth of a counselee-counselor ratio of six hundred to one at the elementary level is accepted as a desirable goal.

~~10-2.~~ Counselors shall each have a telephone available for their use. Counselors shall be provided with space which is as free from noise and interruption as the administration of the educational program and the location of the school permits. [Covered by Article 44]

10-3. New Buildings. New buildings shall include adequate space to conduct interviews and meetings and provide counseling for students.

10-4. Guidance Staff Lists. A list of schools with the names of principals and counselors shall be sent to each elementary and high school for the guidance staff.

10-5. Testing. Wherever possible, no more than eighty high school students shall be tested at any one time.

10-6. Counselor Duties. In programming and directing the work of a counselor, a principal shall endeavor to assign duties to the counselor that are consistent with the recommendations of the American School Counselor Association or other recognized organizations, except when such recommendations are inconsistent with the responsibilities expected of all faculty members or BOARD or local school level administrative and educational requirements. Disagreements over this section shall be resolved by the counselor, the principal and the Professional Problems Committee.

Board must work with Special Education and Case Management Committee to find workable solutions for the assignment of case management responsibilities, including the allocation of funds.

10-7. Case Management Responsibilities. The BOARD and the UNION shall work collaboratively in the Special Education and Case Management Committee to find workable solutions for the assignment of case management responsibilities, including, but not limited to, the allocation of funds.

**ARTICLE 11
DRIVER EDUCATION TEACHERS**

Removed work load for Drivers Education teachers.

11-1. The assignment of driver education teachers shall be based upon the date of their approval to teach this subject by the BOARD.

~~11-2.~~ As far as possible, all work assignments at each center shall be equalized to guarantee to each teacher an equal share of available work and, except where an unusual condition exists, ~~the work load for each teacher shall be thirty-two hours per pay period.~~

11-3. There shall be no change in the status of elementary teachers now employed in the program.

11-4. Teachers assigned to a center who are being transferred shall have the right to a conference, if requested, and may be represented by the UNION.

11-5. All assignments shall be made through the Department of Sports Administration.

~~11-6.~~ ~~In implementation of present practice,~~ fFunds allotted for driver education supplies for high school may be utilized for the purchase of approved driver education films provided there is no greater need.

11-7. In addition to established certification and educational requirements, all teachers employed in the summer driver education program must have received a satisfactory teacher efficiency rating at least a satisfactory or proficient summative rating during the preceding school year, and preference shall be given to those who received an excellent or superior rating as a driver education teacher during the preceding school year.

11-8. A driver education teacher shall receive regular driver education pay for the national holiday July 4 when this holiday is celebrated on the day that teacher is scheduled to work, provided that said driver education teacher works the day before and the day after the holiday. This provision shall not be applicable when July 4 occurs on Saturday.

11-9. Summer driver education employment applications shall be available on or before the Friday following spring recess. Nothing herein shall be construed to be applicable to any program which may be developed, funded or implemented subsequent to the above-stated date.

**ARTICLE 12
LEGISLATIVE PARTNERSHIP**

~~12-1.~~ A joint BOARD-UNION commission shall be established in accordance with the BOARD-UNION Partnership Agreement under Section 34-3.5 of the *Illinois School Code*. The commission shall study, discuss, formulate and submit recommendations to the Chief Executive Officer and Union President regarding a joint legislative strategy to advance the shared interests of the BOARD and the UNION and facilitate the passage of legislation in the following areas: ~~extension of pension pick up for after school programs and summer school; "5+5" early retirement, early retirement without discount and any other appropriate early retirement legislation for teachers; the State's assumption of the BOARD's obligation to contribute to the Public School Teachers' Pension and Retirement Fund of Chicago; State funding for reduced class sizes in schools targeted by the BOARD and the UNION; and modifications to the No Child Left Behind Act in furtherance of those interests, including, but not limited to, additional State funding.~~ Membership on this commission shall be limited to five individuals appointed by the BOARD and five individuals appointed by the UNION. ~~It is agreed and understood that s~~Said limitations shall not preclude the utilization of appropriate resource personnel. ~~This Commission shall submit recommendations to the Chief Executive Officer and the President of the UNION by April 1, 2008.~~

ARTICLE 13
EXTRACURRICULAR PERSONNEL

Compensation for debate and other extracurricular activities.

~~13-1.~~ Compensation for teachers engaged in extracurricular activities, such as including, but not limited to, coaching athletic teams and drama groups, debate, directing instrumental and vocal groups and sponsoring student activities, shall be based on the schedule appearing in Appendix A-3D.

~~13-1.1.~~ A high school teacher appointed by the principal as the advisor for the official school yearbook or a newspaper or similar publication, which newspaper or similar publication shall be published at intervals scheduled by the principal, shall be programmed for a normal program less one teaching period. Where an advisor sponsors both the school newspaper and yearbook, said advisor shall be programmed for a normal program less two teaching periods.

~~13-2.~~ Physical education teachers shall be given priority in coaching positions; however, qualified persons presently serving in coaching positions will not be replaced by this provision.

~~13-3.~~ Each school shall develop a schedule of activities for the first five months, other than class field trips, no later than September 30 and for the second five months no later than February 1, and the events and rehearsals warranting student excuses from class shall be kept to a minimum. Deviation from the activity calendars will be made only in exceptional cases.

~~13-4.~~ The principal, in consultation with the staff, shall be responsible for the conduct of the entire extracurricular program within the school. Whenever in the estimation of the principal, in consultation with the staff, any of the activities being conducted do not continue to meet the requirements of the school, such activity shall be discontinued at once in that school. If the activity is discontinued, the teacher will be paid on a prorated basis.

~~13-5.~~ No teacher shall be assigned to a head coaching position in more than one of the following sports: football, baseball, basketball or track; or to more than two coaching assignments in interscholastic sports during a school year.

When a teacher, because of extenuating and special circumstances, is assigned to teach two activities and the official season of the first activity has not been terminated before the official opening date of the second activity, full compensation will be allowed only for that activity in connection with which the teacher serves the entire official season. Compensation for the other activity will be made on the basis of the percent of the total official season during which service was rendered.

~~13-6.~~ At least one teacher is to remain with the students after the close of any activity, practice session or game until the last student has left the premises. This rule applies whether the group is at the home school or field or is away.

~~13-7.~~ To be eligible for appointment as a coach of a swimming team, an applicant must submit to the BOARD's Department of Sports Administration a teaching certificate indicating that the applicant has passed the swimming requirements test administered by the Board of Examiners, a current Red Cross Senior Life Saving certificate, a current Red Cross Water Safety Instructor's certificate or a current YMCA Aquatic Leader Examiner's certificate.

~~13-8.~~ A copy of the BOARD's parental permission procedures for in-school and after-school clubs and extracurricular activities will be provided to each activity and club sponsor no later than September of each school year.

ARTICLE 14
YEAR-ROUND SCHOOLS

Obsolete year-round school language deleted.

~~14-1.~~ Year-round teachers off track and available to substitute shall be listed by their date of original appointment on a regular certificate and shall be assigned to substitute during their inter-sessions in the following order:

- A. teachers available to teach five days per week in seniority order;
- B. teachers available to teach four days per week in seniority order;
- C. teachers available to teach three days per week in seniority order;
- D. teachers available to teach two days per week in seniority order;
- E. teachers available to teach one day per week in seniority order.

~~14-2.~~ Attendance books, payroll raises and professional supplies shall be ready on July 4 for year-round schools. [Covered by New Article on Texts and Supplies]

ARTICLE 15
LIBRARIANS: ELEMENTARY AND HIGH SCHOOL

The number of students attending elementary or middle school libraries shall not exceed the maximum class sizes provided in article 28.

~~15-1.~~ The standard (prescribed by the American Library Association in its **Standards for School Library Programs**, 1960, and supported by the Office of the Superintendent of Public Instruction in **Standards for School Library Programs in Illinois**, 1966) that there shall be one librarian for every five hundred students or major fraction thereof shall be a goal toward which to work as funds become available.

~~15-2.~~ The standard (prescribed by the American Library Association in its **Standards for School Library Programs**, 1960, and supported by the Office of the Superintendent of Public Instruction in **Standards for School Library Programs in Illinois**, 1966) that there shall be one library clerk for every six hundred students or major fraction thereof shall be a goal toward which to work as funds can be made available.

~~15-3.~~ The needs of the students shall be taken into consideration when determining the priority for assignment of additional library clerical help in high schools and elementary schools.

~~15-4.~~ Adequate library facilities shall be provided in all new school buildings. In existing buildings, the BOARD shall provide such facilities as funds and space can be made available.

~~15-5.~~ As a goal toward which the BOARD shall work as funds become available, provision shall be made for all primary school students in each elementary school to have one library period per week under the direction of the teacher-librarian.

Maintained total number of additional prep minutes for librarians. CPS wanted to remove all extra prep time above and beyond what classroom teachers receive.

~~15-6.~~ In accordance with current policy, the number of students attending a middle school or elementary library class during one class period shall not exceed the number of tables, chairs and/or other work areas available. The number of students attending elementary or middle school libraries shall not exceed the maximum class sizes provided in Article 28 for their appropriate grade levels.

~~15-7.~~ If the elementary school library facilities are to be used when the teacher-librarian is absent from the premises, guidelines for their use which are not in conflict with BOARD policy shall be established by the librarian, the principal and the Professional Problems Committee.

~~15-8.~~ The program of the elementary teacher-librarian shall be so arranged as to provide for a minimum of four two additional preparation periods per week for processing books and kindred library tasks, provided that, in addition, teacher-librarians shall be provided not less than the average number of preparation periods accorded to other educational personnel in the school.

~~15-9.~~ Every effort shall be made to send pertinent bulletins explaining library policies, practices and procedures to the teacher-librarians.

~~15-10.~~ One workshop or in-service meeting per school year for teacher-librarians shall be conducted at the area or district level during the regularly scheduled in-service time to provide information about new materials, equipment, techniques and new approaches to library media service and the teaching of reading.

~~15-11.~~ The principal shall designate a high school librarian to serve as department chairperson, and such chairperson shall attend all school department chairperson meetings.

~~15-12.~~ In accordance with current policy, the professional high school library staff in conjunction with the faculty and administration shall plan and implement a school-wide library program.

~~15-13.~~ A librarian shall be included on all high school curriculum committees.

~~15-14.~~ Clerical assistants in the schools shall not replace teacher-librarians in class instruction or library administration.

~~15-15.~~ Where administratively possible, elementary librarians serving more than one school during one school week and high school librarians shall be assigned duties related only to the library program.

~~15-16.~~ On the day when a half-time librarian spends the morning at one building and the afternoon at another, said half-time librarian shall be assigned no duties outside of those resulting directly from said library assignment.

~~15-17.~~ New buildings shall include adequate storage facilities for audio-visual media equipment. In existing buildings, the BOARD shall provide the necessary storage facilities as funds and space can be made available.

~~15-18.~~ To the extent that funds can be made available, the BOARD shall provide trained teacher assistants to distribute and maintain audio-visual media equipment in the elementary school library.

~~15-19.~~ Trained audio-visual media assistants shall be provided in the high school library as soon as funds can be made available.

~~15-20.~~ The principal or the principal's designee shall advise librarians within twenty school days after the budget is received in the school of the amount of funds that have been budgeted for non-personnel library purposes. On or before a specific date to be established by the principal and the Professional Problems Committee at each school, each librarian shall submit, in writing, to the principal or the principal's designee, a list of supplies requested for the library media center, collection and materials. It is understood that supply allocations are limited to the funds available. [Covered by New Article on Texts and Supplies]

ARTICLE 16
PHYSICAL EDUCATION TEACHERS

~~16-1.~~ The time allotment for physical education classes will be reviewed and clarified by the Physical Education Committee.

~~16-2.~~ Teachers of physical education who sponsor the school safety patrol shall have one period per week for patrol gym and/or administration of the patrol.

~~16-3.~~ Applicants for supervisory positions in the Department of Sports Administration may apply for such positions on the basis of teaching experience at the elementary or secondary level by submitting an application to the Department of Human Resources BOARD.

~~16-4.~~ Wherever possible, physical education programs shall be planned to avoid frequent attire changes in successive classes.

~~16-5.~~ New buildings shall include proper dressing and toilet facilities for the physical education department.

~~16-6.~~ Equipment shall be available from the supply lists or through special order for all activities in the physical education course of study.

~~16-7.~~ In-service training Professional development for physical education teachers shall be provided in city-wide or district level meetings during the school day.

~~16-8.~~ On a day when a half-time physical education teacher spends the morning at one building and the afternoon at another, said half-time physical education teacher shall be allowed seventy-five minutes including lunch for travel time.

~~16-9.~~ **Physical Education Class Supplies.** Effective July 1, 2008 2013, the BOARD shall appropriate the sum of \$225,000.00 to be allocated to schools for supplies and equipment for physical education classes for the 2008-2009 school year. The per student allocation for the 2009-2010, 2010-2011 and 2011-2012 school years shall may be increased as determined by the Chief Executive Officer or his or her designee in consultation with a representative of the UNION.

Principal should program no more than one class in any gymnasium at any given time, unless the space provides for the safe separation of the two classes.

16-10. Principals and head administrators should strive to program no more than one class in any gymnasium at any given time, unless the space provides for the safe separation of the two classes.

**ARTICLE 17
PLAYGROUND TEACHERS**

17-1. All playground teachers shall be placed on the appropriate step of the regular teachers’ salary schedule.

17-2. Playground teachers shall be paid on a forty-seven-week basis.

17-3. Playground substitutes shall meet the requirements for regular or temporary certification of a teacher in playgrounds or for regular or temporary certification of a teacher of physical education.

17-4. Each playground shall have a fund of \$100.00 each calendar year to be used to purchase emergency supplies and equipment, all expenditures to be approved by the bureau director.

17-5. Playground teachers shall work a six-hour-day schedule, Monday through Friday. The hours of playground teachers shall be as follows:

Monday through Friday, inclusive — 2:30 p.m. to 9:15 p.m. with forty-five minutes for dinner to be taken separately as follows:

- one teacher from 5:15 p.m. to 6:00 p.m.
- one teacher from 6:00 p.m. to 6:45 p.m.

17-6. Vacation periods and unpaid layoff time shall be on a consecutive-week basis unless otherwise requested by the employee, to the extent permitted by the needs of the program through arrangement with the school principal.

Written requests for vacation and/or unpaid layoff time shall be filed by the playground teacher with the school principal at least five school days prior to the vacation or unpaid layoff time.

Seniority in the Chicago public school system of the two regularly assigned playground teachers at any given playground shall be the determining factor to the extent permitted by the needs of the program.

17-7. As long as the playground teachers are assigned in the present organizational structure, the Bureau of Health, Physical Education, Recreation and Safety and one additional administrator designated by the Chief Executive Officer shall meet with the playground Professional Problems Committee at the request of either party to discuss playground operations and questions other than grievances relating to the implementation of the Agreement provided, however, that there shall be such a meeting at least once a month at the playground Professional Problems Committee’s request.

The Bureau of Health, Physical Education, Recreation and Safety shall be supplied with an agenda of the items the committee wishes to cover at least forty-eight hours before any meeting is to take place. The Bureau of Health, Physical Education, Recreation and Safety may have in attendance any resource persons whose presence is needed in connection with a subject on the agenda. Any item the director places on a meeting agenda shall be supplied to members of the Professional Problems Committee at least forty-eight hours prior to the meeting.

Membership of the Professional Problems Committee shall be limited to four members.

17-8. Appointed playground teachers may apply for transfer after having served a minimum of five school months in their present assignment. Effective September 1, 1977, playground teachers whose names do not now appear on any transfer list, or those playground teachers whose names appear on only one transfer list, will be permitted to apply for transfer to a total of two playgrounds. After serving one full year, the applicant is eligible for transfer.

Requests for transfer shall be recorded in transfer books according to the date of application, and the applicant shall be given a dated, written receipt of application.

Transfers shall be processed once a year after the deadline date for application to become effective the first day of the ensuing school year in September.

The final decision as to the transfer shall be made by the principal of the receiving school.

Withdrawal requests must be submitted over the signature of the playground teacher before transfer notices are issued. In all cases, it is the playground teacher's responsibility to know if application was made for transfer to a playground and to withdraw if transfer is no longer desired.

Playground teachers granted a voluntary transfer effective September 1, 1985 and thereafter may apply for another voluntary transfer after having served a minimum of two years in their present school.

17-9. The BOARD will review the need for security in playgrounds and will provide security personnel where it deems necessary.

**ARTICLE 18
PRACTICAL ARTS AND VOCATIONAL
CAREER AND TECHNICAL EDUCATION TEACHERS**

18-__. Definition of Career and Technical Education. Career and Technical Education (“CTE”), formerly known as Education to Careers (“ETC”) and Practical Arts or Vocational Education (“PAVE”), refers to and includes the following approved industry and career-related programming: practical arts and vocational education, technology education, engineering, business, cooperative education, home economics and vocational education. These career pathways include the following: agriculture; horticulture; food and natural resources; architecture and construction; arts; audio and video; technology and communications; business management and administration; education and training; finance; government and public administration; health science; hospitality and tourism; human services; information technology; law; public safety; corrections and security; manufacturing; marketing; science, technology, engineering and mathematics (“STEM”); transportation; distribution and logistics as defined by the *Illinois Programs of Study Guide*. The parties understand that the BOARD has not and may not implement all career clusters.

18-1. Effective September 1, 1990: Advance Step or Lane Placement.

- A. A teacher of drafting, industrial arts or unit shop subjects shall be allowed credit for salary step placement up to and including the third step for service and experience as a registered architect, registered professional engineer or drafter senior level or above, journey-level crafts worker qualified through completion of a registered apprenticeship program or industrial experience at the technician level or above in the areas to be taught in the industrial education curriculum, gained through full-time employment in a position satisfactory to the Chief Executive Officer, provided that such service and experience occurred subsequent to receiving a bachelor’s degree from an accredited college or university.
- B. A teacher of drafting or shop with a trade certificate shall be allowed credit for salary step placement up to and including the third step for full-time service and experience as a registered architect, registered professional engineer or drafter senior level or above, journey-level crafts worker qualified through completion of a registered apprenticeship program or industrial experience at the technician level or above in the occupation for which certification is used, in a position satisfactory to the Chief Executive Officer.
- C. The present practice of lane placement of teachers employed under a trade certificate will continue.

18-2. Programming.

CTE teachers on regular day programs shall not have more than 25 teaching periods. Extended day program teachers shall have no more than 30 teaching periods.

18-2.1. CTE teachers on regular day programs shall not have more than twenty-five teaching periods. CTU teachers on an extended day program shall have no more than thirty teaching periods. Effective July 1, 1999, vocational teachers assigned to junior and senior level shop classes shall be programmed for 15x classes and 5x classes in schools on fifty-minute schedules (or 20x and 10x for forty-, forty-two or forty-five minute periods). Vocational teachers assigned to freshman and sophomore classes shall be programmed for 5x classes in schools on fifty-minute schedules (or 10x for forty-, forty-two or forty-five minute periods). Shop teachers on a regular day program shall have no more than twenty-five teaching periods. Shop teachers on an extended day program shall not have more than thirty teaching periods. A full day program for CTE teachers shall be scheduled for 5x classes up to 20x classes based on curriculum and industry standards. A full day program for CTE teachers assigned to freshman and sophomore classes shall be programmed for 5x classes or 10x classes.

~~18-3.18-2.2.~~ Where administratively possible, there should be no more than one class should be programmed for any one shop or home economics laboratory CTE area at any given time.

18-3.1. Scheduling of Preparation Periods for Culinary Arts Teachers. Effective September 1978, wWhere possible for teachers of food and/or food services culinary arts in the high schools, one or more of their professional preparation periods each week shall be programmed at the end of the day for the purpose of securing authorized supplies when classes are scheduled for food preparation and/or demonstration.

6% of vocational education funds, including CTEI and Perkins Grants shall be allocated by teachers subject to Board procurement rules and grant guidelines. Board shall use its best efforts to remove any impediments to timely procurement of materials and equipment.

18-4. Appropriations. ~~The amount appropriated in the 2003-2004, 2004-2005, 2005-2006 and 2006-2007 school years for supplies for PAVE classes shall exceed by \$250,000.00 for the 2003-2004 school year and \$300,000.00 for the 2004-2005 school year and thereafter the full regularly established per student appropriation for supplies for practical arts and vocational education classes. The per student allocation of \$250,000.00 for the 2003-2004 school year and \$300,000.00 for the 2004-2005 school year and thereafter shall be determined by the Office of Education to Careers in consultation with a representative of the UNION. One half of such funds shall be allocated to practical arts and vocational education teachers by October 1 of each school year. The remaining one half shall be allocated by February 1. The amount appropriated in the 2007-2008 and 2008-2009 school years for supplies for PAVE classes shall be increased by \$55,000.00 over the 2006-2007 and 2007-2008 school years respectively. The per student allocation for the 2009-2010 school year and thereafter shall be determined by the Office of Education to Careers in consultation with a representative of the UNION. One half of such funds shall be allocated to practical arts and vocational education teachers by October 1 of each school year. The remaining one half shall be allocated by February 1 of each school year. Six percent of each Fiscal Year's CTEI and Perkins Grant funds provided by the State of Illinois shall be allocated by teachers, subject to BOARD procurement rules and grant guidelines. The BOARD shall use its best efforts to remove any impediments to timely procurement of materials and equipment.~~

All CTE labs, shops classrooms will be given baseline materials and equipment ready on the first day of teacher attendance. They must meet industry standards.

18-__. Availability of Baseline Materials and Equipment. All CTE labs, shops and classrooms will be given baseline materials and equipment ready to be used on the first day of teacher attendance of the school year that meet industry standards.

18-__. Career and Technical Education Committee. The BOARD will work with the CTE committee to identify safety issues within CTE programs and to identify ways and means to protect the safety of the students in CTE classes and maintain OSHA compliance.

18-5. Student Conduct Creating Safety Hazard. Whenever a teacher of shop or home economics laboratory CTE teacher determines that the classroom conduct of a student may create a safety hazard for said student or for other students enrolled in the class, the shop teacher or home economics laboratory CTE teacher shall immediately notify the principal or the principal's designee, requesting exclusion of that student, stating in writing the reasons therefore.

Upon receipt of written directions from the principal or the principal's designee as to where the student is to be sent, the student may be excluded from that home economics laboratory or shop class.

The principal or the principal's designee shall immediately investigate the matter. Based on the findings of the investigation and a conference with the shop teacher or home economics CTE teacher and other appropriate members of staff, as determined by the principal, the principal shall determine the disposition of the matter.

18-6. Coordinators of Marketing Occupations. Newly assigned teacher coordinators of marketing occupations shall be certified business education teachers.

18-6.1. Coordinators of Home Economics. Newly assigned teacher coordinators of home economics related occupations shall be certified teachers on a BOARD homemaking arts certificate.

18-___. Workforce Council. The BOARD and the UNION will work cooperatively through co-sponsorship for the establishment of an educational manpower council or to join a similar established council. The council will be represented as a goal by the ten largest employment sectors in the metropolitan area with representatives from the business community, other educational institutions, labor organizations and state and local governments to identify workforce needs within the Chicago metropolitan area to ensure that CTE curricula and programs are aligned to those needs.

18-___. CTE Teacher Credentials. The parties agree that the CTE teachers must keep current in their content areas and industry credentials in order to maintain their positions. If the BOARD seeks to require that the current CTE teachers increase their credentials (other than staying current in their content area or industry certifications) in order to qualify for their current positions, the BOARD will meet with the CTE Committee or other UNION designees to bargain over the impact of changes in such requirements. In accordance with CTE policies and procedures, and where funds are available, CTE will support CTE teachers' training for obtaining previously approved credentials. CTE will support CTE teachers training for obtaining previously approved credentials. Credentials for all cooperative education teachers will be reviewed and approved by the Department of Career and Technical Education in accordance with *Illinois State Board of Education Rules and Regulations* as outlined in the *State of Illinois Cooperative Education Handbook*.

18-___. Cooperative Education Teachers. Each cooperative education teacher shall have communication service available when necessary to contact employers concerning job opportunities for students enrolled cooperative education.

18-___. School Actions. In the event a school action occurs at a school with a CTE program, the BOARD will bargain with the UNION over the impact of the action on the CTE teachers teaching in that program.

18-___. Career and Technical Education Joint Committee. In order to identify and achieve common goals, the BOARD and the UNION agree to create a CTE Committee. The CTE Committee shall consist of ten members with five individuals selected by the BOARD and five individuals selected by the UNION. Said limitations shall not preclude the utilization of appropriate resource personnel. The committee will study CTE programs and career academy curricula, funding and other issues related to the operations of CTE programs and career academies. The parties will work together to draft a committee meeting agenda in the week prior to meetings. Meeting minutes shall be recorded in order to ensure that knowledge transfer is adequately captured and communicated. Annually in March the committee shall submit recommendations to the CEO for implementation in July.

CPS has agreed to create a separate Clinicians article, guaranteeing them the same lunch and prep periods as the teachers working in their school, and appropriate work space and privacy.

ARTICLE 19
PSYCHOLOGISTS

[Incorporate into New Article for Clinicians]

_____. *[New Section for New Clinicians Article]* **Regular School Day.** The regular school day for clinicians assigned to any elementary or middle school shall be seven hours with a continuous lunch period of forty-five minutes with no work responsibilities. The regular school day for clinicians assigned to any high school shall be seven hours and fifteen minutes with a continuous lunch period of forty-five minutes with no work responsibilities.

19-1. School psychologists employed in the Office of Specialized Services Special Education and Supports prior to December 16, 1967 have had the option of working ten school months (forty weeks), eleven school months (forty-four weeks), twelve school months (forty-eight weeks) or twelve calendar months. Subsequent to December 16, 1967, all school psychologists newly assigned to the Office of Specialized Services Special Education and Supports and all school psychologists who elected to convert from twelve calendar months to twelve school months shall be employed on a twelve-school-month basis.

Pension contributions and sick leave shall be based on the work year for forty-eight-week personnel. Pension contributions and sick leave for all other employment period classifications shall be based on the forty-week year.

Effective September 6, 1976, all newly appointed school psychologists and all provisional and temporarily certificated school psychologists shall be employed on a ten-school-month (forty-week) basis. All school psychologists currently employed on a twelve-school-month (forty-eight-week) basis or on an eleven-school-month (forty-four-week) basis shall be given the opportunity to convert to a ten-school-month (forty-week) basis. Election to convert shall be final and cannot subsequently be changed at the request of the employee.

~~Employment of ten-school-month personnel beyond ten school months shall be considered as summer employment.~~

~~Employment of eleven-school-month personnel beyond eleven school months shall be considered as summer employment.~~

19-1.1. School psychologists continuously employed in the Office of Specialized Services Special Education and Supports since on or before December 31, 1976 on a 46.6-week work year schedule (or its previous equivalent of forty-eight weeks) shall maintain their 46.6-week work year schedule, unless they voluntarily elect to transfer to a position with a lesser work year. At the beginning of each school year, the BOARD shall provide to the UNION a list of school psychologists who have continuously held forty-eight-week positions since on or before December 31, 1976 and whose schedules shall be maintained under this section.

Pension contributions and sick leave shall be based on the work year for 46.6-week personnel. Pension contributions and sick leave for all other employment period classifications shall be based on the 38.6-week year.

~~Employment of ten-school-month (38.6-week) personnel beyond ten school months shall be considered as summer employment.~~

~~Employment of eleven-school-month (42.6-week) personnel beyond eleven school months shall be considered as summer employment.~~

19-2. Pay shall be based upon the school month. Psychologists who are qualified as school psychologists as defined by state statute and who are assigned as psychologists by the Department of Human Resources Talent Office will receive the monthly increment set forth in Appendix A-2C in addition to their base salaries.

Psychologists shall furnish the Department of Human Resources Talent Office prior to the beginning of each school year documented evidence of possession of a valid State of Illinois Qualified School Psychologist Permit or a School Psychologist Certificate issued by the Illinois State Teacher Certification Board, registered for that school year and endorsed by the Office of Superintendent, Educational Service Region of Cook County.

~~**19-3.** The work day shall be six hours and forty-five minutes including a forty-five-minute lunch period. Effective the 2004-2005 school year, t~~The work day shall be seven hours, including a forty-five minute lunch period.

19-4. School psychologists may indicate their desire to transfer to posted vacancies. Vacancies shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those psychologists who have expressed a desire to transfer. Experience shall be a consideration. The final decision as to transfer shall be made by the Office of Specialized Services Special Education and Supports based upon the recommendations from the Psychological Services Unit.

19-___. School psychologists shall receive their tentative schedules no later than May 15.

19-___. The BOARD shall provide relevant professional development to school psychologists to promote positive student and school outcomes. Professional development shall include, but not be limited to, training on new BOARD-managed initiatives and changes to IMPACT and other BOARD hardware and software computer applications. The BOARD shall survey school psychologists' professional development needs annually.

ARTICLE 20
SCHOOL SOCIAL WORKERS

[Incorporate into New Article for Clinicians]

20-1. Effective December 16, 1967, all newly assigned school social workers and all school social workers who elected to convert from twelve calendar months to twelve school months shall be employed on a twelve-school-month basis.

Pension contributions and sick leave shall be based on the work year for twelve-school-month personnel.

All newly appointed school social workers and all provisional and temporarily certificated school social workers shall be employed on a ten-school-month (forty-week) basis. All school social workers currently employed on a twelve-school-month (forty-eight-week) basis shall be given the opportunity to convert to a ten-school-month (forty-week) basis. Election to convert shall be final and cannot subsequently be changed at the request of the employee.

~~Employment of ten-school-month school social workers beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.~~

20-1.1. School social workers continuously employed in the Office of Specialized Services Special Education and Supports since on or before December 31, 1976 on a 46.6-week work year schedule (or its previous equivalent of forty-eight weeks) shall maintain their 46.6-week work year schedule, unless they voluntarily elect to transfer to a position with a lesser work year. At the beginning of each school year, the BOARD shall provide to the UNION a list of school social workers who have continuously held forty-eight-week positions since on or before December 31, 1976 and whose schedules shall be maintained under this section.

Pension contributions and sick leave shall be based on the work year for twelve-school-month personnel.

All newly appointed school social workers and all provisional and temporarily certificated school social workers shall be employed on a ten-school-month (38.6-week) basis. All school social workers currently employed on a twelve-school-month (46.6-week) basis who convert to a ten-school-month (38.6-week) basis shall not be entitled to return to a twelve-school-month (46.6-week) work year schedule.

~~Employment of ten-school-month school social workers beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.~~

~~**20-2.** Confidential case records of school social workers shall be maintained in a locked file cabinet or shall be secured in an available facility at the local school. Telephone service shall be available when necessary for follow-up calls.~~

20-3. School social workers may indicate their desire to transfer to posted vacancies. Vacancies shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those social workers who have expressed a desire to transfer. Experience shall be a consideration. The final decision as to transfer shall be made by the Office of Specialized Services Special Education and Supports based upon the recommendations from the Social Work Services Unit.

20-___. School social workers shall receive their tentative schedules no later than May 15.

ARTICLE 21
SPECIAL EDUCATION TEACHERS

21-1. Definition of Special Education Teacher. The phrase "special education teacher" includes all teachers who are deemed highly qualified by the *Illinois State Board of Education Rules and Regulations* to teach students with disabilities and who are assigned or appointed by the BOARD as teachers of students with disabilities.

21-1.1. Temporarily Assigned Teachers. Effective July 1, 2004 and thereafter, ~~Temporarily assigned teachers (TATs) with a minimum of eight semester hours of approved credit in special education may replace TATs with no training in special education.~~

~~21-1.2. **Lane Advancement.** Effective July 1, 2004 and thereafter, a~~Appointed teachers and temporarily assigned teachers who are deemed highly qualified by the ~~Illinois State Board of Education Rules and Regulations~~ to teach students with disabilities, who are assigned or appointed by the BOARD as teachers of students with disabilities and who have completed thirty semester hours of approved graduate credit in the area of special education shall be permitted to advance to Lane II of the salary schedule. Termination of service in the area of special education shall cause said appointed teacher or temporarily assigned teacher to revert to the appropriate lane of the salary schedule and, further, it shall be the responsibility of the teacher to notify the Department of Human Resources BOARD of such termination.

~~21-1.3. **Submission of Applications.** Teachers who possess the necessary qualifications for possible assignment in the area of special education are encouraged to submit applications for such assignment.~~

~~21-1.4. The principal or the principal's designee shall advise special education teachers within twenty school days after the budget is received in the school of the amount of funds that have been budgeted for non-personnel special education purposes. [Covered by New Article on Texts and Supplies]~~

~~On or before a specific date to be established by the principal and the Professional Problems Committee at each school, each special education teacher shall submit, in writing, to the principal or the principal's designee a list of supplies requested for his or her students. It is understood that supply allocations are limited to the funds available. [Covered by New Article on Texts and Supplies]~~

~~21-1.5. **Development of Individualized Education Program.** The educational and extracurricular program of a student with disabilities shall be developed by the Individualized Education Program (IEP) team in accordance with the student's IEP Individualized Education Program.~~

~~21-1.6. **Meetings Among Related Services Personnel.** Related services personnel (e.g., school psychologists, school social workers, speech language pathologists, school nurses, physical therapists, occupational therapists and/or other district resource personnel) shall be provided time to meet periodically with special education teachers during the school day during their preparation periods to discuss matters of professional interest. Related services personnel shall arrange conferences periodically with the teachers of students with disabilities during the school day at times, if possible, when students are not scheduled for their classrooms.~~

~~21-1.7. **In-Service Meetings.** One full-day or two half-day in-service meetings per year for all special education teachers shall be scheduled on Teacher Institute Days, professional development days (such meetings held on professional development days shall be limited to half-day in-service meetings) or staff development days for school improvement planning. Such meetings shall be held on an area, district, assignment or similar basis to discuss educational, medical and other topics related to their assignments.~~

~~21-1.8. The BOARD shall distribute a copy of the most recent "Procedural Manual for Educating Students with Disabilities in the Chicago Public Schools," and any updates thereto shall be available to each appointed teacher and TAT assigned to a special education position either electronically or in print no later than September 15 of each school year. [Incorporated into New Section on Distribution of BOARD Publications]~~

~~21-1.9. **New High School Special Education Teachers of Students with Cognitive Disabilities or Autism.** New special education teachers of high school students with cognitive disabilities or autism shall be provided with appropriate in-service education during the school day to the extent possible with the supervisory staff and the substitute service available.~~

~~21-1.10. **Student Referrals.** A high school or elementary school special education teacher shall refer a student with cognitive disabilities or autism in that teacher's class at any time said teacher believes re-evaluation is desirable. Said teacher shall continue to be alert to students who appear in need of different special education placement.~~

~~21-1.11. **Grants.** In accordance with the provisions of Section 29-1, the UNION shall have representation on city-, area- or school-level committees established to plan and develop proposals seeking government funding for programs in special education subject areas.~~

Special education teachers are not assigned any duties not related to school special education services. Disputes may be brought to the PPC.

~~21-1.12. **Duties Expected of All Faculty Members.** In directing the work of a special education teacher, a principal shall ensure that the special education teacher is not assigned any duties not related to school special education services. Disagreements over this Section shall be resolved by the special education teacher, the principal and the Professional Problems Committee.~~

~~21-1.13. **Faculty Meetings.** The principal and special education teacher, including the department chair if any, shall adopt a reasonable schedule for department or grade level faculty meetings to ensure the special education teacher is able to maintain an equitable distribution of resources across such departments or grade levels and to minimize any undue burden on the special education teacher.~~

Members shall not be required to exceed case loads, class sizes, limits on ratios of students with disabilities to general education students and limits on ratios of students with disabilities to teachers and PSRPs as required under law.

21-1.14. Work Load for Special Educators and PSRPs.

21-1.14(a). In accordance with Sections 226.730 and 226.735 of the *Illinois State Board of Education Rules and Regulations*, the BOARD shall develop, in cooperation with the UNION, a plan specifying limits on the work load of its special education teachers to ensure that all services required under the students' Individualized Educational Programs, as well as all needed ancillary and support services, will be provided at the requisite level of intensity. This plan shall include a procedure for special education teachers to report when they believe their work loads do not comply with the plan and shall contain a method for expeditiously and efficiently resolving any non-compliance. By January 1, 2013, through the parties' Special Education and Case Management Committee, the parties shall review and assess the plan as required by this Section, and the plan shall be amended as necessary or appropriate based on the review and assessment of such committee.

21-1.14(b). Bargaining unit employees who work with students with disabilities shall not be required to exceed case loads, class sizes, limits on ratios of students with disabilities to general education students and limits on ratios of students with disabilities to teachers and PSRPs as required under law.

IEP meetings scheduled before or after school and must be paid at hourly rate.

~~21-1.15. **Individualized Education Program Meetings.** Individualized Education Program meetings may be scheduled before, during or after the school day. Bargaining unit employees required to attend such meetings before or after the school day shall be paid their regular hourly rates of pay. Principals are encouraged to use available Cadre substitutes and day-to-day substitutes to provide coverage for teachers participating in such meetings.~~

~~21-1.16. **Training and Resource Materials.** The BOARD shall ensure that special education teachers have access to training and resource materials regarding the preparation of Individualized Education Programs. Such materials may be available online. At the beginning of each school year, the BOARD shall advise all special education teachers of the training and resource materials available and shall ensure such teachers are informed of how to access such materials.~~

~~21-___. **Release Time to Compete Individualized Education Programs.** Principals may use Cadre substitute teachers to provide release time to special education teachers for the purpose of completing Individualized Education Programs.~~

Workload: Applies to all members who serve students with disabilities. Board-Union committee will design a workload plan by January 1, 2013. Members will be able to take complaints about workload size to the committee. The committee will have access to \$500,000 to help alleviate large workloads.

~~21-___. **Workload Committee.** A Workload Committee, comprised of five members appointed by the BOARD and five members appointed by the UNION, shall investigate workload complaints from bargaining unit employees working with students with disabilities, including special education teachers, clinicians and counselors. The committee shall make recommendations to the Chief Executive Officer, with a copy to the Union President. The BOARD agrees to commit \$500,000 per year during this Agreement to fund costs associated with workload reduction as recommended by the committee.~~

21-2. Teachers of the Deaf and Hard-of Hearing Impaired.

~~21-2.1. **Interpreters.** In schools with students with disabilities whose Individualized Education Programs (IEPs) require American Sign Language interpreters, one staff member who is able to communicate with such students shall be designated to remain in the school until such students have been released for the day. Hours worked beyond the regular work day shall be compensated at the regular hourly rate of pay.~~

~~21-3. **Speech Pathology Teachers Speech Language Pathologists and Speech Language Pathologist Paraprofessionals.** [Move Entire Section to New Article for Clinicians]~~

~~21-3.1. Each semester the Department of Human Resources shall make available to speech pathology teachers a list of vacancies to which they may indicate their desire to transfer. The BOARD shall supply the UNION with said list of vacancies.~~

~~Vacancies shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those teachers who have expressed a desire to transfer. The final decision as to the transfer shall be made by the Office of Specialized Services, unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.~~

~~21-3.2. **Travel Time.** Speech pathology teachers Speech language pathologists and speech language pathologist paraprofessionals who travel from one school to another during the noon hour shall be allowed seventy-five minutes including lunch for travel time.~~

~~21-3.3. Speech pathology teachers shall each be provided with a telephone available for their use. Speech pathology teachers shall be provided with space which is as free from noise and interruption as the administration of the educational program and the location of the school permits.~~

~~21-3.4. **Staff Development Workshop.** The BOARD shall also conduct one annual staff development workshop for speech pathology teachers speech language pathologists and speech language pathologist paraprofessionals.~~

~~21-3.____. **Protocols and Supplies.** The BOARD shall provide to speech language pathologists and speech language pathologist paraprofessionals the number of protocols in proportion to the number of students and schools that they are assigned to service. The BOARD shall make those protocols and supplies available for distribution to speech language pathologists and speech language pathologist paraprofessionals on the first day of attendance for city-wide clinicians.~~

**ARTICLE 22
STADIUM DIRECTORS**

~~22-1. Stadium directors shall receive the following increment in addition to their regular salary:~~

Effective September 1, 1993:	
First year_____	\$64.37 per month
Second year and thereafter_____	\$96.52 per month

~~[Relocated to Appendix A]~~

~~22-2. The working schedule of days and hours for stadium directors shall be determined by the BOARD's Director of Sports Administration in accordance with the needs of the program.~~

**ARTICLE 23
CLASSIFICATIONS OF TEACHERS**

~~23-1. **Definitions. Appointed Teachers.** For the purpose of this Agreement, it is the intent of the parties that the following terms have the meaning stated in this provision regardless, and to the express exclusion of, any previous interpretation or meaning ascribed by either party to these terms. Appointed teachers are full-time teachers who are on a tenure track or who have attained tenure in accordance with Section 34-84 of the *Illinois School Code*.~~

~~Appoint, Appointed or Appointment: When used in reference to a teaching position, the term "appoint," "appointed" or "appointment" means the employment of a qualified teacher in a vacant full-time position.~~

~~23-1.1. Appointed Tenured Teacher. A full-time certified teacher who has successfully completed the probationary period prescribed in 105 ILCS 5/34-84 or Article 23-2.1. An appointed tenured teacher is a full-time certified teacher who has successfully completed the probationary period required by Section 34-84 of the *Illinois School Code* or who has been reappointed with tenure in accordance with Board policies and procedures.~~

~~23-1.1(a). Dismissal for Cause. The BOARD may dismiss appointed tenured teachers for cause in accordance with Section 34-85 of the *Illinois School Code* and Board policies and procedures, subject to the provisions of this Agreement.~~

~~23-1.1(b). Displacement, Lay Off or Honorable Termination. The BOARD may displace, lay off or honorably terminate appointed tenured teachers during or at the end of the school year in accordance with the law and Board policies and procedures, subject to the provisions of this Agreement.~~

~~23-1.2. Probationary Appointed Teacher. A full-time certified teacher who is serving the probationary period prescribed in 105 ILCS 5/34-84 or Article 23-2.1. A probationary appointed teacher ("PAT") is a full-time certified teacher who is in the process of completing the probationary period defined in Section 34-84 of the *Illinois School Code*.~~

~~23-1.2(a). Dismissal. The BOARD may dismiss PATs for misconduct during or at the end of the school year consistent with Board policies and procedures, subject to the provisions of this Agreement.~~

~~23-1.2(b). Displacement, Lay Off or Dismissal. The BOARD may displace, lay off or dismiss PATs during or at the end of the school year in accordance with the law and Board policies and procedures, subject to the provisions of this Agreement.~~

~~23-1.2(c). Renewal or Non-Renewal. The Board may non-renew a PAT for the following school year and dismiss the PAT at the end of the current school year as provided in this Section, Article 39 and the teacher evaluation plan. If a PAT's performance for the school year is rated as "excellent" or "proficient," the PAT shall be renewed for the following school year, but such renewal shall not be a guarantee of employment for the following school year. In the event a PAT is rated less than "proficient" and is non-renewed for the following school year, the BOARD shall provide the PAT with written notice in private of non-renewal by May 10 of the current school year. A PAT who is non-renewed shall be afforded the opportunity to submit a resignation within ten days of receipt of the notice of non-renewal, and the resignation will be effective at the end of the school year. If the PAT resigns, the BOARD agrees to maintain the PAT's health insurance coverage through August. Any notice of non-renewal shall provide the reason(s) for the non-renewal. PATs who are non-renewed are eligible to apply for open teaching positions.~~

New Restrictions on obtaining tenure do not apply to PATs hired before July 1, 2013.

~~23-1.2 (d). Attainment of Tenure for PATs Appointed Before July 1, 2013.~~

~~23-1.2(d)(i). PATs shall be appointed on a school-year basis in accordance with this Article and Section 34-84 of the *Illinois School Code* [105 ILCS 5/34-84]. Notwithstanding the provisions of 105 ILCS 5/34-84 Section 34-84 of the *Illinois School Code* and Article 39 (Tenured Teacher Evaluations) of this Agreement, PATs who achieve three years of consecutive satisfactory service beginning with the 2008-2009 school year shall be afforded all rights received by tenured teachers under 105 ILCS 5/34-85 Section 34-85 of the *Illinois School Code* and Article 39 of this Agreement. Effective July 1, 2013, for the purposes of this paragraph only, "satisfactory" service shall be defined as an annual summative rating other than "unsatisfactory."~~

~~23-1.2(d)(ii). A probationary teacher who is completing his or her first, second or third year of probationary service shall receive written notice at least thirty calendar days before the end of the school year as to whether the teacher will be reappointed for the following school year. Effective for the 2008-2009 school year and thereafter, aA PAT who is completing his or her first or second year of probationary service shall receive written notice at least thirty calendar days before the end of the school year by May 10 as to whether the teacher will be reappointed non-renewed for the following school year. Such notice does not need to provide a reason for the non-renewal of the PAT's employment. A PAT who is not recommended for reappointment shall be afforded the opportunity to submit a resignation within ten days of receipt of the recommendation of non-renewal, and the resignation will be effective at the end of the school year. If the PAT resigns, the BOARD agrees to maintain the PAT's health insurance coverage through August. A PAT who does not receive such notice shall be deemed reappointed for the following school year. A PAT's reappointment for the following school year is subject to the "20th Day Rule" set forth in 105 ILCS 5/34-84. A PAT who is displaced in accordance with the "20th Day Rule" will become a Cadre substitute for the remainder of the school year.~~

~~23-1.2(d)(iii). A PAT who is completing his or her final year of probationary service prior to earning tenure shall receive written notice at least thirty calendar days before the end of the school year as to whether or not the teacher will be reappointed for the following school year. A PAT who is not reappointed shall be provided a reason in the notice for the non-renewal of his or her employment. A PAT who is not recommended for reappointment shall be afforded the opportunity to submit a resignation within ten days of receipt of the recommendation of non-renewal, and the resignation will be effective at the end of the school year. If the PAT resigns, the BOARD agrees to maintain the PAT's health insurance coverage through August. A PAT who does not receive such notice shall be deemed reappointed for the following school year and shall become a tenured teacher during the next school year on the anniversary date of his or her initial appointment as a teacher.~~

~~23-1.2a(d). Attainment of Tenure for PATs Appointed On or After July 1, 2013.~~

~~23-1.2a(d)(i). For a PAT in full-time service who is appointed on or after July 1, 2013 and who receives ratings of "excellent" during his or her first three school terms of full-time service, the probationary period shall be three school terms of full-time service.~~

~~23-1.2a(d)(ii). For a PAT in full-time service who is appointed on or after July 1, 2013 and who had previously attained tenure in another school district in this State or in a program of a special education joint agreement in this State as defined in Section 24-11 of the *Illinois School Code*, the probationary period shall be two school terms of full-time service, provided as follows: the~~

~~teacher voluntarily resigned or was honorably dismissed from the prior school district or program within the three-month period preceding his or her appointment date with the BOARD; the teacher's last two ratings in the prior school district or program were at least "proficient" and were issued after the prior school district's or program's implementation date under the *Performance Evaluation Reform Act*; and the teacher receives ratings of "excellent" during his or her first two school terms of full-time service with the BOARD.~~

~~23-1.2a(d)(iii). For a PAT in full-time service who is appointed on or after July 1, 2013 and who has not attained tenure after two or three school terms of full-time service as provided in this subsection, the probationary period shall be four school terms of full-time service, provided that the teacher receives a rating of at least "proficient" in the last school term and a rating of at least "proficient" in either the second or third school term.~~

Any PAT who achieves the necessary ratings to obtain tenure is guaranteed to get tenure—they can no longer be “clicked off.” Reasons must be given for non-renewal in any year. Any PAT rated Proficient or better must be renewed.

~~23-1.2a(d)(iv). A PAT who receives the necessary ratings to attain tenure after two, three or four school terms of full-time service as provided in this subsection shall be appointed as a tenured teacher and be entitled to the rights afforded to tenured teachers effective the first day of the school term following the school term in which he or she received the final rating necessary to attain tenure. The attainment of tenure as provided in this paragraph shall not be a guarantee of employment for the school term following the school term in which he or she received the final rating necessary to attain tenure.~~

~~23-1.2a(d)(v). As used in this subsection, "school term" means the academic calendar established by the BOARD pursuant to Section 10-19 of the *Illinois School Code* that specifies the opening and closing dates of the school year, and "full-time service" means the teacher has actually worked at least 150 days during the school term.~~

~~23-1.2a(d)(vi). A PAT who is reappointed within ten months of the PAT's non-renewal shall not be considered as suffering a break in service for purposes of attaining tenure.~~

23-2. Assigned Teachers. Assigned teachers are certified teachers employed on a temporary or part-time basis and not on a tenure track.

~~23-2.1. Temporarily Assigned Teacher. A certified teacher who is employed on a temporary basis and who is temporarily assigned to the position of an appointed teacher on leave. A temporarily assigned teacher ("TAT") is a certified teacher who is employed on a full-time temporary basis to provide class coverage when the teacher appointed to a position is on a leave of absence. When a TAT is assigned to a position for a teacher on leave and that position becomes vacant, the TAT shall be appointed to such position within ten days of the date on which the position became a vacancy. A TAT who is rated and subsequently appointed to the position in which they were rated will have the rating count towards the purpose of attaining tenure, provided that he or she while serving as a TAT satisfied the requirement of working a school term of full-time service in such position.~~

~~23-2.2. Cadre Substitute. A teacher who holds a regular teaching certificate and is assigned to the "Cadre" established under Article 27 of this Agreement. A Cadre substitute is a certified teacher who is employed on a school-year basis and who is assigned to work only on student attendance days. A principal may permit a Cadre substitute to work on professional development and report card pick-up days, provided that the local school pays for the cost of such service.~~

~~23-2.3. Day-to-Day Substitute. A teacher who either holds a regular teaching certificate or is certified to substitute teach and serve on a temporary basis in accordance with the Illinois State Board of Education rules and regulations and who is employed on a day-to-day basis to fill temporary, day-to-day vacancies, as needed, with no guarantee of a daily assignment. A day-to-day substitute is a teacher who is either a certified teacher or a teacher certified to substitute teach and who is employed in accordance with the *Illinois State Board of Education Rules and Regulations*. Day-to-day substitutes are employed on a temporary daily basis to provide class coverage when the teacher assigned or appointed to a position is absent. Day-to-day substitutes are employees who have no guarantee of continued employment.~~

~~23-2.4. Part-Time Teachers. A part-time teacher is a certified teacher who is assigned to work less than the full-time schedule worked by school-based appointed teachers. The BOARD may utilize part-time teachers, including teachers on leave. The salary and benefits of such teachers under this Agreement shall be prorated to correspond to the length of the part-time assignment (e.g., a teacher assigned to half-time shall have his or her salary and benefits prorated by .5). Such part-time teachers shall maintain benefits and seniority accrued through their assignment to a part-time position and shall continue to accrue benefits and seniority thereafter on a prorated basis. The BOARD agrees that the employment and assignment of part-time teachers shall not result in the displacement of any appointed teacher. In addition, the BOARD agrees that part-time teachers will not be used to supplant the assignment of appointed teachers.~~

~~23-2.5. Retired Teachers. The BOARD may employ and assign retired teachers as day-to-day substitutes for no more than one hundred school days during the school year and shall pay such teachers the rate paid to day-to-day substitutes. The BOARD shall compensate such retired teachers in accordance with Appendix A-1L. Such retired teachers shall not be eligible for any other benefits provided to bargaining unit employees under this Agreement. The BOARD agrees that the employment and assignment of retired teachers shall not result in the displacement of any appointed or assigned teacher.~~

~~Filled Position: A teaching position to which a probationary or tenured teacher is appointed.~~

~~Vacant Position or Vacancy: A teaching position to which a probationary or tenured teacher is not appointed.~~

23-2. Probationary Teachers.

~~**23-2.1.** Probationary teachers shall be appointed on a school-year basis in accordance with this Article and section 34-84 of the *Illinois School Code* [105 ILCS 5/34-84]. Notwithstanding the provisions of 105 ILCS 5/34-84 and Article 39 (Tenured Teacher Evaluations) of this Agreement, probationary appointed teachers who achieve three years of consecutive service beginning with the 2008-2009 school year shall be afforded all rights received by tenured teachers under 105 ILCS 5/34-85 and Article 39~~

of this Agreement.

~~23-2.2.~~ A probationary teacher who is completing his or her first, second or third year of probationary service shall receive written notice at least thirty calendar days before the end of the school year as to whether the teacher will be reappointed for the following school year. Effective for the 2008-2009 school year and thereafter, a probationary teacher who is completing his or her first or second year of probationary service shall receive written notice at least thirty calendar days before the end of the school year as to whether the teacher will be reappointed for the following school year. Such notice does not need to provide a reason for the non-renewal of the probationary teacher's employment. A probationary teacher who is not recommended for reappointment shall be afforded the opportunity to submit a resignation within ten days of receipt of the recommendation of non-renewal, and the resignation will be effective at the end of the school year. If the probationary teacher resigns, the BOARD agrees to maintain the probationary teacher's health insurance coverage through August. A probationary teacher who does not receive such notice shall be deemed reappointed for the following school year. A probationary teacher's reappointment for the following school year is subject to the "20th Day Rule" set forth in 105 ILCS 5/34-84. A probationary teacher who is displaced in accordance with the "20th Day Rule" will become a Cadre substitute for the remainder of the school year.

~~23-2.3.~~ A probationary teacher who is completing his or her final year of probationary service prior to earning tenure shall receive written notice at least thirty calendar days before the end of the school year as to whether or not the teacher will be reappointed for the following school year. A probationary teacher who is not reappointed shall be provided a reason in the notice for the non-renewal of his or her employment. A probationary teacher who is not recommended for reappointment shall be afforded the opportunity to submit a resignation within ten days of receipt of the recommendation of non-renewal, and the resignation will be effective at the end of the school year. If the probationary teacher resigns, the BOARD agrees to maintain the probationary teacher's health insurance coverage through August. A probationary teacher who does not receive such notice shall be deemed reappointed for the following school year and shall become a tenured teacher during the next school year on the anniversary date of his or her initial appointment as a teacher.

~~23-2.4. Break in Service.~~

A probationary teacher who is reappointed within ten months of the probationary teacher's non-renewal shall not be considered as suffering a break in service for purposes of the consecutive years' requirement for achieving tenure.

~~23-3. Temporarily Assigned Teachers.~~

~~23-3.1.~~ A TAT who is assigned to a vacant position shall be appointed as a probationary teacher.

~~23-3.2.~~ When a TAT is assigned to a position for a teacher on leave and that position becomes vacant, the TAT shall be appointed as a probationary teacher to such position within ten days of the date on which the position became a vacancy.

~~23-3.3.~~ When a TAT is assigned to a position for a teacher on leave and the appointed teacher returns from the leave, the TAT shall become a Cadre substitute for the remainder of the school year and shall be eligible to continue as a Cadre substitute for the next school year.

~~23-3.4.~~ TATs removed from an assignment during the school year, except when replaced by an appointed teacher, shall have the right to a conference at the Office of Employee Relations and may be represented by the UNION.

~~23-4. Salary Adjustments.~~

~~23-4.1.~~ Teachers who hold temporary teaching certificates (other than provisional certificates) and who are employed as TATs shall be eligible to receive salary adjustments up to and including the second step of the appropriate lane to allow credit for prior service as a full-time teacher in the Chicago Public Schools or in schools outside the Chicago public school system provided, however, that the provisions of section 302.8 of the *Chicago Public Schools Policy Manual* (Compensation and Pay Plan) (Board Report: 08-0123-PO1) covering salary adjustments are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) are filed with the Department of Human Resources Talent Office. The Department of Human Resources Talent Office shall acknowledge within twenty-five days, in writing, the receipt of such application and shall indicate any deficiency in the application. At the time application is made, the teacher shall furnish the Department of Human Resources Talent Office with a stamped, self-addressed envelope.

To be eligible for a salary adjustment based on teaching experience in the Chicago Public Schools effective on the date of employment, TATs must make proper claim to the Department of Human Resources Talent Office within sixty days of the date of employment. After sixty days the effective date for a salary adjustment based on teaching experience in the Chicago Public Schools shall be the date proper claim is received in the Department of Human Resources Talent Office.

Salary step adjustments for outside teaching experience for TATs shall be made effective from the date of employment provided that proper claim and documentary proof are on file within ninety days of employment. After ninety days of employment, the effective date for salary adjustments becomes the date on which the application and affidavit are received in the Department of Human Resources Talent Office.

No salary adjustment claim or verification of employment outside of the Chicago Public Schools will be considered if filed after one year of original placement as a TAT.

~~23-5.23-4.2.~~ TATs who agree to obtain a regular teaching certificate shall be eligible for an additional salary adjustment up to and including the third step of the appropriate lane provided, however, that they have not had such a salary lane adjustment at a previous time and that the provisions of section 302.8 of the *Chicago Public Schools Policy Manual* (Compensation and Pay Plan) (Board Report: 08-0123-PO1) covering salary adjustment are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) is filed with the Department of Human Resources Talent Office.

Any TAT who has had the above-mentioned salary adjustment and who fails to obtain a regular teaching certificate within one year shall revert to the appropriate step and lane, but no higher than step two.

Whenever a TAT obtains a regular teaching certificate, said TAT shall not be subject to the salary step limitations outlined in this section.

~~23-5.1.23-4.3.~~ The full burden of responsibility for submitting claim and proof thereof of all salary and/or lane advancements rests with the teacher. Experience outside of Chicago must be documented.

~~23-6.~~ In filling vacant positions, the principal shall exercise good faith to assure that, where possible, the racial composition, experience and education training of each school's faculty approaches the system-wide proportions. *[Incorporated Conceptually into Article 2]*

**ARTICLE 24
SUMMER SCHOOL**

24-1. Assignments to regular summer school positions shall be made ten school days prior to the end of the school year.

24-1.1. Each year summer school employment applications shall be available on or before the Monday following spring recess. Nothing herein shall be construed to be applicable to any program which may be developed, funded or implemented subsequent to the above-stated date.

24-1.2. To the extent possible, assignments for summer school employment for other bargaining unit members employees shall be made by June 1.

24-1.3. The BOARD shall establish and promptly provide to the UNION a list of teachers and other bargaining unit members employees assigned to summer schools during the 2008, 2009, 2010, 2011 and 2012 summer school sessions within ten days after the date summer school assignments are made under the provisions of Article 24.

24-2. Effective September 1, 2003 and thereafter, aAssignments to all summer schools shall be made in the following order: (A) appointed teachers certified in the subject matter or grade level within the school; (B) if certified teachers within the school are unavailable or insufficient, then preference will be given first to tenured teachers and then non-tenured teachers outside the school, but within the school district; (C) TATs; (D) Cadre substitutes; and (E) day-to-day substitutes.

24-3. It is agreed and understood that aAny exception to Sections 24-2, 24-4, 24-4.1 and 24-10 shall be discussed between a three-member committee of the UNION and a three-member committee of the BOARD, which shall include a representative of the Chief Executive Officer. Such discussion shall include all programs designated as on-going. Exceptions to the above-cited Articles shall not be implemented unless there is agreement between the BOARD and the UNION. Every effort will be made to conclude the discussions by March 1 each year.

24-4. Effective July 1, 2004 and thereafter, iIn schools which have summer programs where there are more qualified teacher applicants for summer school positions than positions available, preference shall be given to teachers who have taught fewer than two summer sessions immediately preceding the current summer session. Efficiency Summative ratings may be a consideration.

In the case of special education teachers, assignments to all summer schools shall be made in the following order: (A) appointed special education teachers working on their special education certificates; (B) tenured teachers with special education certificates or endorsements and then non-tenured teachers with special education certificates or endorsements within the school; and (C) certificated or endorsed tenured special education teachers and then non-tenured special education teachers outside the school, but employed by the BOARD.

24-4.1. Effective July 1, 2007 and thereafter, iIn schools which have summer programs where there are more qualified PSRP applicants in a given job title for summer school positions than positions available, preference shall be given to PSRPs who have worked fewer than two summer sessions immediately preceding the current summer session. Efficiency Summative ratings may be a consideration.

24-5. Textbooks shall be available Thursday of the first week, or as soon thereafter as possible considering the need to reorganize classes because of enrollment, and shall not be required to be collected prior to Wednesday of the last week. The inventory and accounting of summer school textbooks and materials shall be completed on the last day of summer school. *[Covered by New Article on Texts and Supplies]*

24-9. When summer school programs are operated at a school site, iIn order to provide continuity of service, one of the regular school clerks regularly assigned to the a school shall be retained for summer service, if a school clerk position is necessary for said program, and a truant officer regularly assigned to a program operated beyond the regular school year shall be retained for summer service. Such service shall be considered as summer school employment.

If the regular school clerks assigned to the school during the regular school year or the truant officer assigned to the program waive this opportunity, the position shall be filled in accordance with Article 24-4.1.

24-10. When summer school programs are so designated as on-going in accordance with Article 24-3, in order to provide continuity of service, a PSRP regularly assigned to said program shall be selected for that summer school program if a position in the PSRP's job title is necessary. Such service shall be considered as summer employment. Efficiency Summative ratings may be a consideration.

**ARTICLE 25
TEACHER ASSISTANTS**

~~25-1.~~ The BOARD shall employ and maintain nine hundred teacher assistants in the elementary schools and nine hundred teacher assistants in the high schools. The Chief Executive Officer shall consult and advise the President of the UNION monthly on status and progress. *[See Current Section 9-5.3]*

Teacher assistants employed in the elementary schools, high schools and education and vocational guidance centers shall be employed to relieve teachers of nonprofessional duties and clerical chores in the schools. *[See Current Section 9-5.3]*

**ARTICLE 26
SCHOOL NURSES**

[Incorporate into New Article for Clinicians]

Experience shall be a consideration in transfers to vacancies for nurses.

26-1. Each semester the Department of Human Resources Talent Office shall make available to the school nurses a list of vacancies to which they may indicate their desire to transfer. Vacancies shall be filled based upon city-wide needs. First consideration for such vacancies shall be given to those school nurses who have expressed a desire to transfer. Experience shall be a consideration. The final decision as to the transfer shall be made by the Office of Specialized Services Special Education and Supports based on the recommendations from the Student Health Services Unit.

26-2. The final decision as to transfer shall be made by the Office of Specialized Services Special Education and Supports, unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.

~~26-__.~~ School nurses shall receive their tentative schedules no later than May 15.

~~26-3.~~ Effective December 16, 1967, all newly assigned school nurses and all school nurses who elected to convert from twelve calendar months to twelve school months shall be employed on a twelve-school-month basis.

Pension contributions and sick leave shall be based on the work year for twelve-school-month personnel.

Effective September 6, 1976, all newly appointed school nurses and all provisional and temporarily certificated school nurses shall be employed on a ten-school-month (thirty-nine-week) basis. All school nurses currently employed on a twelve-school-month (forty-seven-week) basis shall be given the opportunity to convert to a ten-school-month (thirty-nine-week) basis. Election to convert shall be final and cannot subsequently be changed at the request of the employee.

~~Employment of ten-school-month school nurses beyond ten school months shall be considered summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.~~

~~26-3.1.~~ School nurses continuously employed in the Office of Specialized Services Special Education and Supports since on or before December 31, 1976 on a 46.6-week work year schedule (or its previous equivalent of forty-eight weeks) shall maintain their 46.6-week work year schedule, unless they voluntarily elect to transfer to a position with a lesser work year. At the beginning of each school year, the BOARD shall provide to the UNION a list of school nurses who have continuously held forty-eight-week positions since on or before December 31, 1976 and whose schedules shall be maintained under this section.

~~Pension contributions and sick leave shall be based on the work year for twelve-school-month personnel.~~

~~All newly appointed school nurses and all provisional and temporarily certificated school nurses shall be employed on a ten-school-month (38.6 week) basis. All school nurses currently employed on a twelve-school-month (46.6-week) basis who convert to a ten-school-month (38.6-week) basis shall not be entitled to return to a twelve-school-month (46.6-week) work-year schedule.~~

~~Employment of ten-school-month school nurses beyond ten school months shall be considered as summer employment. Pension contributions and sick leave shall be based on a ten-school-month year.~~

~~26-4.~~ The school nurse and the health assistants assigned to a school are under the supervision of the principal. The school nurse shall have direct supervision over health records as well as responsibility for assigning specific duties to the health assistant which relate to the health program.

~~26-5.~~ Each school shall provide a desk, chair and file cabinet for the school nurse. Telephone service shall be available when necessary for follow-up calls. **[Incorporated into Article 44]**

~~In those schools where space is not available for a school nurse office, every effort shall be made to provide suitable space for confidential interviews. It shall be the responsibility of the school nurse to notify the principal or the principal's designee when a confidential interview has been scheduled. **[Incorporated into Article 44]**~~

~~26-6.~~ At least one professional orientation meeting shall be held during the regular school in-service meeting time for all school nurses. Said meeting may be held at the area or city-wide level. It is understood that area meetings may be on different dates in order to provide appropriate resource personnel, if such resource personnel are needed.

~~26-7.~~ Effective September 1, 1990, ~~a~~All newly appointed and new full-time basis (FTB) substitute school nurses shall receive credit on the teacher salary schedule for full-time nursing experience subsequent to receipt of a bachelor's degree in accordance with the provisions of Sections 23-4, 23-5 and 23-5.1 of this Agreement.

~~Effective July 1, 2007, a~~All newly appointed PATs and new TATs who are school nurses shall receive credit on the teacher salary schedule for full-time nursing experience subsequent to his or her receipt of a bachelor's degree in accordance with section 302.8 of the *Chicago Public Schools Policy Manual* (Compensation and Pay Plan) (Board Report: 08-0123-PO1).

~~26-8.~~ Health Service Nurses (HSNs) shall be allowed to participate in an on-the-job internship for school nurse certification, under the supervision of a certificated school nurse or an instructor from the certification program. This internship shall be allowable during school hours as long as they are providing services to students and staff in the Chicago Public Schools.

~~26-9.~~ School nurses shall be provided with clerical assistance in consultation with and approval of the principal.

[Incorporate Provisions on Occupational Therapists and Physical Therapists into New Article for Clinicians]

**ARTICLE 27
CLASS COVERAGE**

~~27-1.~~ Effective January 1, 1969, the BOARD shall hire and maintain additional day-to-day substitutes in addition to the nine hundred previously agreed upon to cover the classes of absent teachers so that educational programs in elementary schools, middle schools, education and vocational guidance centers and high schools shall not be curtailed.

In removing the ceiling heretofore in effect, it is agreed that the BOARD will diligently utilize all possible means to hire and assign up to three hundred of such additional substitutes.

Cadre substitutes may be deployed on a day-to-day basis and may be assigned to a particular school to provide daily substitute services.

~~27-1.1.~~ Effective July 1 of each year, the BOARD shall establish a Cadre to which it will select and assign Cadre substitutes for each school year to cover the classes of absent teachers in the early childhood centers, elementary schools, middle schools, upper grade centers and high schools. On all student attendance days through November 1, when the number of teachers absent is less than three hundred, the remaining Cadre substitutes shall be sent to those schools which the BOARD identifies as having the greatest instructional needs. On all student attendance days after November 1, when the number of teachers absent is less than three hundred, the remaining Cadre substitutes shall be sent to the schools which the BOARD identifies as having the

greatest instructional needs. Cadre substitutes may be deployed on a day-to-day basis or may be assigned to a particular school to provide daily substitute services.

The ~~Department of Human Resources~~ Talent Office shall establish criteria to be used in the selection and retention of Cadre substitutes. The Cadre substitutes selected by the BOARD shall be employed on all student attendance days during the time they are assigned to the Cadre other than on the final day of the school year. Said Cadre substitutes shall be continuously available to perform substitute service. Further, they shall accept all assignments in any and every school.

Cadre substitutes are eligible to become TATs. Whenever a Cadre substitute becomes a TAT, a replacement for the Cadre substitute shall be employed immediately. If a Cadre substitute who becomes a TAT is subsequently released as a TAT for reasons other than unsatisfactory service, said TAT shall be reassigned to the Cadre in accordance with Section 38-3.

The number of Cadre substitutes shall not fall below nine hundred. Every effort shall be made to recruit Cadre substitutes who meet the needs of students who are English Language Learners.

Cadre substitutes shall be paid the daily rate set forth in Appendix A-1J(i). The provisions of Article 44-2 shall not apply to required in-service training for Cadre substitutes up to a limit of three such sessions of up to two hours per session. Except as provided in Appendix B, the BOARD agrees to pay the cost of individual health insurance for each Cadre substitute. A full-time Cadre substitute shall have the option of purchasing at the Cadre substitute's own expense family plan hospitalization and major medical insurance coverage at the group rate during the period said Cadre substitute is assigned to the Cadre. A Cadre substitute shall receive holiday pay provided he or she is present and serves as a teacher on the school day immediately before and after the holiday. Any and all benefits associated with duty in the Cadre are limited to those enumerated in this Article.

~~27-2.~~ The BOARD agrees, in principle, that no teacher shall be requested to assume responsibility for students from classrooms of absent teachers when substitutes are unavailable.

In elementary schools, middle schools, education and vocational guidance centers and high schools, at no time should special programs, such as library, physical education, shop, TESL, bilingual or special reading classes, be discontinued so that substitute service may be performed by teachers of these programs, except in the case of emergencies, in which case the above teachers shall be subject to last call after available non-teaching certificated personnel have been assigned.

~~27-2.1.~~ Teachers shall report their anticipated absences to the substitute center as early as possible in order to enable substitute teachers to arrive in the school before the beginning time of the teachers' work day. Teachers shall also report their anticipated absences to the school no later than their reporting time. If the teachers cannot report because the telephone lines are busy or similar such occurrences, the teachers shall report as soon thereafter as possible.

~~27-3.~~ The BOARD agrees, in principle, that teachers, during their duty-free professional preparation periods, shall not be requested to take the class of an absent teacher. ~~Effective October 29, 1979, w~~Whenever a teacher's duty-free professional preparation period is canceled, the principal shall schedule a make-up duty-free professional preparation period for that teacher at a future time.

~~27-4.~~ A substitute shall be provided to cover the classes of classroom teachers required by the BOARD to attend BOARD-sponsored workshops or BOARD in-service meetings when held during the regular school day.

CPS to provide substitute coverage for teacher assistants in early childhood centers.

~~27-__.~~ The BOARD will provide substitute coverage for teacher assistants in early childhood centers who are absent.

~~27-5.~~ The BOARD agrees to maintain a list of day-to-day substitutes who wish to make themselves available for work each day.

~~27-6.~~ Day-to-day substitutes shall indicate their availability for work on a given school day by contacting the substitute center prior to 5:00 p.m. on the preceding school day or between 6:00 a.m. and 7:00 a.m. on that given school day.

**ARTICLE 28
CLASS SIZE**

Maintained class size provisions from prior Agreement. Did not get enforceability, but did increase the funding for the Class Size Monitoring Panel.

~~28-1.~~ Section 301.2 of the BOARD Policy Manual on Class Size Chicago Public Schools Policy Manual (Class Size) (Board Report: 10-0615-PO1) (Date Adopted: June 15, 2010) provides shall provide as follows:

- I. ELEMENTARY SCHOOLS AND VOCATIONAL GUIDANCE CENTERS (IF ANY)
- A. Staffing
- 28 at the kindergarten level
28 at the primary level
31 at the intermediate level and upper grade level
20 in the education and vocational guidance centers (if any)
1. The number of classroom teaching positions provided to each elementary school will generally be determined as follows:
- a. The total number of intermediate and upper grade students will be divided by 31 on a whole number basis (i.e., the division will not be extended to a decimal place). If the division is uneven, then the remaining students will be included in the primary membership;
- b. The total number of primary students will be divided by 28 extended to one decimal place, and rounded up to the nearest whole number;
- c. The total number of kindergarten students will be divided by two, extended to one decimal place, and rounded up to the nearest whole number; this number will then be divided by 28, extended to one decimal place, and rounded up to the nearest half (0.5) number;

- 28, extended to one decimal place, and rounded up to the nearest half (0.5) number;
- d. The sum of (a), (b) and (c) represents the total number of teaching positions that will be provided to each elementary school;
- e. Teachers assigned to the Intensive Reading Improvement Program or to bilingual programs will not be counted as part of the number provided to implement the maximum class size program in each school.
2. The total number of education and vocational guidance center students (if any) will be divided by 20, extended to one decimal place, and rounded up to the nearest whole number.

B. Organization

1. Elementary Schools With Space Available

In those elementary schools in which space is available, the maximum number of students in classes will generally be as follows:

- 27-29 in kindergarten classes
27-29 in primary grade classes
30-32 in intermediate classes and upper grade classes

Implementation of these class sizes in specific schools may result in problems relating to class reorganization, single section classes, split grades, and installation of experimental programs. Local school deviations from the class sizes indicated above may be made by the principal, after consulting the Professional Problems Committee and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular school.

2. Elementary Schools Without Space Available

In those elementary schools in which space is unavailable to organize classes as indicated above, the additional teachers provided under the staffing in (A) will share the curriculum planning, instructional responsibilities, and all other related duties of teachers. Said additional teachers will be programmed in such a way as to provide for maximum teacher-student contacts on a regularly scheduled basis to share the instructional load of the classroom teachers. Said additional teachers should not be used primarily for:

- administrative assistance
building security purposes
clerical or office-type tasks
discipline purposes
substituting
lunchroom duty
playground duty
guidance purposes--adjustment and counseling

3. All schools will be designated as schools with space available or schools without space available. Five periodic reports will be prepared during the school year and will include the following:
- a. a listing of the names of the schools where space is available;
- b. listing of the names of the schools where space is not available and where additional teachers have been assigned.
4. Elementary schools without space available and where additional teachers have been assigned will:
- a. receive first priority in the assignment of Cadre and day-to-day substitute teachers;
- b. have physical education teachers and teacher-librarians assigned based on the number of teaching positions, with each kindergarten class counted as one position.

II. HIGH SCHOOL STAFFING AND ORGANIZATION*

- A. The maximum number of students in the classes indicated below will generally be as follows:

English (regular, honors and advanced placement)	28
English (essential or basic)	25
Mathematics (regular, honors and advanced placement)	28
Mathematics (remedial)	25
Foreign Language	28
Social Studies	28
Business Education	28
General Science--Science Laboratory	28
Home Economics--Non-Laboratory	28

* One of the responsibilities of all high school teachers is to work ~~in~~ to improve reading skills of all students in all subject areas.

If essential or basic students are programmed in the same English or mathematics class with regular or honors students, the maximum class size will generally be 25 students.

Implementation of the policy on class sizes in specific schools may result in problems relating to individual class sizes, single section classes, installation of experimental programs, scheduling of special subject classes, and class organization and reorganization. Local school deviations from the class sizes indicated above may be made by the principal, after consulting the Professional Problems Committee and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular schools. The total number of subject matter students assigned to each teacher should not exceed the number of subject classes multiplied by the maximum class size for the given subject indicated.

- B. The number of students assigned to teachers indicated below will generally be determined by multiplying the number indicated next to the subject by the number of classes in the given subject.

Art	31
General Music	34
Physical Education	40

III. ELEMENTARY SCHOOLS--ART & MUSIC

The Board will continue to assign art and music teachers to elementary schools in accordance with the following formula:

- .5 position for schools whose enrollment is 750 or less;
1.0 position for schools whose enrollment is 751 or more.

IV. SHOP, HOME ECONOMICS, LABORATORY AND DRAFTING

Shop, home economics, laboratory and drafting classes shall be limited in size to the maximum number of work stations available in each individual physical classroom in each school. The number of stations in each individual classroom shall be determined by the individual teacher, school administrator, and the shop supervisor of the Board.

V. SPECIAL EDUCATION

The class size in special education classes shall be in accordance with the guidelines established by the Board in "Guidelines for Special Education Programs" and the Rules and Regulations of the State Board of Education.

VI. ADMINISTRATIVE DISCRETION IN EXCEPTIONAL CIRCUMSTANCES

The Chief Executive Officer or Chief Financial Officer is authorized to permit deviations from this policy where circumstances in the judgment of either of them require it.

VII. PROCEDURES FOR MODIFYING CLASS SIZE POLICY

Prior to Board adoption of any amendments to this policy altering the class size provisions contained herein, notice and an opportunity to meet and confer regarding the alterations will be provided to the Chicago Teachers Union at least 45 calendar days prior to implementation.

28-2. Enforcement of BOARD Policy on Class Size. ~~The BOARD and the UNION agree that section 301.2 of the BOARD Policy Manual on Class Size, as set forth in Article 28-1 of this Agreement, Section 301.2 of the *Chicago Public Schools Policy Manual (Class Size)* shall be enforced only through the joint BOARD-UNION Class Size Monitoring Process and the joint BOARD-UNION Class Size Supervisory Committee as established in Articles 28-3 and 28-4 of this Agreement established in Section 28-3.~~

Added a parent LSC representative to Class Size Monitoring Panel. As the panel visits schools with class size issues, they must invite a Parent LSC rep to be a part of the process.

28-3. Class Size Monitoring Process. ~~A One or more joint BOARD-UNION panels shall be established in each region to monitor concerns regarding class size brought to its attention by the UNION. Each panel shall be composed of up to two retired former teachers, up to two retired former principals and a representative of the BOARD's Offices of Employee and Labor Office of Employee Relations and shall meet on a bi-weekly basis. When the panel investigates a referral from a school, the panel shall promptly notify the Local School Council, and a parent representative chosen by the Local School Council may join the panel. Each panel shall have authority to make recommendations to the Chief Executive Officer with a copy submitted to the UNION President to resolve class size concerns, including, but not limited to, the following: assignment of a teacher assistant, addition of an extra preparation period, reorganized classes or class schedules, additional compensation, additional positions, staggered starting and ending class times, modified school boundaries, establishment of alternative sites and institution of multi-age groupings, split shifts or controlled enrollment. Each panel also shall issue reports semi-annually to the Offices of Employee and Labor Relations and the joint BOARD-UNION Class Size Supervisory Committee.~~

28-4. Class Size Supervisory Committee. ~~A joint BOARD-UNION Class Size Supervisory Committee shall be established under the provisions of Article 45 to oversee the class size monitoring panels and to resolve matters brought to the Class Size Supervisory Committee by the panels. The BOARD agrees to commit \$2,250,000.00 during the term of this Agreement \$500,000 each Fiscal Year to fund the costs associated with implementing the Class Size Supervisory Committee's recommendations that are adopted by the BOARD and the UNION, which shall be used to reduce class size by at least one student in identified kindergarten and first grade classes in neighborhood elementary schools.~~

ARTICLE 29
CURRICULUM GUIDE AND TEXTBOOK EVALUATION COMMITTEES

Contents moved to expanded Texts and Supplies article.

~~**29-1.** On each curriculum guide committee and textbook evaluation committee, the UNION shall have one representative for every ten committee members or any major fraction thereof. Elementary teachers selected by the UNION shall have at least two years' experience as an appointed teacher in the Chicago Public Schools on their certificate and have competence in the subject area of the committee. [Covered by New Article on Texts and Supplies]~~

~~To serve on a high school curriculum or textbook committee, the teacher shall have at least two years of experience as an appointed teacher, teaching on a regular certificate, such certificate to be in the subject area of the committee. [Covered by New Article on Texts and Supplies]~~

ARTICLE 30
DISCIPLINE

30-1. A teacher, upon written notice to the principal or the principal's designee, and upon receipt of written instruction of where the student is to be sent, which the principal or the principal's designee shall send immediately, may exclude from class a student who seriously disrupts the orderly educational process as defined by the *Student Code of Conduct*.

Whenever a student is excluded from class, the teacher will confer with the principal, or the principal's designee, to provide the necessary information concerning the student

and shall provide a complete written statement of the problem within twenty-four hours, which shall be via a uniform student discipline referral form. The uniform student discipline referral form shall be developed by the BOARD-UNION Committee on Student Discipline established under Article 45-9 and shall be recommended for use in all schools commencing with the 2008-2009 school year. Said written statement via the discipline referral form shall include a summary of any informational background or prior action taken by the teacher relative to the student's behavioral problems. The principal or the principal's designee will only reinstate the student after a conference on classroom conduct and school rules which will be held on non-instructional time and must include the teacher.

30-2. After a total of three written referrals for a student causing serious disruption as defined by the *Student Code of Conduct*, the principal or the principal's designee shall have the student, parent or legal guardian and teacher or teachers involved attend a conference on classroom conduct and school rules.

The school shall be represented at this conference by the principal or the principal's designee. If the teacher or teachers involved and the principal or the principal's designee agree that a procedure other than a parental conference would be most beneficial to the student or is required by law, that procedure may be substituted. This shall be a prerequisite to returning the student to class.

The principal or the principal's designee will provide the referring teacher or teachers with a copy of the misconduct report or, if none, orally advise the referring teacher(s) of the disposition.

30-3. If the student continues to cause serious disruption as defined by the *Student Code of Conduct*, the principal shall commence disciplinary procedures in accordance with the *Student Code of Conduct*.

When a student has been suspended, the principal, or the principal's designee, and the teacher will take the necessary steps to continue the diagnostic review with the appropriate members of staff to attempt to determine the basic cause of the student's behavioral problem and the corrective measures to be taken.

30-4. Principals, or their designees, shall notify the police in case of serious school-related offenses including, but not limited to, extortion, possession of narcotics, possession of alcohol, arson or attempted arson, serious theft, serious vandalism, false reports of fire or bombs, possession or use of weapons, assault or battery on an employee and reported instances of trespassing. Trespassing is defined as presence without invitation or consent of one in legal possession of the property. Nothing in this section shall be construed to prohibit a teacher or PSRP who has been the victim of a school-related offense from independently notifying the police of the offense.

30-5. A continuous record of student discipline cases shall be maintained by the principal or the principal's designee and shall be available in the school office for use by the assistant principal, the student's classroom teachers, counselor, truant officer, psychologist, social worker and school nurse when needed.

Added protections for teachers against assault and battery.

30-6. In the event of a school-related assault on or battery of a teacher or PSRP, the Law Department of the BOARD, when notified, shall inform the teacher or PSRP of the teacher's or PSRP's legal rights, and the teacher or PSRP shall be assisted by the Law Department in court appearances. Teachers or PSRPs will immediately report to the school principal all cases of assault or battery in which they are involved while acting in the course of their employment.

Principals shall immediately report all school-related assaults by telephone, followed by a written or online assault or battery report, to the Department of Safety and Security and to their respective Area Instruction Officer. The member shall receive a copy of the assault or battery report at this time. The Department of Safety and Security shall immediately notify the Law Department of the BOARD.

Whenever a teacher or PSRP listed under Section 1-1 is involved in a school-related assault or battery case resulting in a court appearance by the teacher or PSRP, said teacher or PSRP shall inform the principal through a written notice stating the date, time and place of the scheduled court appearance. The principal shall forward the written notice from the employee to the ~~Area Instruction Officer, the Office of Elementary Areas and Schools, the Office of High School Programs~~ network or other designated regional or area office and the Law Department.

30-7. The BOARD, through its principals and other administrators, agrees to work with ~~teachers and other bargaining unit members~~ bargaining unit employees, parents and appropriate agencies in seeking solutions to school and classroom discipline problems within the applicable provisions of the *Illinois School Code*, the *Rules of the Board of Education* and the *Chicago Public Schools Policy Manual*.

30-7.1. All other bargaining unit members employees shall continue to assist teachers in the maintenance of proper standards of student behavior on the school premises during recess, passing periods and at times of student entrance and dismissal.

~~**30-8.** Effective November 1, 1977, e~~Each local school principal, or the principal's designee, shall have available for day-to-day substitutes local school discipline procedures to be followed by day-to-day substitutes.

Day-to-day substitutes, upon reporting for duty, shall request this information from the principal or the principal's designee.

**ARTICLE 31
DUPLICATING FACILITIES**

~~**31-1.** Insofar as possible, duplicating machines, duplicating masters, duplicating paper, duplicating fluid and typewriters should be made available for the use of teachers in preparing instructional materials.~~

**ARTICLE 32
INSURANCE**

Maintain current rates with no increase. CPS tried to increase premiums.

32-1. Except as provided for in Appendix B, the BOARD shall provide for each full-time teacher or other bargaining unit member medical and health care benefits, including an indemnity/preferred provider option (PPO) plan and an alternative medical pre-paid group health plan.

32-1.1. The BOARD shall provide the applicable coverage for teachers and other bargaining unit members granted a leave for illness under the provisions of **Board Rule 4-12** or **4-13** and other bargaining unit members on leave for ordinary or duty disability.

Continued coverage for appointed teachers and PSRPs shall not exceed twenty-five school months. Continued coverage for TATs shall not exceed five school months unless extended, provided, however, that all coverage shall terminate at the end of June with the close of school. Such continued coverage is subject to the provisions of Appendix B.

- A. The BOARD shall provide the applicable coverage for teachers and other bargaining unit members granted a leave for illness in the family under the applicable provisions of **Board Rule 4-12** which restricts the duration of said leave to five school months without extension. Such continued coverage is subject to the provisions of Appendix B.
- B. The BOARD shall provide the applicable coverage for teachers granted a child-rearing leave of absence under Section 33-6.1 or **Board Rule 4-12** and for other bargaining unit members under Section 9-6.17 or **Board Rule 4-12** granted a maternity or child-rearing leave of absence for a maximum of five calendar months. Such continued coverage is subject to the provisions of Appendix B.

32-1.2. The BOARD agrees to pursue with its insurance carrier the procedures for the implementation of a program wherein Blue Shield benefit applications that are denied in whole or in part by Blue Shield shall automatically be referred to Major Medical for consideration for reimbursement under the provisions of Major Medical coverage. The BOARD further agrees to implement this program as soon as said procedures are finalized, but no later than February 1, 1980.

Effective September 1, 2007 and thereafter, the lifetime benefit maximum of the indemnity/preferred provider option (PPO) is limited to \$2,000,000.00.

The BOARD shall provide medical, prescription drug, mental health, dental and vision benefits, flexible spending accounts, life and personal accident insurance and a savings and retirement program as set forth in the summary description attached hereto as Appendix E, subject to the terms of this Agreement.

32-1.3. All employee health plans shall include coverage for routine and diagnostic mammography in accordance with the American Cancer Society guidelines. This coverage shall not require payment of a deductible.

32-1.4. The BOARD shall provide benefits in connection with the diagnosis and/or treatment of infertility which are in conformance with guidelines of the American College of Obstetrics and Gynecology or in accordance with the Standards of the American Society of Reproductive Medicine.

32-2. The BOARD may change insurance carriers, Health Maintenance Organizations or administrators or self-insure all or any part of the coverage provided for herein if such change does not reduce the level of benefits, and provided any such change is in conformity with the following:

The following provisions shall facilitate the BOARD's responsibility to administer the plan of benefits which is collectively bargained. The purpose is to maximize the strength of the BOARD on behalf of the employees to purchase aggressively health care under the plan of benefits in the marketplace.

- A. No standing commitment to any carriers, administrator(s), providers or vendors shall be named within the Agreement.
- B. All commercial relationships can be competitively evaluated, which may include either being competitively bid formally or rigorously evaluated and negotiated without formal bidding, if administratively and/or economically advantageous, and prudent for the BOARD as fiduciary, subject to all applicable law. The UNION shall be advised of such problems that may be addressed in this manner.
- C. The PPO networks can be altered if necessary should the BOARD re-evaluate the administrative, vendor or provider relationships, should the full responsibilities of the carrier(s) or administrator(s) be bid or should the current responsibilities be unbundled and competitively evaluated and subsequently awarded.
- D. Current HMO configurations may be altered to take advantage of administrative prerogatives and fiscal requirements, and characteristics of the marketplace.
- E. Reconfigurations of either the PPO institutions or the number of HMOs under either sections C and D above shall be explicable to the UNION and shall be supported by analyses and not be arbitrary.
- F. No reconfiguration of PPO institutions or change in the number or identity of HMOs shall be made except in compliance with the following:
 - i. The UNION shall be notified in writing of the intent to change at least ninety calendar days prior to the proposed change where circumstances are within the BOARD's control. In all other cases, the BOARD will provide the maximum notice as is practicable under the circumstances.
 - ii. The UNION and the BOARD shall meet within five school days of receipt of the notice by the UNION or at such other mutually agreeable date consistent with the parties' desire to expedite such meeting.
 - iii. The notice referred to shall, at the time the notice is given, provide sufficient information to explain the contemplated action and shall include, at a minimum, but shall not be limited to, the following:
 - a. the affected PPO institutions or HMOs.
 - b. the precise reason(s) the action is being contemplated.
 - c. the number of covered participants (employees and/or dependents) receiving in-patient service from such affected institutions or HMOs at the time the notice is given.
 - d. the number of covered participants (employees and/or dependents) receiving in-patient service from such affected institutions or HMOs during the preceding twelve months.
 - iv. The BOARD shall provide to the UNION all additional relevant information which is reasonably available and shall be responsible for notices to participants.

- iv. The BOARD shall provide to the UNION all additional relevant information which is reasonably available and shall be responsible for notices to participants.
- v. In the event the parties are unable to resolve a dispute within five school days of the first meeting or such other time as may be mutually agreed upon, the dispute shall be submitted to arbitration pursuant to the provisions of Article 3-5 of the Agreement on an expedited basis.

32-3. Effective July 1, 2004 and thereafter, the BOARD will provide group life insurance in the amount of \$25,000.00 for each member of the bargaining unit employee, including teachers granted a leave for illness, illness in the family, child-rearing or FMLA leave, and other bargaining unit members employees on leave for ordinary or duty disability, illness in the family, child-rearing, maternity or paternity leave. Payment of premium for bargaining unit members employees on any such leave shall not exceed twenty-five school months.

32-4. The BOARD shall provide payment for all medical treatment arising out of job-related accidents or injuries covered under the Illinois Workers' Compensation Act and Occupational Disease Act.

LMCC discussing health and wellness will be expanded to have “teeth” and be modeled after the City LMCC, which will give CTU more leverage and a vote on future changes.

32-5. Labor-Management Cooperation Committee. By November 15, 2007, the parties shall form a joint BOARD-UNION Labor-Management Cooperation Committee (LMCC) designed to research and make recommendations related to the improvement of the quality of patient care and achievement of significant and measurable employee medical plan savings. The LMCC shall be composed of ten members with five appointed by the BOARD and five appointed by the UNION. As expeditiously as possible, but no later than June 30, 2013, the parties agree to form a Labor-Management Cooperation Committee (“LMCC”) modeled after and with the same authority as the LMCC formed between and among the City of Chicago and the exclusive bargaining representatives of its employees. The necessary enabling language shall be incorporated into this Agreement.

32-6. Effective August 21, 1999, qualified domestic partners of teachers or other bargaining unit members bargaining unit employees are entitled to the same benefits as are available to the spouses of teachers or other bargaining unit members bargaining unit employees.

To be eligible for coverage as qualified domestic partners, teachers or other bargaining unit members bargaining unit employees must complete and file with the BOARD an affidavit of domestic partnership in which they attest as follows:

- A. they are each other’s sole domestic partner, responsible for each other’s common welfare; and
- B. neither party is married; and
- C. the partners are not related by blood closer than would bar marriage in the State of Illinois; and
- D. each partner is the same sex and resides at the same residence; and
- E. two of the following four conditions exist for the partners:
 - i. the partners have been residing together for at least twelve months prior to filing the affidavit of domestic partnership.
 - ii. the partners have common or joint ownership of a residence.
 - iii. the partners have at least two of the following arrangements:
 - a. joint ownership of a motor vehicle;
 - b. a joint credit account;
 - c. a joint checking account;
 - d. a lease for a residence identifying both domestic partners as tenants.
 - iv. the teacher or other bargaining unit member bargaining unit employee declares that the domestic partner is identified as a primary beneficiary in the teacher or other bargaining unit member’s bargaining unit employee’s will.

Any change in the circumstances which have been attested to in the documents qualifying an individual as a domestic partner must be provided to the BOARD within sixty days of said change.

A minimum of twelve months must elapse before a teacher or other bargaining unit member bargaining unit employee may designate a new domestic partner.

32-7. Health Care Reopener. This Agreement shall be reopened to further discuss the health plan ~~set forth in Appendices B and E~~ for the following reasons:

- A. Any change(s) in the applicable law(s), including, but not limited to, a universal, national or state health care program mandating significant changes in health insurance benefits that becomes law and is effective during the term of this Agreement and that directly affects the benefits/coverage of BOARD employees and dependents;
- B. The lack of achievement of health care cost containment as anticipated by the parties pursuant to the establishment and administration of the Labor-Management Cooperation Committee on health care, as defined as follows:
 - i. where health insurance related costs exceed six percent over the prior benefit (calendar) year for any individual plan (i.e., HMOI, UHC HMO, BCBS PPO, UHC PPO or UHC PPO with HRA); or
 - ii. where the recommendations of the Labor-Management Cooperation Committee on health care are implemented as recommended and fail to result in cost containment or savings as measured by an increase in health insurance related costs over the prior benefit (calendar) year.

If any one of the foregoing events or conditions occurs, either party to this Agreement has thirty days to notify the other party of its intent to reopen this Agreement in order to negotiate the health plan ~~set forth in Appendices B and E~~. Should either party elect to reopen negotiations pursuant to this provision, it shall submit written notice to the other party. The *status quo* shall remain in effect unless otherwise agreed to.

32-8. Premium Cost Cap. ~~Should the bargaining unit members’ share of the total paid health care premiums exceed twelve percent of the total paid health care premiums in any one year of this Agreement, the BOARD shall remit an amount equivalent to all excess contributions to a Voluntary Employees’ Beneficiary Association (VEBA) that will have as its purpose the provision of benefits to UNION members including premium offsets. The trust document establishing this VEBA shall be created following the execution of this Agreement, and the VEBA shall be submitted for approval by the Internal Revenue Service. No eligible participant or dependent shall be permitted to receive benefits from the VEBA in excess of an annual dollar amount to be determined by the VEBA trustees, and benefits shall be payable from the VEBA only to the extent that a contribution has been made according to this section. The VEBA shall be governed by a board of trustees with an equal number of BOARD and UNION representatives.~~

Members must participate in Wellness program or face a \$600 per covered member per year (\$50 per month) penalty. Spouses covered on CPS employees’ insurance must participate or face the penalty. Children (adult or young) do not have to participate in the Wellness program. Participation includes an annual biometric screening, and monthly log-ins to participate in online program. Members will not be penalized for health outcomes, only for non-participation. Members will be notified/warned before they are penalized for non-participation.

32-9. Wellness Program.

32-9.1. Creation of Program and Employee Benefits Handbook. The BOARD shall create a Wellness Program as a feature of its health care plan (“Plan”) for employees and their covered spouses, civil union partners or domestic partners (collectively referred to as “covered individuals”). The Wellness Program shall be set forth in the Employee Benefits Handbook (“Handbook”), which shall govern its operations, the terms and conditions of enrollment, opt-out elections and involuntary exclusions from the program. The Handbook shall govern the terms and conditions of the program exclusively, and its dispute resolution procedures shall be used exclusively to resolve disputes between the BOARD and covered individuals.

32-9.2. Enrollment. Effective January 1, 2013, all covered individuals who enroll in the Plan will either opt-in or opt-out of the Wellness Program; an employee who fails either to opt-in or opt-out or fails to participate in the Wellness Program to reduce health risk factors as provided in Section 39-2.3 will pay the contribution differential described in Section 39-2.5. The BOARD shall develop procedures for individuals to opt-out of the Wellness Program, and opt-out decisions will be made at the time of enrollment or at the BOARD’s annual Benefits Open Enrollment.

32-9.3. Elements of Wellness Program. The Wellness Program will be designed as follows:

- (a) Provide annual and periodic health risk questionnaires and biometric assessments for covered individuals by a medical professional;
- (b) Create a wellness plan for covered individuals;
- (c) Require that covered individuals participate in wellness activities to the extent required by the Wellness Program, including, but not limited to, smoking cessation, weight loss, nutrition, exercise and disease management (e.g., diabetes management or COPD management);
- (i) Create incentives and disincentives for behaviors that are inconsistent with good health and wellness.

32-9.4. Removal from Wellness Program for Failure to Participate in Wellness Program to Reduce Health Risk Factors. The BOARD may remove a covered individual from the Wellness Program after ninety calendar days of non-participation in the Wellness Program and charge the contribution differential as set forth in

Section 32-9.5. Disputes regarding participation will be resolved through the dispute resolution procedures set forth in the Handbook.

32-9.5. Contribution Differential for Opt-Out by or Removal of Covered Individuals from the Wellness Program. Employees will pay a \$600.00 per year contribution differential for each covered individual who opts out of the Wellness Program, prorated to a per pay period basis, or who is removed from the Wellness Program for failure to participate in wellness activities.

**ARTICLE 33
LEAVES OF ABSENCE**

33-_. Leave Policies and Procedures. The BOARD’s policies and procedures governing paid and unpaid leaves of absence are set forth in the *Rules of the Board of Education* and the *Chicago Public Schools Policy Manual*, except as may be modified by this Agreement.

33-1. In case of absence exceeding ten consecutive school days due to personal illness, a TAT may apply for and secure a leave of absence without pay, except as provided in the sick pay rule. Such leave shall not exceed five school months unless extended, provided, however, all leaves granted such teachers shall expire at the end of June with the close of the school term.

33-1.1. In the event that a TAT receives another certificate, said teacher will be eligible to apply for and secure another leave of absence upon presentation of proof establishing continued serious personal illness. Said extension will be limited to five school months, and the teacher must pass a health examination by a medical examiner of the BOARD before returning to teaching.

33-1.2. The replacement of a TAT by a certified teacher or by another temporarily certified teacher in the position occupied by said teacher shall not affect the leave as far as eligibility for sick leave pay is concerned.

33-1.3. Leaves of absence may also be granted, without pay, except as provided in the sick pay rule, to any TAT who shall file a written request for leave with the Department of Human Resources Talent Office because of the serious illness of a member of the immediate family, that is, one who resides with or is supported by such teacher. Such leaves may not exceed five school months within two consecutive school years, provided, further, that such leaves shall automatically expire with the expiration of their temporary certificates at the end of June with the close of the school term.

~~33-2.~~ Personal illness leaves may be extended to a maximum of twenty-five school months for appointed teachers.

~~33-3.~~ In addition to the provisions of **Board Rule 4-14(b)**, whenever the absence of a teacher or other bargaining unit member bargaining unit employee is caused by the death of the teacher's parent, spouse, domestic partner, child, brother, sister or grandparent, such employee shall be paid the basic salary for the number of days absent from the date of death to the date the employee returns to work provided that the number of days shall not exceed ten days with the last five being applied against accumulated allowable sick leave.

~~33-4.~~ When a leave has been granted for an appointed teacher for travel or study, the absence shall not be construed as a break in service so far as seniority is concerned, and the position shall be held open as provided by **Board Rule 4-15(b)**.

~~33-5.~~ Teachers or other bargaining unit members Bargaining unit employees, including any selected by the UNION, may be granted leave with the approval of the Chief Executive Officer and with authorization from the BOARD to attend, without loss of salary, conferences, meetings, workshops or conventions of professional organizations which in the judgment of the Chief Executive Officer are beneficial or related to the work of the schools, or a commencement exercise at which a degree is being conferred on the employee. Such leave to attend a commencement exercise shall be limited to one day.

~~33-5.1.~~ When a teacher or other bargaining unit member bargaining unit employee applies for a leave under the provisions of **Board Rule 4-14(e)**, pertaining to leave to attend conferences, the application shall be accompanied by a self-addressed, stamped envelope. The Department of Human Resources Talent Office shall provide written notification of the approval or disapproval of said leave to the applicant within twenty-five school days after the receipt of the application by the Department of Human Resources Talent Office.

~~33-5.2.~~ Teachers or other bargaining unit members Bargaining unit employees requesting paid leave to attend professional conferences, meetings, workshops or conventions, or to receive university degrees, must submit a form containing complete documentation to his or her principal or supervisor at least four weeks prior to the requested leave date. Within two weeks of receiving complete documentation from the employee, the principal or supervisor shall notify the employee whether the request has been granted or denied.

~~33-6.~~ **FMLA Leave.** Bargaining unit employees who have been employed for at least twelve months and who have worked a minimum of 1,250 hours of service during the previous twelve-month period shall be entitled to unpaid leave under the Family and Medical Leave Act (FMLA) as set forth in Appendix G.

Maternity benefits provided through short-term disability program. Paternity benefits modeled on City's program.

33-6.1. Child-Rearing Leave.

- A. A teacher may request leave for the purpose of caring for his or her newborn child. Maternity leave benefits are provided through the short-term disability plan. Paternity leave benefits shall be established and modeled after the City of Chicago's paternity leave plan and shall be incorporated into this Agreement.
- B. In case of absence exceeding ten consecutive school days due to the birth of his or her child or adoption of his or her child less than five years of age, a teacher, including a domestic partner, may apply for and secure child-rearing leave by filing a written application. The Chief Executive Officer shall have the authority, subject to the approval of the BOARD, to grant child-rearing leave. A child-rearing leave taken subsequent to the effective date of this Agreement shall be for a period of not more than four years from the date on which such leave becomes effective. Continuous child-rearing leaves shall not exceed eight years. The teacher's position shall be held open during the first period of ten successive school months of child-rearing leave or to the end of the semester immediately following said ten months upon the written request of the teacher for such extension, subject to the approval of the BOARD. Upon the expiration of such period of time, if the teacher thereafter does not return, the teacher's position shall be declared vacant, provided, however, that upon reporting for duty at the expiration of the child-rearing leave, the teacher shall be eligible for immediate assignment. Child-rearing leave may be terminated before the expiration of ten successive school months upon the written request of the teacher.

~~33-6.2.~~ The provisions of **Board Rule 4-12** pertaining to adoption shall be amended to provide that teachers shall be eligible to apply for child-rearing leave if they accept for adoption a child less than five years of age.

~~33-6.3.~~ A teacher on child-rearing leave may be permitted to serve as a day-to-day substitute at the daily rate paid such a teacher, except when a teacher granted such a leave shall be eligible for sick pay. A teacher so employed as a day-to-day substitute will not be permitted to count such employment to extend the leave nor for purposes of salary adjustment.

Personal days: still receive 3 per year, but if not used, they are lost.

~~33-7. **Personal Days.** All full-time teachers and other full-time bargaining unit members (except temporary teachers employed on a part-time hourly or day-to-day basis) shall be granted three school days' leave for personal business during each calendar year without loss of pay or deduction from sick leave on the basis of and during the period set up for their positions in the budget consistent with **Board Rule 4-11**, except that no personal business day may be taken the first week of school or the last week of school, and effective September 1, 1970, the day before or the day after a school holiday unless it is used to attend the graduation exercise of a child or spouse, or for a religious holiday, or unless an emergency exists and proof of which is filed with the employee's supervisor immediately upon return. All teachers and other bargaining unit members with less than one year's experience in the Chicago Public Schools shall receive personal business leave according to this formula: Those beginning employment between January 1 and March 31, three days; between April 1 and September 30, two days; between October 1 and November 30, one day; and between December 1 and December 31, zero days.~~

Personal business is defined as any business that cannot be conducted at a time not in conflict with the employee's regular school day, an emergency over which the employee has no control which requires immediate attention and the observance of religious obligations.

~~Notice of such leave shall be given as far in advance as possible. In giving notice of such leave or immediately upon return to school, if the leave was an emergency, the employee shall complete the form required by the BOARD but shall not be required to give explanation other than that the leave was taken for one of the specific reasons indicated in this section except as above required. Effective September 1, 1983, at no time shall three personal business days be taken in succession.~~

~~Nothing herein shall affect the right of such employee to follow the present policy with respect to religious holidays. Personal business days may not be used while a member of the bargaining unit is on sick leave. Personal business days that are unused at the end of the calendar year may be added to the employee's accumulated sick leave days up to the maximum provided.~~

~~33-7.1. **Award of Personal Days to Active Employees.** On July 1, 2012 and each July 1 thereafter, the BOARD shall award active full-time employees three paid personal days for use during the Fiscal Year to attend to the employee's personal business. Personal days unused upon separation from employment or on June 30 of each Fiscal Year shall be forfeited.~~

~~Personal days awarded to employees on or after January 1, 2012 and before June 30, 2012 shall remain in the employee's personal day bank. If such personal days are unused by December 31, 2012, the unused days shall be rolled over into the employee's retained sick day bank defined in Article 37.~~

~~33-7.2. **Pro Rata Award to New Hires.** Full-time employees with fewer than twelve months of service with the BOARD shall be granted personal days as follows:~~

Appointment Date	Number of Personal Days
July 1 through September 30	3
October 1 through March 31	2
April 1 through May 31	1
June 1 through June 30	0

~~33-7.3. **Restrictions on Use.** Employees may use personal days on three successive days.~~

~~33-7.1.~~ New full-time teachers and other new full-time bargaining unit members shall complete a sixty-school-day waiting period in order to be eligible for a personal business day (for any reason other than a religious holiday). This provision shall not be applicable to teachers or other bargaining unit members who have been granted personal business days in the preceding school year and have not terminated their services.

~~33-8.~~ Effective August 19, 2002, the number of accumulated unused sick days permitted to accumulate to a teacher or other bargaining unit member shall be 315. Effective August 19, 2009, the number of accumulated unused sick days permitted to accumulate to a teacher or other bargaining unit member shall be 320. Effective August 19, 2011, the number of accumulated unused sick days permitted to accumulate to a teacher or other bargaining unit member shall be 325.

The total number of unused sick leave days shall appear on the salary check stubs of all bargaining unit members. **[Relocated to Article 36]**

~~33-8.1.~~ New full-time teachers and other new full-time bargaining unit members shall complete a sixty-school-day waiting period in order to be eligible for sick days' pay. This provision shall not be applicable to teachers or other bargaining unit members who have been granted sick days in the preceding school year and have not terminated their services.

~~33-9.~~ Effective February 1974, teachers on extended-day programs, including eight-hour-day positions and regularly scheduled classes authorized on an overtime basis (but not including classes established after regular school hours to supplement the regular program, such as after-school classes in reading and arithmetic, driver training programs, evening school programs and social center programs), will be entitled to extended-day pay when absent if entitled to sick pay for the normal school day under the provisions of **Board Rule 4-11**.

~~33-10.~~ Except in circumstances beyond the teacher's control, each teacher who has been absent, or the teacher's designee, shall notify the principal of his or her return by 2:00 p.m. of the day prior to said return.

~~33-11.~~ Any member of the bargaining unit resigning or leaving the system for any reason who has exhausted allowable sick leave time for that school year beyond the rate of one day for each month served up to and including the last day of service will have the bargaining unit member's last salary check adjusted for the overpaid days.

~~33-12.~~ Appointed teachers and PSRPs who are on a personal illness leave due to an injury which is covered by the *Workers' Compensation Act* shall not have their service interrupted for salary purposes, nor shall their absence be construed as a break in service.

~~33-13.~~ In a case of absence exceeding ten consecutive school days due to personal illness, a full-time appointed teacher shall apply for and secure a personal illness leave of absence. Such leave shall not exceed ten school months nor be in excess of a total of ten school months in any two consecutive school years. The teacher's position shall be held open for ten school months or to the end of the semester immediately following said ten school months upon the written request of the teacher for such extension at least two weeks before the leave expires. Thereafter, the position shall be declared vacant, but the teacher, upon reporting for duty at the expiration of such extended leave, shall be eligible for immediate assignment, and, if not placed in an assignment, shall be placed in the reassigned teacher pool.

A teacher who uses his or her accumulated sick leave for the entire period of personal illness leave shall have his or her position held open.

~~33-14.~~ There shall be no moratorium on sabbatical leaves of absence during the term of this Agreement.

~~33-15.~~ In the case of a teacher or other bargaining unit member bargaining unit employee whose continued illness extends beyond the amount of sick leave earned and accumulated, the Department of Human Resources Talent Office may authorize extended leave with pay.

A request for extended sick leave must be directed to the Director of Employee Relations who shall develop standards to ensure that a fair and equitable treatment of all employees is maintained with respect to extended sick leave.

Extended sick leave shall be granted at the discretion of the Chief Human Resources Talent Officer whose decision shall not be subject to further review.

PEP program expires.

33-16. Pension Enhancement Program.

Employees who (1) are eligible for retirement under the Public School Teachers' Pension and Retirement Fund of Chicago or the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund; (2) intend to retire on or before June 30 in the years 2008, 2009, 2010, 2011 and 2012; (3) submit an irrevocable notice of their intent to retire by March 1 in accordance with the schedule set forth below; and (4) have accumulated a sufficient number of sick days at the time of such notice or by the time of the first accelerated payment provided below, whichever is later, shall receive the following accelerated payment(s) for sick days prior to their retirement:

Sick Leave Payout	Retirement Date, on or before:	Notice Date, on or before:
One-Year Payout: 20% over the prior year's salary (includes regular salary increase)	06-30-08	03-01-08
	06-30-09	03-01-09
	06-30-10	03-01-10

Sick Leave Payout	Retirement Date, on or before:	Notice Date, on or before:
	06-30-11	03-01-11
	06-30-12	03-01-12
Two-Year Payout: 10% each of the 2 prior years (in addition to regular salary increases)	06-30-09	03-01-08
	06-30-10	03-01-09
	06-30-11	03-01-10
	06-30-12	03-01-11
Three-Year Payout: 6.6% each of the 3 prior years (in addition to regular salary increases)	06-30-10	03-01-08
	06-30-11	03-01-09
	06-30-12	03-01-10
Four-Year Payout: 5% each of the 4 prior years (in addition to regular salary increases)	06-30-11	03-01-08
	06-30-12	03-01-09
Five-Year Payout: 4% each of the 5 prior years (in addition to regular salary increases)	06-30-12	03-01-08

Payments in Fiscal Year 2007-2008 will be made in a salary adjustment check on or after April 1, 2008 and prior to June 30, 2008; in 2008, 2009, 2010, 2011 and 2012, a salary adjustment check will be made prior to June 30 of each year.

Employees are responsible for paying their pension contributions on any accelerated payment they receive for sick days under this Article.

ARTICLE 34
PERSONNEL FILES—BOARD OF EDUCATION

34-1. No anonymous letter or materials shall be placed in the teacher's or other bargaining unit member's file or be used in any proceeding or given any credibility anywhere by the BOARD.

Members shall have access to a printout of their personnel information. All other existing language maintained.

34-2. Examination of File. Upon written request by the teacher or other bargaining unit member bargaining unit employee, the employee shall be permitted to examine or to make a copy of his or her personnel file in the presence of a BOARD representative. Additionally, upon request, the BOARD shall provide bargaining unit employees with a printout of electronic personnel information in accordance with applicable law. Such requests shall not be honored during the two weeks prior to the opening of the school term in September nor during the first two weeks of the school term, due to the work load of the Department of Human Resources Talent Office at these particular times.

34-3. Grievance Matters. No matters pertaining to the grievance procedure shall be included in the teacher's or other bargaining unit member's bargaining unit employee's personnel file, unless so requested by the employee. All matters pertaining to a grievance shall be treated as confidential material by the BOARD and shall not be consulted in decisions regarding re-employment, promotion, assignment or transfer.

34-4. Derogatory Statements. No derogatory statement about a teacher or other bargaining unit member bargaining unit employee originating outside of the Chicago public school system shall be placed in the teacher's or other bargaining unit member's employee's personnel file, provided, further, that any official report or statement originating within the Chicago public school system may be placed in the teacher's or other bargaining unit member's employee's personnel file only if the teacher or other bargaining unit member employee is sent a dated copy thereof at the same time. The teacher or other bargaining unit member employee may respond and such response shall be attached to the filed copy.

34-5. Exchange of Documents Prior to Conferences. No material shall be used in any formal action against any bargaining unit member employee, when summoned to a conference in the Office of Employee Relations, which has not been made available to the bargaining unit member employee in advance of said conference. Any material to be used by the UNION or bargaining unit member employee shall be presented to the Office of Employee Relations in the same manner.

34-5.1. Inclusion of Materials Submitted by Teachers. In accordance with present practice, a teacher shall be permitted to submit materials which relate to the teacher's service in the Chicago public school system for inclusion in the teacher's personnel file.

34-5.2. Advance Notification of Subject of Conferences. Teachers or other bargaining unit members Bargaining unit employees summoned by the BOARD or Chief Executive Officer or his or her designee for formal action which could be adverse shall be given advance notification as to the subject of the conference and shall have the option of having a UNION representative present and representing the teacher or other bargaining unit member employee. The bargaining unit member employee shall be responsible for notifying the UNION. The above This procedure shall not apply to

unsatisfactory evaluation conferences which are covered under Article 39.

34-5.3. Conferences with Parents and Community Representatives. Teachers and other bargaining unit members Bargaining unit employees who are requested to attend a conference with a parent who is accompanied by a representative of a community organization shall be given advance notification as to the subject of the conference and may have the option to have a UNION field representative present. The bargaining unit member employee shall be responsible for notifying the UNION. Nothing herein shall preclude a parent's being accompanied to a school conference by a person who will serve as an interpreter if a language barrier exists, and nothing herein shall preclude a parent's being accompanied by another member of the family. In such situations the option to have a UNION field representative present shall not apply.

ARTICLE 35
PROMOTIONAL AND PROFESSIONAL OPPORTUNITIES
FILLING VACANT POSITIONS

35-1. Vacant Position Defined. Notice of all promotional and professional opportunities occurring during the school year, including those filled by teachers on loan, shall be posted in all school offices at least ten days and, when practical, twenty days prior to the closing date for applications. In the event such opportunities arise outside the school term, the Board shall notify the Union and advertise (1) in the Personnel Bulletin, (2) on the Chicago Public Schools' website and (3) on the Chicago Public Schools' twenty-four hour jobs hotline. A vacant position is defined as a budgeted position to which no employee is appointed or assigned and for which an educational program exists.

35-2. Posting of Vacant Positions. The posting shall include a description of the duties of the position; the qualifications required of persons applying for the position; the location of the position, if known; and the salary range of the position. The BOARD shall post vacant positions in the bargaining unit in accordance with a regular schedule adopted by the BOARD, and the UNION shall have online access to all such postings. The posting shall at a minimum include a description of the duties of the position, the qualifications required for the position, the location of the position if available and the salary range for the position.

Selection criteria: Principals must follow the following order for hires (except when otherwise required by law or this Agreement): Qualifications, certifications, performance ratings, relevant experience, merit and ability and without consideration of seniority or length of service. (required by state law).

35-3. Selection Criteria. The Department of Human Resources shall acknowledge promptly in writing the receipt of each application, except for summer schools, provided that applicants furnish a stamped, self-addressed envelope. Unless otherwise required by law or this Agreement, a principal or head administrator shall select candidates to fill vacant positions based on qualifications, certifications, performance ratings if any, relevant experience, merit and ability and without consideration of seniority or length of service.

35-4. Teacher Transfer Periods. Applicants for promotional opportunities who are interviewed by an Interview Committee shall furnish the Interview Committee with a stamped, self-addressed envelope which shall be used by the Department of Human Resources to notify the applicant when the position has been filled.

Preserved right to transfer without principal's permission. CPS tried to eliminate.

The policy and procedure governing appointments and assignments for teachers is set forth in the applicable provisions of the Rules of the Board of Education and Chicago Public Schools Policy Manual. Teachers may transfer effective the second semester of the school year without the consent of their current attendance center principal only when the Department of Human Resources receives the administrative transfer request signed by the receiving principal between seventy-five and thirty calendar days prior to the conclusion of the first semester of the school year. Teachers may transfer effective the end of the school year without the consent of their current attendance center principal only when the Department of Human Resources receives the administrative transfer request signed by the receiving principal between seventy five and thirty calendar days prior to the conclusion of the school year. Moved from 42-1

35-5. Qualified teachers holding a regular kindergarten-primary certificate may also apply for positions as reading clinic teachers when such positions are to be staffed.

35-6. Any ancillary teaching position to be opened for the first time at the local school level shall be reported to the faculty by the principal. Within three school days thereafter, any teacher may make written application to the principal indicating said teacher's qualifications for said position. This procedure shall not apply to positions covered under the provisions of Article 35-1 of this Agreement.

35-7. Any otherwise qualified PSRP shall be eligible to apply for any advertised position.

35-8. When a teacher or other bargaining unit member makes formal application for a promotional or professional opportunity, including positions at reclassified or redesignated schools, the applicant's most recent efficiency rating shall be part of the criteria. The applicant's prior two efficiency ratings shall be considered if the most recent efficiency rating was the teacher's initial evaluation by the principal.

ARTICLE 36
SALARIES AND OTHER COMPENSATION

Annual Teacher base raises: Year 1, 3%; Year 2, 2%; Year 3, 2%

Annual PSRP base raises: Year 1, 4%; Year 2, 2%; Year 3, 2%

Step structure revised but remains equal overall value. Lanes retained without modification.

36-1. Salaries, Compensation and Remuneration Provisions. The annual salaries of all teachers bargaining unit employees and the prorated bi-weekly segments thereof and all other provisions governing compensation and remuneration are set forth in the teacher salary schedules and provisions attached hereto as Appendix A-1A through A-1D. Such salary schedules and all other provisions governing compensation and remuneration contained in Appendix A are hereby made a part of this Agreement.

36-2. Conversation of Salary to Hourly Rate. For the purpose of prorating an employee's salary to an hourly rate, no distinction shall be made between elementary, middle and high school teachers or clinicians. Hourly rates shall be determined by using 7 hours as the base length of the day and 6.25 hours as the base duty day, regardless of the fact that high school teachers have a 7.25-hour base length of the day and a 6.42-hour base duty day.

36-3. Payroll Procedures.

Deferred pay will end at the beginning of the 2013-14 school year. Balance owed to members will be paid June 2013. The Board will work with banks and the Credit Union to set up “deferred banks” for individuals through their financial institutions.

- 36-2.1. All bargaining unit employees shall be on the same payroll cycle.
- 36-2.2. A payroll period is a fourteen-calendar-day period commencing on a Sunday and ending on the second Saturday following such Sunday. Bargaining unit employees shall be paid for each payroll period on the Friday that follows thirteen days after the end of such payroll period.
- 36-2.3. Effective beginning with the 2013-2014 work year, the BOARD shall cease its deferred pay plan. The BOARD shall develop a transition plan by December 31, 2012 and shall bargain with the UNION over the impact of the transition, including the impact on employees in Track E schools. All deductions shall be prorated over each payroll period over the course of the work year. The BOARD and the UNION shall develop and implement an employee communication and resources plan to assist employees who plan to establish personalized deferred pay accounts with their own banks or financial institutions that will allow them to direct a portion of their compensation into a savings or other account to be available during unpaid break periods.
- 36-2.4. For each Fiscal Year, the BOARD shall publish a payroll schedule that will reflect the pay dates for each payroll period and a concomitant schedule for deductions.
- 36-2.5. Principals and head administrators shall submit payroll corrections immediately upon verification of a payroll error. Salary adjustments shall be remitted to the teacher as soon as practicable and no later than the next payroll period.

36-1.1. Effective September 1, 1984 and thereafter, the UNION agrees that at least fifty percent of appointed teachers shall be paid their thirty-nine-week annual salary (Appendix A-1A through A-1D) prorated over fifty-two weeks in twenty-six bi-weekly payments. Teachers requesting to be paid in this manner must submit proper application to the principal on or before June 15, 1984. Said payroll status shall remain in effect throughout the 1984-1985 fiscal year.

If less than fifty percent of the appointed teachers elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of teachers necessary to reach fifty percent of the appointed teaching force shall be placed in the fifty-two-week payment program. Said teachers shall be those teachers with the least amount of continuous service in the Chicago public schools.

Effective November 5, 1990, the UNION agrees that at least seventy-five percent of all full-time teachers shall be paid their thirty-nine-week annual salary (Appendix A-1A through A-1D) prorated over fifty-two weeks in twenty-six bi-weekly payments. All TATs and all appointed teachers upon their original appointment shall be placed in the fifty-two-week payment program. All other appointed teachers requesting to be paid in this manner must submit proper application to the principal on or before June 1. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for full-time teachers who may be placed involuntarily into the fifty-two-week payment program. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than seventy-five percent of all full-time teachers elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time teachers necessary to reach seventy-five percent of all full-time teachers shall be placed in the fifty-two-week payment program. Said teachers shall be those teachers with the least amount of continuous service within the Chicago public schools.

Effective August 21, 1999 and thereafter, the UNION agrees that eighty-five percent of all full-time teachers shall be paid their forty-week annual salary (Appendix A-1A through A-1D) prorated over fifty-two weeks in twenty-six bi-weekly payments. All TATs and all appointed teachers upon their original appointment shall be placed in the fifty-two-week payment program. All other appointed teachers requesting to be paid in this manner must submit proper application to the principal on or before June 1 prior to the next school year. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for appointed teachers who may be placed involuntarily into the fifty-two-week payment program for the following school year. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than eighty-five percent of all full-time teachers elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time teachers necessary to reach eighty-five percent of all full-time teachers shall be placed in the fifty-two-week payment program. Said teachers shall be those teachers with the least amount of continuous service within the Chicago public schools.

A joint BOARD-UNION committee shall be established to hear and decide appeals only on the basis of circumstances that create hardships for continuous participation in the extended pay plan for teachers.

Hardship appeals shall be conducted within fifteen school days following the receipt of the request. Hardships granted for the circumstances listed above shall be expedited within fifteen school days following the date of the hearing. The lump-sum monies shall be paid to the employee within two pay periods after the appeal is granted. Teachers granted hardship appeals shall not be involuntarily returned to the extended pay plan in the following school year.

36-1.2. Effective September 1, 2004 and thereafter, Article 36-1.1 of this Agreement is superseded by this Article, and all teachers shall be paid their annual salary prorated over fifty-two weeks in twenty-six bi-weekly payments. All deductions shall be annualized in accordance with the fifty-two-week payment program through twenty-six bi-weekly deductions.

36-2. The annual salaries of all PSRPs and the prorated monthly segments thereof are set forth in the PSRP salary schedules hereto attached in Appendix A-1F through A-1H. Such schedules and all other provisions governing compensation and remuneration contained in Appendix A are hereby made a part of this Agreement.

36-2.1. Effective September 1, 1984 and thereafter, the UNION agrees that at least fifty percent of PSRPs shall be paid their thirty-nine-week annual salary (Appendix A-1F through A-1H) prorated over fifty-two weeks in twenty-six bi-weekly payments. PSRPs requesting to be paid in this manner must submit proper application to the principal on

or before June 15, 1984. Said payroll status shall remain in effect throughout the 1984-1985 fiscal year.

If less than fifty percent of the PSRPs elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of PSRPs necessary to reach fifty percent shall be placed in the fifty-two-week payment program. Said PSRPs shall be those members with the least amount of continuous service within their job title classification within the Chicago public schools.

Effective November 5, 1990, the UNION agrees that at least seventy-five percent of all full-time PSRPs shall be paid their thirty-nine-week annual salary (Appendix A-1F through A-1H) prorated over fifty-two weeks in twenty-six bi-weekly payments. All full-time provisional PSRPs and all PSRPs upon their date of certification shall be placed in the fifty-two-week payment program. All other PSRPs requesting to be paid in this manner must submit proper application to the principal on or before June 1. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for PSRPs who may be placed involuntarily into the fifty-two-week payment program. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than seventy-five percent of full-time PSRPs elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time PSRPs necessary to reach seventy-five percent shall be placed in the fifty-two-week payment program. Said full-time PSRPs shall be those members with the least amount of continuous service within the Chicago public schools.

Effective August 21, 1999 and thereafter the UNION agrees that eighty-five percent of all full-time PSRPs shall be paid their forty-week annual salary (Appendix A-1F through A-1H) prorated over fifty-two weeks in twenty-six bi-weekly payments. All full-time provisional PSRPs and all PSRPs upon their date of certification shall be placed in the fifty-two-week payment program. All other PSRPs requesting to be paid in this manner must submit proper application to the principal on or before June 1 prior to the next school year. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for PSRPs who may be placed involuntarily into the fifty-two-week payment program for the following school year. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than eighty-five percent of full-time PSRPs elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time PSRPs necessary to reach eighty-five percent shall be placed in the fifty-two-week payment program. Said full-time PSRPs shall be those members with the least amount of continuous service within the Chicago public schools.

A joint BOARD-UNION committee shall be established to hear and decide appeals only on the basis of circumstances that create hardships for continuing participation in the extended pay plan for PSRPs.

Hardship appeals shall be conducted within fifteen school days following the receipt of the request. Hardships granted for the circumstances listed above shall be expedited within fifteen school days following the date of the hearing. The lump-sum monies shall be paid to the employee within two pay periods after the appeal is granted. PSRPs granted hardship appeals shall not be involuntarily returned to the extended pay plan in the following school year.

36-2.2. Effective September 1, 2004 and thereafter, Article 36-2.1 of this Agreement is superseded by this Article, and all PSRPs shall be paid their annual salary prorated over fifty-two weeks in twenty-six bi-weekly payments. All deductions shall be annualized in accordance with the fifty-two-week payment program through twenty-six bi-weekly deductions.

Effective July 1, 2008, all PSRPs in 38.6-week (or ten-month) positions shall be paid their annual salary in bi-weekly installments prorated over twenty bi-weekly payroll periods. All deductions shall be annualized in accordance with the fifty-two-week payment program through twenty bi-weekly deductions.

36-2.3. Effective on or after July 1, 2007, the BOARD shall place all PSRPs on the same payroll cycle as teachers.

Raises cannot be cancelled due to budget appropriations.

36-3. Budgetary Appropriations. In accordance with the provisions of the *Illinois School Code*, salary schedules and compensatory remuneration provisions in the 2007-2012 Agreement shall be subject to the terms, provisions and conditions of appropriations therefore contained in the fiscal 2008-2009 annual or supplemental school budgets for the school year 2008-2009, and shall be subject to the terms, provisions and conditions of appropriations therefore contained in the fiscal 2009-2010 annual or supplemental school budgets for the school year 2009-2010, and shall be subject to the terms, provisions and conditions of appropriations therefore contained in the fiscal 2010-2011 annual or supplemental school budgets for the school year 2010-2011, and shall be subject to the terms, provisions and conditions of appropriations therefore contained in the fiscal 2011-2012 annual or supplemental school budgets for the school year 2011-2012.

CPS Pension pick up preserved.

36-3.1. Pension Pick Up. The BOARD shall pick up for each teacher and other bargaining unit member employee a sum equal to seven percent of the amount due each such employee as set forth in Section 27-1.1 and in the annual salary schedules set forth in Appendix A-1A through A-1D and A-1F through A-1H (except for Appendix A-1K(i) and A-3E) for the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund to be applied to the retirement account of each such employee (not the survivors' annuity account).

The employee shall have no right or claim to the funds so picked up, except as they may subsequently become available upon retirement or resignation from the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund, or as provided under the laws governing the above two pension funds.

The BOARD does not warrant that the payments made by the BOARD for the employees as set forth above are permissible prior to January 1, 1982, or that any of such payments are excludable from the employees' gross wages, and as such, the UNION and each individual bargaining unit member employee shall and does hereby agree to indemnify and hold harmless the BOARD and its members, officers, agents and employees from and against any and all claims, or liability by reason of payments of

said contributions to the Public School Teachers' Pension and Retirement Fund of Chicago and the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund made pursuant to the provisions of this Article. This pension pick up will not constitute a continuing element of compensation or benefit beyond Fiscal Year 2012 2015 or 2016 should this Agreement be extended for one year.

All terms and conditions of employment for future years, including without limitations, salaries, benefits, and pension pick up and staffing formulas, are the subject of negotiation for those years.

36-3.2. 2.2% Pension Legislation. Commencing with Fiscal Year 2000, the additional pension contributions of teachers as a result of the "2.2%" legislation shall be made on a pre-tax basis pursuant to Internal Revenue Code section 414(h). For the purposes of Internal Revenue Code section 414(h), such contributions will be treated as employer contributions, and it is recognized that employees do not have the option to receive such contributions in cash.

This agreement is for the purpose of making such additional pension contribution pre-tax for the employee. Contributions will be deducted from employees' salaries and do not constitute an additional "pick up" under Article 36-3.1 of the Agreement between the BOARD and the UNION.

36-4. Step and Lane Adjustments.

- A. Salary step adjustments based on previous teaching experience in the Chicago public schools shall be made no later than forty-five days from the date proper claim is received in the Department of Human Resources Talent Office.
- B. Salary step adjustments based on previous teaching experience outside the Chicago public schools shall be made no later than forty-five days from the date proper claim and official transcript proof verifying employment are received in the Department of Human Resources Talent Office.
- C. Salary lane placement adjustments for Lane II (master's degree) and Lane VI (doctoral degree) shall be made no later than forty-five days from the date proper claim and official transcript certifying completion of all degree requirements are received in the Department of Human Resources Talent Office.
- D. Salary lane placement adjustments for Lane III (fifteen hours of graduate study beyond the master's degree), Lane IV (thirty hours of graduate study beyond the master's degree) and Lane V (forty-five hours of graduate study beyond the master's degree) shall be made no later than forty-five days from the date proper claim and official transcripts verifying successful completion of all course work for the fifteen, thirty or forty-five hours beyond the master's degree are received in the Department of Human Resources Talent Office.
- E. The annual increment for National Board Certified Teachers (NBCTs) set forth in Appendix A-2A shall be paid at the end of the semester following the teacher's submission of proof of such certification to the Department of Human Resources Talent Office. The annual increment will be paid in two installments. The annual increment will be prorated to reflect either (i) a shortened work year if the teacher begins working after the start of the school year or resigns prior to the end of the school year or (ii) the teacher's receipt of NBCT certification after the start of the school year.

36-5.F. In accordance with established policy and procedures, the full burden of responsibility for applying for and submitting claims for adjustment and for filing the necessary documentary proof with the Department of Human Resources Talent Office to substantiate such claims for adjustment of teacher salaries as provided in Section 302.8 of the *Chicago Public Schools Policy Manual* (Compensation and Pay Plan) (Board Report: 08-0123-PO1) shall rest with the teacher.

36-5.1.G. The Department of Human Resources BOARD shall acknowledge, in writing, the receipt of each claim within twenty-five days and shall note any deficiency in said claim if, at the time the claim is made, the teacher has provided the Department of Human Resources BOARD with a stamped, self-addressed envelope.

36-6. Whenever a bargaining unit member's two week pay would normally fall on the Friday following Thanksgiving, checks shall be issued and distributed on the Wednesday prior to Thanksgiving. Whenever a bargaining unit member's two week pay would normally fall on a non-work or non-attendance day, checks shall be issued and distributed on the day immediately preceding the attendance or work day.

36-7. The completion date for the fifteen, thirty or forty-five semester hours of approved graduate credit beyond the master's degree shall be determined by the regionally accredited college or university or the Department of Human Resources Talent Office.

36-8. Effective September 1, 2004, the BOARD shall provide a written explanation of a payroll adjustment or change with the salary warrant on which said adjustment or change takes place. The BOARD shall print lane or grade and step placement on each paycheck. *[Incorporated Below]*

36-9. PSRP Bonus. In each year of this Agreement, the BOARD shall make a \$250.00 one-time payment on the payroll date prior to spring recess to those PSRPs who are actively employed by the BOARD on that payroll date. The payment shall not be added to the salary schedule, but shall be pensionable.

36-9.1. The BOARD shall pay a one-time non-pensionable \$1,000.00 bonus to PSRPs who become highly qualified within the meaning of the No Child Left Behind Act and applicable state and federal regulations and who present an Illinois State Board of Education certification of highly qualified status to the Department of Human Resources Talent Office.

36-10. Longevity. The BOARD shall credit teachers who are at Step 13 on the salary schedule and who have at least thirteen years of experience with one additional sick day per year. The BOARD shall credit teachers who are at Step 13, or effective July 1, 2008 and thereafter, Step 14, on the salary schedule and who have at least eighteen years of experience with two additional sick days per year.

Effective July 1, 2008 and thereafter, the BOARD shall credit PSRPs who are at Step 6 on the PSRP salary schedule and who have at least thirteen years of experience with one additional sick day per year. Effective July 1, 2008 and thereafter, the BOARD shall credit PSRPs who are at Step 7 of the PSRP salary schedule and who have at least eighteen years of experience with two additional sick days per year.

36-11. Direct Deposit.

36-11.1. All employees are required to utilize direct deposit for the payment of their wages salaries and other compensation.

36-11.2. The Board shall provide a written explanation of a payroll adjustment or change on the direct deposit advice where such adjustment or change occurred.

36-11.3. The direct deposit advice shall identify the employee's lane or grade and step placement and the employee's total number of unused sick days.

**ARTICLE 37
UNUSED SICK PAY
SICK DAYS AND SHORT-TERM DISABILITY LEAVE**

Old sick day banks are protected and can be used as they have always been used. They can be cashed out upon retirement. All employees will begin accruing a new sick bank, that accumulates up to 40 days totals. Annually, all members will receive 10 sick days per year. New sick day bank (40 days) cannot be cashed out, but may be used for pension service credits at retirement.

37-1. Sick Days Granted On and After July 1, 2012. On July 1, 2012, and each July 1 thereafter, the BOARD shall grant eligible employees one sick day per month, up to twelve sick days per year, based on their anticipated active employment for the next school year. Sick days granted on and after July 1, 2012 that are unused at the end of the Fiscal Year will not be carried over to the next Fiscal Year, except as provided in Section 37-2. The BOARD shall not pay out to any employee the value or any part of the value of any sick days granted on and after July 1, 2012 that are unused at the time the employee separates from employment for any reason.

37-1.1. The pay for one sick day shall be calculated by multiplying the number of hours the employee is assigned per day by his or her regular hourly rate of pay.

37-1.2. New employees are not eligible for sick days during the first sixty calendar days of their employment. After this sixty-day period, such employees shall accrue and be granted sick days retroactive to their dates of appointment.

37-2. Roll Over of Sick Days Granted On and After July 1, 2012. Sick days awarded on and after July 1, 2012 that remain unused at the end of the Fiscal Year may be rolled over for future use up to a maximum of forty days and may be used for the following purposes: (a) as sick days or for purposes of leave under the Family and Medical Leave Act; (b) to supplement the short-term disability pay in days 31 through 90 to reach 100% income during such period or (c) for pension service credit upon retirement. Sick days accumulated under this Section shall be utilized prior to sick days in the "retained sick day bank" defined in Section 37-3.

37-3. Unused Sick Day Banks Earned Prior to July 1, 2012. Bargaining unit employees shall retain any bank of unused sick days that the bargaining unit employee accumulated prior to July 1, 2012 in a "retained sick day bank." Employees may use days from their retained sick day bank for the purposes set forth in Section 37-2. Up to 325 retained sick days earned from Board employment prior to July 1, 2012 and left unused in the retained sick day bank at the employee's resignation, retirement or death shall be paid out at the employee's rate of pay at the time of the employee's separation based on the following qualifying events and in the following percentages:

Qualifying Event	Percentage of Accumulated Sick Leave To Be Paid Out
Resignation or retirement with 33.95 or more years of service	100%
Resignation or retirement with at least 20 but less than 33.95 years of service	90%
Resignation or retirement at age 65 with less than 20 years of service	85%
Employee's Death	100%

Every employee now receives Short Term Disability (STD) benefits which can be utilized after the use of the sick days received that year.

Disability benefits: 100% pay first 30 days; 80% pay days 31-60; 60% pay days 61-90. May be used for personal illness or maternity leave. Sick days may be used to supplement STD benefits to receive 100% pay.

37-4. Short-Term Disability Leave. Effective January 1, 2013, the BOARD shall establish a short-term disability and paid maternity leave plan for employees at no cost to employees who are eligible for health care benefits.

37-3.1. **Benefits.** The short-term disability policy shall provide disability benefits for employee illness in excess of ten consecutive days (including maternity leave days) as follows: (a) one hundred percent of the employee's regular full-time pay for the first thirty calendar days of the employee's disability and/or maternity leave; (b) eighty percent of the employee's regular full-time pay for calendar days thirty-one through sixty of the employee's disability and/or maternity leave; and, (c) sixty percent of the employee's regular full-time pay for calendar days sixty-one through ninety of the employee's disability and/or maternity leave.

37-3.2. **Eligibility for Short-Term Disability and Paid Maternity Leave Benefits.** Employees are eligible for short-term disability if they satisfy the following requirements:

- 37-3.2(a). They have been employed for at least sixty calendar days;
- 37-3.2(b). They have not exhausted ninety paid calendar days of short-term disability or maternity leave in the preceding twelve-month period;
- 37-3.2(c). They have exhausted all sick days allotted for the year;
- 37-3.2(d). They have submitted a qualifying medical certification of their disability or maternity;
- 37-3.2(e). They are not receiving worker's compensation, victims of violence leave or long-term disability benefits for the disability; and
- 37-3.2(f). They satisfy any other eligibility requirements to qualify for the benefit approved by the LMCC, which approval shall not be unreasonably withheld.

37-3.3. Employee Benefits During Paid Short-Term Disability Leave. Employees on short-term disability leave may continue their employee benefits [e.g., health, dental, life, or 403(b)] on the same terms as if they were actively employed. Deductions shall be made from short-term disability payments for those benefits.

37-3.4. Coordination with FMLA and Supplemental FMLA Leaves of Absence. Short-term disability leaves and any period of sick leave used immediately preceding the short-term disability leave period run in parallel with qualifying FMLA leaves of absence. Time spent on a short-term disability leave of absence shall count towards the maximum number of days or weeks of FMLA or Supplemental FMLA leaves of absence.

Up to 10 sick days may be donated to any employee in the system (CTU or non-CTU members). Employees may receive up to 45 sick days through donations.

37-4. Transfer of Sick Days.

37-4.1. Donation of Sick Days. Employees may donate up to ten sick days from their sick day banks to another employee who is suffering from a serious medical condition and who is on an approved leave of absence. An employee receiving a donation of sick days may not receive more than forty-five days of sick leave in the aggregate from donor-employees and may only receive a donation once during his or her employment with the Board.

37-4.2. Local Guidelines. Each school shall establish a sick leave bank for bargaining unit employees in accordance with the guidelines established by the BOARD.

~~37-1. Effective September 1, 1992, teachers or other bargaining unit members who retire on reaching their sixty-fifth birthday shall receive unused sick days' pay equivalent to eighty-five percent of their accumulated sick days.~~

~~Effective July 1, 1999, teachers or other bargaining unit members who retire with at least 33.95 years of service shall receive unused sick days' pay equivalent to one hundred percent of their accumulated sick days.~~

~~Effective July 1, 2003, teachers or other bargaining unit members with twenty years of service, but with fewer than 33.95 years of service, who elect to retire, and who have forty or more unused sick days accumulated, shall receive unused sick days' pay equivalent to ninety percent of their accumulated sick days.~~

~~37-2. Effective July 1, 1999, in the event a teacher or other bargaining unit member has unused sick days at the time of death, the spouse or estate of the deceased shall be entitled to apply for pay equivalent to one hundred percent of the employee's accumulated unused sick days. This benefit is effective once the teacher or other bargaining unit member has accumulated forty or more unused sick days.~~

37-3. Sick Leave Bank.

~~Each school shall establish a sick leave bank for teachers in accordance with the guidelines attached hereto as Appendix F.~~

**ARTICLE 38
TEACHER ASSIGNMENT PROCEDURE**

~~38-1. The Department of Human Resources shall continue to appoint teachers from the appropriate eligible list with the proviso that until June 30, 2003, vacancies which require an additional endorsement shall be filled by the appointment of teachers presently on the applicable eligible list who have the appropriate endorsement from the Department of Human Resources. Said appointments shall be made so that they will assure that the racial compositions, experience and educational training of each school's faculty more nearly approaches the system-wide proportions.~~

~~Any appointment made pursuant to this Article 38-1 shall not constitute a violation of any other provision of this Agreement. Prior to the filing of any grievance under this provision, the matter shall be reviewed by the UNION with the Director of Employee Relations.~~

~~38-1.1. Assignment of teachers to adult education centers shall follow the procedures in Article 38-1 of this Agreement except that teachers with prior satisfactory full-time adult education teaching experience of at least one full school year shall be given preference in assignment to such centers.~~

~~38-2. The UNION and the BOARD will work cooperatively to develop and implement policies with respect to the assignment and appointment of teachers in such a manner as to lead to the achievement of representative racial composition of school faculties and of a more equitable distribution of assigned and appointed teachers.~~

~~38-3. When TATs are released due to the return from a leave of an appointed teacher to the school, such TATs shall be permitted the following benefits:~~

- A.

TATs so released shall be reassigned, effective the first day of student attendance of the school year, or thereafter, by the Department of Human Resources Talent Office to the Cadre and shall be continuously available to perform substitute service. Further, they shall accept all assignments in any and every school. Displaced TATs who become members of the Cadre shall continue to be eligible for all medical and dental benefits granted to TATs for twelve calendar months after reassignment to the Cadre provided said teachers remain in the Cadre. Displaced TATs assigned to the Cadre shall be paid the daily rate set forth in Appendix A-1J(i) of this Agreement provided, however, that any displaced TAT who has served as a TAT for one hundred school days during the school year in which the displacement occurs shall be paid \$179.51 during the 2007-2008 school year, \$186.69 during the 2008-2009 school year, \$194.16 during the 2009-2010 school year, \$201.93 during the 2010-2011 school year and \$210.01 during the 2011-2012 school year for the remainder of that school year as set forth in or Appendix A-1J(ii). In the event that teachers and other bargaining unit members bargaining unit employees receive additional salary increases in accordance with the provisions of Section 47-2.1 in any and all years covered by this Agreement, the salaries herein referred to shall be increased by the same percentage(s). Released TATs serving in the Cadre shall be given the opportunity to apply and be interviewed for vacant positions throughout the school year. The Department of Human Resources Talent Office shall maintain a list of released TATs in order to assist principals in filling vacancies. A TAT released from a school will not be reassigned to a vacancy temporarily filled by another TAT.
- B.

A displaced TAT who becomes a member of the Cadre may be selected at any time by a principal to fill an existing vacancy provided that this

reassignment is consistent with the area of certification required for said vacancy. If reinstated as a TAT, said teacher shall be placed on the appropriate lane and step of the salary schedule and shall receive all benefits herein provided to TATs. If the displaced TAT is assigned to the position of an appointed teacher on leave, the TAT shall remain as a TAT as defined in Section 23-1. Otherwise, if the displaced TAT is assigned to a vacancy consistent with the TAT's area of certification, the TAT shall become a probationary teacher as defined in Section 23-1.

- C.

The BOARD and the UNION agree that said displaced TATs shall be included in the number of Cadre substitutes maintained by the BOARD under the provisions of Section 27-1.1. If the number of released TATs causes the size of the Cadre to exceed the specified three hundred members from September to November 1 or nine hundred members from November 1 through the end of the school year, the BOARD shall increase the size of the Cadre to accommodate inclusion of any released TATs.

~~38-4. When probationary teachers are to be released due to the closure of an attendance center or a program, a drop in enrollment, the educational focus of the attendance center is changed such that available teaching positions cannot accommodate some or all probationary teachers or when an attendance center is subject to actions taken pursuant to sections 34-8.3 or 34-8.4 of the Illinois School Code, such probationary teachers shall be permitted the following benefits:~~

- A.

If changes in an attendance center or program require removal of some but not all probationary teachers, probationary teachers with appropriate certifications will be selected for retention based on system-wide seniority.
- B.

A probationary teacher who is reappointed within ten months of the probationary teacher's displacement shall not be considered as suffering a break in service for purposes of the consecutive years' requirement for achieving tenure.
- C.

Probationary teachers who are released shall be reassigned, effective the first day of student attendance of the school year, or thereafter, by the Department of Human Resources to the Cadre and shall be continuously available to perform substitute service. Further, they shall accept all assignments in any and every school. Displaced probationary teachers who become members of the Cadre shall continue to be eligible for all medical and dental benefits granted to probationary teachers for twelve calendar months after reassignment to the Cadre provided said teachers remain in the Cadre. Displaced probationary teachers assigned to the Cadre shall be paid the daily rate set forth in Appendix A-1J(ii) of this Agreement. In the event that teachers and other bargaining unit members receive additional salary increases in accordance with the provisions of Article 47-2.1 of this Agreement in any and all years covered by this Agreement, the salaries herein referred to shall be increased by the same percentage(s). Released probationary teachers serving in the Cadre shall be given the opportunity to apply and be interviewed for vacant positions throughout the school year. The Department of Human Resources shall maintain a list of released probationary teachers in order to assist principals in filling vacancies.
- D.

The BOARD and the UNION agree that said displaced probationary teachers shall be included in the number of Cadre substitutes maintained by the BOARD under the provisions of Article 27-1.1 of this Agreement. If the number of released probationary teachers causes the size of the Cadre to exceed the specified three hundred members from September to November 1 or nine hundred members from November 1 through the end of the school year, the BOARD shall increase the size of the Cadre to accommodate inclusion of any released probationary teachers.

~~38-5. The principal shall notify teachers in encumbered and interim positions, in writing, prior to advertising said positions in the Chief Executive Officer's bulletin. This procedure shall also apply to new and vacant positions in the school. New and vacant positions shall be posted in a prominent place in the school for ten school days prior to the application deadline.~~

**ARTICLE 39
TEACHER EFFICIENCY RATINGS EVALUATION**

Article is completely rewritten. Includes significant new procedural safeguards, evidence-based evaluation system, and the right to appeal rating to neutral body. No stakes for tenured teachers during 2012-2013 school year.

~~39-1. Evaluation Plan and Procedures. The parties recognize that the joint BOARD-UNION Teacher Evaluation Committee established under Article 45-13 is currently studying and discussing issues related to teacher evaluations, including a modified teacher evaluation plan. The parties agree that, if the evaluation plan recommended by the committee is approved by the BOARD and the UNION, it shall become the plan with respect to teacher evaluations and procedures upon its effective date.~~

~~39-1.1. Orientation. School principals or qualified unit heads shall provide tenured and probationary appointed teachers with an orientation session on the evaluation plan during the first three days of teacher attendance at the start of each school year or at such other time as is convenient for the principal and such teachers; provided, however, effective with the 2008-2009 school year, orientation shall take place no later than the twentieth school day. Orientation shall include a description of the evaluation process and elements and a summary of performance expectations for tenured and probationary appointed teachers.~~

~~39-1.2. The Fresh Start PAR-PILOT Agreement. The BOARD and the UNION agree to continue the Fresh Start PAR-PILOT Agreement during the term of this Agreement, as may be amended from time to time by the BOARD and the UNION or until terminated by the parties.~~

39-2. Evaluation Plan and Procedures-Probationary Appointed Teachers.

~~39-2.1. Annual Evaluation. Each probationary appointed teacher shall be evaluated only by a qualified administrator in accordance with the procedures outlined in the Evaluation Plan submitted by the BOARD for approval by the Illinois State Board of Education. Qualified administrators shall provide probationary appointed teachers with an annual summative evaluation no later than the end of the first full school week of March. In the case of classroom probationary appointed teachers, the principal, assistant principal or other qualified administrator in charge of the unit shall base his or her evaluation of the probationary appointed teacher upon at least two classroom observations, one of which must be by the school principal. In the case of non-classroom probationary appointed teachers, the principal, assistant principal or other qualified administrator in charge of the unit shall base his or her evaluation of the~~

probationary-appointed teacher upon a personal review of the probationary-appointed teacher's work product and work habits.

39-2.2. Classroom Observations. The principal, assistant principal or other qualified administrator in charge of the unit may conduct classroom observations of probationary appointed teachers, commencing during the third week of student attendance. A minimum of two personal observations of classroom probationary appointed teachers shall be conducted between the third week of student attendance and the summative evaluation conference referred to within Article 39-2.1. The principal shall conduct at least one of those observations. Within ten school days following each observation, the probationary-appointed teacher shall attend a conference with the evaluator, held at a place ensuring privacy, at which the evaluator shall provide the probationary-appointed teacher with a summary of observations and, where necessary, constructive suggestions and assistance for improving the probationary-appointed teacher's services.

39-2.3. Dismissal of Probationary Appointed Teachers for Cause. Articles 39-2.1 through 39-2.2 are efficiency rating procedures only and shall not limit the right of the BOARD to remove any probationary appointed teacher for good cause. The efficiency rating and any decision to discipline are within the exclusive discretion of the principal and/or the BOARD and are not subject to the grievance procedure.

This section does not prevent the UNION from grieving alleged violations of the evaluation process.

39-2.4. A probationary appointed teacher whose contract is terminated prior to the end of the school year for misconduct or unsatisfactory performance shall have the right to a conference at the Office of Employee Relations and may be represented by the UNION.

39-2.5. A probationary appointed teacher's contract is subject to termination before the end of the school year for unsatisfactory performance provided as follows:

A. The principal notifies the probationary appointed teacher in writing stating the reasons for the unsatisfactory notice and offers suggestions for improvement.

B. After the issuance of an unsatisfactory notice, the principal shall visit the probationary appointed teacher, observe the probationary appointed teacher in a teaching situation and confer with the probationary appointed teacher in a place ensuring privacy to offer assistance for improving the probationary appointed teacher's service.

C. If the principal determines that the work of the probationary appointed teacher remains unsatisfactory, after at least fifteen school days following the issuance of the unsatisfactory notice, the principal shall submit all documents to the Office of Employee Relations to conduct the conference provided in Article 39-2.4.

39-3. Unsatisfactory Day-to-Day Substitutes. Whenever a day-to-day substitute receives an unsatisfactory rating, the Department of Human Resources shall schedule a conference with said day-to-day substitute to give the day-to-day substitute a written copy of the reasons for the unsatisfactory rating, discuss the reasons and give positive suggestions for improvement to the day-to-day substitute.

The services with the school system of an unsatisfactory day-to-day substitute shall not be terminated until said day-to-day substitute has been given an unsatisfactory rating by at least two principals, unless there is evidence of moral laxity or serious misconduct.

39-4. Evaluation Plan and Procedures–Tenured Teachers.

39-4.1. Evaluation Plan. Each tenured teacher shall be evaluated only by a qualified administrator in accordance with the procedures outlined in the Evaluation Plan submitted by the BOARD for approval by the Illinois State Board of Education. Tenured teacher efficiency ratings shall be distributed to the individual tenured teachers at the local school on or before Friday of the thirty-seventh week of the school year, except in schools which operate on forty-four-week, forty-six-week, forty-eight-week or fifty-two-week terms. Said schools shall issue and distribute efficiency ratings on the Friday immediately prior to the final week of the school term.

A copy of said rating shall be placed in the individual tenured teacher's personnel file.

39-4.2. Effective with the 2000-2001 school year, tenured teachers rated excellent or superior shall be rated every two years. Tenured teachers rated satisfactory shall be rated once yearly.

39-4.3. A principal newly assigned or transferred to a school shall not evaluate tenured teachers whose work is satisfactory or better until said principal has served in that school at least five months.

39-5. Remediation/Dismissal of Unsatisfactory Tenured Teachers.

39-5.1. Unsatisfactory Tenured Teachers. Whenever, in the opinion of the principal, after personal observation in the classroom on at least two different school days, unless the tenured teacher has no classroom duties, the service of a tenured teacher is considered unsatisfactory, the principal of the school shall notify the tenured teacher in writing, using Form E-3, Evaluation of Unsatisfactory Service of a Tenured Teacher. This notice, which is given to the tenured teacher in a conference at a place ensuring privacy, states the reasons for the unsatisfactory rating and advises the tenured teacher that the tenured teacher is required to participate in a remediation plan.

39-5.2. Consulting Teacher. The qualified consulting teacher shall be one who has received a rating of superior or excellent on his or her most recent evaluation, has a minimum of five years' experience in teaching and has knowledge relevant to the assignment of the tenured teacher under remediation.

Qualified potential consulting teachers shall submit their application for placement on the consulting teacher roster to the Chief Human Resources Officer, with a copy to the appropriate Area Instruction Officer and the President of the UNION, by June 1 of the preceding school year. The UNION shall submit to the appropriate Area Instruction Officer prior to October 1 of each school year the roster(s) of qualified potential consulting teachers for that district. If the UNION fails to provide a roster to a district superintendent by October 1 of each school year, the BOARD shall determine the roster(s) of qualified potential consulting teachers for that district.

Within three school days after issuance of Form E-3, the principal shall select a qualified potential consulting teacher from the appropriate district roster, supplied by the UNION, containing the names of qualified potential consulting teachers from each school within said district. Within two school days after notification by the principal of the teacher's selection as a consulting teacher, said teacher may waive this assignment by notifying the principal(s) involved. After accepting selection, if the consulting teacher can no longer participate during the course of a remediation plan, a new consulting teacher shall be selected in the same manner as the initial consulting teacher. The remediation plan shall be amended as necessary upon consulting with the new consulting teacher.

The principal may designate up to three preparation periods of any consulting teacher during any one week to be utilized by the consulting teacher for remediation purposes.

The consulting teacher shall advise the tenured teacher under remediation on how to improve teaching skills and how to successfully comply with the remediation plan during each of said preparation periods designated by the principal for that purpose. For each preparation period thus designated, the consulting teacher shall be scheduled for a make-up preparation period of the same time duration within the same or the next payroll period thereafter. This preparation period shall be scheduled at the end of the regular school day, and the consulting teacher shall be paid at a prorata basis of said teacher's basic salary.

39-5.3. Remediation Plan. Within seven school days after selection of the consulting teacher, the principal shall schedule a meeting with the consulting teacher and the tenured teacher rated unsatisfactory in order to commence the development of a remediation plan designed to correct the areas identified as unsatisfactory. The remediation plan may include the participation of other personnel to assist in correcting areas identified as unsatisfactory. Said remediation plan shall become effective no later than thirty days after issuance of Form E-3 to the unsatisfactory tenured teacher.

39-5.4. Evaluations. During the remediation period, the tenured teacher under remediation shall receive evaluations and ratings once every thirty days from the principal. The evaluations and ratings shall be issued at a conference in a place ensuring privacy. The consulting teacher shall advise the tenured teacher under remediation on how to improve teaching skills and how to successfully comply with the remediation plan. The consulting teacher shall not participate in any of the required evaluations and shall not evaluate the performance of the tenured teacher under remediation. If after any such evaluation additional remediation is provided, the tenured teacher under remediation, the principal and the consulting teacher shall confer in order to continue to provide appropriate assistance to the tenured teacher under remediation.

39-5.5. Satisfactory Completion of the Remediation Plan. Following successful completion of any remediation plan, there shall be monthly evaluations for the first six months and quarterly evaluations for the next six months. Thereafter, the tenured teacher shall be reinstated to a schedule of annual evaluations.

39-5.6. Failure to Successfully Complete the Remediation Plan. Any tenured teacher who fails to complete the remediation plan with a satisfactory or better rating shall be subject to the provisions of 105 ILCS 5/24A-5.

39-5.7. Evaluation Schedule. When the evaluation schedule requires an evaluation after the close of the school year, but on or before July 15, such evaluation shall be scheduled to occur no later than two weeks prior to the close of the preceding school year.

When the evaluation schedule requires an evaluation after the close of the school year, but after July 15, such evaluation shall be scheduled to occur not later than two weeks after students' attendance commences in the following school year.

Failure to strictly comply with the timelines for the required evaluations because of events such as summer months, illness or certain leaves granted under a remediation plan shall not invalidate the results of the remediation plan.

39-5.8. Dismissal of Tenured Teachers for Cause. Articles 39-5.1 through 39-5.6 are efficiency rating procedures only and shall not limit the right of the BOARD to remove any tenured teacher for good cause. The efficiency rating and any decision to discipline are within the exclusive discretion of the principal and/or BOARD and are not subject to the grievance procedure.

This section does not prevent the UNION from grieving alleged violations of the evaluation process.

39-6. Teacher Evaluation Review Form. Whenever the Teacher Evaluation Review form is prepared, one copy shall be submitted to the tenured teacher. The tenured teacher may respond in writing to the principal within ten school days after receipt of said review form. Said response shall be attached to the review form.

39-7. Efficiency Rating Procedures–Reduction of Ratings of Tenured Teachers.

39-7.1. Reduction to Excellent. Whenever, in the opinion of the principal, it appears that the efficiency grade of a tenured teacher may be reduced from superior to excellent, the principal shall notify the tenured teacher in writing, when this possibility becomes evident to the principal. If the tenured teacher submits a written request for a conference, the principal shall confer with the tenured teacher to discuss ways in which the tenured teacher may increase his or her efficiency and may maintain a superior rating.

This procedure shall not be applicable when said efficiency rating is the initial evaluation of said teacher as a tenured teacher or when a new principal is evaluating teachers for the first time in that school.

39-7.2. Reduction to Satisfactory. Whenever, in the opinion of the principal, it appears that the efficiency grade of a tenured teacher may be reduced to satisfactory, the principal shall notify the tenured teacher in writing, using Form E-1. This notice, which is given to the tenured teacher in a private conference, states the reasons therefor and offers suggestions and assistance to the tenured teacher for improving the tenured teacher's services.

Said notice shall be issued ten weeks prior to the date on which efficiency ratings are issued.

This procedure shall not be applicable when said efficiency rating is the initial evaluation of said tenured teacher as an appointed teacher or when a new principal is evaluating teachers for the first time in that school.

39-1. Evaluation Plan and Procedures.

- A. The BOARD and the UNION agree with the following goals and purposes for teacher evaluation:
1. To build principals' and/or teachers leaders' expertise in observing and analyzing instruction and supporting teacher development.

2. To engage teachers in reflection and self-assessment regarding their own performance.

3. To provide teachers with information and guidance to inform their development.

No stakes for tenured teachers in 2012-13 school year.

B. The BOARD adopted an evaluation plan and procedures (“the evaluation plan”) on March 29, 2012. That plan shall be implemented effective with the start of the 2012-2013 school year, except as provided by this Agreement. During the 2012-2013 school year, tenured teachers subject to the evaluation plan will be observed, receive feedback and student growth scores based on their performance in school year 2012-2013. However, they will not be subject to remediation, dismissal or other adverse action based on their performance or rating in the 2012-2013 school year.

Student surveys cannot be used unless joint committee approves. Student growth scores kept to minimum allowed by statute for duration of contract.

- C. The Joint Teacher Evaluation Committee (“Joint Committee”) shall continue its collaboration. The Joint Committee shall consist of five members selected by the UNION and five members selected by the BOARD. The Joint Committee shall meet at least one day per month during the regular school year to discuss and come to agreement on issues related to the teacher evaluation plan implementation that may arise during the term of this Agreement. The Joint Committee shall establish rules surrounding the use of local criteria in evaluation, and no local criteria shall be used or given weight until those rules are established. After a student survey pilot in school year 2013-2014, the Joint Committee shall also determine whether student surveys shall be used as a component of the teacher evaluation plan in school year 2014-2015 and thereafter. Unless otherwise agreed by the Joint Committee, teacher practice scores shall be 75% of the summative rating in school year 2012-2013, 75% of the summative rating in school year 2013-2014 and 70% of the summative rating in school year 2014-2015. Student growth scores shall be 25% of the summative rating in school year 2012-2013, 25% of the summative rating in school year 2013-2014 and 30% of the summative rating in school year 2014-2015. Joint Committee meetings shall occur where possible during the regular school day. Where necessary, members of the committee who are classroom teachers shall be provided with substitute teachers on meeting days.
- D. The BOARD and the UNION shall conduct a joint study of the implementation of the teacher evaluation plan. The Joint Committee shall determine what changes, if any, are necessary to improve the content and procedures of the teacher evaluation plan. Any changes to the teacher evaluation plan shall be communicated to all teachers within ten school days of adoption.
- E. The BOARD shall provide the UNION with a calendar prior to each school year setting forth the relevant dates in connection with the Evaluation Plan.

39-1.1. Orientation.

Teachers shall be provided with an orientation session on the teacher evaluation plan during the first week of the school year prior to student attendance, but not later than the 20th day of student attendance, unless they are hired or transferred to the school after the 20th day. Teachers shall be provided copies, which may be in electronic form, of the teacher evaluation plan. Teachers hired after the first week of the school year shall be provided with said orientation within the first week after their hiring and a copy of the teacher evaluation plan shall be provided to every teacher. The Joint Committee shall review and determine orientation materials and programs for the 2013-2014 school year and thereafter.

39-2. Evaluation Plan and Procedures.

39-2.1. Evaluation Plan. Each teacher shall be evaluated annually or biennially as “excellent,” “proficient,” “developing” (state law equivalent is “need improvement”) or “unsatisfactory” by a qualified evaluator in accordance with this Article and the teacher evaluation plan. A teacher who receives two consecutive summative developing ratings shall be rated unsatisfactory if, in the second year, either his or her teacher practice rating or his or her overall rating does not improve.

Only qualified evaluators may make observations.

39-2.2. Qualified Evaluators. Qualified evaluators are those who have successfully completed evaluation training and prequalification under Section 24A-3 of the *Performance Evaluation Reform Act* and as thereafter required. Observations may only be conducted and evaluations may only be given by qualified evaluators. The BOARD shall provide the UNION a list of qualified evaluators on a quarterly basis.

39-2.3. Teacher Practice Observations.

- A. Formal and Informal.
- Formal observations shall be preceded by a pre-conference. All formal observations shall be forty-five minutes in duration, the length of the class period or the length of the lesson.
 - Informal observations shall be at least fifteen minutes in duration.
- B. Timing and Number.
- The first observation shall take place no sooner than the fifth week of the school year.
 - Each subsequent observation shall be separated by at least one month, or three months for teachers evaluated biennially, and be completed no later than the thirty-fifth week of the school year or thereafter.

Option to make first formal evaluation a “practice.”

- Teachers who will receive a summative evaluation in school year 2012-2013 or 2013-2014 may opt to make the first formal observation in 2012-2013 a “practice” observation, whose score will be not included in the summative rating. The teacher may exercise this choice within ten days of the post-observation conference.
- Teachers shall have four observations by qualified evaluators during their evaluation cycles, at least two of which shall be formal observations.

C. Observations and Conferences.

- Pre-observation conferences shall be scheduled with reasonable notification to the teacher.
- Pre-observation conferences between the teacher and the evaluator shall take place no later than one week prior to the formal observation. Pre-observation conferences prior to a formal observation shall be private interactive discussions between the evaluator-observer and the teacher at which lesson and unit plans, portfolios of student work, student issues, resource needs, the teacher’s identification of areas in which he or she wishes to have focused feedback from the evaluator-observer and other professional practice issues identified by the teacher or evaluator-observer.
- Evidence collected during formal or informal observations shall be aligned to the *CPS Framework for Teaching*.
- Each formal observation shall take place within five school days of the pre-conference and during the time that the instructional module discussed at the pre-conference is to be taught.
- Post-conferences between the teacher and evaluator-observer shall take place within five to ten school days following the formal observation and shall be private. Feedback after an informal observation may be provided in person or electronically. The teacher may request in person feedback after an informal observation.
- The evaluator shall provide the teacher with all the evidence, observation scoring and reflections via the BOARD’S on-line teacher evaluation data system, to which the BOARD will provide teachers unlimited access.

D. Summative Evaluation.

There will be only one annual or biennial summative evaluation per evaluation cycle at the end of the teacher’s evaluation cycle. The BOARD will attempt to provide summative ratings no later than the last day of student attendance, and the Joint Committee will review its progress toward that goal.

Teachers not penalized if no valid rating provided.

39-2.4. Inability to Rate or to Provide Rating. In the event that a tenured teacher does not receive an annual summative rating, the previous rating shall be established as the current rating. In the event a probationary appointed teacher does not receive an annual summative rating, the parties will attempt to agree on a rating or re-rating during the same year, and, if no agreement is reached, the teacher will have the option of having his or her previous rating as the current rating or receiving a Proficient rating.

39-2.5. Summative Ratings and Forms. On or before seven days prior to the last day of student attendance, an evaluator shall provide each teacher with all available components of their summative rating. The summative rating shall include observation scores, student growth scores if available and all other evidence used to determine the summative rating, along with the formula used to calculate the summative rating, provided that the rating shall not include scores from student surveys in school year 2012-2013 or 2013-2014 and shall only include student survey scores in school year 2014-2015 and thereafter if agreed by the Joint Committee. The Joint Committee will determine the timing of end of year (annual or biennial) summative evaluations for the 2013-2014 school year and beyond.

Summative ratings shall be based on the following scale in which points are earned in accordance with the plan.

Level	Minimum	Maximum
Unsatisfactory	100	209
Developing (Needs Improvement)	210	284
Proficient	285	339
Excellent	340	400

For purposes of layoff, the developing rating will be divided into two sublevels—“emerging” with a rating score of between 210 and 250 and “developing” with a rating score of between 251 and 284.

39-2.6. Professional Development. The Joint Committee shall determine the professional development needed to support teachers in becoming proficient teachers as defined in the evaluation plan.

39-3. Probationary Appointed Teachers.

39-3.1. Observations and Evaluation. Probationary teachers shall be observed and evaluated each school year by a qualified evaluator in accordance with the procedures of Section 39-2.3. Four observations shall occur each school year, at least three of which shall be formal.

39-4. Tenured Teachers.

39-4.1. Observations and Evaluation. Tenured teachers shall be observed and evaluated each school year by a qualified evaluator in accordance with the procedures of Section 39-2.3 and as follows:

- A. Tenured teachers shall be evaluated annually or biennially by a qualified evaluator in accordance with the teacher evaluation plan. Tenured teachers who received a summative rating of excellent or superior for the 2011-2012 school year shall be placed on a biennial rating schedule and shall be evaluated every two years beginning with the 2013-2014 school year. In school year 2014-2015 and thereafter, tenured teachers rated excellent or proficient shall be given a summative rating on a biennial basis, and all other tenured teachers shall be rated annually. The Joint Committee shall determine the biennial cycle (e.g., alphabetically by even or odd years).
- B. Observers shall observe tenured teachers at least two times per school year, and at least one of those observations shall be formal. Tenured teachers whose last rating was not excellent or proficient (or excellent or superior under the 2011-2012 rating system) shall have four observations each school year, at least two of which are formal.

39-5. Post-Observation Conferences and Practice Scoring. Post-observation conferences are opportunities for the teacher and evaluator-observer to review the teacher’s performance under the appropriate *CPS Framework for Teaching*. During that conference, the evaluator-observer and the teacher should discuss opportunities and means to improve teaching performance. After the observation, the evaluator-observer shall issue *CPS Framework for Teaching* component level scores to the teacher that shall be made available to the teacher on the online data sharing system, together with, among other things, (1) comments about the teacher’s pre-observation preparation, the observation itself and the teacher’s post-observation reflection, (2) identification of specific opportunities for growth, (3) ways and means by which the teacher should pursue opportunities and achieve growth, (4) the resources to be made available to assist the teacher and (5) the evaluator’s follow-up.

39-6. Unsatisfactory Day-to-Day Substitutes. Whenever a day-to-day substitute receives an unsatisfactory rating, the Talent Office shall schedule a conference with said day-to-day substitute and the UNION to give the day-to-day substitute a written copy of the reasons for the unsatisfactory rating, discuss the reasons and give positive suggestions for improvement to the day-to-day substitute. The services with the school system of an unsatisfactory day-to-day substitute shall not be terminated until said day-to-day substitute has been given an unsatisfactory rating by at least two principals, unless there is evidence of moral laxity or serious misconduct.

39-7. Consulting Teachers.

39-7.1. The BOARD, in consultation with the UNION, shall appoint a body of part-time consulting teachers who meet the statutory minimum criteria, after an application process determined by the Joint Committee, giving preference to teachers with two consecutive ratings of excellent or who are National Board Certified, who may be called to assist tenured teachers under remediation, in their subject area and/or grade band level. The Joint Committee may establish additional criteria for appointment as a consulting teacher.

39-7.2. Consulting teachers shall be released from their teaching duties a minimum of 3 hours a week, based on the remediation plan of the receiving teacher. They shall be paid a pro rata stipend for time spent assisting the teacher, and an additional hour of planning each week of support.

39-7.3. The consulting teacher’s role is to help teachers improve their practice to proficient in the *CPS Framework for Teaching* components identified in the remediation plan, by providing or recommending mentoring, professional learning experiences, instructional support, modeling and coaching.

39-7.4. Consulting teachers shall not assist colleagues with whom they are personally acquainted.

39-8. Remediation of Tenured Teachers Rated Unsatisfactory.

- A. As soon as practicable, but no later than thirty school days after the issuance of an unsatisfactory summative evaluation to a tenured teacher, the evaluator shall appoint a consulting teacher to assist the teacher in improving his or her performance to proficiency over a ninety-school-day remediation period. The consulting teacher must have five-years of teaching experience, have a most recent summative rating of excellent and have reasonable familiarity with the teacher’s content area.
- B. Within thirty school days after the issuance of an unsatisfactory summative rating, the qualified evaluator shall conduct a meeting with the teacher under remediation and assigned consulting teacher. At this meeting, a remediation plan developed by the qualified evaluator, with input from the consulting teacher and the teacher under remediation, shall be distributed to the parties and shall become effective immediately.
- C. During the ninety-school-day remediation period, the teacher and the consulting teacher shall work together to improve the teacher’s performance on components of the *CPS Framework for Teaching* identified in the remediation plan. The teacher and the consulting teachers shall determine a schedule by which the consulting teacher shall observe the teacher’s performance during the remediation period and engage in other activities that may be helpful to the teacher in improving his or her performance to proficiency.
- D. During the remediation period, an evaluator will conduct a mid-point and final evaluation of the teacher’s performance, using the *CPS Framework for Teaching* as the sole measure of performance during the remediation period. If the teacher is rated “proficient” or better at the conclusion of the remediation period, he or she shall have successfully completed the remediation period. Following successful completion of the remediation plan, a qualified evaluator shall continue to monitor the teacher’s performance with quarterly formal observations, including required pre- and post-conferences. After four quarters, the teacher shall be reinstated to a schedule of annual or biennial evaluations.
- E. The Joint Committee shall discuss and agree upon issues related to remediation design and implementation.

Appeal permitted before neutral body.

39-9. Appeals Process.

For school years 2012-2013, 2013-2014 and 2014-2015, a teacher appeals process shall be established to contest certain unsatisfactory summative ratings given by a qualified evaluator. It shall be comprised of a committee of four active or retired educators, two of whom shall be selected by agreement of the Union President and the Chief Executive Officer, one of whom shall be selected by the UNION and one of whom shall be selected by the BOARD. All members of the committee shall be qualified evaluators. Both the BOARD and the UNION shall select qualified alternate committee members who may substitute for their regularly appointed members. Individual members of the committee must recuse themselves from cases where they have personal familiarity with the teacher appealing a summative rating and will be replaced by the same appointing entity. The Joint Committee shall develop the appeal form and other necessary procedures by December 1, 2012. The Joint Committee shall determine whether the appeals process exists after school year 2014-2015.

- A. A teacher receiving an unsatisfactory rating, and a second consecutive developing rating that results in an unsatisfactory rating, shall be eligible to use the appeals process by filing a notice of intent to appeal with the appeals committee within ten days of receipt of the rating and then the appeal within thirty calendar days after receipt of the rating. The teacher must also submit a copy of the appeal to the teacher’s principal or head administrator. In the appeal, the teacher must state the factual basis for

the appeal and identify the evidence that supports the appeal. An appeal may be based on student growth ratings in whole or part only if the teacher identifies a data integrity or data analysis error.

- B. Upon receiving an appeal, the appeals committee shall review the written record of the rating. The “written record of the rating” includes (1) the documents and materials submitted by the teacher to the evaluators during pre-conferences and post-conferences or at other times as evidence of the teacher’s practice and (2) the evaluator’s observations, comments and feedback. The written record of the rating shall not include materials and evidence that the teacher or evaluator was not privy to during the rating process.
- C. If the committee determines the written record of the rating to be insufficient to make a ruling, it shall schedule a meeting with the teacher at which the teacher shall be represented by the UNION and with at least one of the qualified evaluator-observers who contributed observation ratings to the teacher’s rating. The meeting shall take place within ten school days of receipt of the appeal.
- D. The BOARD shall provide the teacher and the UNION with all evidence used by the qualified evaluator to determine the summative rating under appeal five days prior to the meeting.
- E. After reviewing the written record of the rating, the appeals committee shall have the right to meet with the teacher and to determine if a formal observation of the teacher appealing the rating shall take place to assist it in its determination. If an observation does take place, the two jointly appointed appeals committee members must conduct the pre-observation conference in accordance with Section 39-2.3(C)(2), and the observation shall take place within five school days of the appeals committee’s meeting with the teacher.
- F. After a review of the written record of the rating and any interview with the teacher and evaluator, and any observation, and following deliberation, the appeals committee may overturn the rating if three of its members conclude that the rating under review is erroneous. If the appeals committee determines by majority vote that the teacher’s appeal is to be granted, the BOARD shall revoke the summative rating under appeal and issue the teacher an appropriate summative evaluation. A different qualified evaluator shall be assigned to the teacher during the next school year who shall follow all applicable provisions of this Article.
- G. An appeal shall not delay the commencement of a professional development plan or remediation plan.

No more placing teacher name on Do Not Hire list.

39-9. Do Not Hire. No teacher’s name shall be placed on a “do not hire” list unless the teacher has been removed for cause in accordance with the appropriate provision of the *Illinois School Code* or the teacher has received an unsatisfactory rating and failed remediation.

**NEW ARTICLE
TEXTS AND SUPPLIES**

Newly-drafted article on text and supplies gathers contract terms together. Strengthens rights to timely receive teaching and learning materials and increases teacher supply money to \$250 per year.

__-1. Notice of Proposed Appropriations. Within twenty school days after the proposed school budget is received in the school, the principal or the principal’s designee shall advise the school’s faculty members, subject area or grade level departments and appropriate committees within the school—including the Professional Problems Committee, the Professional Personnel Leadership Committee and text committees—of the total amount of funds proposed for the purchase of texts, instructional materials and supplies under all Board funds. The principal or the principal’s designee shall provide the faculty and above-listed committees with access to a copy of the proposed school budget and related budgetary documentation.

__-2. Text Committees. Text committees shall be established in each school composed of teachers elected by their peers and may be subject-area specific as appropriate, including, but not limited to, the subjects of English, social studies, mathematics, science, business, foreign language and special education. Text committees shall present written recommendations to the principal and the Professional Problems Committee concerning the purchase of texts and related instructional materials as a part of the process described in Section __-1. Any approved text list shall be made available to the schools by February 1 of each school year whenever possible.

__-3. Supply-Purchase Recommendations. On or before a specific date to be established by the Professional Problems Committees and the principal, the Professional Problems Committee may submit, in writing, to the principal or the principal’s designee, a suggested list of texts, instructional materials and supplies for students. The Professional Problems Committee shall ensure that recommendations for texts, instructional materials and supplies are specifically solicited from special education teachers, ancillary teachers, bilingual teachers and librarians and incorporated into the overall recommendations submitted to the principal. Text and supply allocations are limited to the available funds.

__-4. Unexpended Funds. Funds for texts, instructional materials and supplies that are ordered and marked “out of stock” and that remain unexpended at the end of the school year shall be added to the local school’s regular supply appropriation for the following school year.

__-5. Texts, Instructional Materials and Supplies Distribution and Collection. Teacher-editions of texts, instructional materials and supplies shall be available for distribution to teachers on the first day of teacher attendance of the regular school year and the summer school session. Student texts shall be distributed no later than the end of the first week of student attendance. School principals shall confer with the Professional Problems Committee on ways to expedite the distribution of texts to students. Collection and inventory of texts shall not be required before the last week of school.

__-6. Supply Money. Each Fiscal Year, the Board shall appropriate sufficient funds to each school or unit to reimburse teachers, clinicians and speech-language paraeducators up to \$250.00 per employee for instructional supplies and materials, classroom library books and therapeutic materials purchased by them for student instruction and support. Principals and head administrators shall approve the reimbursements in accordance with the procedures developed by Board, and such reimbursements shall be paid by the end of the semester in which the receipts were submitted.

ARTICLE 40
TEACHER PROGRAMMING

~~40-1.~~ The principal, in programming a teacher, shall (1) keep the number of preparations to a minimum; (2) ability and qualifications being equal, follow the policy of rotation among qualified personnel in the matters of sessions, teaching, building assignments, special classes, honors and other modified classes and division rooms; (3) consider the teacher's professional background and preparation; and (4) in elementary schools, ability and qualifications being equal, program teachers for the grade level at which they have the most experience, except that any teacher may request a change in grade level assignment.

~~40-2.~~ No later than May 1 of each year, or in the case of year-round schools on Tracks C and D or similar calendars no later than April 15 of each year, preference sheets shall be distributed to all teachers. A teacher's preference will be honored, to the extent possible, consistent with Section 40-1 above.

~~40-3.~~ A tentative teaching program for the next school year shall be presented to each teacher by June 1 of the current school year, or in the case of year-round schools on Tracks C and D or similar calendars no later than May 15 of each year. Teachers will be notified of any changes to the aforementioned teaching program, in writing, as soon as possible.

~~40-4.~~ Where administratively possible, no teacher shall have more than three consecutive teaching assignments. Exceptions shall be allowed for teachers teaching double-period classes or completing part of their teaching assignment outside of the school building.

~~40-5.~~ Where administratively possible, the number of different rooms to which a teacher is assigned shall be held to the absolute minimum.

~~40-6.~~ Where administratively possible, the number of lesson preparations shall not exceed three, and every effort shall be made to keep the number at two. Honors and other modified classes shall be considered as separate preparations. Teachers with a full teaching program shall be given preference in the assignment of the number of preparations.

~~40-7.~~ In elementary schools with ability grouping within a single grade level, ability and qualifications being equal, the principal in programming the teacher shall follow the policy of rotation of teacher assignments within the grade level.

~~40-8.~~ Prior to February 15, each Practical Arts and Vocational Career and Technical Education cooperative program teacher shall confer with the principal, or the principal's designee, relative to a registration procedure for students recommended for placement in the cooperative program.

Each Practical Arts and Vocational Career and Technical Education cooperative program teacher shall furnish to the principal, or the principal's designee, data and rationale to support the recommendations being submitted for consideration. The recommendations of the Practical Arts and Vocational Career and Technical Education cooperative program teacher shall be given the highest priority.

Principals must provide explanation when reprogramming teacher to new content area.

40-9. Justification for Pedagogic Change. In the event a teacher is programmed to teach a grade level (e.g., early childhood, primary, middle or upper elementary grades) or content area that he or she has not taught in the last four school years, upon request of the teacher, the principal shall explain why the change was made and, upon the request of the teacher, work with the teacher to develop a relevant professional development plan for the teacher.

ARTICLE 41
TEACHING LOAD

~~41-1.~~ High school teachers of art, drafting, music, physical education and business education, and teachers in education and vocational guidance centers, shall have a maximum of twenty-five teaching periods per week.

~~41-2.~~ Distributive education teachers on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination.

~~Distributive education teachers on an extended day carrying a full program shall teach four periods per day and may have a division. The balance of their day shall be devoted to coordination.~~

~~41-3.~~ Office occupations coordinators on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination.

~~Office occupations coordinators on an extended day carrying a full program shall teach four periods per day and may have a division. In the case where a single related period is required, the office occupations coordinator shall teach five periods and shall not have a division. The balance of their respective days shall be devoted to coordination.~~

~~41-4.~~ The UNION agrees to urge its members to participate in two report card pick up days during each school year. These days shall be non-student attendance days. The hours for teachers and other bargaining unit members on these days shall be from 12:00 p.m. to 6:00 p.m. and shall include a forty-five minute duty-free meal period. Effective July 1, 2004, said hours shall be from 12:00 p.m. to 6:15 p.m.

Members who participate in two report card pick up days shall work one half day on the last day of the school year in June and shall be paid for a full day. Members who participate in one report card pick up day shall work three quarters of the day on the last day of the school year in June and shall be paid for a full day.

~~41-5.~~ Industrial cooperative education teachers on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination. Industrial cooperative education teachers on an extended day carrying a full program shall teach four periods per day and may have a division. The balance of their day shall be devoted to coordination.

~~41-6.~~ Each cooperative work training (CWT) teacher, in conjunction with the school programmer, shall develop a student roster for the next school year and interview each student listed on said roster by the end of the first week in June.

~~41-7.~~ Each cooperative work training (CWT) teacher shall have telephone service available when necessary to contact employers concerning job opportunities for students enrolled in the cooperative work training program.

~~41-8.~~ Cooperative work training (CWT) teachers on an extended day carrying a one-half program shall teach no more than five periods per day and may have a division. The balance of their day shall be devoted to coordination.

Cooperative work training (CWT) teachers on an extended day carrying a full program shall teach no more than four periods per day and may have a division. The balance of their day shall be devoted to coordination.

~~41-9.~~ Home economics related occupations (HERO) teachers on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination.

~~Home economics related occupations (HERO) teachers on an extended day carrying a full program shall teach no more than four periods per day and may have a division. The balance of their day shall be devoted to coordination.~~

ARTICLE 42
APPOINTMENT AND ASSIGNMENT OF TEACHERS

~~42-1.~~ The policy and procedure governing appointments and assignments for teachers is set forth in the applicable provisions of the *Rules of the Board of Education* and *Chicago Public Schools Policy Manual* as modified by Appendix H.

~~Teachers may transfer effective the second semester of the school year without the consent of their current attendance center principal only when the Department of Human Resources receives the administrative transfer request signed by the receiving principal between seventy-five and thirty calendar days prior to the conclusion of the first semester of the school year. Teachers may transfer effective the end of the school year without the consent of their current attendance center principal only when the Department of Human Resources receives the administrative transfer request signed by the receiving principal between seventy-five and thirty calendar days prior to the conclusion of the school year. [Relocated to Article 35]~~

~~42-2.~~ The reassignment and layoff of appointed tenured teachers due to changes in staffing needs (reassigned teachers) is governed by the policy set forth in Appendix H. The BOARD shall not change said policy during the term of this Agreement. If the tenured teacher remains in the interim position for more than sixty days, he or she shall be permanently assigned to the position. If a tenured teacher is unable to secure a permanent appointment during the required period in the reassigned teacher pool, the tenured teacher shall be laid off and given an honorable termination from service and the opportunity to be placed as a Cadre substitute under Article 27-1.1 of this Agreement and shall be entitled to the rate of pay and benefits established for Cadre substitutes in this Agreement.

~~42-3.~~ Ability and qualifications being equal, principals at new and redesignated schools shall give preference to tenured teachers who apply to fill vacancies.

~~42-4.~~ All newly created or vacant head teacher positions shall be filled by contract principals in compliance with the applicable provisions of Article 35. Head teachers so selected shall have terms that are co-terminus with the principals who select them, unless removed for unsatisfactory performance. If their terms of office are not extended, they shall be granted all rights and privileges of appointed teachers.

ARTICLE 43
VACATIONS

~~43-1.~~ Except for full-time bargaining unit employees who work a fifty-two-week schedule, Full-time teachers and other full-time members of the bargaining unit full-time employees, excluding day-to-day substitutes, not already covered by **Board Rule 4-11**, shall receive a maximum of ten days' paid vacation at their current rates of salary, it being further provided that those regularly and currently employed on extended day programs, including eight-hour day positions and regularly scheduled overtime classes, shall be paid at the rate of salary prescribed for such programs and classes in accordance with the provisions and subject to the exceptions listed in Section 33-9. A maximum of five days shall be granted when the schools are closed during spring recess and a maximum of five days shall be granted for winter recess.

Only bargaining unit members employees who are full-time employees of the BOARD at the time of a vacation period shall be eligible for vacation with pay with a further proviso, however, that such full-time employees of the BOARD who are absent on a leave of absence permitted by the **Rules of the Board of Education** shall be eligible for vacation pay earned prior to said leave and during accumulated sick leave days used while on a sick leave.

Appointed teachers and PSRPs who are eligible for vacation pay under this Article and who are absent on the day vacation checks are issued or who are absent on a leave of absence permitted by the **Rules of the Board of Education** shall be eligible to receive their vacation pay by proxy.

Effective July 1, 2004, TATs who are eligible for vacation pay under this Article and who are absent on the day vacation checks are issued shall be permitted to receive vacation pay by proxy, provided, however, that said TAT has returned to his or her work assignment following the vacation period prior to the date the checks are issued.

Effective July 1, 2004, TATs absent on an approved illness leave of absence who have completed five or more years of full-time consecutive service immediately preceding the commencement of said leave shall receive vacation pay upon written application filed with the Office of Employee Relations within ninety days after the vacation period ends.

Effective July 1, 2004, TATs with less than five years of consecutive service immediately preceding the commencement of the vacation period must return to their work assignment following the vacation period in order to receive vacation pay.

Vacation pay shall be computed on the basis of the following formula: Bargaining unit employees who satisfy the following criteria shall be eligible for the corresponding number of vacation days:

- A. Winter recess pay for 2007 shall be computed from the number of days an employee was on the payroll from April 19, 2007 through November 22, 2007, according to the following formula For winter recess vacation pay, employees must work the following number of days between April 19 of the prior school year and November 22 of the current school year in which the winter recess vacation is to be taken to be eligible for the corresponding number of paid vacation days:
- | | |
|-----------------|------------------------|
| 1-10 days | 0 days of vacation pay |
| 11-20 days | 1 day of vacation pay |
| 21-40 days | 2 days of vacation pay |
| 41-60 days | 3 days of vacation pay |
| 61-80 days | 4 days of vacation pay |
| 81 days or more | 5 days of vacation pay |

Spring recess pay for 2008 shall be computed from the number of days an employee was on the payroll from November 5, 2007 through March 15, 2008, according to the above-stated formula.

- B. Winter recess pay for 2008 shall be computed from the number of days an employee was on the payroll from March 24, 2008 through October 17, 2008, according to the above-stated formula. For spring recess vacation pay, employees must work the following number of days between November 5 and March 15 of the school year in which spring recess is to be taken to be eligible for the corresponding number of paid vacation days:

1-10 days	0 days of vacation pay
11-20 days	1 day of vacation pay
21-40 days	2 days of vacation pay
41-60 days	3 days of vacation pay
61-80 days	4 days of vacation pay
81 days or more	5 days of vacation pay

~~Spring recess pay for 2009 shall be computed from October 20, 2008 through March 13, 2009, according to the above-stated formula.~~

- C. ~~Winter recess pay for 2009 shall be computed from the number of days an employee was on the payroll from March 16, 2009 through October 23, 2009, according to the above-stated formula.~~

~~Spring recess pay for 2010 shall be computed from October 26, 2009 through March 26, 2010, according to the above-stated formula.~~

- D. ~~Winter recess pay for 2010 shall be computed from the number of days an employee was on the payroll from April 5, 2010 through November 24, 2010, according to the above-stated formula.~~

~~Spring recess pay for 2011 shall be computed from November 29, 2010 through April 15, 2011, according to the above-stated formula.~~

- E. ~~Winter recess pay for 2011 shall be computed from the number of days an employee was on the payroll from April 25, 2011 through November 11, 2011, according to the above-stated formula.~~

~~Spring recess pay for 2012 shall be computed from November 14, 2011 through March 30, 2012, according to the above-stated formula.~~

Vacation credits earned for the school months of May and June shall be carried over to the ensuing school year. Employees who are scheduled to work when the schools are closed for spring and winter recess shall arrange time off with their department head. Seniority shall be the determining factor to the extent permitted by the needs of the department. Vacations shall be on a consecutive-week basis unless otherwise requested by the employee to the extent permitted by the needs of the department.

43-1.1. In the event a member of the bargaining unit employee, who is eligible for vacation pay under this Article, has not received pay due to death which occurred preceding, during or within sixty days after said vacation period, the estate or appropriate legal beneficiary shall be entitled to apply for said vacation pay.

43-1.2. Effective July 1, 2004, TATs and appointed teachers displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a TAT or appointed teacher up to the maximum number of days allowed under the formula stated in Article 43-1, provided that such otherwise eligible teacher has been paid as a day-to-day substitute or Cadre substitute during the payroll period immediately preceding the vacation period.

Effective September 15, 1983, PSRPs displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a PSRP up to a maximum number of days allowed under the formula stated in Article 43-1, provided that such otherwise eligible PSRP has been paid as a BOARD employee during the payroll period immediately preceding the vacation period.

Eligible day-to-day substitutes, Cadre substitutes or eligible PSRPs shall make written application for vacation pay to the Office of Employee Relations within ninety days after said vacation period. Said application shall be reviewed in accordance with established policy and the provisions of Article 43. Vacation pay shall be paid to eligible applicants at the rate of pay the teacher or PSRP was receiving on the last day of full-time service. In no case shall any such claim for vacation pay be considered if filed more than ninety days after the end of the vacation period.

ARTICLE 44
GENERAL PROVISIONS

[Any Provisions Regarding Clinicians Shall Be Incorporated into the New Article for Clinicians]

44-1. Grants. Proposals seeking federal and state funds for specific programs shall be written in compliance with the applicable provisions of this Agreement. Prior to the submission of any application for federal and state funds by the BOARD's central administration that relates to the provisions of this Agreement, the BOARD shall consult with the UNION regarding the application and shall thereafter provide the UNION with a copy of the final application.

44-2. Programs Outside Work Day. ~~Teachers or other bargaining unit members Bargaining unit employees~~ required to attend in-service training programs outside their regularly scheduled hours shall be paid at their regular rates of salary.

44-3. Custodial Duties. No teacher shall be required to perform such custodial duties as emptying trash, dusting erasers, washing boards, dusting, placing chairs on desks or returning furniture to its proper place.

44-4. Washrooms and Rest Areas. ~~It is the objective of t~~The BOARD's objective is that all schools are provided with washrooms and rest areas for men and women teachers that are private, clean and comfortable.

44-5. Daily Cleaning. Hallways, classrooms, washrooms, entrance areas, lounge areas, lunchrooms, teachers' rooms and playgrounds shall be cleaned daily.

44-6. Faculty Meeting Reports. Final action or decisions made at faculty meetings shall be posted on school bulletin boards or published in the school's daily or weekly bulletin.

44-7. ~~This Agreement shall be reproduced by the UNION with the cost to be shared between the BOARD and the UNION. The BOARD shall distribute the Agreement to each person who is or becomes a member of the bargaining unit during its effective~~

~~term. The UNION will distribute the tentative Agreement to each of the members mentioned in the bargaining unit. The initial delivery to the units shall be completed as soon as possible but no later than twenty school days after the printed Agreements have been delivered to the BOARD. The UNION shall submit to the Office of Employee Relations a list by unit number of all parcels delivered to the warehouse facility of the Bureau of Food Service and Warehousing. Seven thousand copies of said Agreement shall be delivered to the Office of Employee Relations. [Relocated to Article 1]~~

44-8. Special Leave Benefits for Victims of Violence.

44-8.1. Subject to the credit below, teachers or other bargaining unit members bargaining unit employees whose absences result from a school-related assault or battery shall be paid full salary and medical expenses by the BOARD for the time of their total temporary incapacity, and no deductions shall be made from sick leave accumulated sick days.

44-8.2. There shall be coordination of salary payable hereunder with any sums payable under the *Workers' Compensation Act* for temporary total incapacity for work in that, in calculating the amount due to an employee under this Section, the BOARD shall be entitled to and shall take credit for any sum payable under the *Workers' Compensation Act* for temporary total disability. The credit hereunder is to be limited to temporary total disability only.

~~44-8.1.44-8.3.~~ Teachers and all other bargaining unit members Bargaining unit employees shall immediately or as soon as they are able report to the school principal all cases of assault or battery in which they are involved while acting in the course of their employment.

~~44-8.2.44-8.4.~~ It shall be the responsibility of each teacher and/or other bargaining unit member to supply Each bargaining unit employee shall be responsible for supplying any available information concerning a school-related assault or battery and shall cooperate in any subsequent legal action concerning said incident.

44-9. Safe and Healthful Working Conditions. Teachers or other bargaining unit members Bargaining unit employees shall work under safe and healthful conditions.

44-9.1. Reporting Acts of Vandalism. Teachers and other bargaining unit members Bargaining unit employees shall report immediately or as soon as possible any acts of vandalism to the principal.

44-9.2. Duties Outside Bargaining Unit. Bargaining unit members employees shall not be required to perform the duties of a child welfare attendant, or a special education classroom assistant or other job titles required to provide hygienic care to students and shall not be required to perform other duties outside the bargaining unit on a regular basis.

Union can alert CEO to unsafe conditions, who must investigate within 3 days.

~~44-.~~ **Situations Likely to Cause Serious Harm.** When the UNION determines that a situation has arisen that is likely to cause serious physical or emotional harm to bargaining unit employees, the UNION may bring it to the attention of the Chief Executive Officer who shall assess the situation within three school days. The assessment shall include on-site inspection where appropriate. After performing the assessment, the Chief Executive Officer and the Union President or their designees shall meet to discuss the situation and explore possible solutions.

10 Professional Development days per year.

~~44-10. Affirmative Action Program.~~ The UNION agrees to work cooperatively with the BOARD to ensure equal employment opportunities in all aspects of the BOARD's personnel policies. **Professional Development Days.** The Board shall provide bargaining unit employees with ten paid professional development days per year, which shall be scheduled during or contiguous with the school year. The BOARD may schedule professional development days in full or half-day increments.

~~44-11. Off-Street Parking.~~ It is the objective of the BOARD that teachers or other bargaining unit members be provided The BOARD's objective is that bargaining unit employees should be provided with off-street parking areas for their automobiles and that this area shall, to the extent possible, be secure and adjacent to the school.

44-12. Safety Clothing and Equipment. Special clothing and safety equipment used by teachers and required by statute shall be provided by the BOARD.

44-13. Work Days Before Start of School Year. Teachers and school clerks authorized by BOARD action to work on student orientation and/or articulation days in the week preceding the first week before the start of a new school year shall be paid at the teacher's or school clerk's regular hourly rate of salary.

44-14. Lunch Areas. ~~It is the objective of t~~The BOARD's objective is that teachers and other bargaining unit members bargaining unit employees assigned to a permanent work station should be provided a special lunch area and, when this area is not a regular lunchroom, facilities for warming, refrigerating and storing food shall be provided, to the extent that these items are provided for in the annual budget adopted by the BOARD.

44-15. Transportation Allowance Payments. Transportation allowance checks payments shall be received no later than the twenty-first day of each month.

44-16. The approved textbook list shall be made available in the schools by February 1 of each school year whenever possible. [Covered by New Article on Texts and Supplies]

44-17. Intercom Signals. In all schools where an intercom is used, an oral signal shall be given to indicate the intercom is beginning to be put into operation, or a light shall be installed on each outlet to indicate when the intercom is in operation.

44-18. Policy on Communicable Diseases. The BOARD policy on the management of communicable diseases, including HIV and AIDS, shall be posted in every school and BOARD facility.

~~44-19.~~ As staff and funds can be made available, the audio-visual department shall label plainly film and videotape containers with the names of the films.

44-20. Accounting of Equipment and Materials. Teachers shall keep an accurate account of the educational equipment and materials issued to them for instruction of their classes.

44-21. The provisions of Articles 4-12, 4-13, 4-14 and 4-15 of this Agreement shall be applicable to the middle schools.

44-22. Emergency Situations. In emergency situations over which the school system has no control (e.g., natural and man-made disasters, fires or criminal behavior) that disrupt schools and/or threaten the safety of bargaining unit employees, students or Board property, the UNION agrees to cooperate with the school administration in implementing workable solutions. Upon request of the UNION, the BOARD shall bargain with the UNION over compensation or alternatives for compensation for responding to the emergency. To combat situations over which the school system has no control, the UNION agrees to identify and train certain of its staff members so that, in instances where serious school disruptions present a threat to the safety of students and bargaining unit members, a solution shall be worked out by the BOARD and the UNION.

44-23. Classroom Space for Bilingual and Special Education Teachers. The BOARD Principals and head administrators shall make every effort to provide physical facilities for bilingual and special education teachers who have classroom divisions to teach their classes on a comparable basis with other classroom teachers in the same building.

44-24. Work Opportunities. Unless precluded by the specific needs of an educational program, the BOARD shall offer to qualified teachers and/or other qualified bargaining unit members bargaining unit employees the opportunity to work beyond their regular work day or work year prior to seeking the services of outside vendors to perform said work.

44-25. Curriculum Guides. Curriculum guides shall be provided for and used by each teacher in the respective subject area or areas.

44-26. Lane Placement. Credit for purposes of lane placement shall be granted to teachers for participation in subject-related workshops or training sessions which are conducted by industry and other approved organizations and which have been approved in advance by the Department of Instruction Services BOARD. Requests for such approval shall be given in writing to the Department of Instruction Services and submitted sufficiently far in advance to permit appropriate investigations by the Department of Instruction Services BOARD. A reviewing committee set up by the Department of Instruction Services BOARD shall approve or disapprove promotional credits for particular training sessions or educational programs which do not bear university credit and shall determine credit hour equivalencies of such attendance. (This applies to all teachers.)

44-27. Participation in Strike. The BOARD and the UNION agree that no employee of the BOARD shall be punished or rewarded, harassed or discriminated against in any manner because of participation or lack of participation in activities relating to work stoppage (strike). Nothing herein shall preclude the right of the UNION from implementing UNION policy as to its members.

44-28. Selection of Materials by High School Music Teachers. High school music teachers, with prior approval of the principal, shall be permitted to select sheet music, records, tapes, DVDs and CDs that are not on the approved list.

8 holidays per year (down from 10).

44-29. Holidays. Effective January 1972, the parties agree that the schools shall be closed on January 15, the birthday of Dr. Martin Luther King, Jr., when said birth date occurs on a day when schools are in session. Members of the bargaining unit employed on a full-time basis shall be granted full basic pay for such holiday provided they work either the day before or the day after such holiday or are receiving sick pay. No salary shall be paid for such holiday where such bargaining unit member's first day of appointment to duty falls on the day after the holiday. When such holiday falls on Sunday, the Monday next following shall be held and considered such holiday. The above two paragraphs of this Article shall be superseded by the following: Effective January 1986, the Dr. Martin Luther King, Jr. holiday shall be observed on the third Monday in January. Schools shall be closed. Members of the bargaining unit employed on a full-time basis shall be granted full basic pay for such holiday provided they work either the day before or the day after such holiday or are receiving sick pay. No salary shall be paid for such holiday where such bargaining unit member's first day of appointment to duty falls on the day after the holiday. During the term of this Agreement, the BOARD shall recognize eight paid holidays per academic year.

44-30. The provisions of Article 4-12 shall be applicable to the education and vocational guidance centers.

Academic calendar fixed for contract term.

44-31. Regular Academic Calendar. The BOARD shall maintain a school calendar in which employees scheduled for forty weeks shall receive their annual salary (including vacation pay) prorated over forty-two weeks (forty school weeks and two weeks of vacation). Employees scheduled to work forty-eight weeks shall receive their annual salary (including vacation pay) prorated over fifty weeks (forty-eight school weeks and two weeks of vacation). Subsequent to January 1, 1973, in lieu of a shortened school year, employees scheduled for fifty-two weeks shall be granted basic vacation pay each year with payment for service prior to July 1 as follows:

- A. three weeks for one year and up to ten years of service
- B. four weeks for ten years and up to twenty years of service
- C. five weeks for twenty or more years of service.

Commencing in the 1995-1996 school year, a total of five days as established by the BOARD calendar in addition to the regular school calendar will be student non-attendance days occurring prior to the first week of classes for students, subsequent to the last week of classes for students and/or during the students' school year. Consistent with the parties' intent to increase instructional time for students and to provide increased planning, evaluation and staff development, the five days shall be utilized by teachers and other bargaining unit members as follows:

Days prior to the first week of classes for students shall be devoted to staff development, class preparation and other activities as determined at the local school level following discussion between the principal and the school faculty. One half of such time shall be self-directed preparation devoted to the orderly opening of classes on the first day of school which shall be a full classroom day for students.

Days subsequent to the last week of classes for students shall be devoted to review of the concluded school year, staff development, meetings, conferences with parents, formative and summative evaluations supplemental to the procedures provided for in Article 39, discussion of the School Improvement Plan, completion of reports, review and analysis of goals and other activities determined at the local school level following discussion between the principal and the school faculty. One half of such time shall be self-directed activities devoted to the orderly conclusion of the school year.

~~Days during the students' school year shall be devoted to staff development, class preparation, meetings, conferences with parents and other activities as determined at the local school level following discussion between the principal and the school faculty. One half of such time shall be self-directed activities devoted to the educational program, unless the principal and a majority of the teachers and other affected bargaining unit members decide otherwise.~~

~~It is agreed and understood that certain classifications of employees, including but not limited to non-teaching support staff and teaching staff with schedule conflicts caused by summer school, or special programs based on programmatic needs, may require alternative staff development programs. Such programs shall be determined at the local school level following discussion between the principal and the staff members requiring such alternative programs.~~

~~Commencing the 2004-2005 school year and continuing through the term of this Agreement, the number of teacher work days shall be reduced by seven.~~

44-31-1. 208-Day Academic Calendar. Teachers and PSRPs on a 208 paid day academic calendar will be scheduled for 190 work days (including 10 professional development days if applicable), 10 paid vacation days and 8 paid holidays.

44-31-2. 228-Day Academic Calendar. Teachers and PSRPs on a 228 paid day academic calendar will be scheduled for 209 to 210 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

44-31-3. 248-Day Academic Calendar. Teachers and PSRPs on a 248 paid day academic calendar will be scheduled for 229 to 230 work days (including 10 professional development days if applicable), 10 paid vacation days and up to 9 paid holidays.

44-31-4. 52-Week Academic Calendar. Teachers and PSRPs on a 52-week paid day academic calendar will be provided the same professional development days if applicable and the same vacation benefit (commonly based on years of service) and paid holidays (commonly up to 11 paid holidays) as administrators.

44-32. In elementary schools, education and vocational guidance centers, upper grade centers, middle schools and high schools, the BOARD shall appropriate additional funds in the educational fund appropriations for instructional supplies of \$100.00 for the purchase of instructional supplies and the purchase of classroom library books per classroom teacher during the term of this Agreement which shall be allocated by the principal to individual classroom teachers, such funds to be expended with the prior approval of the principal and in accordance with procedures that have been developed by the Department of Procurement and Contracts. Problems related to the allocation and expenditure of these funds, within the framework of the above-mentioned procedures, shall be worked out by the principal and the teachers involved. **[Covered by New Article on Texts and Supplies]**

Effective July 1, 2008, Office of Specialized Services (OSS) clinicians and counselors assigned to OSS shall be budgeted for a \$100.00 stipend annually at the beginning of the school year to buy supplemental therapeutic/assessment tools, measures, protocols, forms, manuals, books and other professional materials and supplies. OSS will disburse this stipend through the respective disciplines. This stipend is not to supplant the actual budgets of the respective disciplines. **[Covered by New Article on Texts and Supplies]**

For purposes of this section, Speech Pathology Para-Educators shall be considered OSS clinicians, and they shall be entitled to the \$100.00 stipend. **[Covered by New Article on Texts and Supplies]**

It is agreed and understood that these materials and books shall be used for student instruction. Funds shall be distributed to the schools in two equal payments on November 15 and February 15. **[Covered by New Article on Texts and Supplies]**

44-33. In the education and vocational guidance centers, the principal or the principal's designee shall advise the faculty within twenty school days after the budget is received in the school of the amount of funds that have been budgeted for non-personnel purposes. All teachers shall have access to and shall review the current **Approved Vendor Catalog**. On or before a specific date to be established by the principal and the Professional Problems Committee at each school, each teacher may submit, in writing, to the principal or the principal's designee a list of supplies requested for the teacher's students from the current **Approved Vendor Catalog**. It is understood that supply allocations are limited to the available funds. **[Covered by New Article on Texts and Supplies]**

Funds for items which are ordered and marked "out-of-stock" and which remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following year. **[Covered by New Article on Texts and Supplies]**

44-34. Notice of Changes in Contact Information. Immediately upon changing residence or telephone numbers, each member of the bargaining unit bargaining unit employee shall give written notice to the employee's immediate supervisor and also submit a notice of change card to the Department of Human Resources BOARD through the office of the school or work location.

44-35. Bilingual Substitutes. The substitute center shall maintain a list of bilingual substitutes and shall make every effort to provide a bilingual day-to-day substitute in the case of the absence of the bilingual teacher.

44-36. Employee Visits to School Premises. All Board employees who wish to confer with a teacher or teachers shall report to the principal, or the principal's designee, immediately upon arrival and shall sign the official register.

Employees serving notice of retirement as of February 1 cannot be laid off before retirement commences.

44-37. Notice of Resignation or Retirement. All members of the bargaining unit bargaining unit employees shall give written notice of intention to resign or retire at least ten school days prior to the effective date thereof. Such notice shall be filed with the administrator of the work location and a copy shall be filed with the Department of Human Resources BOARD. No employee who on or after February 1 of a school year submits a notice of resignation or retirement that is effective at the end of that school year shall be laid off or honorably terminated prior to the effective date of his or her resignation or retirement.

OSes clinicians and case managers shall be provided with appropriate work spaces, materials, environments, and security for documents.

44-38. Work Space and Equipment for Clinicians and PSRPs Performing Related

~~**Services.** Principals at schools to which clinicians are assigned shall provide clinicians with space which is as free from noise as the educational program and the school facility permits. Said principals shall provide clinicians access to a working photocopier, printers and telephones and necessary office supplies, including file folders, paper clips and envelopes. Issues regarding space assignment, equipment and supplies shall be addressed to the principal and, if unresolved, to the School Support Director or his or her designee. Office of Special Education and Supports clinicians (e.g., school psychologists, school social workers, school nurses, speech pathologists, teachers assigned as case managers, audiometric and vision screening technicians, audiometric screeners and vision and hearing technicians, occupational therapists, physical therapists and speech language pathologist paraeducators) shall be provided with appropriate work space to include a desk, chairs, testing tables, a computer, a locking file cabinet with a key, direct access to working copiers, printers and telephones for follow up calls, testing environments that are heated and well ventilated and necessary supplies, including file folders, paper clips and envelopes to store professional protocols. The Office of Special Education and Supports shall inform principals annually at the beginning of the year about clinician work space needs in writing. A copy of this written transmission shall be submitted to the City-Wide Professional Problems Committee at the first meeting. Work space allocated to psychologists and other clinicians shall provide appropriate privacy for the administration of tests (in accordance with CPS-allocated test requirements and state and national standards) and confidential discussions and shall be as free from noise and interruption as the educational program and the school facility permits.~~

~~**44-39. Use of Retired Teachers.** The BOARD may employ and assign retired teachers to fill vacant teaching positions. The BOARD shall compensate such retired teachers in accordance with Appendix A-1L of this Agreement. Such retired teachers shall not be eligible for any other benefits provided to bargaining unit teachers under this Agreement. The BOARD agrees that the employment and assignment of retired teachers to fill vacant teaching positions shall not result in the displacement of any appointed teacher. In addition, the BOARD agrees that retired teachers will not be used to supplant the assignment of appointed teachers. Retired teachers shall be employed as retired teachers under Job Code 15 rather than part-time teachers under Job Code 39. [Relocated to Article 23]~~

~~**44-40. Part-Time Teachers.** The BOARD may utilize part-time teachers, including teachers on leave. The salary and benefits of such teachers under this Agreement shall be prorated to correspond to the length of the part-time assignment (for example, a teacher assigned to half-time shall have his or her salary and benefits prorated by .5). Such part-time teachers shall maintain benefits and seniority accrued through their assignment to a part-time position and shall continue to accrue benefits and seniority thereafter on a prorated basis. The BOARD agrees that the employment and assignment of part-time teachers shall not result in the displacement of any appointed teacher. In addition, the BOARD agrees that part-time teachers will not be used to supplant the assignment of appointed teachers. [Relocated to Article 23]~~

44-41. After-School Rate of Pay.

- A. **Non-Instructional Rate of Pay.** Except as provided in Appendix A-3F, any bargaining unit member employee employed in an after-school program in a non-instructional capacity shall be compensated at the rate of \$30.00 per hour for the 2006-2007 school year, \$31.20 for the 2007-2008 school year, \$32.45 for the 2008-2009 school year, \$33.75 for the 2009-2010 school year, \$35.10 for the 2010-2011 school year and \$36.50 for the 2011-2012 school year \$37.60 for the 2012-2013 school year, \$38.35 for the 2013-2014 and \$39.11 for the 2014-2015 school year. Such compensation shall not be subject to pension pick up.
- B. **Instructional Rate of Pay.** Any bargaining unit member employee employed in an after-school program in an instructional capacity shall be compensated at the rate of \$37.50 per hour for the 2007-2008 and 2008-2009 school years, \$40.00 per hour for the 2009-2010 and 2010-2011 school years and \$42.50 per hour for the 2011-2012 school year \$43.78 for the 2012-2013 school year, \$44.65 for the 2013-2014 school year and \$45.54 for the 2014-2015 school year. Such compensation shall not be subject to pension pick up. For purposes of this section, the term “instructional” shall be defined as teaching activities in a core content area, which requires certification in the content area to conduct required assessments and instruction. Core content area means mathematics, reading/literacy and science. Examples of instructional activities include enrichment academies, AIM High Tutoring and Step Up to K and 3rd Grade.
- C. Any disputes over the application of this section will be resolved through the BOARD-UNION strategic bargaining process.

44-42. Paraprofessional and School-Related Personnel and No Child Left Behind Act. The BOARD agrees that it will reimburse a PSRP for the cost of the test option required by the *No Child Left Behind Act*, provided the PSRP submits written verification of passage of such test. By April 1, 2004, the BOARD further agrees that it will provide up to \$50,000.00 to the UNION to pay the cost of preparing PSRPs to pass the test option required by the No Child Left Behind Act.

~~**44-43.** In order to prevent the unnecessary duplication of paper work, the BOARD shall design a computer program that will provide the following:~~

- A. ~~computerized program for registration, emergency information and cumulative record card data;~~
- B. ~~computerized attendance and lunch order system;~~
- C. ~~standardized and computerized report card;~~
- D. ~~standards-based coded template for lesson plans.~~

The BOARD shall phase in the above program no later than the opening of school for the 2005-2006 school year.

44-44. Employee Identification Numbers and Use of Social Security Numbers. The BOARD shall assign to each teacher and other bargaining unit member bargaining unit employee an employee identification number separate and distinct from his or her Social Security number. The BOARD shall only use an employee’s Social Security number for identification purposes when such use is required or permitted by law. The BOARD shall exercise its best efforts to prevent the unauthorized disclosure or publication of employees’ Social Security numbers.

~~**44-45.** There shall be a City-Wide Professional Problems Committee with members representing clinicians (i.e., psychologists, social workers, school nurses, speech/language pathologists, occupational therapists, physical therapists, audiometric and vision screening technicians and other city-wide members). The committee shall~~

~~include at least eight and not more than twelve members. It shall meet at least four times a year with the chief administrator of the Office of Specialized Services or his or her designee and, if applicable, with cluster administrators during the school day. [Covered in Article 1]~~

44-46. Clinician and City-Wide Teacher Responsibilities. In programming and directing the work of Office of Specialized Services Special Education and Supports clinicians and city-wide teachers, the BOARD and its administrators shall endeavor to assign duties consistent with the recommendations and guidelines developed by national and other recognized professional organizations, except when such recommendations are inconsistent with fair-share responsibilities or BOARD or local school level administrative and educational requirements.

CASELOADS FOR CITYWIDE ITINERANT AND SERVICE PROVIDERS SHALL BE ASSIGNED EQUITABLE CASELOADS

44-47. Caseloads for City-Wide Itinerant Teachers and Service Providers. Caseloads for city-wide itinerant teachers and service providers shall be established by the Office of Specialized Special Education and Supports Services on a yearly basis taking into consideration the suggestions of the City-Wide Professional Problems Committee. The suggestions may include the number of schools per teacher, the number of students per teacher, travel times, direct and consultative minutes, the nature of cases and other relevant matters. Caseloads for city-wide itinerant teachers and service providers shall be assigned on as equitable a basis as possible.

~~**44-48.** The Office of Specialized Services shall maintain a list of clinicians (psychologists, social workers, nurses, occupational therapists and physical therapists) who have requested a transfer. When making assignment and appointment decisions or recommendations, the Office of Specialized Services shall consider the seniority of the clinicians requesting a transfer.~~

~~**44-49.** Administrators shall submit payroll corrections for substitute teachers within one week of verification of a payroll error. Salary adjustments shall be remitted to the substitute teacher in the next payroll period. [Covered by Article 36]~~

44-50. Software Applications. The BOARD agrees that all application software utilized by UNION-represented employees in the normal course of their duties shall be tested, prior to installation and roll out, for proper functionality. The BOARD further agrees that the Chief Information Officer or his or her appropriate designee shall meet, upon request, on a monthly basis with representatives of the UNION to discuss matters of mutual concern. During such meetings, the UNION shall be permitted the opportunity to raise any information technology related issues or problems and to provide the BOARD representative with potential solutions. All matters requiring additional action shall be addressed as expeditiously as possible, taking into consideration the UNION’s proposed solutions, with an estimated timeline to completion and updates at reasonable intervals provided to the appropriate UNION representatives.

Every teacher shall have access during the school day to a functional computer, with internet access, photocopier, fax machine and printer.

44-51. Teacher Access to Technology. Every teacher shall have access during the school day to a functioning computer with internet access, software, photocopier, facsimile machine and a printer. The BOARD and the UNION share the goal that every teacher shall have a functioning computer with internet access and software at his or her desk. In order to achieve that school, the BOARD will conduct a survey to determine how many teachers do not have a functioning computer on their desks and work with the UNION to develop a plan to ensure that teacher have such equipment at their desks. The BOARD’s survey of the schools shall be completed no later than January 31, 2013 and the plan developed no later than June 30, 2013.

~~**44-52.** The Department of Human Resources shall post an updated list of vacancies in all bargaining unit job classifications on at least a weekly basis on the Chicago Public Schools website. A vacant position is defined as a bargaining unit position to which an employee has not been appointed. The UNION shall have complete access to the Chicago Public Schools website concerning any subject. [Relocated to Article 35]~~

The Board will reduce other paperwork for employees required to complete additional paperwork on a regular basis, not required by law.

44-53. Limitations on Paperwork. If the BOARD, principals or other administrators require bargaining unit employees to complete any additional paperwork on a regular basis that is not required by law, whether the work is by paper or electronic, the BOARD shall reasonably mitigate the additional paperwork increase by eliminating other clerical work or paperwork for bargaining unit employees.

44-54. Confidential Computerized Information. Computer systems used to store confidential information shall be designed and maintained to ensure the security of such information.

44-55. Professional Development Certifications. The BOARD shall provide bargaining unit employees with written certification as proof of their completion of CPDUs or CEUs at the end of professional development sessions.

Interpreters provided for Report Card pick-up.

44-56. Interpreters During Report Card Pick-Up. The principal or head administrator shall provide interpreters for teachers to talk to parents at report card pick-up at the teacher’s request.

44-57. Substitute Coverage During Mandated Testing. Where necessary and on an as needed basis, a principal shall provide substitute coverage for teachers engaged in one-on-one required testing (e.g., DIBBELS) and for teachers providing modifications or accommodations to students with disabilities during testing.

New anti-bullying provision. No retaliation for reporting bullying.

44-58. Respectful Working Environment. The following behaviors are inconsistent with a respectful working environment and are impermissible: (a) verbal abuse, which includes, but is not limited to, obscene, threatening, humiliating or intimidating language; and (b) non-verbal abuse, which includes acts that are threatening, humiliating or intimidating. Individual, group or school-wide meetings shall not be utilized to threaten, humiliate or intimidate bargaining unit employees. Employees shall suffer no retaliation for reporting, grieving or protesting workplace bullying. The BOARD shall designate its Equal Employment Compliance Office to investigate allegations that employees, vendors or staff are creating undignified or disrespectful working environments or conditions. Such remedies and corrective actions may include, but are not limited to, reversing adverse actions, directing the training of an employee regarding proper professional conduct toward all employees and vendors, discipline and debarment to the extent permitted by law and/or other corrective actions.

44-59. Nursing Mothers. Each principal or head administrator shall provide reasonable daily break time to an employee who needs to express breast milk for her child. The break time shall, if possible, run concurrently with any break time already provided to the employee. Each principal or head administrator shall provide nursing mothers with a private space (other than a restroom) in close proximity to her work area where she may express her milk in privacy.

44-60. National Board Certification. Effective Fiscal Year 2013 and each Fiscal Year thereafter, the Board will provide annual support to the Chicago Teachers Union Quest Center in the amount of \$8,000.00 per National Board Certification candidate, with a minimum of \$300,000.00, for the purposes of professional development and mentoring. The program shall be open to all Board teachers and counselors and shall accept candidates who were not successful during their first or second attempt at National Board Certification through the Chicago Public Schools National Board Certification candidate support program.

44-61. Availability of Board Policies and Procedures. The Board shall post online all policies and procedures, including any changes thereto promptly upon approval by the Board, and shall endeavor to implement a more user-friendly online access process.

44-62. Distribution of Board Publications. Prior to the start of each school year and promptly as changes are made, the BOARD shall distribute Sections 605.7 (Grade Change) and 705.5 (Student Code of Conduct) of the *Chicago Public Schools Policy Manual* and the “Procedural Manual for Educating Students with Disabilities in the Chicago Public Schools” to all bargaining unit employees electronically. The BOARD will also provide bargaining unit employees with electronic notice of links to other Board policies, publications and resources identified by the UNION that are available on the Board’s website.

Lesson Plans:
-Organization, format, notation and other aspects within teachers’ discretion
-Principals may require certain elements, but no particular format is required (unless a teacher is in remediation)
-Steps taken to reduce redundancy for teaching multiple levels/subjects

44-63. Lesson Planning. The development and use of lesson plans is a professional responsibility vital to effective teaching. The organization, format, notation and other physical aspects of the lesson plan are within the teacher's discretion. Principals or supervisors may require certain elements for lesson plans, but may not require a particular format or organization, except as a part of a remediation program for teachers who receive unsatisfactory ratings. To accommodate teachers and PSRPs who teach multiple levels or subjects, redundancy shall be reduced to the extent possible and lesson plans may be developed by grade level or subject departments. If a teacher or PSRP uses a template produced by the BOARD or a network, area or other geographic subdivision, such template shall conform to Section 44-53 to reduce the load of paperwork.

**ARTICLE 45
COMMITTEES**

45-1. The BOARD and the UNION agree to negotiate the establishment of joint BOARD-UNION study committees, the number and subject matter of such committees to grow out of needs identified through further negotiations. The BOARD and the UNION agree that standing committees shall be established as set forth in this Article. The parties also agree to establish joint BOARD-UNION study committees on an ad hoc basis.

All joint BOARD-UNION committees established through the provisions of this Agreement shall submit their reports to the Chief Executive Officer. After submission to the Chief Executive Officer, a copy of the committee’s report shall be provided to the UNION and to the appointed committee members. The Chief Executive Officer will provide to the UNION and to each appointed committee member the Chief Executive Officer’s recommendations pertaining to the committee’s report before it is discharged.

Unless otherwise agreed, committees created pursuant this Article shall have ten members with five individuals designated by the Chief Executive Officer and five individuals designated by the Union President.

45-2. A joint BOARD-UNION committee shall continue to study and evaluate the TESL and bilingual-bicultural education program. Committee members shall not exceed six from the UNION and six from the BOARD.

The committee’s final report shall be submitted to the Chief Executive Officer in accordance with the provisions of Article 45-1 of this Agreement.

45-3. A joint BOARD-UNION committee shall be established under the provisions of Article 45-1 of this Agreement to review the clerical work required of elementary teachers and to make specific viable recommendations to the Chief Executive Officer to reduce said clerical work.

Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-4. A standing Career and Technical Education Committee is established to study and make recommendations with respect to Career and Technical Education programs and issues. A joint BOARD-UNION committee shall, in accordance with the provisions of Article 45-1 of this Agreement, continue to study programs and establish standards for vocational education and school-to-career initiatives. The committee shall submit recommendations to the Chief Executive Officer by March 2008 for implementation in July 2008.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-5. A joint BOARD-UNION committee shall be re-established in accordance with Article 45-1 of this Agreement to submit recommendations to the Chief Executive Officer for alternative models for restructuring time schedules in schools. Any model approved by the Chief Executive Officer may be utilized by the principal and the Local School Council, subject to the waiver procedure outlined in Appendix C of this Agreement.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-6. A standing Early Childhood Education Committee is established to study and make recommendations with respect to Early Childhood Education programs and issues. A joint BOARD-UNION committee shall be re-established under the provisions of Article 45-1 of this Agreement to study, discuss and submit recommendations concerning class size, staffing and organization of Early Childhood Programs.

Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-7. A joint BOARD-UNION committee shall be re-established in accordance with the provisions of Article 45-1 of this Agreement to study and recommend viable procedures for assisting school staff members in the utilization of computer resource centers and computer laboratories, monitoring, equipping and securing such centers and laboratories.

Membership on this committee shall be limited to four from the BOARD and four from the UNION.

45-8. A joint BOARD-UNION committee shall be re-established in accordance with the provisions of Article 45-1 of this Agreement to study and make recommendations concerning the development of career ladders for PSRPs.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel selected by either the BOARD or the UNION.

45-9. A standing Student Discipline, Truancy and School Safety Committee is established to study and make recommendations with respect to student discipline, truancy and school safety issues. A joint BOARD-UNION committee shall be re-established under the provisions of Article 45-1 of this Agreement to review and examine school safety and the enforcement of the Student Code of Conduct of the BOARD. The committee will report monthly to recommend methods to provide uniform enforcement of the Student Code of Conduct in elementary and high schools to reinforce and enhance the security of the Chicago Public Schools.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-10. A joint BOARD-UNION committee shall be re-established under the provisions of Article 45-1 of this Agreement to review, discuss, plan and evaluate the year-round education program and to make recommendations concerning problems encountered in payroll, track assignments, calendars and other areas pertinent to year-round schools. Implementation of said recommendations shall be made by April 2008.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-11. A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning issues related to career academies that shall include, but not be limited to, state-of-the-art technology, curriculum, funding, supply and equipment needs and class size/work stations.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-12. A standing Special Education and Case Management Committee is established to study and make recommendations with special education, students with disabilities, case management and related issues. A joint BOARD-UNION committee shall be re-established under the provisions of Article 45-1 of this Agreement to study the special education program. The committee shall examine inclusion, IEP, clerical work required for special education teachers and other providers, supply money, utilization of resource teachers, collaboration of regular teachers with special education teachers and other related issues.

This committee shall submit recommendations to the Chief Executive Officer with a copy submitted to the UNION President by April 1, 2008.

45-13. A standing Joint Committee on Teacher Evaluation is created under Article 39 and shall have the authority and purposes set forth in Article 39. A joint BOARD-UNION committee shall be re-established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning issues related to tenured and probationary teacher evaluation, including a modified teacher evaluation plan, peer assistance, performance standards and change in ratings.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

This committee shall submit recommendations to the Chief Executive Officer with a copy submitted to the UNION President by March 15, 2008. Nothing in this section shall prevent the committee from instituting a pilot program regarding evaluation prior to the submission of its recommendations.

45-14. A joint BOARD-UNION committee shall be re-established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning issues related to truancy.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

This committee shall submit recommendations to the Chief Executive Officer with a copy submitted to the UNION President by July 1, 2008.

45-15. A joint BOARD-UNION committee shall be re-established in accordance with Article 45-1 of this Agreement to consider problems encountered in schools without space available. The committee shall study, discuss and analyze the effective use of additional funds made available to the principal's discretionary fund in overcrowded schools and shall explore other approaches to reduce class size and deliver educational services in overcrowded schools.

This committee shall submit recommendations to the Chief Executive Officer concerning a resolution of this problem.

Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel selected by either the BOARD or the UNION.

45-16. A standing Employee Discipline Committee is established to study and make recommendations with respect to employee discipline. A joint BOARD-UNION committee shall be re-established in accordance with Article 45-1 of this Agreement to

~~fulfill the obligations under the “4.5 agreement” with respect to reviewing and examining the Employee Discipline Code.~~

~~Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.~~

~~This committee shall submit recommendations to the Chief Executive Officer with a copy submitted to the UNION President by June 30, 2008.~~

~~**45-17.** A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning expanded instructional and other educational opportunities for students through increased extended school day programs.~~

~~Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.~~

~~This committee shall submit recommendations to the Chief Executive Officer and the UNION President by March 15, 2008.~~

~~**45-18.** A standing Information Technology Committee is established to study and make recommendations with respect to information technology and BOARD employee access to technological resources. A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to review information technology related issues and to make specific viable recommendations on a regular basis to the Chief Executive Officer with a copy submitted to the UNION concerning information technology.~~

~~Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.~~

~~**45-19.** A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning Case Managers.~~

~~Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.~~

~~This committee shall submit recommendations to the Chief Executive Officer and the UNION President by July 1, 2008.~~

~~**45-20.** A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to study, discuss and submit recommendations to the Chief Executive Officer concerning jointly developed models which will facilitate the creation and expansion of BOARD “performance schools” in the city of Chicago (such as “turnaround” and “professional development” performance schools affiliated with AUSL). Under BOARD policy, performance schools are BOARD schools staffed with Chicago Public Schools teachers and PSRPs represented by the UNION. The BOARD and the UNION agree that, in developing performance school models, the task force shall consider the following matters:~~

- A.

Recruitment, Transfer Rights and Hiring
- B.

Job Protection and Reassignment Rights
- C.

Evaluation
- D.

Length of the School Day and Year
- E.

Mentoring and Professional Development
- F.

Supplemental Compensation
- G.

Establishing a Target of Implementing Approximately Five Such Model Schools Each Year

~~Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.~~

~~The committee shall submit recommendations to the Chief Executive Officer and the UNION President by November 15, 2007.~~

~~**45-__.** A standing Budget Committee is established to share information, study and make recommendations with respect to the BOARD's budget and fiscal condition.~~

New committee to determine timetable for air conditioning classrooms.

~~**45-__.** A standing Air Conditioning and Temperature Control Committee is established to investigate, study and determine a timetable for air conditioning or other temperature controls for classrooms in use during July or August.~~

~~**45-__.** A standing Physical Education Committee is established to study and make recommendations with respect to physical education and sports programs.~~

~~**45-__.** A standing Pay Committee is established to study and make recommendations with respect to career ladders, the Board's policies with respect to lane movement, and differentiated compensation.~~

New committee to make recommendations on a unified calendar for 2013-14.

~~**45-__.** A standing Academic Calendar Committee is established to study and make recommendations with respect to a unified calendar for the 2013-2014 school year. The committee's recommendations will comport with Article 44-31.~~

ARTICLE 46

INTEGRATION—QUALITY EDUCATION

46-1. General Provision. In order to implement the joint policy of the BOARD and the UNION to work affirmatively to give each student the advantage of an integrated school and a comprehensive world view, the BOARD agrees as follows:

~~A-46-1.1.~~ In concert with the UNION, to encourage appointed teachers to apply for transfers under the provisions of Article 42-1 of this Agreement;

~~B-46-1.2.~~ In concert with the UNION, to encourage the extensive use of curriculum, texts and supplementary materials that represent contributions made to civilization by all elements of our population; and

~~C-46-1.3.~~ As funds are available, to develop programs and select schools to receive the services and personnel required to deal comprehensively and effectively with the total needs of a student in a school so that all elements of a sound educational structure are present, such as drastically reduced class size, additional teachers, additional counselors, reading specialists, psychologists clinicians and teacher assistants.

46-2. Publishers of Standardized Tests. The BOARD and the UNION agree to urge the publishers of standardized tests for students to include questions as appropriate on the contributions of African-Americans, Latinos, Asian-Americans and other minority groups and women to world and United States history; labor history; and the struggle for human rights and gender equality in the world and United States past and present.

ARTICLE 47

CONFORMITY

47-1. During the term of this Agreement, the UNION agrees not to strike nor to picket in any manner which would tend to disrupt the operation of any public school in the city of Chicago or of the administrative offices or any other facility of the BOARD.

During the term of this Agreement, the BOARD agrees not to engage in any lockout.

If CPS receives new funding source this year, it will negotiate over hiring 100 additional school social workers and school nurses.

~~**47-2.** The BOARD and the UNION recognize that the increases in wage rates set forth in Appendix A of this Agreement constitute an increase of four percent for Fiscal Years 2008, 2009, 2010, 2011 and 2012. If the BOARD receives additional funding sources in Fiscal Year 2013 that can be used for personnel costs, the BOARD will bargain with the UNION upon request over hiring up to one hundred additional school social workers or school nurses.~~

~~**47-2.1.** The parties agree that the four percent increase for Fiscal Years 2010, 2011 and 2012 may be adjusted upward in such fiscal year depending on the total amount of general fund revenue received by the BOARD in that fiscal year from the following sources (referred to collectively as the **designated revenue sources**): (A) personal property taxes, (B) personal property replacement taxes, (C) general state aid, (D) the flat block grant by ADA (school safety and educational improvement block grant) and (E) the general education and educational service block grants. If the BOARD receives an aggregate increase in the designated revenue sources equal to or greater than eight percent over the previous fiscal year, the increases in Appendix A will be adjusted upward in accordance with the following table. The parties agree that the following table accurately depicts the aggregate increases in the designated revenue sources and the corresponding adjustments in Appendix A.~~

Designated Revenue Sources—	Appendix A
Percent Increase Over Previous Year	Adjustment for FYs 2010, 2011 and 2012
Less than 8.0%	4.0%
Equal to 8.0% but less than 9.0%	4.2%
Equal to 9.0% but less than 10.0%	4.4%
Equal to 10.0% but less than 11.0%	4.6%
Equal to 11.0% but less than 12.0%	4.8%
Equal to or more than 12.0%	5.0%

Section authorizing School Board to cancel annual raises is deleted.

~~**47-2.2.** Any adjustments to the increase of four percent for Fiscal Years 2009, 2010, 2011 and 2012 to Appendix A of this Agreement are contingent upon a reasonable expectation by the BOARD of its ability to fund the increases for Fiscal Years 2009, 2010, 2011 and 2012. Therefore, any adjustments to the scheduled increases to Appendix A for Fiscal Years 2009, 2010, 2011 and 2012 shall not be effective until and unless the BOARD adopts a Resolution no later than fifteen calendar days prior to the beginning of each Fiscal Year that it finds there is a reasonable expectation that it will be able to fund such increases for that Fiscal Year. In the event the BOARD fails to adopt timely such a Resolution, the UNION may, by written notice to the BOARD no later than ten calendar days prior to the beginning of the Fiscal Year in which the BOARD fails to adopt such Resolution, demand that negotiations begin anew with respect to Appendix A. In the event that said negotiations fail to result in an agreement, the UNION may, on thirty calendar days' written notice, terminate this Agreement and, accordingly, retains whatever lawful rights it otherwise might have under section 13 of the Illinois Educational Labor Relations Act, including the right to strike.~~

Provision authorizing CPS to reopen labor contract on permissive bargaining subjects revised to prevent contract opener.

47-3. 2003-Amendatory Acts. The inclusion in this Agreement of any provision that is a permissive subject of bargaining or a provision which was otherwise affected by virtue of the 2003 and 2011 Amendatory Acts to 115 ILCS 5/4.5 of the *Illinois Educational Labor Relations Act* shall not be deemed in any way as a waiver, concession or compromise of the BOARD's or the UNION's rights under said Acts, including the right during the term of this Agreement to request to bargain such provision or to invoke the impasse resolution mechanism in 115 ILCS 5/12(b) of the *Illinois Educational Labor Relations Act*. Notwithstanding the foregoing, the parties shall abide by all the terms of this Agreement.

ARTICLE 48

REPRESENTATION

48-1. Recognition by the BOARD of the UNION as the sole and exclusive bargaining agent shall continue provided, however, that should any other employee organization seek to represent employees in the bargaining unit, as defined in Section 1-1, such request shall be dealt with and governed pursuant to the provisions of the *Illinois Educational Labor Relations Act*.

48-2. Management Rights. The BOARD shall not be required to bargain over matters of inherent managerial policy within the meaning of the *Illinois Educational Labor Relations Act* or *Illinois School Code*, which shall include such areas of discretion or policy as the functions of the BOARD, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees; provided, that in order to preserve the rights of the parties predating this Agreement, the BOARD shall be required to bargain collectively with regard to any matter concerning

wages, hours or conditions of employment about which they have bargained for and agreed to in a collective bargaining agreement prior to the date of this Agreement; provided further, that nothing herein shall affect the rights of the UNION or any employee under Article 3. The BOARD, however, shall be required to bargain collectively with the UNION with regard to policy matters directly affecting wages, hours and terms and conditions of employment as well as the impact thereon upon request by the UNION.

ARTICLE 49
CONCLUSION

CPS can offer 4th year for contract; Union option whether to accept or reject.

49-1. This Agreement shall be effective as of July 1, 2007 and shall remain in effect until June 30, 2012. This Agreement shall commence on July 1, 2012 and expire on June 30, 2015. If the BOARD determines that it has sufficient funds to grant the bargaining unit a minimum of a three percent increase in wages and salary for Fiscal Year 2016, the BOARD may, up to April 30, 2015, offer to extend the Agreement for one year to June 30, 2016. The UNION shall have thirty days to accept or reject the offer, and no further notice obligation for bargaining or contract termination shall be required. Negotiations for a subsequent Agreement will commence no later than May 1, 2012, upon written request of either party filed two weeks before this date. The UNION shall submit its proposals at least thirty days prior to the commencement of negotiations.

49-2. In the event either party wishes to modify or amend this Agreement, written notice thereof shall be given to the other party at least twenty days prior to the consideration of said modification or amendment and, if said modification or amendment is thereafter mutually agreed upon, this Agreement will be so amended.

49-3. Neither the BOARD and its representatives nor the UNION and the members of the bargaining unit shall take any action violative of or inconsistent with any provision of this Agreement. The parties agree that, if either has made a proposal not included herein, such proposal has been withdrawn in consideration of the making of this Agreement. All terms and conditions of employment for future years, including without limitation, salaries, benefits, and pension pick up and staffing formulae, are the subject of negotiation for those years

APPENDIX A
SALARY SCHEDULES AND OTHER COMPENSATION

To Be Distributed Separately

APPENDIX B
CONTRIBUTIONS TO HEALTH CARE PLANS

No increases in employee contribution rates for duration of contract.

Effective July 1, 2012

	HMOs*		PPOs*		
	Lower Cost HMO	Higher Cost HMO	PPO w/ HRA	Lower Cost PPO	Higher Cost PPO
Single	1.3%	2.0%	1.3%	2.0%	2.2%
Couple	1.5%	2.2%	1.5%	2.2%	2.5%
Family	1.8%	2.5%	1.8%	2.5%	2.8%

*All percentages are percent of base salary.

Effective July 1, 2004

Current Average (through 6/04)	HMOs*		PPO w/ HRA*	PPOs*		
	HMOI	UHC HMO	UHC PPO w/ HRA	UHC PPO		BCBS PPO
	7/04	7/04	7/04	7/04	7/06	7/04
Single 1.3%	1.3%	2.0%	1.3%	1.5%	2.0%	2.2%
Couple 1.5%	1.5%	2.2%	1.5%	1.7%	2.2%	2.5%
Family 1.8%	1.8%	2.5%	1.8%	1.9%	2.5%	2.8%

*All percentages are percent of base salary.

Effective July 1, 2007

Employee health care contributions as a result of wage increases shall be frozen for benefit (calendar) years 2008, 2009 and 2010 with a conversion effective January 1, 2008 after open enrollment. To effectuate the freeze on employee health care contributions, the above percentages shall be applied to the salary schedules in effect as of June 30, 2007, thereby creating flat rate contributions for each plan that correlate to each step of the salary schedules.

The conversion tables will be used to identify the applicable employee contribution for benefit (calendar) years 2008, 2009 and 2010 based on the employee's lane and step placement and type and level of coverage selected. The following examples illustrate the application of the conversion tables during benefit (calendar) years 2007, 2008 and 2009:

EXAMPLE NO. 1: During the open enrollment period for the 2007 benefit (calendar) year, a teacher selected the HMOI plan with single coverage and an employee contribution rate of 1.3% of her annual base salary. As of January 1, 2007, the teacher's salary schedule placement was Lane I, Step 5 of the salary schedule for 38.6-week positions, and she was earning a base salary of \$48,975 per year. Consequently, effective January 1, 2007, the teacher's annualized contribution became **\$637*** [.013 x \$48,975 = \$637], which was then prorated per pay period. Effective July 1, 2007, the teacher advanced to Step 6 of the same salary schedule and began earning a base salary of \$53,118 per year. Her annualized contribution did not, however, increase to 1.3% of her current salary [.013 x \$53,118 = \$691]. Instead, her annualized contribution became **\$664** [.013 x \$51,075 (annual salary for Lane I, Step 6 as of June 30, 2007) = \$664], which was then prorated per pay period on a prospective basis.

EXAMPLE NO. 2: During the open enrollment period for the 2008 benefit (calendar) year, the teacher described in Example No. 1 selects the BCBS PPO plan with family coverage and an employee contribution rate of 2.8% of her annual base salary. As of January 1, 2008, the teacher's salary schedule placement remains at Lane I, Step 6 of the salary schedule for 38.6-week positions. Consequently, effective January 1, 2008, the teacher's annualized contribution becomes **\$1430** [.028 x \$51,075 (annual salary for Lane I, Step 6 as of June 30, 2007) = \$1430], which is then prorated per pay period. Effective July 1, 2008, the teacher will advance to Step 7 of the same salary schedule and begin earning a base salary of \$57,134 per year. Her annualized contribution will not, however, increase to 2.8% of her current salary [.028 x \$57,134 = \$1600]. Instead, her annualized contribution becomes **\$1479** [.028 x \$52,823 (annual salary for Lane I, Step 7 as of June 30, 2007) = \$1479], which is then prorated per pay period on a prospective basis.

EXAMPLE NO. 3: During the open enrollment period for the 2007 benefit (calendar) year, a PSRP selected the UHC HMO plan with single coverage and an employee contribution rate of 2.0% of his annual base salary. As of January 1, 2007, the PSRP's salary schedule placement was Grade G11, Step 2 of the salary schedule for 38.6-week positions, and he was earning a base salary of \$39,574 per

year. Consequently, effective January 1, 2007, the PSRP's annualized contribution became **\$791** [.02 x \$39,574 = \$791], which was then prorated per pay period. Effective July 1, 2007, the PSRP advanced to Step 3 of the same salary schedule and began earning a base salary of \$43,253 per year. His annualized contribution did not, however, increase to 2.0% of his current salary [.02 x \$43,253 = \$865]. Instead, his annualized contribution became **\$832** [.02 x \$41,601 (annual salary for Grade G11, Step 3 as of June 30, 2007) = \$832], which was then prorated per pay period on a prospective basis. During the open enrollment period for the 2008 benefit (calendar) year, the PSRP does not change his type or level of coverage; his salary schedule placement also remains the same through calendar year 2008. Consequently, he continues to pay the same contribution per pay period. During the open enrollment period for the 2009 benefit (calendar) year, the PSRP does not change his type or level of coverage. Nevertheless, on January 1, 2009, he advances to Step 4 of the same salary schedule and begins earning a base salary of \$47,210 per year. His annualized contribution does not, however, increase to 2.0% of his current salary [.02 x \$47,210 = \$944]. Instead, his annualized contribution becomes **\$873** [.02 x \$43,648 (annual salary for Grade G11, Step 4 as of June 30, 2007) = \$873], which is then prorated per pay period on a prospective basis.

EXAMPLE NO. 4: During the open enrollment period for the 2008 benefit (calendar) year, the PSRP described in Example No. 3 instead selects the UHC PPO with HRA plan with couple coverage and a lower employee contribution rate of 1.5%. As of January 1, 2008, the PSRP's salary schedule placement remains at Grade G11, Step 3 of the salary schedule for 38.6-week positions, and he continues to earn a base salary of \$43,253 per year. His annualized contribution does not, however, decrease to 1.5% of his current salary [.015 x \$43,253 = \$649]. Instead, his annualized contribution decreases further and becomes **\$624** [.015 x \$41,601 (annual salary for Grade G11, Step 3 as of June 30, 2007) = \$624], which is then prorated per pay period on a prospective basis.

*The figures in these examples have been rounded to the nearest whole dollar. The conversion tables shall govern the actual amount of the contribution and shall be published by the BOARD.

Effective January 1, 2011 and Thereafter

Employee health care contributions as a result of wage increases shall remain frozen for benefit (calendar) years 2011 and 2012 provided there is no health care cost increase in the previous year as measured from October 1 to September 30. If no health care cost increase occurs in benefit (calendar) years 2011 and 2012, the conversion tables will continue to govern employee health care contributions.

If an increase in health care costs does occur, and the increase ranges from 1% to 5%, measured from October 1, 2009 to September 30, 2010 (for purposes of determining the January 1, 2011 employee contribution) or as measured from October 1, 2010 to September 30, 2011 (for purposes of determining the January 1, 2012 employee contribution), the employee contribution shall be as follows:

- Effective January 1, 2011, the applicable contribution percentage set forth above multiplied by the employee's June 30, 2010 annual salary plus an amount equal to 50% of the applicable contribution percentage set forth above multiplied by the employee's July 1, 2010 annual salary; and,
- Effective January 1, 2012, the applicable contribution percentage set forth above multiplied by the employee's June 30, 2011 annual salary plus an amount equal to 50% of the applicable contribution percentage set forth above multiplied by the employee's July 1, 2011 annual salary.

If an increase in health care costs does occur and the increase in any year is greater than 5% measured from October 1 to September 30, then the employee contribution shall be the full amount of the applicable contribution percentage set forth above.

The following examples illustrate the application of the above formulae during benefit (calendar) years 2011 and 2012:

EXAMPLE NO. 5: A 3% increase in health care costs occurs during benefit (calendar) year 2010. During the open enrollment period for the 2011 benefit (calendar) year, a teacher selects the HMOI plan with family coverage and an employee contribution rate of 1.8% of her annual base salary. As of January 1, 2011, the teacher's salary schedule placement is Lane II, Step 10 of the salary schedule for 38.6-week positions, and she is earning a base salary of \$72,436 per year. The teacher's annualized contribution is determined by (1) calculating the full contribution amount at her current salary to arrive at a figure of \$1304 [.018 x \$72,436 = \$1304]; (2) calculating the difference between the full contribution amount of \$1304 and the corresponding \$1115 flat rate contribution on the conversion table for the HMOI plan at Lane II, Step 10 [.018 x \$61,919 (annual salary for Lane II, Step 10 as of June 30, 2007) = \$1115]) to arrive at a figure of \$189 [\$1304 — \$1115 = \$189]; (3) dividing the \$189 figure by 2 to arrive at a figure of \$95 [\$189 ÷ 2 = \$95]; and (4) adding the \$95 figure to the \$1115 flat rate contribution in effect as of July 1, 2007 to arrive at the teacher's annualized employee contribution of **\$1210** [\$95 + \$1115 = \$1210], which is then prorated per pay period on a prospective basis. Effective July 1, 2011, the teacher advances to Lane II, Step 11, but continues to pay the same contribution per pay period.

EXAMPLE NO. 6: A 6% increase in health care costs occurs during benefit (calendar) year 2010. During the open enrollment period for the 2011 benefit (calendar) year, the teacher described in Example No. 5 selects the same type and level of coverage. As of January 1, 2011, the teacher's salary schedule placement is Lane II, Step 10, and she is earning a base salary of \$72,436 per year. As a result, her annualized employee contribution becomes **\$1304** [.018 x \$72,436 (current annual salary) = \$1304], which is then prorated per pay period on a prospective basis. Effective July 1, 2011, the teacher advances to Lane II, Step 11, and she begins earning a base salary of \$78,101. As a result, her annualized employee contribution becomes **\$1406** [.018 x \$78,101 (current annual salary) = \$1406], which is then prorated per pay period on a prospective basis.

APPENDIX C
PROCEDURES FOR WAIVERS FOR THE DURATION OF THIS AGREEMENT

Waiver provisions retained. Principal must post waiver proposition for 48 hours, allow Union to have private meeting with teachers at school before vote.

1. The school principal shall meet with the faculty during the school day to discuss any proposal which may require a waiver from any provision of this Agreement.
2. In order to secure a waiver from any provision of this Agreement, a secret ballot vote shall be conducted among all UNION members assigned to the school.
3. The procedures for conducting such a vote shall be mutually agreed upon between the principal and the school delegate. If no school delegate has been appointed or elected to the school, then procedures shall be agreed upon without delay with a Union representative. The principal will post the proposed waiver at least forty-eight hours prior to the vote. The UNION may schedule a private meeting at the school with the bargaining unit members prior to the vote.
4. A majority of fifty percent plus one of the UNION members voting shall be required to approve a waiver. A waiver that is rejected may not be submitted more than once in any school year.
5. If the waiver is approved, the principal and the school delegate shall sign the waiver indicating that the voting procedures were followed and reporting the results of the vote.
6. Copies of this approved waiver shall be forwarded immediately to the Office of Employee Relations and the UNION.
7. The approved waiver automatically terminates at the conclusion of the school year.
8. Failure to implement the procedure, failure to implement the approved waiver or improper implementation of the approved waiver shall be subject to the grievance procedure pursuant to Article 3.

The BOARD shall develop and distribute procedures for waivers of BOARD policies and procedures.

APPENDIX D
BARGAINING UNIT POSITIONS

No substantive changes.

TEACHERS

Elementary School Teacher
High School Teacher
~~Substitute Teacher~~
~~Temporarily Assigned Teacher~~
~~Cadre Substitute~~
~~Day-to-Day Substitute~~
~~City-Wide Coach/Teacher Leader~~
~~City-Wide Non-School-Based Teacher Coach~~
~~Teacher Leader~~
~~Professional Development Teacher~~
~~Part-Time Teacher~~
Counselor
Librarian
School Nurse
School Psychologist
School Social Worker
Speech Pathologist
Physical Therapist
Occupational Therapist
Playground Teacher*
Stadium Director*

PARAPROFESSIONAL AND SCHOOL-RELATED PERSONNEL

Audio-Visual Technician
Audiometric and Vision Screening Technician
Community Relations Representative I, II
Computer Technician
Educational Sign Language Interpreter I, II, III
Guidance Counselor Assistant
Health Service Nurse
Head Start Educational Resource Assistant
Head Start Health Resource Assistant
Head Start Parent Resource Assistant
Head Start Social Service Resource Assistant
Hospital Licensed Practical Nurse
Instructor Assistant I, II
Interpreter Clerk
Occupational Therapist Assistant
Parent Advocate
Parent Advocate-Bilingual
School Assistant
School Assistant-Bilingual
School Assistant-Bilingual-Spanish
School Assistant II
School Assistant II-Bilingual
School Assistant II-Bilingual-Spanish
School Clerk Assistant
School Clerk I
School Clerk I-Bilingual-Spanish
School Community Representative
School Library Assistant
School Library Assistant II
School Social Service Assistant
Special Education Support Clerk
Speech/Language Pathology Paraeducator
Speech/Language Pathology Paraeducator-Bilingual
Student Special Needs Program Assistant
Student Special Services Advocate
Teacher Assistant
Teacher Assistant-Montessori Program
Teacher Assistant II
Teacher Assistant II-Montessori Program
Technology Coordinator I, II, III
Truant Officer*

Appendix D also includes any other employee category or position inadvertently omitted from Appendix D yet historically represented by the UNION.

*Positions Not Currently Funded.

APPENDIX E
HEALTH CARE AND RELATED BENEFITS

Same Terms As Expired Agreement Except for Changes Agreed-Upon (e.g., LMCC or Wellness Program) or Required by Law

No changes to health care except for stronger LMCC and Wellness.

APPENDIX F
GUIDELINES FOR THE TRANSFER OF SICK DAYS

This article replaced by Article 37-4.

Purpose

~~The purpose of these Chicago Public Schools (CPS) guidelines regulating the transfer of sick days is to standardize the procedures that should be used when teachers seek to donate sick days to a colleague at their school who is suffering the effects of a catastrophic illness or injury. As a result of these provisions, teachers' benevolence towards colleagues who are in need of help can be effectively, efficiently and equitably utilized.~~

I. Definitions

For the purpose of these guidelines only, the following definitions shall apply:

A. ~~Eligible recipient means those certificated CPS teachers who: (a) are compensated based on the salary schedules for appointed teachers set forth in the Collective Bargaining Agreement (CBA) between the Chicago Board of Education and the Chicago Teachers Union and (b) have suffered a catastrophic illness or injury.~~

B. ~~Eligible donor means those certificated teachers who are compensated based on the salary scales for regularly appointed teachers set forth in the CBA who either: (a) work at the same school or at the same facility as an eligible recipient or (b) work in any CPS facility and are members of an eligible recipient's immediate family.~~

C. ~~Sick day means those benefit days accrued by teachers at a rate determined by the CBA that are intended for use when illness or injury prevents teachers from performing their instructional duties in a CPS school.~~

D. ~~Immediate family means the son(s), daughter(s), spouse or parent(s) of a CPS teacher.~~

E. ~~Catastrophic illness or injury means an illness or injury that totally incapacitates an individual from work. Conditions that are short-term in nature are not catastrophic. Chronic illnesses or injuries that result in intermittent absences from work may be considered catastrophic if they are both long-term in nature and require long-term recuperation periods.~~

II. Eligibility Guidelines

Recipients and donors must satisfy all of the criteria listed below.

A. The following individual shall be eligible to receive sick days:

1. ~~an eligible recipient as defined in Section I.A. of these guidelines;~~
2. ~~who must have exhausted all of his/her paid benefit days — sick, vacation, personal business and any other benefit days;~~
3. ~~suffers from a catastrophic illness and/or injury as defined in Section I.E. of these guidelines;~~
4. ~~consents to the release of medical information pertaining to his/her illness and/or injury to the extent necessary to determine the potential recipient suffers from a catastrophic illness and/or injury; and~~
5. ~~who has not previously received a sick day transfer from eligible donors.~~

B. The following individual shall be eligible to donate sick days:

1. ~~an eligible donor as defined in Section I.B. of these guidelines;~~
2. ~~who freely agrees to donate up to three of his/her accrued sick days; and~~
3. ~~who sign a release on any future claim to the sick days he/she has donated in the event that his/her donated sick days are not used by the eligible donee.~~

III. Rules and Procedures Governing Sick Day Donations

~~Donations of accrued sick days shall be governed by the following rules and procedures.~~

A. ~~An eligible recipient can receive no more than 45 sick days from eligible donors.~~

B. ~~An individual can receive donated sick days only one time during his/her employment with CPS.~~

C. ~~Each eligible donor may give an eligible recipient no more than three accrued sick days unless the eligible donor is an immediate family member of the eligible recipient in which case he or she may donate as many accrued sick days as would bring the donated total up to the maximum of 45 sick days.~~

D. ~~All eligible donors must sign a release giving up all future claim to donated sick days.~~

E. ~~Donations will be processed in the order received.~~

F. ~~In the event that an eligible recipient dies before exhausting the donated sick days, these remaining sick days shall belong to the decedent's estate.~~

G. ~~Donation of sick days shall be made using the following procedures:~~

1. ~~An individual at the prospective recipient's school initiates the donation process by collecting a list of eligible donors and the number of days each will agree to donate.~~
2. ~~The eligible donor list shall be presented to the school principal or a designee.~~
3. ~~The principal or designee shall send the name of the prospective recipient and the sick days donation list to the Bureau of Labor Relations (Labor Relations).~~
4. ~~After receiving the donation information from the principal or designee, Labor Relations shall contact the Department of Employee Health Services (EHS) requesting a determination as to whether the prospective recipient suffers from a catastrophic illness and/or injury.~~

- ~~5. EHS administrators shall request from the prospective recipient, or a personal representative, consent for disclosure and use of the prospective recipient's medical records to determine if his/her medical condition satisfies the definition of a catastrophic illness or injury required for a donation of sick days. EHS shall notify both the potential recipient and Labor Relations as to whether the potential recipient is eligible to receive a sick days donation.~~
- ~~6. Prospective recipients who EHS found not to be eligible to receive donated sick days shall be allowed to appeal the eligibility determination to the Chief of the Department of Human Resources whose decision on the appeal shall be final.~~
- ~~7. In cases where a prospective recipient is eligible for donated sick days, Labor Relations shall send to the school release forms that donors will sign relinquishing all claims to their donated sick days. These forms that indicate the number of sick days a donor is donating must be notarized and returned to Labor Relations.~~
- ~~8. Labor Relations will forward copies of the release forms to the Department of Payroll Services so that the necessary reductions and additions to employees' benefits records can be made.~~
- ~~9. Labor Relations shall maintain Recipient Files that include all documents, including donor release forms, pertaining to the donation of sick days to the eligible recipient.~~
- ~~10. Labor Relations notifies the recipient, or a personal representative, when the donated sick days have been transferred to the recipient for his or her use.~~

APPENDIX G
FMLA LEAVE

Bargaining unit employees regularly employed on a year-round basis who have been employed for at least twelve months and who have worked a minimum of 1,250 hours of service during the previous twelve-month period and bargaining unit employees regularly employed on a ten-month basis who have been employed for the equivalent of at least twelve months and who have worked the equivalent of a minimum of 1,250 hours of service during the previous twelve-month period shall be entitled to unpaid leave under the Family and Medical Leave Act ("FMLA") for any of the following reasons:

- (a) To provide care for a son or daughter during the twelve-month period after the birth of such child;
- (b) To provide care for a son or daughter during the twelve-month period after such child is adopted by or placed in the foster care of the employee;
- (c) To provide care for a son, daughter, spouse or parent with a serious health condition; or
- (d) To treat or recover from a serious health condition of the employee.

Bargaining unit employees are entitled to a total of twelve work weeks of unpaid leave for the above-stated reasons during a "rolling" twelve-month period measured backwards from the date an employee uses any FMLA leave.

Bargaining unit employees shall be required to use their accrued sick days concurrently with any leave of absence taken under the FMLA. Employees will have the option, upon appropriate notice, to use accrued vacation days. During any leave taken under the FMLA, the employee's health care coverage under any group health plan shall be maintained for the duration of such leave at the level and under the conditions coverage would have been provided if the employee had continued in employment continuously for the duration of the leave. If the employee is using vacation or sick days, the employee will accrue seniority while on FMLA leave.

Bargaining unit employees must provide at least thirty days' advance notice before FMLA leave is to begin if the need for leave is foreseeable based on an expected birth, placement for adoption or foster care or planned medical treatment for a serious health condition of the employee or the employee's son, daughter, spouse or parent. If thirty days' notice is not practicable (such as because of a lack of knowledge of approximately when a leave will be required to begin, a change of circumstances or a medical emergency), notice must be given as soon as practicable. Failure to provide the notice set forth in this section shall not affect the employee's entitlement to the leave when the BOARD has actual knowledge of the FMLA-precipitating event.

A bargaining unit employee who takes FMLA leave shall be entitled on return from such leave to be restored to the position of employment held by the employee when the leave commenced or to an equivalent position with equivalent employment benefits, pay and other terms and conditions of employment.

Except as may be specifically provided for in this Agreement, bargaining unit employees' rights and obligations relating to FMLA leave shall be governed by the provisions of the FMLA (including the regulations thereunder) and BOARD rules or policies.

APPENDIX H
REASSIGNMENT AND LAYOFF OF REGULARLY CERTIFIED AND APPOINTED
TENURED TEACHERS

This Appendix completely re-written. Creates a new hiring list providing that at least half of all vacant positions must be filled with laid off eligible tenured members, true recall rights in same school, teachers follow students in closings, and consolidations. Cuts layoff benefits, limits seniority rights in layoffs.

Section 1 – Definitions

- A. School actions. BOARD-approved actions to close, consolidate, phase-out or turnaround a school.
- B. School closing. A student attendance center is closed, its attendance area boundary redistributed to two or more schools and its students reassigned to one or more schools.
- C. School consolidation. A student attendance center is closed, its attendance area boundary merged with one other school and its students reassigned to one other school.

- D. Phase-out. A student attendance center is gradually closed through the reassignment of the area attendance boundary to one or more other student attendance centers with no students reassigned; such center may later be closed or consolidated.
- E. Turnaround or reconstitution. All employees of the school are removed from the school and reassigned or laid off with no students reassigned to other schools.
- F. Economic actions. Economic actions are those for which the cause of the layoff of the employee is the BOARD's, unit's or school's lack of funds to maintain current staffing levels; economic actions may take the form of different transactions, including, but not limited to, class size increases, changes in position definitions (i.e., redefinitions) to meet program needs, elimination of positions or the reduction of positions from full- to part-time.
- G. Other actions. Actions that are not school actions or economic actions. They may be based on a school's enrollment or a school's or unit's educational program and may include, but not be limited to, (i) drops in enrollment whereby a student attendance center receives fewer positions or less resources due to a decline in student enrollment, (ii) changes in the educational or academic focus of the attendance center whereby an entire attendance center or a substantial part of an attendance center becomes focused on or changes its focus to a particular content area or form of pedagogy (e.g., International Baccalaureate, Montessori or STEM) that necessitates specialized credentials for or training of teaching staff and sometimes support staff, (iii) program closures whereby special programs are eliminated (e.g., a grant-funded reading program ends), (iv) redefinitions, (v) elimination of positions or (vi) reduction of positions from full- to part-time.

Section 42 – Scope of Policy

~~Whenever there is a reduction in or change in the teaching force that results in the lay off of appointed teachers, an attendance center or a program is closed, there is a drop in enrollment, the educational focus of the attendance center is changed such that available teaching positions cannot accommodate some or all current regularly-certified and appointed teaching staff, or when an attendance center is subject to actions taken pursuant to sections 34-8.3 or 34-8.4 of the Illinois School Code, teachers will be reassigned or laid off in accordance with this policy.~~

Section 23 – Order of Teacher Layoff Selection of Tenured Teachers for Removal

A. ~~In Attendance Centers/Programs That Are Not Subject to Reconstitution~~

~~If changes in an attendance center or program require removal the lay off of some but not all tenured teachers, the order of layoff of teachers within the affected unit and certification shall be by the following performance tiers and/or as follows:~~

- 1. Any teachers rated unsatisfactory;
- 2. Any substitute or temporary teachers;
- 3. Probationary appointed teachers by performance tier (emerging: 209-250 score; developing: 251-284 score; proficient: 285-339 score; and excellent: 340-400 score).
- 4. Tenured teachers rated satisfactory or, after the first evaluation in the new evaluation system issues, first tenured teachers rated emerging (209-250 score) and then tenured teachers rated developing (251-284 score).
- 5. All other tenured teachers.

~~Within each of the foregoing five tiers, teachers shall be displaced by inverse order of seniority, with the least senior teacher being laid off first.~~

~~tenured teachers with appropriate certifications whose most recent evaluation rating is in the top two rating levels (excellent and superior or proficient and excellent) will be selected for retention based on seniority. Provisionals, day-to-day substitutes, Cadre substitutes, temporarily assigned teachers (TATs), and probationary teachers within the attendance center or program will be removed before any regularly certified and appointed tenured teacher with the certification is removed, in that order.~~

B. ~~In Attendance Centers/Programs That Are Subject to Reconstitution~~

~~In attendance centers that are subject to reconstitution, tenured teachers will be removed in accordance with section 34-8.3 of the Illinois School Code. The relative weight of such criteria shall be determined by the Chief Executive Officer on an individual attendance center basis according to the School Improvement Plan and the type of position to be changed or closed.~~

Section 34 – Notice of Position Closing

~~When a determination is made that a teacher's services are no longer required at an attendance center or in a program for the reasons described in Section I above, the teacher will be so notified (hereinafter "notice of removal-layoff") twenty-one days in advance of the effective date of layoff, except in the case of 20th day position closing.~~

Section 45 – List of Vacancies Tenured Teachers' Benefits Upon Layoff

A. Teacher Eligibility List.

- 1. The BOARD with input from the UNION shall create a system by which candidates for hire as teachers are prequalified through hiring screening methods. Prequalified teachers shall include (a) tenured teachers who are laid off for any reason on or after July 1, 2012 whose most recent performance rating was in the top two rating categories (i.e., excellent or superior and excellent or proficient); and (b) new applicants and other teachers who pass uniform pre-screening hiring criteria, including the consideration of employment history.
- 2. Prequalified teachers shall remain on the teacher eligibility list for two years or until they receive a permanent appointment, whichever first occurs.
- 3. Inter-unit transfers are exempt from the process described in this Section.

4.

Principals shall hire only prequalified applicants to permanent teaching positions and shall have the discretion to hire any prequalified teacher. However, principals who receive three or more applications from prequalified displaced tenured teachers for a posted vacancy must interview at least three prequalified displaced tenured teachers for the position. If the principal does not select a prequalified displaced tenured teacher, the principal shall provide the reason(s) for the non-selection to the Talent Office, which shall communicate the reason(s) to the prequalified displaced tenured teacher. Such reasons may not be arbitrary.
5.

Every July 1, the BOARD shall provide the UNION with a list of permanent vacancies filled by teachers on the eligibility list between the immediately preceding July 1 to June 30 period. If fifty percent of those vacancies have not been filled by prequalified displaced tenured teachers, the BOARD will assign a number of prequalified displaced tenured teachers who were on the eligibility list on the immediately preceding June 30 to the reassigned teacher pool for a period of five school months, but excluding displaced teachers then currently in the reassigned teacher pool under another provision of this Agreement. Assignments to the reassigned teacher pool shall be based on seniority. The number of prequalified displaced tenured teachers assigned shall equal the difference between the numerical value of fifty percent of the permanent vacancies filled during the immediately preceding July 1 to June 30 period and the actual number of vacancies filled by prequalified displaced tenured teachers. Prequalified displaced tenured teachers who are placed in the reassigned teacher pool and who do not find a permanent appointment by the end of their five-month assignment shall be assigned to the Cadre for five school months. If the prequalified displaced tenured teacher is not appointed to a position by the end of his or her assignment in the Cadre, he or she shall be laid off and separated from BOARD employment, but will remain on the teacher eligibility list for the remainder of his or her two years of eligibility.

B. Tenured Teachers Laid Off Due to School Actions.

Tenured teachers laid off due to school actions shall receive the following benefits:

1.

Transfer to receiving schools in school closings and consolidations. Tenured teachers whose most recent rating is in the top two rating categories (i.e., excellent or superior and excellent or proficient) shall be appointed to a vacancy at a school to which students from their school have been assigned to the extent that a vacancy within the teacher's certification has been created as a result of or in connection with the transfer of students. If more than one teacher is eligible for appointment to the same vacancy, selection for the vacancy shall be based on seniority.
2.

Assignment to the reassigned teacher pool or Cadre. Tenured teachers laid off due to school closings and school consolidations who are not appointed to a vacancy at the school receiving their students and tenured teachers laid off due to turnarounds, reconstitutions and phase-outs shall be assigned to the reassigned teacher pool for a period of five school months, during which time they shall be assigned as a substitute teacher with full pay and benefits. At the end of five school months, if a tenured teacher has not been appointed to a teaching position, he or she shall be assigned to the Cadre for a period of five school months with the Cadre pay and benefits. At the end of five months in the Cadre, if the tenured teacher has not been appointed to a permanent position, the tenured teacher shall be laid off and separated from employment with the BOARD.
3.

Alternative severance benefit. A tenured teacher who has been laid off due to school actions shall be offered the opportunity to resign and receive three months of pay.

C. Tenured Teachers Laid Off Based on Economic Actions (Exclusive of School Actions and Other Actions).

Tenured teachers who are laid off for economic reasons shall be offered placement as a day to day substitute teacher.

D. Tenured Teachers Laid Of for Reasons Other Than Economic Actions and School Actions.

1.

Assignment to the Cadre. Tenured teachers laid off for all other reasons shall be assigned to the Cadre for ten school months. At the end of ten school months, if a tenured teacher has not been appointed to a teaching position, the tenured teacher shall be laid off and separated from employment with the BOARD.
2.

Recall to unit. A tenured teacher who has been laid off from a school or unit shall be entitled to recall to the same school or unit from which he or she had been laid off for a period of ten school months from the date of layoff, provided that a vacancy within his or her certification is created at the school or unit and that the teacher has been rated proficient or better. Tenured teachers shall be recalled in inverse order of layoff.

Upon notice to the tenured teacher of removal, the Department of Human Resources will immediately provide the tenured teacher with a list of all unencumbered vacant positions for which he or she is qualified. The Department of Human Resources will also provide each tenured teacher who makes a written request to the Department of Human Resources with a copy of the list of vacancies in any area identified by the Department of Human Resources to be an area of systemic critical need.

Section 56 – Opportunity to Interview Probationary Teachers’ Benefits Upon Layoff

Probationary teachers who are laid off and who have been rated in the top two rating categories shall be offered placement in the day-to-day substitute pool.

During the first thirty school days after notice of removal, the tenured teacher will be permitted to interview at schools of his or her choosing without being assigned any additional duties. The BOARD will make available to affected tenured teachers lists of vacancies, job counseling and assistance with resume writing and interviewing skills.

Section 6 – Reassignment to Permanent Position

Applications for vacancies shall be made to the principals with a copy provided by the tenured teacher to the Department of Human Resources. The tenured teacher will be interviewed by the principal unless the position is filled before an interview takes place. When a principal recommends appointment of a tenured teacher applicant to a vacant position, the tenured teacher will be transferred to that position.

Section 7 – Interim Assignment

A. Interim Assignments for Tenured Teachers in Reassigned Teacher Pool Due to School Closings, Consolidations, Reconstitution, Drop in Enrollment and Phase Out

Effective the 2008-2009 School Year, the Department of Human Resources shall offer interim assignments in school-based, vacant 240-funded teaching positions to tenured teachers who are in the reassigned teacher pool due to school closings, consolidations, reconstitution, drop in enrollments, and phase out. Interim assignments shall be effective for a period of up to sixty consecutive school days. Offers of interim assignments shall be made in seniority order within a tenured teacher's area of certification. On October 1, 2008 and thereafter, if the reassigned teacher has not been appointed to a full-time teaching position, then the Board shall assign the teacher a 240 vacancy.

Tenured teachers who decline the assignments shall remain in the reassigned teacher pool and shall be subject to the remaining terms of this policy. The interim assignment shall be for no more than sixty consecutive school days. During the interim assignment, the school principal or a qualified administrator shall assess the tenured teacher's performance and make a determination about whether to offer the tenured teacher a regular appointment to that position when the interim assignment expires. If the tenured teacher remains in the interim position for more than sixty days, he or she shall be permanently assigned to the position. The principal decides not to retain the tenured teacher, the tenured teacher shall be reassigned to the reassigned teacher pool effective at the conclusion of the 60-day period for a term of ten school months.

The BOARD shall afford probationary appointed teachers in their fourth year of probation who are displaced in the 2007-2008 school year due to school closings, consolidations, reconstitution, drop in enrollments, and phase out the rights and benefits of this policy.

B. Other Interim Assignments for Any Tenured Teachers in Reassigned Teacher Pool

Notwithstanding section 7(A), a principal may make an offer of an interim assignment to any tenured teacher in the reassigned teacher pool at any time with written notice to the Department of Human Resources. An interim assignment will be for no more than sixty consecutive school days during which the tenured teacher's performance will be evaluated by the principal or a qualified administrator. If the tenured teacher is removed from the interim position prior to the expiration of the interim period or if the tenured teacher is not offered a regular appointment when his or her interim appointment expires, he or she will be granted all rights to the reassigned teacher pool for ten school months. These ten months will begin after the 60 calendar school days in the interim school placement.

Section 8 – Permanent Appointment

If the principal determines during the interim period that the tenured teacher is performing satisfactorily and should be appointed permanently, the principal will recommend such an appointment to the Department of Human Resources. The recommendation will be accepted and the tenured teacher will receive a regular appointment. If the tenured teacher remains in the interim position for more than sixty days, he or she shall be permanently assigned to the position.

Section 9 – Assignment to an Area Cluster

Following the thirty-school-day period after notice of removal and thereafter during any period when the tenured teacher is not in an interim or permanent appointment, the tenured teacher will be assigned to an Area cluster as a day-to-day substitute. The Department of Human Resources will make every effort to assign the tenured teacher to the Area cluster to which the tenured teacher was previously assigned or in which the tenured teacher resides.

Section 10 – Layoff

If a tenured teacher is unable to secure a permanent appointment during the required period in the reassignment pool, the tenured teacher shall be laid off and given an honorable termination from service and the opportunity to be placed as a Cadre substitute in accordance with the AGREEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO AND CHICAGO TEACHERS UNION, LOCAL NO. 1, AMERICAN FEDERATION OF TEACHERS, AFL-CIO. When a layoff is required, the tenured teacher shall be notified at least fourteen days in advance of the date the layoff is to take effect. A tenured teacher who is honorably terminated and is placed as a Cadre substitute immediately following his or her honorable termination shall be afforded the opportunity to maintain his or her health benefits at the same level and on the same terms and conditions as he or she had as a tenured teacher for a period of twelve calendar months following his or her honorable termination.

Section 7 – Eligibility to Apply to Other Positions

The terms of this policy do not preclude any teacher from applying for vacant positions or employment as a Cadre or day-to-day substitute at any time.

Section 148 – Recall Reappointment with Tenure

If after the required time in the reassigned teacher pool, the tenured teacher has not been appointed to a permanent position, he or she will be honorably terminated from service. Within two years after an honorable termination layoff from BOARD employment, if the tenured teacher is appointed by a principal to a permanent position, tenure and prior seniority will be restored to the tenured teacher as of the date of appointment.

Section 12 – Effective Date

This policy is effective only with respect to certified and appointed tenured teachers who receive a notice of removal on or after July 1, 2007.

The BOARD will approve an amended policy on the reassignment and layoff of tenured teachers to comply with this provision.

APPENDIX I
LAYOFF, INTERIM ASSIGNMENT AND REAPPOINTMENT OF PSRPS

No changes for PSRP layoff rights.

The BOARD's Layoff, Interim Assignment and Reappointment of Educational Support Personnel ("ESP") Policy is incorporated herein and reads in pertinent part as follows:

- I. **LAYOFF, RE-STAFFING, AND REAPPOINTMENT OF BARGAINING UNIT ESP.** The provisions of Section I of this policy govern the CEO's or designee's decisions to layoff Board employees in educational support personnel classifications or job titles in bargaining units certified for the purposes of collective bargaining ("bargaining unit ESP employees").
- A. **Reasons for Reductions in Force of Bargaining Unit ESP Employees:** The Chief Executive Officer (CEO) or designee may conduct reductions in force, layoff or dismiss bargaining unit ESP employees for the following reasons:
- (1) lack of work or funds,
 - (2) decline in student enrollment,
 - (3) change in subject requirements,
 - (4) closing of an attendance center, department or unit,
 - (5) privatization contracts with third parties,
 - (6) abolition of positions because of changes in duties associated with them,
 - (7) change in organizational structure,
 - (8) reconstitution of attendance centers pursuant to section 34-8.3 of the *Illinois School Code*,
 - (9) intervention in an attendance center under section 34-8.4 of the *Illinois School Code*, or
 - (10) any other reason, which in the exercise of the CEO or designee's discretion, make a reduction in force necessary or prudent.
- B. **Notice of Layoff.** When the CEO or designee decides to conduct a reduction in the work force which results in the layoff of bargaining unit ESP employees, the CEO or designee will give fourteen (14) calendar days advance written notice to affected bargaining unit ESP employees or, if notice is given during the bargaining unit ESP employees' regular work year, fourteen (14) calendar days pay in lieu of advance notice. The CEO or designee will enclose with the notice of layoff: 1) a list of ESP vacancies then existing; 2) instructions about how to learn about future ESP vacancies; 3) instructions on how to apply for bargaining unit vacancies posted on the Human Resources Department's on-line job bulletin in accordance with Section I.E.1 of this policy; and 4) instructions on how to change address and contact information with the Department of Human Resources Talent Office.
- C. **Criteria for Determining Bargaining Unit ESP Employees to Be Laid Off.** Except in cases where an attendance center or unit is closed under the Board's Closing of Schools Policy, reconstituted or closed pursuant to Section 34-8.3 of the *Illinois School Code* or subject to intervention pursuant to Section 34-8.4 of the *Illinois School Code*, the CEO or designee will consider one or more of the following factors in determining which employees shall be laid off:
- (1) job classification,
 - (2) department or attendance center where assigned,
 - (3) seniority,
 - (4) recent performance ratings or evaluations, certifications or other qualifications,
 - (5) where applicable, whether the employee is highly qualified under the No Child Left Behind Act and applicable Board policies, and state and federal regulations, and/or
 - (6) any other factors related to job performance.
- The weight to be accorded to each factor considered shall be left to the CEO's or designee's discretion.
- For the purposes of this policy only, "seniority" with regard to layoff and reappointment shall mean the length of full-time accumulated service in any career service/ESP position, with such seniority accruing from the date of initial appointment to a career service/ESP position with the Board. This definition of "seniority" shall apply only to those ESP employees who are represented by a bargaining unit at the time of their layoff.
- D. **Re-staffing of a Bargaining Unit ESP Position in the Laid Off ESP Employee's Classification or Job Title at the School or Unit During the 10 school months following Layoff of Bargaining Unit ESP Employees.** Except as provided in Section I.F of this policy (concerning layoffs under the Board's Closing of Schools Policy or Sections 34-8.3 or 34-8.4 of the *Illinois School Code*), if a school or unit opens a bargaining unit position in the same job title from which one or more ESP employees at that school or unit was laid off within ten (10) school months of the effective date of the affected laid off bargaining unit ESP employee(s)' layoff(s), the CEO or designee shall offer to re-staff laid off bargaining unit ESP employees to the position in order of seniority, provided that the laid off bargaining unit ESP employee meets all of the qualifications for the position, including, where applicable, being highly qualified for the position in accordance with applicable Board policies and state and federal rules and regulations. The CEO or designee shall make the offer to re-staff to an eligible laid off bargaining unit ESP irrespective of whether or not a laid off bargaining unit ESP has accepted an interim assignment under the provisions of Section I.E of this Policy or a permanent appointment in another position or at another school. A laid off bargaining unit ESP employee offered re-staffing under this provision must demonstrate highly qualified status for the position to the Department of Human Resources Talent Office in accordance with existing staffing procedures. Failure to do so will result in revocation of the offer to re-staff.
- E. **Eligibility Pool for Consideration for and Interim Assignment to Certain Bargaining Unit Positions.** The CEO or designee shall maintain a list of laid off bargaining unit ESP employees by job title who are seeking re-employment with the Board for a period of ten (10) school months after the effective date of their layoff. The list will constitute the eligibility pool. Laid off bargaining unit ESP employees in the eligibility pool will be eligible for interviews for appointment to Board-funded positions for which they apply in accordance with this Policy and for an interim assignment to a vacant position in the title from which they were laid off and for which they meet the minimum qualifications as follows:
- (1) **Eligibility for Interviews for Bargaining Unit ESP Vacancies Posted on the Human Resources Department's On-line Job Bulletin.** A laid off bargaining unit ESP employee in the eligibility pool may apply for Board-funded bargaining unit vacancies in his or her former job title at schools or units other than that from which he/she was laid off that are posted on the Human Resources Department's on-line job

- bulletin for which they qualify by submitting a timely application to the Department of Human Resources Talent Office in accordance with instructions in their notice of layoff and in accordance with the posting. If a laid off bargaining unit ESP employee applies for a Board-funded vacant bargaining unit ESP position and meets the minimum qualifications for the position as advertised including being highly qualified in accordance with Board Policy and state and federal regulations, the principal or unit head shall interview and give the laid off bargaining unit ESP consideration for appointment to the position on the same terms as other qualified applicants. In order to qualify for an interview, the laid off bargaining unit ESP employee must submit a timely application to the Department of Human Resources Talent Office and must demonstrate to the Department of Human Resources Talent Office in his or her application or resume that he/she meets the minimum qualifications of the position including, where applicable, being highly qualified for the position in accordance with applicable state and federal rules and regulations.
- (2) **Eligibility for Interim (Temporary) Assignment at another School or Unit to a Vacancy in the Laid Off Employee's Former Title.** If a position in a laid off bargaining unit ESP employee's former job title at a School or Unit other than that from which the bargaining unit ESP employee was laid off remains vacant for a period of forty-five (45) calendar days after it was created or became vacant and no offer of employment to a candidate is pending the CEO or designee will offer to assign and, if the offer is accepted, assign a laid off bargaining unit ESP employee who is in the eligibility pool to the vacant bargaining unit ESP position on an interim (temporary) basis provided the laid off bargaining unit ESP employee:
- a. meets the minimum qualifications of the position, including, where applicable, being highly qualified for the position in accordance with applicable state and federal rules and regulations;
 - b. has a minimum efficiency rating of 70% in his or her previous position; and,
 - c. did not have disciplinary action pending at the time of his or her layoff; and,
 - d. has not received a disciplinary suspension in the ten (10) school months immediately preceding his or her layoff.
- If there is more than one laid off bargaining unit ESP eligible for an interim assignment, the CEO or designee shall offer interim assignments to eligible and qualified laid off bargaining unit ESP employees in order of seniority. If a laid off bargaining unit ESP rejects an offer of an interim assignment, the laid off ESP employee will forfeit his or her place in the eligibility pool.
- An interim assignment shall be for a maximum of sixty school (60) calendar days. At any point during the interim assignment, the principal or unit or department head may remove or replace the laid off bargaining unit ESP employee by appointing another employee or applicant to the position. If the laid off bargaining unit ESP who was given an interim assignment is not removed or replaced during the sixty (60) calendar day interim period, the CEO or designee shall appoint him or her to the position. If the laid off bargaining unit ESP is appointed to the position, the CEO or designee shall remove him or her from the eligibility pool. If a laid off bargaining unit ESP is removed from the interim position, the CEO shall return him or her to the eligibility pool, provided however that the interim assignment shall not extend his or her maximum period of ten (10) school months in the eligibility pool.
- F. **ESP Layoffs Due to School or Unit Closing or In Connection with Board Remedial Actions Under Section 34-8.3 or Section 34-8.4 (Intervention).** In cases in which the CEO or designee conducts a reduction in force or layoff due to School or Unit closings, or in connection with Board remedial action under Section 34-8.3 or Section 34-8.4 of the *Illinois School Code*, Section I. D of this Policy shall not apply to those ESPs.
- G. **Effect of Layoff/Appointment after Layoff.** A layoff of bargaining unit ESP employees shall result in the severance of the bargaining unit ESP employees' employment. The CEO or designee shall pay out to the laid off bargaining unit employee his or her final wages and transmit to him or her applicable benefit notices in accordance with applicable law. In the event a laid off bargaining unit ESP employee is appointed to any position within ten (10) school months of the effective date of his or her layoff, the CEO or designee shall appoint the laid off bargaining unit ESP employee to the position without loss of seniority and shall restore his or her sick and personal leave benefit day balances existing on the effective date of layoff. If the laid off bargaining unit ESP employee is appointed to a position more than ten (10) school months after the effective date of his or her layoff, the CEO or designee shall appoint the laid off bargaining unit ESP employee to the position as a new employee with a new seniority date and shall not restore sick and personal benefit day balances existing at the time of his or her layoff.
- II. **LAYOFF OF ESPS NOT IN UNITS ORGANIZED FOR COLLECTIVE BARGAINING. [Intentionally Omitted]**
- III. **NOTICES AND COMMUNICATIONS WITH LAID OFF EMPLOYEES/ADDRESSES AND TELEPHONE NUMBERS.** Laid off bargaining unit or non-bargaining unit ESP employees shall bear the burden of ensuring that the Department of Human Resources Talent Office has their current telephone number, home address, and, where available, home or other electronic mail address. Laid off bargaining unit or non-bargaining unit ESP employees shall be responsible for submitting changes of address and contact information with the Department of Human Resources Talent Office in accordance with its procedures. Except for the Notice of Layoff and post-layoff benefit notices, which the CEO or designee shall transmit to the laid off bargaining unit or non-bargaining unit ESP employee by regular or certified mail to their last home address that is on file at the Board's Department of Human Resources Talent Office, the CEO or designee may communicate offers of re-staffing, interim assignment, and interviews for positions telephonically, via regular mail or via electronic mail as the CEO or designee deems appropriate under the circumstances. If laid off bargaining unit or non-bargaining unit ESP employees cannot be reached at the telephone number, address or electronic mail address then on file with the Department of Human Resources Talent Office within three (3) business days of the CEO or designee's attempt to reach them, the CEO's or designee's obligation, if any, to offer to re-staff, assign on an interim basis or interview set forth in this policy, will be deemed satisfied and discharged.
- IV. **CEO'S REPORT TO THE BOARD OF ALL ESP EMPLOYEES LAID OFF.** The CEO shall report the number of ESP employees laid off to the Board in the CEO's quarterly report of personnel transactions as provided in Board Rule 4-1(b).

JAMES C. FRANECZEK, JR.
312.786.6110
jcf@franczek.com

Side letter permitting editing to remove obsolete language, provided no changes in contract substance.

August 9, 2012

Ms. Karen G.J. Lewis
President
Chicago Teachers Union
222 Merchandise Mart Plaza, Suite 400
Chicago, Illinois 60654

Re: Contract Modernization Committee

Dear President Lewis:

This correspondence confirms the parties' intention to establish a committee to modernize the successor collective bargaining agreement, which includes removing and revising if necessary redundant and outdated language, conflicting provisions, language addressing the same subject, confusing language and obsolete provisions. All changes shall not result in material substantive changes to the successor agreement and are contingent upon the mutual agreement of both parties. Your confirmation of this agreement is appreciated by your signature below.

Very truly yours,

James C. Franczek, Jr.

Karen G.J. Lewis

JCF:sd

JAMES C. FRANECZEK, JR.
312.786.6110
jcf@franczek.com

Side letter concerning implementation of Interim Agreement, requiring that by second semester principals program 7 duty-free, self-directed preps per week unless waiver obtained.

September 15, 2012

Ms. Karen G.J. Lewis
President
Chicago Teachers Union
222 Merchandise Mart Plaza, Suite 400
Chicago, Illinois 60654

Re: Process for Resolving Issues Arising Out of Interim Agreement and High School Scheduling

Dear President Lewis:

This correspondence confirms the parties' agreement that, for the 2012-2013 school year, alleged violations of the Interim Agreement with respect to the high school work day will be resolved through a process between the principal, Union delegates and representatives, CPS's Labor Relations Officer and CPS's Chief Instructional Officer in such a way as to minimize reprogramming of students or staff While the Interim Agreement is in effect, and thereafter under Section 6-1, non-class advisory periods shall be limited to one per week. The parties further agree that, for the second semester of the 2012-2013 school year, the principal shall program seven duty-free, self-directed preparation periods per week, unless a waiver is obtained through the procedure in Appendix C.

Very truly yours,

James C. Franczek, Jr.

Karen G.J. Lewis

JAMES C. FRANECZEK, JR.
312.786.6110
jcf@franczek.com

Side letter showing that PSRP 4% raise is derived by 2% increase to base and increase in length of school calendar matching teachers.

September 18, 2012

Ms. Karen G.J. Lewis
President
Chicago Teachers Union
222 Merchandise Mart Plaza, Suite 400
Chicago, Illinois 60654

Re: PSRP Salary Schedules

Dear President Lewis:

This correspondence confirms that the PSRP salary schedule was derived by applying a two percent increase to the PSRP salary schedule in effect on June 30, 2012 and that compensation over and above that amount is attributable to the fact the PSRPs are scheduled to work a longer year.

Very truly yours,

James C. Franczek, Jr.

Karen G.J. Lewis

JCF:sd

Side letter extending right to join rehire list to teachers laid off since June 15, 2010, though they are not eligible for 50%-rule hiring if they previously were in reassigned teacher pool.

September 18, 2012

Mr. Joseph T. Moriarty
Chief Labor Relations Officer
Board of Education of the City of Chicago
125 S. Clark Street
Chicago, IL 60603

Dear Mr. Moriarty:

This will confirm our agreement pertaining to settlement of certain grievances concerning laid off bargaining unit employees and Appendix H.

The Board of Education agrees that tenured employees displaced on or after June 15, 2010, who were not placed in the Reassigned Teacher Pool upon layoff, shall be eligible for placement on the Teacher Eligibility List as prequalified teachers under the newly-negotiated Appendix H Section 5.A and eligible to be placed in the reassigned teacher pool under that Section. Those tenured teachers previously laid off that were formerly placed in the Reassigned Teacher Pool will be eligible to be placed on the Teacher Eligibility List but will not be eligible to be placed again in the Reassigned Teacher Pool.

The Board further agrees that all employees currently placed in the Reassigned Teacher Pool and the Cadre shall be permitted to remain therein under the terms previously in effect under the expired labor contract.

Sincerely,

Robert E. Bloch

Agreed:

Joseph T. Moriarty

Side letter on return from strike. No retaliation. All days made up and paid. CPS’s injunction lawsuit dismissed. Union grievances on matters settled by contract dismissed. No claims by either side over strike conduct.

Agreement on Return from Strike

The Chicago Board of Education and the Chicago Teachers Union make the following agreement with respect to concluding the strike conducted on or about September 10 – 18, 2012:

1. All bargaining unit employees will be returned to their positions prior to the strike. CPS shall make no reprisals, nor threaten reprisals, nor take any adverse actions against any employees due to their participation in the strike.
2. There shall be no interruption of insurance coverage for any employees who participated in the strike.
3. The seven (7) days lost due to the strike will be made up on dates to be determined in consultation with the Union, and employees paid for those days. Teachers who were assigned to the reassigned teacher pool during the strike will not lose those days as a result of the strike, and such days will be made up.
4. CPS will dismiss its lawsuit filed September 17 with prejudice
5. CTU will dismiss with prejudice:

Injunction lawsuit 10 C 4852 (layoff/recall);

ULP charge No. 2013-CA-0014-C (unilateral changes) except for the refusal to arbitrate grievance no. 5131/11-11-033(se) concerning accretion;

ULP charge No. 2011-CA-0033-C (concession/layoff);

ULP charge No. 2012-CA-0094-C (threats regarding strike);

Grievance #4778/11-07-346(se) (4% raise);

Grievances concerning non-compliance with Appendix H;

Grievances contesting the layoff/honorary termination of bargaining unit employees; and

Grievances or portions thereof pertaining to minimum staffing under Articles 9-5.3, 25, 27-1 and 27-1.1
6. Neither party shall make any claims against the other arising from or relating to the strike.

for the Chicago Board of Education

for the Chicago Teachers Union

Side letter on first year implementation of 50% hiring rule.

Agreement on Year 1 Implementation of Quality Teacher Initiative/Teacher Eligibility List

- Eligibility list created effective with ratification, i.e., earliest will be 10/24/2012 (first opportunity for the Board to take up ratification.)
- Eligible tenured teachers will be invited to be on list and we will ask them to confirm their desire to be on list in some way (completing an on-line application) – this will ensure we have a list of teachers who are interested in finding employment. CTU will be copied on all communications.
- Eligibility list will include eligible tenured teachers laid off on and after July 1, 2012.
- Eligibility list will include eligible tenured teachers laid off on and after 6/15/2010 who are not currently employed by CPS in a full-time teacher position and who have not died, resigned or retired. Displaced tenured teachers rated in the top two categories are automatically on the eligibility list.
- CPS will implement eligibility list immediately for laid off tenured teachers admitted to the list (i.e., interview requirement when three eligible displaced tenured teachers apply for vacancy/requirement that reason be given).
- CPS will get Union and other stakeholder in-put to develop criteria for admission for other new hire candidates.
- Eligible tenured teachers laid off after ratification will be admitted to the eligibility list as they are laid off and will have two years on the eligibility list (or until hired, whichever happens first).
- On July 1 2013, the Board will provide the Union a list of all vacancies filled either by new hires or by displaced tenured teachers (transfers will be excluded) between ratification (October 24 earliest date) and June 30, 2013 and determine the 50% threshold. FSD vacant positions that are vacant as of ratification will be included for these purposes.
- If 50% threshold is not met, CPS will select teachers for admission to the RTP from those teachers who were on the eligibility list as of June 30, 2013 by seniority.
- Thereafter look-back will July 1 to June 30.
- Given shorter look back period this year, Board will permit tenured teachers on the initial list (i.e. as of October 24) to remain eligible through June 30, 2015 rather than through 2 years from ratification (i.e. October 24, 2014).

for the Chicago Board of Education

for the Chicago Teachers Union

Side letter that in first year of contract, for teachers rated under pre-PERA system, all tenured teachers other than those rated unsatisfactory will be laid off solely based on seniority.

September 24, 2012

Karen G. J. Lewis
Chicago Teachers Union, Local 1
222 Merchandise Mart Plaza, Suite 400
Chicago, Illinois 60654

Re: Appendix H Modification for FY 2012-13 Only

Dear Ms. Lewis:

For purposes of determining the order of layoff f during fiscal year 2012-13 only, the Board shall layoff in the following order:

- by unit,

• then certification,

• then teachers (including tenured teachers) rated unsatisfactory, then substitute teachers and TATs,

• then probationary teachers in the order set forth in Appendix H, Section 4, and

• then tenured teachers by inverse seniority.

In subsequent fiscal years, the order of layoff shall be as set forth in Appendix H, Section 4.

Very truly yours,

James C. Franczek

Agreed:

Karen G. Lewis, President
Chicago Teachers Union

208 day positions

2012 - 2013 School Year Salary Schedule

FY 13			
LANE I	FY13	Pension Pick-Up	Lane I FY 13 Total Comp
Step 1	\$ 48,686	\$ 3,408	\$ 52,094
Step 2	\$ 49,621	\$ 3,473	\$ 53,094
Step 3	\$ 52,337	\$ 3,664	\$ 56,001
Step 4	\$ 55,170	\$ 3,862	\$ 59,032
Step 5	\$ 58,447	\$ 4,091	\$ 62,538
Step 6	\$ 61,443	\$ 4,301	\$ 65,744
Step 7	\$ 64,114	\$ 4,488	\$ 68,602
Step 8	\$ 66,220	\$ 4,635	\$ 70,855
Step 9	\$ 68,750	\$ 4,812	\$ 73,562
Step 10	\$ 71,138	\$ 4,980	\$ 76,118
Step 11	\$ 73,481	\$ 5,144	\$ 78,625
Step 12	\$ 75,847	\$ 5,309	\$ 81,156
Step 13	\$ 78,095	\$ 5,467	\$ 83,562
Step 14*	\$ 80,134	\$ 5,609	\$ 85,743
Step 15*	\$ 81,155	\$ 5,681	\$ 86,836
Step 16*	\$ 82,185	\$ 5,753	\$ 87,938

LANE III	FY13	Pension Pick-Up	Lane III FY 13 Total Comp
Step 1	\$ 53,744	\$ 3,762	\$ 57,506
Step 2	\$ 54,679	\$ 3,828	\$ 58,506
Step 3	\$ 57,396	\$ 4,018	\$ 61,413
Step 4	\$ 60,227	\$ 4,216	\$ 64,443
Step 5	\$ 63,504	\$ 4,445	\$ 67,949
Step 6	\$ 66,502	\$ 4,655	\$ 71,157
Step 7	\$ 69,171	\$ 4,842	\$ 74,013
Step 8	\$ 71,278	\$ 4,989	\$ 76,268
Step 9	\$ 73,808	\$ 5,167	\$ 78,975
Step 10	\$ 76,197	\$ 5,334	\$ 81,531
Step 11	\$ 78,538	\$ 5,498	\$ 84,036
Step 12	\$ 80,905	\$ 5,663	\$ 86,569
Step 13	\$ 83,153	\$ 5,821	\$ 88,974
Step 14*	\$ 85,342	\$ 5,974	\$ 91,316
Step 15*	\$ 86,364	\$ 6,045	\$ 92,409
Step 16*	\$ 87,394	\$ 6,118	\$ 93,511

LANE II	FY13	Pension Pick-Up	Lane II FY 13 Total Comp
Step 1	\$ 52,058	\$ 3,644	\$ 55,702
Step 2	\$ 52,993	\$ 3,709	\$ 56,702
Step 3	\$ 55,709	\$ 3,900	\$ 59,609
Step 4	\$ 58,542	\$ 4,098	\$ 62,640
Step 5	\$ 61,820	\$ 4,327	\$ 66,147
Step 6	\$ 64,815	\$ 4,537	\$ 69,352
Step 7	\$ 67,486	\$ 4,724	\$ 72,210
Step 8	\$ 69,591	\$ 4,871	\$ 74,463
Step 9	\$ 72,122	\$ 5,049	\$ 77,170
Step 10	\$ 74,510	\$ 5,216	\$ 79,726
Step 11	\$ 76,852	\$ 5,380	\$ 82,232
Step 12	\$ 79,218	\$ 5,545	\$ 84,763
Step 13	\$ 81,467	\$ 5,703	\$ 87,170
Step 14*	\$ 83,607	\$ 5,852	\$ 89,459
Step 15*	\$ 84,627	\$ 5,924	\$ 90,551
Step 16*	\$ 85,657	\$ 5,996	\$ 91,653

LANE IV	FY13	Pension Pick-Up	Lane IV FY 13 Total Comp
Step 1	\$ 55,430	\$ 3,880	\$ 59,311
Step 2	\$ 56,365	\$ 3,946	\$ 60,311
Step 3	\$ 59,081	\$ 4,136	\$ 63,216
Step 4	\$ 61,914	\$ 4,334	\$ 66,248
Step 5	\$ 65,191	\$ 4,563	\$ 69,755
Step 6	\$ 68,188	\$ 4,773	\$ 72,961
Step 7	\$ 70,856	\$ 4,960	\$ 75,816
Step 8	\$ 72,965	\$ 5,108	\$ 78,073
Step 9	\$ 75,494	\$ 5,285	\$ 80,779
Step 10	\$ 77,884	\$ 5,452	\$ 83,335
Step 11	\$ 80,225	\$ 5,616	\$ 85,841
Step 12	\$ 82,590	\$ 5,781	\$ 88,372
Step 13	\$ 84,840	\$ 5,939	\$ 90,778
Step 14*	\$ 87,079	\$ 6,096	\$ 93,174
Step 15*	\$ 88,100	\$ 6,167	\$ 94,267
Step 16*	\$ 89,130	\$ 6,239	\$ 95,369

208 day positions

2013 - 2014 School Year Salary Schedule

FY 14			
	Lane I FY14	Pension Pick-Up	Lane I FY 14 Total Comp
Step 1	\$ 49,660	\$ 3,476	\$ 53,136
Step 2	\$ 50,594	\$ 3,542	\$ 54,136
Step 3	\$ 51,735	\$ 3,621	\$ 55,356
Step 4	\$ 54,599	\$ 3,822	\$ 58,421
Step 5	\$ 58,236	\$ 4,077	\$ 62,313
Step 6	\$ 62,046	\$ 4,343	\$ 66,389
Step 7	\$ 65,242	\$ 4,567	\$ 69,809
Step 8	\$ 67,966	\$ 4,758	\$ 72,724
Step 9	\$ 70,114	\$ 4,908	\$ 75,022
Step 10	\$ 72,555	\$ 5,079	\$ 77,633
Step 11	\$ 74,804	\$ 5,236	\$ 80,040
Step 12	\$ 76,820	\$ 5,377	\$ 82,197
Step 13	\$ 78,953	\$ 5,527	\$ 84,479
Step 14*	\$ 81,012	\$ 5,671	\$ 86,683
Step 15*	\$ 82,998	\$ 5,810	\$ 88,808
Step 16*	\$ 84,040	\$ 5,883	\$ 89,923

	Lane III FY14	Pension Pick-Up	Lane III FY 14 Total Comp
Step 1	\$ 54,819	\$ 3,837	\$ 58,657
Step 2	\$ 55,754	\$ 3,903	\$ 59,657
Step 3	\$ 56,894	\$ 3,983	\$ 60,877
Step 4	\$ 59,758	\$ 4,183	\$ 63,941
Step 5	\$ 63,394	\$ 4,438	\$ 67,831
Step 6	\$ 67,204	\$ 4,704	\$ 71,908
Step 7	\$ 70,402	\$ 4,928	\$ 75,330
Step 8	\$ 73,124	\$ 5,119	\$ 78,243
Step 9	\$ 75,274	\$ 5,269	\$ 80,543
Step 10	\$ 77,714	\$ 5,440	\$ 83,154
Step 11	\$ 79,964	\$ 5,598	\$ 85,562
Step 12	\$ 81,978	\$ 5,738	\$ 87,717
Step 13	\$ 84,112	\$ 5,888	\$ 90,000
Step 14*	\$ 86,172	\$ 6,032	\$ 92,204
Step 15*	\$ 88,311	\$ 6,182	\$ 94,493
Step 16*	\$ 89,353	\$ 6,255	\$ 95,608

	Lane II FY14	Pension Pick-Up	Lane II FY 14 Total Comp
Step 1	\$ 53,099	\$ 3,717	\$ 56,816
Step 2	\$ 54,034	\$ 3,782	\$ 57,816
Step 3	\$ 55,174	\$ 3,862	\$ 59,036
Step 4	\$ 58,039	\$ 4,063	\$ 62,101
Step 5	\$ 61,675	\$ 4,317	\$ 65,992
Step 6	\$ 65,486	\$ 4,584	\$ 70,070
Step 7	\$ 68,681	\$ 4,808	\$ 73,489
Step 8	\$ 71,406	\$ 4,998	\$ 76,404
Step 9	\$ 73,553	\$ 5,149	\$ 78,702
Step 10	\$ 75,994	\$ 5,320	\$ 81,314
Step 11	\$ 78,244	\$ 5,477	\$ 83,721
Step 12	\$ 80,258	\$ 5,618	\$ 85,876
Step 13	\$ 82,391	\$ 5,767	\$ 88,159
Step 14*	\$ 84,452	\$ 5,912	\$ 90,363
Step 15*	\$ 86,541	\$ 6,058	\$ 92,599
Step 16*	\$ 87,582	\$ 6,131	\$ 93,712

	Lane IV FY14	Pension Pick-Up	Lane IV FY 14 Total Comp
Step 1	\$ 56,539	\$ 3,958	\$ 60,497
Step 2	\$ 57,474	\$ 4,023	\$ 61,497
Step 3	\$ 58,614	\$ 4,103	\$ 62,717
Step 4	\$ 61,477	\$ 4,303	\$ 65,781
Step 5	\$ 65,115	\$ 4,558	\$ 69,673
Step 6	\$ 68,925	\$ 4,825	\$ 73,750
Step 7	\$ 72,122	\$ 5,049	\$ 77,171
Step 8	\$ 74,843	\$ 5,239	\$ 80,082
Step 9	\$ 76,995	\$ 5,390	\$ 82,384
Step 10	\$ 79,434	\$ 5,560	\$ 84,994
Step 11	\$ 81,684	\$ 5,718	\$ 87,402
Step 12	\$ 83,699	\$ 5,859	\$ 89,558
Step 13	\$ 85,831	\$ 6,008	\$ 91,839
Step 14*	\$ 87,891	\$ 6,152	\$ 94,044
Step 15*	\$ 90,083	\$ 6,306	\$ 96,388
Step 16*	\$ 91,124	\$ 6,379	\$ 97,503

208 day positions

2014 - 2015 School Year Salary Schedule

FY 15			
	Lane I FY15	Pension Pick-Up	Lane I FY 15 Total Comp
Step 1	\$ 50,653	\$ 3,546	\$ 54,199
Step 2	\$ 51,588	\$ 3,611	\$ 55,199
Step 3	\$ 52,728	\$ 3,691	\$ 56,419
Step 4	\$ 53,984	\$ 3,779	\$ 57,763
Step 5	\$ 57,654	\$ 4,036	\$ 61,689
Step 6	\$ 61,831	\$ 4,328	\$ 66,159
Step 7	\$ 65,857	\$ 4,610	\$ 70,467
Step 8	\$ 69,117	\$ 4,838	\$ 73,955
Step 9	\$ 71,895	\$ 5,033	\$ 76,928
Step 10	\$ 73,947	\$ 5,176	\$ 79,123
Step 11	\$ 76,249	\$ 5,337	\$ 81,586
Step 12	\$ 78,169	\$ 5,472	\$ 83,641
Step 13	\$ 79,945	\$ 5,596	\$ 85,541
Step 14*	\$ 81,887	\$ 5,732	\$ 87,619
Step 15*	\$ 83,894	\$ 5,873	\$ 89,767
Step 16*	\$ 85,920	\$ 6,014	\$ 91,935

	Lane III FY15	Pension Pick-Up	Lane III FY 15 Total Comp
Step 1	\$ 55,916	\$ 3,914	\$ 59,830
Step 2	\$ 56,850	\$ 3,980	\$ 60,830
Step 3	\$ 57,990	\$ 4,059	\$ 62,050
Step 4	\$ 59,247	\$ 4,147	\$ 63,394
Step 5	\$ 62,916	\$ 4,404	\$ 67,320
Step 6	\$ 67,092	\$ 4,696	\$ 71,788
Step 7	\$ 71,118	\$ 4,978	\$ 76,097
Step 8	\$ 74,380	\$ 5,207	\$ 79,587
Step 9	\$ 77,157	\$ 5,401	\$ 82,558
Step 10	\$ 79,209	\$ 5,545	\$ 84,754
Step 11	\$ 81,511	\$ 5,706	\$ 87,217
Step 12	\$ 83,433	\$ 5,840	\$ 89,273
Step 13	\$ 85,206	\$ 5,964	\$ 91,171
Step 14*	\$ 87,149	\$ 6,100	\$ 93,250
Step 15*	\$ 89,157	\$ 6,241	\$ 95,398
Step 16*	\$ 91,339	\$ 6,394	\$ 97,733

	Lane II FY15	Pension Pick-Up	Lane II FY 15 Total Comp
Step 1	\$ 54,161	\$ 3,791	\$ 57,953
Step 2	\$ 55,096	\$ 3,857	\$ 58,953
Step 3	\$ 56,236	\$ 3,937	\$ 60,173
Step 4	\$ 57,493	\$ 4,024	\$ 61,517
Step 5	\$ 61,162	\$ 4,281	\$ 65,443
Step 6	\$ 65,339	\$ 4,574	\$ 69,912
Step 7	\$ 69,366	\$ 4,856	\$ 74,222
Step 8	\$ 72,625	\$ 5,084	\$ 77,709
Step 9	\$ 75,404	\$ 5,278	\$ 80,682
Step 10	\$ 77,454	\$ 5,422	\$ 82,876
Step 11	\$ 79,757	\$ 5,583	\$ 85,340
Step 12	\$ 81,678	\$ 5,717	\$ 87,395
Step 13	\$ 83,452	\$ 5,842	\$ 89,294
Step 14*	\$ 85,394	\$ 5,978	\$ 91,372
Step 15*	\$ 87,403	\$ 6,118	\$ 93,521
Step 16*	\$ 89,534	\$ 6,267	\$ 95,801

	Lane IV FY15	Pension Pick-Up	Lane IV FY 15 Total Comp
Step 1	\$ 57,670	\$ 4,037	\$ 61,707
Step 2	\$ 58,604	\$ 4,102	\$ 62,707
Step 3	\$ 59,745	\$ 4,182	\$ 63,927
Step 4	\$ 61,001	\$ 4,270	\$ 65,271
Step 5	\$ 64,669	\$ 4,527	\$ 69,196
Step 6	\$ 68,847	\$ 4,819	\$ 73,666
Step 7	\$ 72,874	\$ 5,101	\$ 77,975
Step 8	\$ 76,135	\$ 5,329	\$ 81,464
Step 9	\$ 78,910	\$ 5,524	\$ 84,434
Step 10	\$ 80,965	\$ 5,668	\$ 86,632
Step 11	\$ 83,266	\$ 5,829	\$ 89,094
Step 12	\$ 85,187	\$ 5,963	\$ 91,150
Step 13	\$ 86,962	\$ 6,087	\$ 93,049
Step 14*	\$ 88,903	\$ 6,223	\$ 95,126
Step 15*	\$ 90,911	\$ 6,364	\$ 97,275
Step 16*	\$ 93,146	\$ 6,520	\$ 99,666

2012 - 2013 School Year Salary Schedule

FY 13			
LANE V	FY13	Pension Pick-Up	Lane V FY 13 Total Comp
Step 1	\$ 57,117	\$ 3,998	\$ 61,115
Step 2	\$ 58,051	\$ 4,064	\$ 62,115
Step 3	\$ 60,767	\$ 4,254	\$ 65,020
Step 4	\$ 63,600	\$ 4,452	\$ 68,052
Step 5	\$ 66,878	\$ 4,681	\$ 71,560
Step 6	\$ 69,874	\$ 4,891	\$ 74,766
Step 7	\$ 72,543	\$ 5,078	\$ 77,621
Step 8	\$ 74,651	\$ 5,226	\$ 79,876
Step 9	\$ 77,180	\$ 5,403	\$ 82,583
Step 10	\$ 79,569	\$ 5,570	\$ 85,138
Step 11	\$ 81,911	\$ 5,734	\$ 87,645
Step 12	\$ 84,277	\$ 5,899	\$ 90,177
Step 13	\$ 86,526	\$ 6,057	\$ 92,582
Step 14*	\$ 88,815	\$ 6,217	\$ 95,032
Step 15*	\$ 89,836	\$ 6,289	\$ 96,124
Step 16*	\$ 90,866	\$ 6,361	\$ 97,226

LANE VI	FY13	Pension Pick-Up	Lane VI FY 13 Total Comp
Step 1	\$ 58,804	\$ 4,116	\$ 62,920
Step 2	\$ 59,738	\$ 4,182	\$ 63,920
Step 3	\$ 62,454	\$ 4,372	\$ 66,826
Step 4	\$ 65,287	\$ 4,570	\$ 69,857
Step 5	\$ 68,562	\$ 4,799	\$ 73,362
Step 6	\$ 71,559	\$ 5,009	\$ 76,569
Step 7	\$ 74,230	\$ 5,196	\$ 79,426
Step 8	\$ 76,337	\$ 5,344	\$ 81,680
Step 9	\$ 78,866	\$ 5,521	\$ 84,387
Step 10	\$ 81,255	\$ 5,688	\$ 86,943
Step 11	\$ 83,597	\$ 5,852	\$ 89,448
Step 12	\$ 85,962	\$ 6,017	\$ 91,980
Step 13	\$ 88,212	\$ 6,175	\$ 94,387
Step 14*	\$ 90,551	\$ 6,339	\$ 96,890
Step 15*	\$ 91,572	\$ 6,410	\$ 97,982
Step 16*	\$ 92,602	\$ 6,482	\$ 99,085

2013 - 2014 School Year Salary Schedule

FY 14			
	Lane V FY14	Pension Pick-Up	Lane V FY

228 day positions

2012 - 2013 School Year Salary Schedule

FY 13			
LANE I	FY13	Pension Pick-Up	Lane I FY 13 Total Comp
Step 1	\$ 53,209	\$ 3,725	\$ 56,933
Step 2	\$ 54,230	\$ 3,796	\$ 58,026
Step 3	\$ 57,199	\$ 4,004	\$ 61,203
Step 4	\$ 60,297	\$ 4,221	\$ 64,518
Step 5	\$ 63,877	\$ 4,471	\$ 68,348
Step 6	\$ 67,152	\$ 4,701	\$ 71,853
Step 7	\$ 70,069	\$ 4,905	\$ 74,974
Step 8	\$ 72,373	\$ 5,066	\$ 77,439
Step 9	\$ 75,140	\$ 5,260	\$ 80,399
Step 10	\$ 77,747	\$ 5,442	\$ 83,189
Step 11	\$ 80,308	\$ 5,622	\$ 85,930
Step 12	\$ 82,895	\$ 5,803	\$ 88,697
Step 13	\$ 85,351	\$ 5,975	\$ 91,325
Step 14*	\$ 87,579	\$ 6,131	\$ 93,709
Step 15*	\$ 88,588	\$ 6,201	\$ 94,790
Step 16*	\$ 89,617	\$ 6,273	\$ 95,890

LANE III	FY13	Pension Pick-Up	Lane III FY 13 Total Comp
Step 1	\$ 58,737	\$ 4,112	\$ 62,848
Step 2	\$ 59,758	\$ 4,183	\$ 63,941
Step 3	\$ 62,726	\$ 4,391	\$ 67,117
Step 4	\$ 65,825	\$ 4,608	\$ 70,433
Step 5	\$ 69,406	\$ 4,858	\$ 74,264
Step 6	\$ 72,681	\$ 5,088	\$ 77,769
Step 7	\$ 75,598	\$ 5,292	\$ 80,890
Step 8	\$ 77,900	\$ 5,453	\$ 83,353
Step 9	\$ 80,668	\$ 5,647	\$ 86,314
Step 10	\$ 83,275	\$ 5,829	\$ 89,104
Step 11	\$ 85,836	\$ 6,009	\$ 91,845
Step 12	\$ 88,423	\$ 6,190	\$ 94,612
Step 13	\$ 90,879	\$ 6,362	\$ 97,240
Step 14*	\$ 93,271	\$ 6,529	\$ 99,799
Step 15*	\$ 94,281	\$ 6,600	\$ 100,881
Step 16*	\$ 95,310	\$ 6,672	\$ 101,981

LANE II	FY13	Pension Pick-Up	Lane II FY 13 Total Comp
Step 1	\$ 56,893	\$ 3,983	\$ 60,876
Step 2	\$ 57,914	\$ 4,054	\$ 61,968
Step 3	\$ 60,883	\$ 4,262	\$ 65,145
Step 4	\$ 63,983	\$ 4,479	\$ 68,462
Step 5	\$ 67,563	\$ 4,729	\$ 72,293
Step 6	\$ 70,838	\$ 4,959	\$ 75,796
Step 7	\$ 73,755	\$ 5,163	\$ 78,918
Step 8	\$ 76,058	\$ 5,324	\$ 81,383
Step 9	\$ 78,826	\$ 5,518	\$ 84,344
Step 10	\$ 81,432	\$ 5,700	\$ 87,132
Step 11	\$ 83,993	\$ 5,880	\$ 89,873
Step 12	\$ 86,580	\$ 6,061	\$ 92,641
Step 13	\$ 89,036	\$ 6,233	\$ 95,269
Step 14*	\$ 91,374	\$ 6,396	\$ 97,770
Step 15*	\$ 92,384	\$ 6,467	\$ 98,851
Step 16*	\$ 93,412	\$ 6,539	\$ 99,951

LANE IV	FY13	Pension Pick-Up	Lane IV FY 13 Total Comp
Step 1	\$ 60,579	\$ 4,241	\$ 64,820
Step 2	\$ 61,601	\$ 4,312	\$ 65,913
Step 3	\$ 64,570	\$ 4,520	\$ 69,090
Step 4	\$ 67,668	\$ 4,737	\$ 72,405
Step 5	\$ 71,249	\$ 4,987	\$ 76,236
Step 6	\$ 74,524	\$ 5,217	\$ 79,741
Step 7	\$ 77,441	\$ 5,421	\$ 82,861
Step 8	\$ 79,744	\$ 5,582	\$ 85,326
Step 9	\$ 82,510	\$ 5,776	\$ 88,286
Step 10	\$ 85,117	\$ 5,958	\$ 91,076
Step 11	\$ 87,678	\$ 6,137	\$ 93,815
Step 12	\$ 90,265	\$ 6,319	\$ 96,584
Step 13	\$ 92,721	\$ 6,491	\$ 99,212
Step 14*	\$ 95,168	\$ 6,662	\$ 101,830
Step 15*	\$ 96,178	\$ 6,732	\$ 102,911
Step 16*	\$ 97,207	\$ 6,804	\$ 104,011

228 day positions

2013 - 2014 School Year Salary Schedule

FY 14			
	Lane I FY14	Pension Pick-Up	Lane I FY 14 Total Comp
Step 1	\$ 54,273	\$ 3,799	\$ 58,072
Step 2	\$ 55,294	\$ 3,871	\$ 59,165
Step 3	\$ 56,540	\$ 3,958	\$ 60,498
Step 4	\$ 59,671	\$ 4,177	\$ 63,848
Step 5	\$ 63,648	\$ 4,455	\$ 68,104
Step 6	\$ 67,810	\$ 4,747	\$ 72,557
Step 7	\$ 71,304	\$ 4,991	\$ 76,295
Step 8	\$ 74,279	\$ 5,200	\$ 79,479
Step 9	\$ 76,630	\$ 5,364	\$ 81,994
Step 10	\$ 79,298	\$ 5,551	\$ 84,849
Step 11	\$ 81,753	\$ 5,723	\$ 87,476
Step 12	\$ 83,957	\$ 5,877	\$ 89,834
Step 13	\$ 86,289	\$ 6,040	\$ 92,329
Step 14*	\$ 88,539	\$ 6,198	\$ 94,737
Step 15*	\$ 90,708	\$ 6,350	\$ 97,057
Step 16*	\$ 91,736	\$ 6,422	\$ 98,157

	Lane III FY14	Pension Pick-Up	Lane III FY 14 Total Comp
Step 1	\$ 59,912	\$ 4,194	\$ 64,105
Step 2	\$ 60,933	\$ 4,265	\$ 65,198
Step 3	\$ 62,179	\$ 4,353	\$ 66,532
Step 4	\$ 65,308	\$ 4,572	\$ 69,880
Step 5	\$ 69,287	\$ 4,850	\$ 74,137
Step 6	\$ 73,450	\$ 5,141	\$ 78,591
Step 7	\$ 76,944	\$ 5,386	\$ 82,330
Step 8	\$ 79,919	\$ 5,594	\$ 85,513
Step 9	\$ 82,267	\$ 5,759	\$ 88,026
Step 10	\$ 84,937	\$ 5,946	\$ 90,882
Step 11	\$ 87,392	\$ 6,117	\$ 93,509
Step 12	\$ 89,596	\$ 6,272	\$ 95,867
Step 13	\$ 91,928	\$ 6,435	\$ 98,363
Step 14*	\$ 94,177	\$ 6,592	\$ 100,770
Step 15*	\$ 96,513	\$ 6,756	\$ 103,269
Step 16*	\$ 97,543	\$ 6,828	\$ 104,371

	Lane II FY14	Pension Pick-Up	Lane II FY 14 Total Comp
Step 1	\$ 58,031	\$ 4,062	\$ 62,093
Step 2	\$ 59,052	\$ 4,134	\$ 63,186
Step 3	\$ 60,298	\$ 4,221	\$ 64,519
Step 4	\$ 63,429	\$ 4,440	\$ 67,869
Step 5	\$ 67,407	\$ 4,719	\$ 72,126
Step 6	\$ 71,570	\$ 5,010	\$ 76,580
Step 7	\$ 75,063	\$ 5,254	\$ 80,318
Step 8	\$ 78,039	\$ 5,463	\$ 83,502
Step 9	\$ 80,389	\$ 5,627	\$ 86,016
Step 10	\$ 83,058	\$ 5,814	\$ 88,872
Step 11	\$ 85,512	\$ 5,986	\$ 91,498
Step 12	\$ 87,716	\$ 6,140	\$ 93,856
Step 13	\$ 90,048	\$ 6,303	\$ 96,351
Step 14*	\$ 92,298	\$ 6,461	\$ 98,759
Step 15*	\$ 94,579	\$ 6,621	\$ 101,200
Step 16*	\$ 95,607	\$ 6,693	\$ 102,300

	Lane IV FY14	Pension Pick-Up	Lane IV FY 14 Total Comp
Step 1	\$ 61,791	\$ 4,325	\$ 66,116
Step 2	\$ 62,812	\$ 4,397	\$ 67,209
Step 3	\$ 64,059	\$ 4,484	\$ 68,543
Step 4	\$ 67,189	\$ 4,703	\$ 71,892
Step 5	\$ 71,166	\$ 4,982	\$ 76,148
Step 6	\$ 75,329	\$ 5,273	\$ 80,602
Step 7	\$ 78,823	\$ 5,518	\$ 84,341
Step 8	\$ 81,798	\$ 5,726	\$ 87,524
Step 9	\$ 84,148	\$ 5,890	\$ 90,038
Step 10	\$ 86,816	\$ 6,077	\$ 92,893
Step 11	\$ 89,271	\$ 6,249	\$ 95,520
Step 12	\$ 91,474	\$ 6,403	\$ 97,877
Step 13	\$ 93,807	\$ 6,567	\$ 100,374
Step 14*	\$ 96,057	\$ 6,724	\$ 102,781
Step 15*	\$ 98,448	\$ 6,891	\$ 105,340
Step 16*	\$ 99,478	\$ 6,963	\$ 106,441

228 day positions

2014 - 2015 School Year Salary Schedule

FY 15			
	Lane I FY15	Pension Pick-Up	Lane I FY 15 Total Comp
Step 1	\$ 55,358	\$ 3,875	\$ 59,233
Step 2	\$ 56,380	\$ 3,947	\$ 60,326
Step 3	\$ 57,626	\$ 4,034	\$ 61,660
Step 4	\$ 58,999	\$ 4,130	\$ 63,129
Step 5	\$ 63,009	\$ 4,411	\$ 67,420
Step 6	\$ 67,577	\$ 4,730	\$ 72,307
Step 7	\$ 71,975	\$ 5,038	\$ 77,014
Step 8	\$ 75,539	\$ 5,288	\$ 80,827
Step 9	\$ 78,574	\$ 5,500	\$ 84,074
Step 10	\$ 80,818	\$ 5,657	\$ 86,475
Step 11	\$ 83,335	\$ 5,833	\$ 89,169
Step 12	\$ 85,431	\$ 5,980	\$ 91,411
Step 13	\$ 87,373	\$ 6,116	\$ 93,489
Step 14*	\$ 89,496	\$ 6,265	\$ 95,761
Step 15*	\$ 91,687	\$ 6,418	\$ 98,105
Step 16*	\$ 93,898	\$ 6,573	\$ 100,470

	Lane III FY15	Pension Pick-Up	Lane III FY 15 Total Comp
Step 1	\$ 61,110	\$ 4,278	\$ 65,387
Step 2	\$ 62,131	\$ 4,349	\$ 66,480
Step 3	\$ 63,377	\$ 4,436	\$ 67,814
Step 4	\$ 64,750	\$ 4,533	\$ 69,283
Step 5	\$ 68,759	\$ 4,813	\$ 73,573
Step 6	\$ 73,328	\$ 5,133	\$ 78,461
Step 7	\$ 77,728	\$ 5,441	\$ 83,169
Step 8	\$ 81,292	\$ 5,690	\$ 86,982
Step 9	\$ 84,326	\$ 5,903	\$ 90,229
Step 10	\$ 86,568	\$ 6,060	\$ 92,628
Step 11	\$ 89,087	\$ 6,236	\$ 95,323
Step 12	\$ 91,182	\$ 6,383	\$ 97,565
Step 13	\$ 93,124	\$ 6,519	\$ 99,643
Step 14*	\$ 95,247	\$ 6,667	\$ 101,915
Step 15*	\$ 97,438	\$ 6,821	\$ 104,259
Step 16*	\$ 99,819	\$ 6,987	\$ 106,807

	Lane II FY15	Pension Pick-Up	Lane II FY 15 Total Comp
Step 1	\$ 59,192	\$ 4,143	\$ 63,335
Step 2	\$ 60,213	\$ 4,215	\$ 64,428
Step 3	\$ 61,459	\$ 4,302	\$ 65,761
Step 4	\$ 62,832	\$ 4,398	\$ 67,231
Step 5	\$ 66,842	\$ 4,679	\$ 71,521
Step 6	\$ 71,411	\$ 4,999	\$ 76,410
Step 7	\$ 75,811	\$ 5,307	\$ 81,117
Step 8	\$ 79,373	\$ 5,556	\$ 84,930
Step 9	\$ 82,409	\$ 5,769	\$ 88,178
Step 10	\$ 84,652	\$ 5,926	\$ 90,578
Step 11	\$ 87,171	\$ 6,102	\$ 93,273
Step 12	\$ 89,265	\$ 6,249	\$ 95,514
Step 13	\$ 91,207	\$ 6,384	\$ 97,591
Step 14*	\$ 93,330	\$ 6,533	\$ 99,863
Step 15*	\$ 95,521	\$ 6,686	\$ 102,208
Step 16*	\$ 97,846	\$ 6,849	\$ 104,696

	Lane IV FY15	Pension Pick-Up	Lane IV FY 15 Total Comp
Step 1	\$ 63,027	\$ 4,412	\$ 67,439
Step 2	\$ 64,048	\$ 4,483	\$ 68,532
Step 3	\$ 65,294	\$ 4,571	\$ 69,865
Step 4	\$ 66,668	\$ 4,667	\$ 71,334
Step 5	\$ 70,678	\$ 4,947	\$ 75,625
Step 6	\$ 75,246	\$ 5,267	\$ 80,513
Step 7	\$ 79,645	\$ 5,575	\$ 85,220
Step 8	\$ 83,209	\$ 5,825	\$ 89,033
Step 9	\$ 86,243	\$ 6,037	\$ 92,280
Step 10	\$ 88,486	\$ 6,194	\$ 94,680
Step 11	\$ 91,004	\$ 6,370	\$ 97,374
Step 12	\$ 93,099	\$ 6,517	\$ 99,616
Step 13	\$ 95,040	\$ 6,653	\$ 101,693
Step 14*	\$ 97,164	\$ 6,802	\$ 103,966
Step 15*	\$ 99,355	\$ 6,955	\$ 106,310
Step 16*	\$ 101,793	\$ 7,126	\$ 108,919

2012 - 2013 School Year Salary Schedule

FY 13			
LANE V	FY13	Pension Pick-Up	Lane V FY 13 Total Comp
Step 1	\$ 62,422	\$ 4,370	\$ 66,792
Step 2	\$ 63,444	\$ 4,441	\$ 67,885
Step 3	\$ 66,411	\$ 4,649	\$ 71,060
Step 4	\$ 69,511	\$ 4,866	\$ 74,377
Step 5	\$ 73,092	\$ 5,116	\$ 78,209
Step 6	\$ 76,367	\$ 5,346	\$ 81,712
Step 7	\$ 79,282	\$ 5,550	\$ 84,832
Step 8	\$ 81,586	\$ 5,711	\$ 87,297
Step 9	\$ 84,354	\$ 5,905	\$ 90,259
Step 10	\$ 86,961	\$ 6,087	\$ 93,048
Step 11	\$ 89,520	\$ 6,266	\$ 95,787
Step 12	\$ 92,108	\$ 6,448	\$ 98,556
Step 13	\$ 94,564	\$ 6,619	\$ 101,184
Step 14*	\$ 97,066	\$ 6,795	\$ 103,861
Step 15*	\$ 98,077	\$ 6,865	\$ 104,942
Step 16*	\$ 99,105	\$ 6,937	\$ 106,043

LANE VI	FY13	Pension Pick-Up	Lane VI FY 13 Total Comp
Step 1	\$ 64,266	\$ 4,499	\$ 68,764
Step 2	\$ 65,287	\$ 4,570	\$ 69,857
Step 3	\$ 68,254	\$ 4,778	\$ 73,032
Step 4	\$ 71,353	\$ 4,995	\$ 76,348
Step 5	\$ 74,934	\$ 5,245	\$ 80,179
Step 6	\$ 78,209	\$ 5,475	\$ 83,684
Step 7	\$ 81,126	\$ 5,679	\$ 86,805
Step 8	\$ 83,429	\$ 5,840	\$ 89,269
Step 9	\$ 86,196	\$ 6,034	\$ 92,229
Step 10	\$ 88,804	\$ 6,216	\$ 95,020
Step 11	\$ 91,364	\$ 6,395	\$ 97,760
Step 12	\$ 93,951	\$ 6,577	\$ 100,527
Step 13	\$ 96,407	\$ 6,748	\$ 103,155
Step 14*	\$ 98,963	\$ 6,927	\$ 105,891
Step 15*	\$ 99,974	\$ 6,998	\$ 106,972
Step 16*	\$ 101,003	\$ 7,070	\$ 108,073

2013 - 2014 School Year Salary Schedule

FY 14		
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248 day positions			
2012 - 2013 School Year Salary Schedule			
FY 13			
LANE I	FY13	Pension Pick-Up	Lane I FY 13 Total Comp
Step 1	\$ 57,733	\$ 4,041	\$ 61,774
Step 2	\$ 58,841	\$ 4,119	\$ 62,960
Step 3	\$ 62,061	\$ 4,344	\$ 66,405
Step 4	\$ 65,425	\$ 4,580	\$ 70,005
Step 5	\$ 69,310	\$ 4,852	\$ 74,162
Step 6	\$ 72,863	\$ 5,100	\$ 77,963
Step 7	\$ 76,028	\$ 5,322	\$ 81,350
Step 8	\$ 78,527	\$ 5,497	\$ 84,024
Step 9	\$ 81,530	\$ 5,707	\$ 87,237
Step 10	\$ 84,358	\$ 5,905	\$ 90,263
Step 11	\$ 87,137	\$ 6,100	\$ 93,237
Step 12	\$ 89,944	\$ 6,296	\$ 96,240
Step 13	\$ 92,609	\$ 6,483	\$ 99,091
Step 14*	\$ 95,026	\$ 6,652	\$ 101,678
Step 15*	\$ 96,025	\$ 6,722	\$ 102,747
Step 16*	\$ 97,052	\$ 6,794	\$ 103,846

LANE III	FY13	Pension Pick-Up	Lane III FY 13 Total Comp
Step 1	\$ 63,731	\$ 4,461	\$ 68,192
Step 2	\$ 64,839	\$ 4,539	\$ 69,378
Step 3	\$ 68,059	\$ 4,764	\$ 72,824
Step 4	\$ 71,423	\$ 5,000	\$ 76,423
Step 5	\$ 75,309	\$ 5,272	\$ 80,581
Step 6	\$ 78,863	\$ 5,520	\$ 84,383
Step 7	\$ 82,026	\$ 5,742	\$ 87,768
Step 8	\$ 84,526	\$ 5,917	\$ 90,443
Step 9	\$ 87,526	\$ 6,127	\$ 93,653
Step 10	\$ 90,355	\$ 6,325	\$ 96,680
Step 11	\$ 93,135	\$ 6,519	\$ 99,655
Step 12	\$ 95,941	\$ 6,716	\$ 102,657
Step 13	\$ 98,607	\$ 6,903	\$ 105,510
Step 14*	\$ 101,202	\$ 7,084	\$ 108,286
Step 15*	\$ 102,202	\$ 7,154	\$ 109,356
Step 16*	\$ 103,229	\$ 7,226	\$ 110,455

LANE II	FY13	Pension Pick-Up	Lane II FY 13 Total Comp
Step 1	\$ 61,732	\$ 4,321	\$ 66,053
Step 2	\$ 62,840	\$ 4,399	\$ 67,239
Step 3	\$ 66,060	\$ 4,624	\$ 70,684
Step 4	\$ 69,425	\$ 4,860	\$ 74,285
Step 5	\$ 73,309	\$ 5,132	\$ 78,440
Step 6	\$ 76,862	\$ 5,380	\$ 82,243
Step 7	\$ 80,027	\$ 5,602	\$ 85,629
Step 8	\$ 82,526	\$ 5,777	\$ 88,302
Step 9	\$ 85,528	\$ 5,987	\$ 91,515
Step 10	\$ 88,356	\$ 6,185	\$ 94,541
Step 11	\$ 91,137	\$ 6,380	\$ 97,516
Step 12	\$ 93,942	\$ 6,576	\$ 100,518
Step 13	\$ 96,606	\$ 6,762	\$ 103,368
Step 14*	\$ 99,143	\$ 6,940	\$ 106,083
Step 15*	\$ 100,142	\$ 7,010	\$ 107,152
Step 16*	\$ 101,169	\$ 7,082	\$ 108,251

LANE IV	FY13	Pension Pick-Up	Lane IV FY 13 Total Comp
Step 1	\$ 65,730	\$ 4,601	\$ 70,332
Step 2	\$ 66,839	\$ 4,679	\$ 71,517
Step 3	\$ 70,059	\$ 4,904	\$ 74,963
Step 4	\$ 73,422	\$ 5,140	\$ 78,562
Step 5	\$ 77,307	\$ 5,412	\$ 82,719
Step 6	\$ 80,861	\$ 5,660	\$ 86,521
Step 7	\$ 84,027	\$ 5,882	\$ 89,909
Step 8	\$ 86,526	\$ 6,057	\$ 92,583
Step 9	\$ 89,527	\$ 6,267	\$ 95,793
Step 10	\$ 92,355	\$ 6,465	\$ 98,820
Step 11	\$ 95,134	\$ 6,659	\$ 101,794
Step 12	\$ 97,941	\$ 6,856	\$ 104,797
Step 13	\$ 100,606	\$ 7,042	\$ 107,649
Step 14*	\$ 103,261	\$ 7,228	\$ 110,489
Step 15*	\$ 104,261	\$ 7,298	\$ 111,559
Step 16*	\$ 105,288	\$ 7,370	\$ 112,658

248 day positions			
2012 - 2013 School Year Salary Schedule			
FY 13			
LANE V	FY13	Pension Pick-Up	Lane V FY 13 Total Comp
Step 1	\$ 67,731	\$ 4,741	\$ 72,472
Step 2	\$ 68,839	\$ 4,819	\$ 73,658
Step 3	\$ 72,059	\$ 5,044	\$ 77,103
Step 4	\$ 75,422	\$ 5,280	\$ 80,701
Step 5	\$ 79,308	\$ 5,552	\$ 84,859
Step 6	\$ 82,861	\$ 5,800	\$ 88,661
Step 7	\$ 86,025	\$ 6,022	\$ 92,046
Step 8	\$ 88,524	\$ 6,197	\$ 94,721
Step 9	\$ 91,527	\$ 6,407	\$ 97,934
Step 10	\$ 94,355	\$ 6,605	\$ 100,960
Step 11	\$ 97,135	\$ 6,799	\$ 103,934
Step 12	\$ 99,941	\$ 6,996	\$ 106,937
Step 13	\$ 102,605	\$ 7,182	\$ 109,787
Step 14*	\$ 105,320	\$ 7,372	\$ 112,692
Step 15*	\$ 106,319	\$ 7,442	\$ 113,761
Step 16*	\$ 107,346	\$ 7,514	\$ 114,860

LANE VI	FY13	Pension Pick-Up	Lane VI FY 13 Total Comp
Step 1	\$ 69,730	\$ 4,881	\$ 74,611
Step 2	\$ 70,838	\$ 4,959	\$ 75,797
Step 3	\$ 74,057	\$ 5,184	\$ 79,241
Step 4	\$ 77,423	\$ 5,420	\$ 82,842
Step 5	\$ 81,307	\$ 5,691	\$ 86,998
Step 6	\$ 84,860	\$ 5,940	\$ 90,801
Step 7	\$ 88,025	\$ 6,162	\$ 94,187
Step 8	\$ 90,525	\$ 6,337	\$ 96,861
Step 9	\$ 93,526	\$ 6,547	\$ 100,073
Step 10	\$ 96,354	\$ 6,745	\$ 103,099
Step 11	\$ 99,135	\$ 6,939	\$ 106,074
Step 12	\$ 101,940	\$ 7,136	\$ 109,076
Step 13	\$ 104,604	\$ 7,322	\$ 111,926
Step 14*	\$ 107,379	\$ 7,517	\$ 114,895
Step 15*	\$ 108,378	\$ 7,586	\$ 115,965
Step 16*	\$ 109,405	\$ 7,658	\$ 117,063

248 day positions			
2013 - 2014 School Year Salary Schedule			
FY 14			
	Lane I FY14	Pension Pick-Up	Lane I FY 14 Total Comp
Step 1	\$ 58,887	\$ 4,122	\$ 63,009
Step 2	\$ 59,995	\$ 4,200	\$ 64,195
Step 3	\$ 61,347	\$ 4,294	\$ 65,642
Step 4	\$ 64,743	\$ 4,532	\$ 69,275
Step 5	\$ 69,061	\$ 4,834	\$ 73,896
Step 6	\$ 73,578	\$ 5,150	\$ 78,729
Step 7	\$ 77,368	\$ 5,416	\$ 82,784
Step 8	\$ 80,597	\$ 5,642	\$ 86,239
Step 9	\$ 83,146	\$ 5,820	\$ 88,966
Step 10	\$ 86,042	\$ 6,023	\$ 92,065
Step 11	\$ 88,705	\$ 6,209	\$ 94,914
Step 12	\$ 91,097	\$ 6,377	\$ 97,473
Step 13	\$ 93,627	\$ 6,554	\$ 100,181
Step 14*	\$ 96,068	\$ 6,725	\$ 102,792
Step 15*	\$ 98,419	\$ 6,889	\$ 105,309
Step 16*	\$ 99,436	\$ 6,960	\$ 106,396

	Lane II FY14	Pension Pick-Up	Lane II FY 14 Total Comp
Step 1	\$ 62,967	\$ 4,408	\$ 67,374
Step 2	\$ 64,075	\$ 4,485	\$ 68,560
Step 3	\$ 65,427	\$ 4,580	\$ 70,007
Step 4	\$ 68,822	\$ 4,818	\$ 73,640
Step 5	\$ 73,141	\$ 5,120	\$ 78,261
Step 6	\$ 77,657	\$ 5,436	\$ 83,093
Step 7	\$ 81,447	\$ 5,701	\$ 87,149
Step 8	\$ 84,675	\$ 5,927	\$ 90,602
Step 9	\$ 87,224	\$ 6,106	\$ 93,330
Step 10	\$ 90,120	\$ 6,308	\$ 96,429
Step 11	\$ 92,783	\$ 6,495	\$ 99,278
Step 12	\$ 95,176	\$ 6,662	\$ 101,839
Step 13	\$ 97,705	\$ 6,839	\$ 104,544
Step 14*	\$ 100,145	\$ 7,010	\$ 107,155
Step 15*	\$ 102,619	\$ 7,183	\$ 109,802
Step 16*	\$ 103,635	\$ 7,254	\$ 110,889

248 day positions			
2013 - 2014 School Year Salary Schedule			
FY 14			
	Lane V FY14	Pension Pick-Up	Lane V FY 14 Total Comp
Step 1	\$ 69,085	\$ 4,836	\$ 73,921
Step 2	\$ 70,194	\$ 4,914	\$ 75,107
Step 3	\$ 71,546	\$ 5,008	\$ 76,554
Step 4	\$ 74,941	\$ 5,246	\$ 80,187
Step 5	\$ 79,257	\$ 5,548	\$ 84,805
Step 6	\$ 83,775	\$ 5,864	\$ 89,640
Step 7	\$ 87,566	\$ 6,130	\$ 93,696
Step 8	\$ 90,793	\$ 6,355	\$ 97,148
Step 9	\$ 93,343	\$ 6,534	\$ 99,877
Step 10	\$ 96,239	\$ 6,737	\$ 102,976
Step 11	\$ 98,902	\$ 6,923	\$ 105,825
Step 12	\$ 101,294	\$ 7,091	\$ 108,384
Step 13	\$ 103,824	\$ 7,268	\$ 111,091
Step 14*	\$ 106,264	\$ 7,438	\$ 113,702
Step 15*	\$ 108,919	\$ 7,624	\$ 116,543
Step 16*	\$ 109,935	\$ 7,695	\$ 117,631

	Lane VI FY14	Pension Pick-Up	Lane VI FY 14 Total Comp
Step 1	\$ 71,125	\$ 4,979	\$ 76,103
Step 2	\$ 72,233	\$ 5,056	\$ 77,289
Step 3	\$ 73,585	\$ 5,151	\$ 78,736
Step 4	\$ 76,979	\$ 5,389	\$ 82,368
Step 5	\$ 81,299	\$ 5,691	\$ 86,990
Step 6	\$ 85,814	\$ 6,007	\$ 91,821
Step 7	\$ 89,605	\$ 6,272	\$ 95,878
Step 8	\$ 92,833	\$ 6,498	\$ 99,331
Step 9	\$ 95,383	\$ 6,677	\$ 102,060
Step 10	\$ 98,278	\$ 6,879	\$ 105,158
Step 11	\$ 100,941	\$ 7,066	\$ 108,007
Step 12	\$ 103,334	\$ 7,233	\$ 110,567
Step 13	\$ 105,863	\$ 7,410	\$ 113,273
Step 14*	\$ 108,303	\$ 7,581	\$ 115,884
Step 15*	\$ 111,019	\$ 7,771	\$ 118,791
Step 16*	\$ 112,036	\$ 7,842	\$ 119,878

	Lane III FY14	Pension Pick-Up	Lane III FY 14 Total Comp
Step 1	\$ 65,006	\$ 4,550	\$ 69,556
Step 2	\$ 66,114	\$ 4,628	\$ 70,742
Step 3	\$ 67,466	\$ 4,723	\$ 72,189
Step 4	\$ 70,861	\$ 4,960	\$ 75,822
Step 5	\$ 75,179	\$ 5,263	\$ 80,442
Step 6	\$ 79,697	\$ 5,579	\$ 85,276
Step 7	\$ 83,488	\$ 5,844	\$ 89,332
Step 8	\$ 86,714	\$ 6,070	\$ 92,784
Step 9	\$ 89,264	\$ 6,248	\$ 95,513
Step 10	\$ 92,158	\$ 6,451	\$ 98,609
Step 11	\$ 94,822	\$ 6,638	\$ 101,460
Step 12	\$ 97,214	\$ 6,805	\$ 104,019
Step 13	\$ 99,744	\$ 6,982	\$ 106,726
Step 14*	\$ 102,186	\$ 7,153	\$ 109,339
Step 15*	\$ 104,719	\$ 7,330	\$ 112,049
Step 16*	\$ 105,736	\$ 7,402	\$ 113,138

	Lane IV FY14	Pension Pick-Up	Lane IV FY 14 Total Comp
Step 1	\$ 67,045	\$ 4,693	\$ 71,738
Step 2	\$ 68,153	\$ 4,771	\$ 72,924
Step 3	\$ 69,505	\$ 4,865	\$ 74,371
Step 4	\$ 72,901	\$ 5,103	\$ 78,004
Step 5	\$ 77,218	\$ 5,405	\$ 82,623
Step 6	\$ 81,735	\$ 5,721	\$ 87,456
Step 7	\$ 85,526	\$ 5,987	\$ 91,513
Step 8	\$ 88,756	\$ 6,213	\$ 94,969
Step 9	\$ 91,305	\$ 6,391	\$ 97,696
Step 10	\$ 94,199	\$ 6,594	\$ 100,792
Step 11	\$ 96,862	\$ 6,780	\$ 103,643
Step 12	\$ 99,254	\$ 6,948	\$ 106,201
Step 13	\$ 101,784	\$ 7,125	\$ 108,908
Step 14*	\$ 104,226	\$ 7,296	\$ 111,521
Step 15*	\$ 106,819	\$ 7,477	\$ 114,296
Step 16*	\$ 107,836	\$ 7,549	\$ 115,385

248 day positions			
2014 - 2015 School Year Salary Schedule			
FY 15			
	Lane I FY15	Pension Pick-Up	Lane I FY 15 Total Comp
Step 1	\$ 60,065	\$ 4,205	\$ 64,269
Step 2	\$ 61,173	\$ 4,282	\$ 65,455
Step 3	\$ 62,525	\$ 4,377	\$ 66,902
Step 4	\$ 64,015	\$ 4,481	\$ 68,496
Step 5	\$ 68,365	\$ 4,786	\$ 73,151
Step 6	\$ 73,324	\$ 5,133	\$ 78,457
Step 7	\$ 78,097	\$ 5,467	\$ 83,564
Step 8	\$ 81,963	\$ 5,737	\$ 87,700
Step 9	\$ 85,257	\$ 5,968	\$ 91,224
Step 10	\$ 87,690	\$ 6,138	\$ 93,828
Step 11	\$ 90,422	\$ 6,330	\$ 96,752
Step 12	\$ 92,695	\$ 6,489	\$ 99,184
Step 13	\$ 94,803	\$ 6,636	\$ 101,439
Step 14*	\$ 97,106	\$ 6,797	\$ 103,904
Step 15*	\$ 99,482	\$ 6,964	\$ 106,446
Step 16*	\$ 101,878	\$ 7,131	\$ 109,009

	Lane II FY15	Pension Pick-Up	Lane II FY 15 Total Comp
Step 1	\$ 64,226	\$ 4,496	\$ 68,722
Step 2	\$ 65,334	\$ 4,573	\$ 69,908
Step 3	\$ 66,686	\$ 4,668	\$ 71,354
Step 4	\$ 68,176	\$ 4,772	\$ 72,949
Step 5	\$ 72,526	\$ 5,077	\$ 77,603
Step 6	\$ 77,485	\$ 5,424	\$ 82,909
Step 7	\$ 82,257	\$ 5,758	\$ 88,015
Step 8	\$ 86,124	\$ 6,029	\$ 92,153
Step 9	\$ 89,417	\$ 6,259	\$ 95,676
Step 10	\$ 91,850	\$ 6,429	\$ 98,279
Step 11	\$ 94,582	\$ 6,621	\$ 101,203
Step 12	\$ 96,855	\$ 6,780	\$ 103,635
Step 13	\$ 98,964	\$ 6,927	\$ 105,891
Step 14*	\$ 101,266	\$ 7,089	\$ 108,355
Step 15*	\$ 103,641	\$ 7,255	\$ 110,896
Step 16*	\$ 106,161	\$ 7,431	\$ 113,592

2012 - 2013 School Year Salary Schedule				52 week positions			
FY 13				FY 13			
LANE I	FY13	Pension Pick-Up	Lane I FY 13 Total Comp	LANE II	FY13	Pension Pick-Up	Lane II FY 13 Total Comp
Step 1	\$ 58,843	\$ 4,119	\$ 62,962	Step 1	\$ 62,918	\$ 4,404	\$ 67,322
Step 2	\$ 59,972	\$ 4,198	\$ 64,170	Step 2	\$ 64,047	\$ 4,483	\$ 68,530
Step 3	\$ 63,255	\$ 4,428	\$ 67,683	Step 3	\$ 67,330	\$ 4,713	\$ 72,043
Step 4	\$ 66,680	\$ 4,668	\$ 71,347	Step 4	\$ 70,757	\$ 4,953	\$ 75,709
Step 5	\$ 70,642	\$ 4,945	\$ 75,586	Step 5	\$ 74,718	\$ 5,230	\$ 79,949
Step 6	\$ 74,260	\$ 5,198	\$ 79,458	Step 6	\$ 78,336	\$ 5,484	\$ 83,819
Step 7	\$ 77,487	\$ 5,424	\$ 82,911	Step 7	\$ 81,561	\$ 5,709	\$ 87,271
Step 8	\$ 80,035	\$ 5,602	\$ 85,637	Step 8	\$ 84,111	\$ 5,888	\$ 89,998
Step 9	\$ 83,093	\$ 5,817	\$ 88,909	Step 9	\$ 87,168	\$ 6,102	\$ 93,269
Step 10	\$ 85,978	\$ 6,018	\$ 91,997	Step 10	\$ 90,053	\$ 6,304	\$ 96,357
Step 11	\$ 88,811	\$ 6,217	\$ 95,027	Step 11	\$ 92,886	\$ 6,502	\$ 99,388
Step 12	\$ 91,671	\$ 6,417	\$ 98,088	Step 12	\$ 95,745	\$ 6,702	\$ 102,447
Step 13	\$ 94,386	\$ 6,607	\$ 100,993	Step 13	\$ 98,462	\$ 6,892	\$ 105,354
Step 14*	\$ 96,850	\$ 6,780	\$ 103,630	Step 14*	\$ 101,046	\$ 7,073	\$ 108,119
Step 15*	\$ 97,848	\$ 6,849	\$ 104,697	Step 15*	\$ 102,044	\$ 7,143	\$ 109,187
Step 16*	\$ 98,875	\$ 6,921	\$ 105,796	Step 16*	\$ 103,071	\$ 7,215	\$ 110,286

LANE III	FY13	Pension Pick-Up	Lane III FY 13 Total Comp
Step 1	\$ 64,956	\$ 4,547	\$ 69,503
Step 2	\$ 66,085	\$ 4,626	\$ 70,711
Step 3	\$ 69,368	\$ 4,856	\$ 74,224
Step 4	\$ 72,793	\$ 5,095	\$ 77,888
Step 5	\$ 76,756	\$ 5,373	\$ 82,129
Step 6	\$ 80,374	\$ 5,626	\$ 86,000
Step 7	\$ 83,600	\$ 5,852	\$ 89,452
Step 8	\$ 86,149	\$ 6,030	\$ 92,179
Step 9	\$ 89,206	\$ 6,244	\$ 95,450
Step 10	\$ 92,092	\$ 6,446	\$ 98,538
Step 11	\$ 94,923	\$ 6,645	\$ 101,567
Step 12	\$ 97,782	\$ 6,845	\$ 104,627
Step 13	\$ 100,499	\$ 7,035	\$ 107,534
Step 14*	\$ 103,146	\$ 7,220	\$ 110,367
Step 15*	\$ 104,143	\$ 7,290	\$ 111,433
Step 16*	\$ 105,170	\$ 7,362	\$ 112,532

LANE IV	FY13	Pension Pick-Up	Lane IV FY 13 Total Comp
Step 1	\$ 66,994	\$ 4,690	\$ 71,684
Step 2	\$ 68,124	\$ 4,769	\$ 72,893
Step 3	\$ 71,407	\$ 4,998	\$ 76,405
Step 4	\$ 74,831	\$ 5,238	\$ 80,069
Step 5	\$ 78,793	\$ 5,516	\$ 84,308
Step 6	\$ 82,413	\$ 5,769	\$ 88,182
Step 7	\$ 85,639	\$ 5,995	\$ 91,634
Step 8	\$ 88,187	\$ 6,173	\$ 94,361
Step 9	\$ 91,243	\$ 6,387	\$ 97,630
Step 10	\$ 94,129	\$ 6,589	\$ 100,718
Step 11	\$ 96,962	\$ 6,787	\$ 103,749
Step 12	\$ 99,821	\$ 6,987	\$ 106,808
Step 13	\$ 102,538	\$ 7,178	\$ 109,715
Step 14*	\$ 105,245	\$ 7,367	\$ 112,612
Step 15*	\$ 106,242	\$ 7,437	\$ 113,679
Step 16*	\$ 107,269	\$ 7,509	\$ 114,778

2012 - 2013 School Year Salary Schedule				52 week positions			
FY 13				FY 13			
LANE V	FY13	Pension Pick-Up	Lane V FY 13 Total Comp	LANE VI	FY13	Pension Pick-Up	Lane VI FY 13 Total Comp
Step 1	\$ 69,032	\$ 4,832	\$ 73,864	Step 1	\$ 71,069	\$ 4,975	\$ 76,044
Step 2	\$ 70,161	\$ 4,911	\$ 75,072	Step 2	\$ 72,199	\$ 5,054	\$ 77,252
Step 3	\$ 73,444	\$ 5,141	\$ 78,585	Step 3	\$ 75,481	\$ 5,284	\$ 80,765
Step 4	\$ 76,870	\$ 5,381	\$ 82,250	Step 4	\$ 78,907	\$ 5,523	\$ 84,430
Step 5	\$ 80,831	\$ 5,658	\$ 86,490	Step 5	\$ 82,868	\$ 5,801	\$ 88,668
Step 6	\$ 84,449	\$ 5,911	\$ 90,360	Step 6	\$ 86,487	\$ 6,054	\$ 92,541
Step 7	\$ 87,675	\$ 6,137	\$ 93,813	Step 7	\$ 89,714	\$ 6,280	\$ 95,994
Step 8	\$ 90,225	\$ 6,316	\$ 96,541	Step 8	\$ 92,263	\$ 6,458	\$ 98,722
Step 9	\$ 93,282	\$ 6,530	\$ 99,811	Step 9	\$ 95,320	\$ 6,672	\$ 101,993
Step 10	\$ 96,166	\$ 6,732	\$ 102,898	Step 10	\$ 98,204	\$ 6,874	\$ 105,078
Step 11	\$ 98,999	\$ 6,930	\$ 105,929	Step 11	\$ 101,037	\$ 7,073	\$ 108,109
Step 12	\$ 101,860	\$ 7,130	\$ 108,990	Step 12	\$ 103,896	\$ 7,273	\$ 111,169
Step 13	\$ 104,576	\$ 7,320	\$ 111,897	Step 13	\$ 106,614	\$ 7,463	\$ 114,076
Step 14*	\$ 107,343	\$ 7,514	\$ 114,857	Step 14*	\$ 109,441	\$ 7,661	\$ 117,102
Step 15*	\$ 108,339	\$ 7,584	\$ 115,923	Step 15*	\$ 110,439	\$ 7,731	\$ 118,169
Step 16*	\$ 109,366	\$ 7,656	\$ 117,022	Step 16*	\$ 111,465	\$ 7,803	\$ 119,268

2013 - 2014 School Year Salary Schedule				52 week positions			
FY 14				FY 14			
Lane I FY14	Pension Pick-Up	Lane I FY 14 Total Comp		Lane II FY14	Pension Pick-Up	Lane II FY 14 Total Comp	
Step 1	\$ 60,020	\$ 4,201	\$ 64,221	Step 1	\$ 64,176	\$ 4,492	\$ 68,668
Step 2	\$ 61,149	\$ 4,280	\$ 65,430	Step 2	\$ 65,305	\$ 4,571	\$ 69,877
Step 3	\$ 62,527	\$ 4,377	\$ 66,904	Step 3	\$ 66,683	\$ 4,668	\$ 71,351
Step 4	\$ 65,989	\$ 4,619	\$ 70,608	Step 4	\$ 70,145	\$ 4,910	\$ 75,055
Step 5	\$ 70,386	\$ 4,927	\$ 75,312	Step 5	\$ 74,544	\$ 5,218	\$ 79,762
Step 6	\$ 74,991	\$ 5,249	\$ 80,241	Step 6	\$ 79,149	\$ 5,540	\$ 84,690
Step 7	\$ 78,852	\$ 5,520	\$ 84,371	Step 7	\$ 83,009	\$ 5,811	\$ 88,819
Step 8	\$ 82,143	\$ 5,750	\$ 87,893	Step 8	\$ 86,299	\$ 6,041	\$ 92,340
Step 9	\$ 84,742	\$ 5,932	\$ 90,674	Step 9	\$ 88,899	\$ 6,223	\$ 95,122
Step 10	\$ 87,692	\$ 6,138	\$ 93,830	Step 10	\$ 91,848	\$ 6,429	\$ 98,277
Step 11	\$ 90,409	\$ 6,329	\$ 96,738	Step 11	\$ 94,565	\$ 6,620	\$ 101,185
Step 12	\$ 92,846	\$ 6,499	\$ 99,345	Step 12	\$ 97,003	\$ 6,790	\$ 103,793
Step 13	\$ 95,425	\$ 6,680	\$ 102,105	Step 13	\$ 99,580	\$ 6,971	\$ 106,551
Step 14*	\$ 97,912	\$ 6,854	\$ 104,766	Step 14*	\$ 102,069	\$ 7,145	\$ 109,214
Step 15*	\$ 100,308	\$ 7,022	\$ 107,330	Step 15*	\$ 104,588	\$ 7,321	\$ 111,910
Step 16*	\$ 101,323	\$ 7,093	\$ 108,415	Step 16*	\$ 105,603	\$ 7,392	\$ 112,995

	Lane III FY14	Pension Pick-Up	Lane III FY 14 Total Comp
Step 1	\$ 66,255	\$ 4,638	\$ 70,893
Step 2	\$ 67,385	\$ 4,717	\$ 72,102
Step 3	\$ 68,763	\$ 4,813	\$ 73,576
Step 4	\$ 72,224	\$ 5,056	\$ 77,280
Step 5	\$ 76,621	\$ 5,363	\$ 81,984
Step 6	\$ 81,228	\$ 5,686	\$ 86,913
Step 7	\$ 85,088	\$ 5,956	\$ 91,044
Step 8	\$ 88,378	\$ 6,186	\$ 94,564
Step 9	\$ 90,978	\$ 6,368	\$ 97,347
Step 10	\$ 93,927	\$ 6,575	\$ 100,502
Step 11	\$ 96,644	\$ 6,765	\$ 103,409
Step 12	\$ 99,080	\$ 6,936	\$ 106,016
Step 13	\$ 101,658	\$ 7,116	\$ 108,774
Step 14*	\$ 104,147	\$ 7,290	\$ 111,438
Step 15*	\$ 106,731	\$ 7,471	\$ 114,202
Step 16*	\$ 107,744	\$ 7,542	\$ 115,286

	Lane IV FY14	Pension Pick-Up	Lane IV FY 14 Total Comp
Step 1	\$ 68,334	\$ 4,783	\$ 73,118
Step 2	\$ 69,464	\$ 4,862	\$ 74,326
Step 3	\$ 70,842	\$ 4,959	\$ 75,801
Step 4	\$ 74,303	\$ 5,201	\$ 79,505
Step 5	\$ 78,700	\$ 5,509	\$ 84,209
Step 6	\$ 83,306	\$ 5,831	\$ 89,137
Step 7	\$ 87,167	\$ 6,102	\$ 93,269
Step 8	\$ 90,458	\$ 6,332	\$ 96,790
Step 9	\$ 93,057	\$ 6,514	\$ 99,571
Step 10	\$ 96,005	\$ 6,720	\$ 102,725
Step 11	\$ 98,722	\$ 6,911	\$ 105,633
Step 12	\$ 101,160	\$ 7,081	\$ 108,242
Step 13	\$ 103,737	\$ 7,262	\$ 110,999
Step 14*	\$ 106,226	\$ 7,436	\$ 113,662
Step 15*	\$ 108,871	\$ 7,621	\$ 116,492
Step 16*	\$ 109,885	\$ 7,692	\$ 117,577

2013 - 2014 School Year Salary Schedule				52 week positions			
FY 14				FY 14			
Lane V FY14	Pension Pick-Up	Lane V FY 14 Total Comp		Lane VI FY14	Pension Pick-Up	Lane VI FY 14 Total Comp	
Step 1	\$ 70,412	\$ 4,929	\$ 75,341	Step 1	\$ 72,490	\$ 5,074	\$ 77,565
Step 2	\$ 71,542	\$ 5,008	\$ 76,550	Step 2	\$ 73,620	\$ 5,153	\$ 78,773
Step 3	\$ 72,920	\$ 5,104	\$ 78,024	Step 3	\$ 74,998	\$ 5,250	\$ 80,248
Step 4	\$ 76,381	\$ 5,347	\$ 81,728	Step 4	\$ 78,460	\$ 5,492	\$ 83,952
Step 5	\$ 80,779	\$ 5,655	\$ 86,434	Step 5	\$ 82,857	\$ 5,800	\$ 88,657
Step 6	\$ 85,385	\$ 5,977	\$ 91,362	Step 6	\$ 87,462	\$ 6,122	\$ 93,584
Step 7	\$ 89,244	\$ 6,247	\$ 95,491	Step 7	\$ 91,323	\$ 6,393	\$ 97,716
Step 8	\$ 92,535	\$ 6,477	\$ 99,013	Step 8	\$ 94,614	\$ 6,623	\$ 101,237
Step 9	\$ 95,136	\$ 6,659	\$ 101,795	Step 9	\$ 97,215	\$ 6,805	\$ 104,020
Step 10	\$ 98,084	\$ 6,866	\$ 104,950	Step 10	\$ 100,163	\$ 7,011	\$ 107,175
Step 11	\$ 100,800	\$ 7,056	\$ 107,856	Step 11	\$ 102,879	\$ 7,201	\$ 110,080
Step 12	\$ 103,239	\$ 7,227	\$ 110,465	Step 12	\$ 105,317	\$ 7,372	\$ 112,689
Step 13	\$ 105,818	\$ 7,407	\$ 113,225	Step 13	\$ 107,895	\$ 7,553	\$ 115,447
Step 14*	\$ 108,306	\$ 7,581	\$ 115,887	Step 14*	\$ 110,384	\$ 7,727	\$ 118,111
Step 15*	\$ 111,011	\$ 7,771	\$ 118,781	Step 15*	\$ 113,151	\$ 7,921	\$ 121,071
Step 16*	\$ 112,024	\$ 7,842	\$ 119,866	Step 16*	\$ 114,165	\$ 7,992	\$ 122,157

2014 - 2015 School Year Salary Schedule				52 week positions			
FY 15				FY 15			
Lane I FY15	Pension Pick-Up	Lane I FY 15 Total Comp		Lane II FY15	Pension Pick-Up	Lane II FY 15 Total Comp	
Step 1	\$ 61,220	\$ 4,285	\$ 65,506	Step 1	\$ 65,459	\$ 4,582	\$ 70,042
Step 2	\$ 62,350	\$ 4,364	\$ 66,714	Step 2	\$ 66,589	\$ 4,661	\$ 71,250
Step 3	\$ 63,728	\$ 4,461	\$ 68,189	Step 3	\$ 67,967	\$ 4,758	\$ 72,725
Step 4	\$ 65,246	\$ 4,567	\$ 69,814	Step 4	\$ 69,486	\$ 4,864	\$ 74,350
Step 5	\$ 69,681	\$ 4,878	\$ 74,558	Step 5	\$ 73,920	\$ 5,174	\$ 79,094
Step 6	\$ 74,730	\$ 5,231	\$ 79,961	Step 6	\$ 78,971	\$ 5,528	\$ 84,499
Step 7	\$ 79,597	\$ 5,572	\$ 85,169	Step 7	\$ 83,839	\$ 5,869	\$ 89,707
Step 8	\$ 83,535	\$ 5,847	\$ 89,382	Step 8	\$ 87,775	\$ 6,144	\$ 93,920
Step 9	\$ 86,892	\$ 6,082	\$ 92,974	Step 9	\$ 91,131	\$ 6,379	\$ 97,510
Step 10	\$ 89,374	\$ 6,256	\$ 95,630	Step 10	\$ 93,614	\$ 6,553	\$ 100,167
Step 11	\$ 92,156	\$ 6,451	\$ 98,607	Step 11	\$ 96,396	\$ 6,748	\$ 103,143
Step 12	\$ 94,476	\$ 6,613	\$ 101,090	Step 12	\$ 98,716	\$ 6,910	\$ 105,626
Step 13	\$ 96,623	\$ 6,764	\$ 103,387	Step 13	\$ 100,864	\$ 7,060	\$ 107,924
Step 14*	\$ 98,971	\$ 6,928	\$ 105,899	Step 14*	\$ 103,210	\$ 7,225	\$ 110,434
Step 15*	\$ 101,391	\$ 7,097	\$ 108,489	Step 15*	\$ 105,632	\$ 7,394	\$ 113,026
Step 16*	\$ 103,832	\$ 7,268	\$ 111,101	Step 16*	\$ 108,198	\$ 7,574	\$ 115,772

	Lane III FY15	Pension
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PSRP SALARY 208 PAID DAY SCHEDULE
JULY 1, 2012 to June 30, 2015*

Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)	Pension Pick-up	Total Comp
GA1	1	1st Year	\$ 25,606.70	\$ 1,792.47	\$ 27,399.17	\$ 26,118.84	\$ 1,828.32	\$ 27,947.15	\$ 26,641.21	\$ 1,864.88	\$ 28,506.10
GA1	2	After 1 Year	\$ 26,924.84	\$ 1,884.74	\$ 28,809.57	\$ 27,463.33	\$ 1,922.43	\$ 29,385.77	\$ 28,012.60	\$ 1,960.88	\$ 29,973.48
GA1	3	After 2 years	\$ 28,242.97	\$ 1,977.01	\$ 30,219.98	\$ 28,807.83	\$ 2,016.55	\$ 30,824.38	\$ 29,383.98	\$ 2,056.88	\$ 31,440.86
GA1	4	3.5 to 6 years inclusive	\$ 28,531.19	\$ 1,997.18	\$ 30,528.38	\$ 29,101.82	\$ 2,037.13	\$ 31,138.95	\$ 29,683.85	\$ 2,077.87	\$ 31,761.72
GA1	5	7th to 11th year inclusive	\$ 29,956.52	\$ 2,096.96	\$ 32,053.47	\$ 30,555.65	\$ 2,138.90	\$ 32,694.54	\$ 31,166.76	\$ 2,181.67	\$ 33,348.43
GA1	6	12th to 16th year inclusive	\$ 31,384.06	\$ 2,196.88	\$ 33,580.95	\$ 32,011.74	\$ 2,240.82	\$ 34,252.57	\$ 32,651.98	\$ 2,285.64	\$ 34,937.62
GA1	7	17th to 18th year inclusive	\$ 32,970.67	\$ 2,307.95	\$ 35,278.62	\$ 33,630.09	\$ 2,354.11	\$ 35,984.19	\$ 34,302.69	\$ 2,401.19	\$ 36,703.88
GA1	8	19th to 20th year inclusive	\$ 34,661.25	\$ 2,426.29	\$ 37,087.54	\$ 35,354.48	\$ 2,474.81	\$ 37,829.29	\$ 36,061.57	\$ 2,524.31	\$ 38,585.88
GA1	9	21st to 24th year inclusive	\$ 35,690.17	\$ 2,498.31	\$ 38,188.49	\$ 36,403.98	\$ 2,548.28	\$ 38,952.26	\$ 37,132.06	\$ 2,599.24	\$ 39,731.30
GA1	10	25th year and Thereafter	\$ 36,760.88	\$ 2,573.26	\$ 39,334.14	\$ 37,496.10	\$ 2,624.73	\$ 40,120.83	\$ 38,246.02	\$ 2,677.22	\$ 40,923.24
GA2	1	1st Year	\$ 26,646.70	\$ 1,865.27	\$ 28,511.97	\$ 27,179.64	\$ 1,902.57	\$ 29,082.21	\$ 27,723.23	\$ 1,940.63	\$ 29,663.85
GA2	2	After 1 Year	\$ 27,964.84	\$ 1,957.54	\$ 29,922.37	\$ 28,524.13	\$ 1,996.69	\$ 30,520.82	\$ 29,094.61	\$ 2,036.62	\$ 31,131.24
GA2	3	After 2 years	\$ 29,282.97	\$ 2,049.81	\$ 31,332.78	\$ 29,868.63	\$ 2,090.80	\$ 31,959.43	\$ 30,466.00	\$ 2,132.62	\$ 32,598.62
GA2	4	3.5 to 6 years inclusive	\$ 29,571.19	\$ 2,069.98	\$ 31,641.18	\$ 30,162.62	\$ 2,111.38	\$ 32,274.00	\$ 30,765.87	\$ 2,153.61	\$ 32,919.48
GA2	5	7th to 11th year inclusive	\$ 30,996.52	\$ 2,169.76	\$ 33,166.27	\$ 31,616.45	\$ 2,213.15	\$ 33,829.60	\$ 32,248.77	\$ 2,257.21	\$ 34,506.19
GA2	6	12th to 16th year inclusive	\$ 32,424.06	\$ 2,269.68	\$ 34,693.75	\$ 33,072.54	\$ 2,315.08	\$ 35,387.62	\$ 33,734.00	\$ 2,361.38	\$ 36,095.38
GA2	7	17th to 18th year inclusive	\$ 34,010.67	\$ 2,380.75	\$ 36,391.42	\$ 34,680.89	\$ 2,428.36	\$ 37,119.25	\$ 35,384.71	\$ 2,476.93	\$ 37,861.64
GA2	8	19th to 20th year inclusive	\$ 35,701.25	\$ 2,499.09	\$ 38,200.34	\$ 36,415.28	\$ 2,549.07	\$ 38,964.35	\$ 37,143.58	\$ 2,600.05	\$ 39,743.63
GA2	9	21st to 24th year inclusive	\$ 36,730.17	\$ 2,571.11	\$ 39,301.29	\$ 37,464.78	\$ 2,622.53	\$ 40,087.31	\$ 38,214.07	\$ 2,674.99	\$ 40,889.06
GA2	10	25th year and Thereafter	\$ 37,800.88	\$ 2,646.06	\$ 40,446.94	\$ 38,556.90	\$ 2,698.98	\$ 41,255.88	\$ 39,328.04	\$ 2,752.96	\$ 42,081.00
GB1	1	1st Year	\$ 25,837.97	\$ 1,808.66	\$ 27,646.62	\$ 26,354.73	\$ 1,844.83	\$ 28,199.56	\$ 26,881.82	\$ 1,881.73	\$ 28,763.55
GB1	2	After 1 Year	\$ 27,052.02	\$ 1,893.64	\$ 28,945.67	\$ 27,593.06	\$ 1,931.51	\$ 29,524.58	\$ 28,144.93	\$ 1,970.14	\$ 30,115.07
GB1	3	After 2 years	\$ 28,369.17	\$ 1,985.84	\$ 30,355.01	\$ 28,936.56	\$ 2,025.56	\$ 30,962.11	\$ 29,515.29	\$ 2,066.07	\$ 31,581.36
GB1	4	3.5 to 6 years inclusive	\$ 28,651.72	\$ 2,005.62	\$ 30,657.34	\$ 29,224.75	\$ 2,045.73	\$ 31,270.48	\$ 29,809.24	\$ 2,086.65	\$ 31,895.89
GB1	5	7th to 11th year inclusive	\$ 30,077.05	\$ 2,105.39	\$ 32,182.44	\$ 30,678.59	\$ 2,147.50	\$ 32,826.09	\$ 31,292.16	\$ 2,190.45	\$ 33,482.61
GB1	6	12th to 16th year inclusive	\$ 31,505.08	\$ 2,205.36	\$ 33,710.44	\$ 32,135.19	\$ 2,249.46	\$ 34,384.65	\$ 32,777.89	\$ 2,294.45	\$ 35,072.34
GB1	7	17th to 18th year inclusive	\$ 33,091.44	\$ 2,316.40	\$ 35,407.84	\$ 33,753.27	\$ 2,362.73	\$ 36,116.00	\$ 34,428.33	\$ 2,409.98	\$ 36,838.32
GB1	8	19th to 20th year inclusive	\$ 34,781.65	\$ 2,434.71	\$ 37,216.24	\$ 35,477.16	\$ 2,483.40	\$ 37,960.56	\$ 36,186.70	\$ 2,533.07	\$ 38,719.77
GB1	9	21st to 24th year inclusive	\$ 35,814.65	\$ 2,507.03	\$ 38,321.68	\$ 36,530.94	\$ 2,557.17	\$ 39,088.11	\$ 37,261.56	\$ 2,608.31	\$ 39,869.87
GB1	10	25th year and Thereafter	\$ 36,889.09	\$ 2,582.24	\$ 39,471.33	\$ 37,626.87	\$ 2,633.88	\$ 40,260.75	\$ 38,379.41	\$ 2,686.56	\$ 41,065.97

*208 day year includes 190 workdays, 10 paid vacation days and 8 paid holidays. School Clerks in Grade SCG09 have a 211 day year that includes 193 workdays, 10 paid vacation days and 8 paid holidays.

PSRP SALARY 208 PAID DAY SCHEDULE
JULY 1, 2012 to June 30, 2015*

Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)	Pension Pick-up	Total Comp
G05	1	1st Year	\$ 30,276.60	\$ 2,119.36	\$ 32,395.97	\$ 30,882.14	\$ 2,161.75	\$ 33,043.89	\$ 31,499.78	\$ 2,204.98	\$ 33,704.76
G05	2	After 1 Year	\$ 31,761.46	\$ 2,223.30	\$ 33,984.76	\$ 32,396.69	\$ 2,267.77	\$ 34,664.45	\$ 33,044.62	\$ 2,313.12	\$ 35,357.74
G05	3	After 2 years	\$ 33,353.74	\$ 2,334.76	\$ 35,688.50	\$ 33,940.81	\$ 2,381.46	\$ 36,402.27	\$ 34,701.23	\$ 2,429.09	\$ 37,130.32
G05	4	3.5 to 6 years inclusive	\$ 33,709.63	\$ 2,359.67	\$ 36,069.31	\$ 34,383.83	\$ 2,406.87	\$ 36,790.69	\$ 35,071.50	\$ 2,455.01	\$ 37,526.51
G05	5	7th to 11th year inclusive	\$ 35,347.12	\$ 2,474.30	\$ 37,821.41	\$ 36,054.06	\$ 2,523.78	\$ 38,577.84	\$ 36,775.14	\$ 2,574.26	\$ 39,349.40
G05	6	12th to 16th year inclusive	\$ 37,091.54	\$ 2,596.41	\$ 39,687.95	\$ 37,833.37	\$ 2,648.34	\$ 40,481.71	\$ 38,590.04	\$ 2,701.30	\$ 41,291.34
G05	7	17th to 18th year inclusive	\$ 38,938.71	\$ 2,725.71	\$ 41,664.42	\$ 39,717.48	\$ 2,780.22	\$ 42,497.71	\$ 40,511.83	\$ 2,835.83	\$ 43,347.66
G05	8	19th to 20th year inclusive	\$ 40,947.15	\$ 2,866.30	\$ 43,813.45	\$ 41,766.09	\$ 2,923.63	\$ 44,689.72	\$ 42,601.41	\$ 2,982.10	\$ 45,583.51
G05	9	21st to 24th year inclusive	\$ 42,163.29	\$ 2,951.43	\$ 45,114.72	\$ 43,006.56	\$ 3,010.46	\$ 46,017.02	\$ 43,866.69	\$ 3,077.67	\$ 46,937.36
G05	10	25th year and Thereafter	\$ 43,428.19	\$ 3,039.97	\$ 46,468.17	\$ 44,296.76	\$ 3,100.77	\$ 47,397.53	\$ 45,182.69	\$ 3,162.79	\$ 48,345.48
G06	1	1st Year	\$ 33,353.74	\$ 2,334.76	\$ 35,688.50	\$ 34,020.81	\$ 2,381.46	\$ 36,402.27	\$ 34,701.23	\$ 2,429.09	\$ 37,130.32
G06	2	After 1 Year	\$ 35,056.92	\$ 2,453.98	\$ 37,510.90	\$ 35,758.06	\$ 2,503.06	\$ 38,261.12	\$ 36,473.22	\$ 2,553.13	\$ 39,026.34
G06	3	After 2 years	\$ 36,761.57	\$ 2,573.31	\$ 39,334.88	\$ 37,496.80	\$ 2,624.78	\$ 40,121.58	\$ 38,246.74	\$ 2,677.27	\$ 40,924.01
G06	4	3.5 to 6 years inclusive	\$ 37,091.54	\$ 2,596.41	\$ 39,687.95	\$ 37,833.37	\$ 2,648.34	\$ 40,481.71	\$ 38,590.04	\$ 2,701.30	\$ 41,291.34
G06	5	7th to 11th year inclusive	\$ 38,938.71	\$ 2,725.71	\$ 41,664.42	\$ 39,717.48	\$ 2,780.22	\$ 42,497.71	\$ 40,511.83	\$ 2,835.83	\$ 43,347.66
G06	6	12th to 16th year inclusive	\$ 40,947.15	\$ 2,866.30	\$ 43,813.45	\$ 41,766.09	\$ 2,923.63	\$ 44,689.72	\$ 42,601.41	\$ 2,982.10	\$ 45,583.51
G06	7	17th to 18th year inclusive	\$ 42,954.86	\$ 3,006.84	\$ 45,961.70	\$ 43,813.96	\$ 3,066.98	\$ 46,880.93	\$ 44,690.23	\$ 3,128.32	\$ 47,818.55
G06	8	19th to 20th year inclusive	\$ 45,070.25	\$ 3,154.92	\$ 48,225.17	\$ 45,971.66	\$ 3,218.02	\$ 49,189.67	\$ 46,891.09	\$ 3,282.38	\$ 50,173.47
G06	9	21st to 24th year inclusive	\$ 46,872.71	\$ 3,281.09	\$ 50,153.80	\$ 47,810.17	\$ 3,346.71	\$ 51,156.88	\$ 48,766.37	\$ 3,413.65	\$ 52,180.01
G06	10	25th year and Thereafter	\$ 48,278.89	\$ 3,379.52	\$ 51,658.42	\$ 49,244.47	\$ 3,447.11	\$ 52,691.59	\$ 50,229.36	\$ 3,516.06	\$ 53,745.42
G07	1	1st Year	\$ 35,056.92	\$ 2,453.98	\$ 37,510.90	\$ 35,758.06	\$ 2,503.06	\$ 38,261.12	\$ 36,473.22	\$ 2,553.13	\$ 39,026.34
G07	2	After 1 Year	\$ 36,761.57	\$ 2,573.31	\$ 39,334.88	\$ 37,496.80	\$ 2,624.78	\$ 40,121.58	\$ 38,246.74	\$ 2,677.27	\$ 40,924.01
G07	3	After 2 years	\$ 38,594.91	\$ 2,700.24	\$ 41,275.15	\$ 39,346.41	\$ 2,754.25	\$ 42,100.65	\$ 40,133.33	\$ 2,809.33	\$ 42,942.67
G07	4	3.5 to 6 years inclusive	\$ 38,978.71	\$ 2,725.71	\$ 41,664.42	\$ 39,717.48	\$ 2,780.22	\$ 42,497.71	\$ 40,511.83	\$ 2,835.83	\$ 43,347.66
G07	5	7th to 11th year inclusive	\$ 40,947.15	\$ 2,866.30	\$ 43,813.45	\$ 41,766.09	\$ 2,923.63	\$ 44,689.72	\$ 42,601.41	\$ 2,982.10	\$ 45,583.51
G07	6	12th to 16th year inclusive	\$ 42,954.86	\$ 3,006.84	\$ 45,961.70	\$ 43,813.96	\$ 3,066.98	\$ 46,880.93	\$ 44,690.23	\$ 3,128.32	\$ 47,818.55
G07	7	17th to 18th year inclusive	\$ 45,069.25	\$ 3,154.85	\$ 48,224.10	\$ 45,970.64	\$ 3,217.94	\$ 49,188.58	\$ 46,890.05	\$ 3,282.30	\$ 50,172.36
G07	8	19th to 20th year inclusive	\$ 47,394.81	\$ 3,317.57	\$ 50,711.41	\$ 48,341.72	\$ 3,383.92	\$ 51,725.64	\$ 49,308.55	\$ 3,451.60	\$ 52,760.15
G07	9	21st to 24th year inclusive	\$ 48,801.63	\$ 3,416.11	\$ 52,217.74	\$ 49,777.66	\$ 3,484.44	\$ 53,262.10	\$ 50,773.21	\$ 3,554.13	\$ 54,327.34
G07	10	25th year and Thereafter	\$ 50,265.68	\$ 3,518.60	\$ 53,784.28	\$ 51,270.99	\$ 3,588.97	\$ 54,859.96	\$ 52,296.41	\$ 3,660.75	\$ 55,957.16

*208 day year includes 190 workdays, 10 paid vacation days and 8 paid holidays. School Clerks in Grade SCG09 have a 211 day year that includes 193 workdays, 10 paid vacation days and 8 paid holidays.

PSRP SALARY 208 PAID DAY SCHEDULE
JULY 1, 2012 to June 30, 2015*

Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)	Pension Pick-up	Total Comp
GA10	1	1st Year	\$ 41,552.51	\$ 2,908.68	\$ 44,461.18	\$ 42,383.56	\$ 2,966.85	\$ 45,350.41	\$ 43,231.23	\$ 3,026.19	\$ 46,257.42
GA10	2	After 1 Year	\$ 43,597.51	\$ 3,051.83	\$ 46,649.33	\$ 44,469.46	\$ 3,112.86	\$ 47,582.32	\$ 45,358.84	\$ 3,175.12	\$ 48,533.96
GA10	3	After 2 years	\$ 45,846.50	\$ 3,209.26	\$ 49,055.76	\$ 46,763.43	\$ 3,273.44	\$ 50,036.87	\$ 47,698.70	\$ 3,338.91	\$ 51,037.61
GA10	4	3.5 to 6 years inclusive	\$ 48,147.13	\$ 3,370.30	\$ 51,517.43	\$ 49,110.07	\$ 3,437.71	\$ 52,547.78	\$ 50,092.27	\$ 3,506.46	\$ 53,598.73
GA10	5	7th to 11th year inclusive	\$ 50,600.15	\$ 3,542.01	\$ 54,142.16	\$ 51,612.15	\$ 3,612.85	\$ 55,225.00	\$ 52,644.39	\$ 3,685.11	\$ 56,329.50
GA10	6	12th to 16th year inclusive	\$ 53,104.27	\$ 3,717.30	\$ 56,821.57	\$ 54,166.36	\$ 3,791.65	\$ 57,958.00	\$ 55,249.69	\$ 3,867.48	\$ 59,117.16
GA10	7	17th to 18th year inclusive	\$ 55,763.51	\$ 3,903.45	\$ 59,666.96	\$ 56,878.78	\$ 3,981.51	\$ 60,860.30	\$ 58,016.36	\$ 4,061.15	\$ 62,077.50
GA10	8	19th to 20th year inclusive	\$ 58,522.78	\$ 4,096.59	\$ 62,619.38	\$ 59,693.24	\$ 4,178.53	\$ 63,871.77	\$ 60,887.10	\$ 4,262.10	\$ 65,149.20
GA10	9	21st to 24th year inclusive	\$ 60,272.63	\$ 4,219.08	\$ 64,491.72	\$ 61,478.09	\$ 4,303.47	\$ 65,781.55	\$ 62,707.65	\$ 4,389.54	\$ 67,097.18
GA10	10	25th year and Thereafter	\$ 62,080.81	\$ 4,345.66	\$ 66,426.47	\$ 63,322.43	\$ 4,432.57	\$ 67,755.00	\$ 64,588.88	\$ 4,521.22	\$ 69,110.10
G10	1	1st Year	\$ 42,954.86	\$ 3,006.84	\$ 45,961.70	\$ 43,813.96	\$ 3,066.98	\$ 46,880.93	\$ 44,690.23	\$ 3,128.32	\$ 47,818.55
G10	2	After 1 Year	\$ 45,069.25	\$ 3,154.85	\$ 48,224.10	\$ 45,970.64	\$ 3,217.94	\$ 49,188.58	\$ 46,890.05	\$ 3,282.30	\$ 50,172.36
G10	3	After 2 years	\$ 47,393.84	\$ 3,317.57	\$ 50,711.41	\$ 48,341.72	\$ 3,383.92	\$ 51,725.64	\$ 49,308.55	\$ 3,451.60	\$ 52,760.15
G10	4	3.5 to 6 years inclusive	\$ 49,772.02	\$ 3,484.04	\$ 53,256.06	\$ 50,767.46	\$ 3,553.72	\$ 54,321.18	\$ 51,782.81	\$ 3,624.80	\$ 55,407.61
G10	5	7th to 11th year inclusive	\$ 52,307.51	\$ 3,661.53	\$ 55,969.04	\$ 53,353.66	\$ 3,734.76	\$ 57,088.42	\$ 54,420.74	\$ 3,809.45	\$ 58,230.19
G10	6	12th to 16th year inclusive	\$ 54,896.61	\$ 3,842.76	\$ 58,739.37	\$ 55,994.54	\$ 3,919.62	\$ 59,914.16	\$ 57,114.43	\$ 3,998.01	\$ 61,112.44
G10	7	17th to 18th year inclusive	\$ 57,646.00	\$ 4,035.22	\$ 61,681.22	\$ 58,798.92	\$ 4,115.92	\$ 62,914.85	\$ 59,974.90	\$ 4,198.24	\$ 64,173.14
G10	8	19th to 20th year inclusive	\$ 60,497.64	\$ 4,234.83	\$ 64,732.48	\$ 61,707.60	\$ 4,319.53	\$ 66,027.13	\$ 62,941.75	\$ 4,405.92	\$ 67,347.67
G10	9	21st to 24th year inclusive	\$ 62,294.42	\$ 4,360.61	\$ 66,655.03	\$ 63,540.31	\$ 4,447.82	\$ 67,988.13	\$ 64,811.11	\$ 4,536.78	\$ 69,347.89
G10	10	25th year and Thereafter	\$ 64,163.25	\$ 4,491.43	\$ 68,654.68	\$ 65,446.52	\$ 4,581.26	\$ 70,027.77	\$ 66,755.45	\$ 4,672.88	\$ 71,428.33
G11	1	1st Year	\$ 45,846.50	\$ 3,209.26	\$ 49,055.76	\$ 46,763.43	\$ 3,273.44	\$ 50,036.87	\$ 47,698.70	\$ 3,338.91	\$ 51,037.61
G11	2	After 1 Year	\$ 48,147.13	\$ 3,370.30	\$ 51,517.43	\$ 49,110.07	\$ 3,437.71	\$ 52,547.78	\$ 50,092.27	\$ 3,506.46	\$ 53,598.73
G11	3	After 2 years	\$ 50,600.15	\$ 3,542.01	\$ 54,142.16	\$ 51,612.15	\$ 3,612.85	\$ 55,225.00	\$ 52,644.39	\$ 3,685.11	\$ 56,329.50
G11	4	3.5 to 6 years inclusive	\$ 53,104.27	\$ 3,717.30	\$ 56,821.57	\$ 54,166.36	\$ 3,791.65	\$ 57,958.00	\$ 55,249.69	\$ 3,867.48	\$ 59,117.16
G11	5	7th to 11th year inclusive	\$ 55,763.51	\$ 3,903.45	\$ 59,666.96	\$ 56,878.78	\$ 3,981.51	\$ 60,860.30	\$ 58,016.36	\$ 4,061.15	\$ 62,077.50
G11	6	12th to 16th year inclusive	\$ 58,522.78	\$ 4,096.59	\$ 62,619.38	\$ 59,693.24	\$ 4,178.53	\$ 63,871.77	\$ 60,887.10	\$ 4,262.10	\$ 65,149.20
G11	7	17th to 18th year inclusive	\$ 61,436.17	\$ 4,300.55	\$ 65,736.70	\$ 62,664.89	\$ 4,386.54	\$ 67,051.43	\$ 63,918.19	\$ 4,474.27	\$ 68,392.46
G11	8	19th to 20th year inclusive	\$ 64,503.91	\$ 4,515.27	\$ 69,019.18	\$ 65,793.99	\$ 4,605.58	\$ 70,399.57	\$ 67,109.87	\$ 4,697.69	\$ 71,807.56
G11	9	21st to 24th year inclusive	\$ 66,438.51	\$ 4,650.70	\$ 71,089.20	\$ 67,767.28	\$ 4,743.71	\$ 72,510.99	\$ 69,122.63	\$ 4,838.58	\$ 73,961.21
G11	10	25th year and Thereafter	\$ 68,431.67	\$ 4,790.22	\$ 73,221.88	\$ 69,800.30	\$ 4,886.02	\$ 74,686.32	\$ 71,196.30	\$ 4,983.74	\$ 76,180.05

PSRP SALARY SCHEDULES FOR 248 PAID DAYS											
JULY 1, 2012 to June 30, 2015											
Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)	Pension Pick-up	Total Comp
GA1	1	1st Year	\$ 30,363.84	\$ 2,125.47	\$ 32,489.31	\$ 30,971.12	\$ 2,167.98	\$ 33,139.09	\$ 31,590.54	\$ 2,211.34	\$ 33,801.88
GA1	2	After 1 Year	\$ 31,929.04	\$ 2,235.03	\$ 34,164.07	\$ 32,567.62	\$ 2,279.73	\$ 34,847.35	\$ 33,218.97	\$ 2,325.33	\$ 35,544.30
GA1	3	After 2 years	\$ 33,492.16	\$ 2,344.45	\$ 35,836.61	\$ 34,162.00	\$ 2,391.34	\$ 36,553.34	\$ 34,845.24	\$ 2,439.17	\$ 37,284.41
GA1	4	3.5 to 6 years inclusive	\$ 33,833.28	\$ 2,368.33	\$ 36,201.61	\$ 34,509.95	\$ 2,415.70	\$ 36,925.64	\$ 35,200.14	\$ 2,464.01	\$ 37,664.15
GA1	5	7th to 11th year inclusive	\$ 35,523.28	\$ 2,486.63	\$ 38,009.91	\$ 36,233.75	\$ 2,536.36	\$ 38,770.11	\$ 36,958.42	\$ 2,587.09	\$ 39,545.51
GA1	6	12th to 16th year inclusive	\$ 37,217.44	\$ 2,605.22	\$ 39,822.66	\$ 37,961.79	\$ 2,657.33	\$ 40,619.11	\$ 38,721.02	\$ 2,710.47	\$ 41,431.50
GA1	7	17th to 18th year inclusive	\$ 39,096.72	\$ 2,736.77	\$ 41,833.49	\$ 39,878.65	\$ 2,791.51	\$ 42,670.16	\$ 40,676.23	\$ 2,847.34	\$ 43,523.56
GA1	8	19th to 20th year inclusive	\$ 41,102.88	\$ 2,877.20	\$ 43,980.08	\$ 41,924.94	\$ 2,934.75	\$ 44,859.68	\$ 42,763.44	\$ 2,993.44	\$ 45,756.88
GA1	9	21st to 24th year inclusive	\$ 42,331.12	\$ 2,963.18	\$ 45,294.30	\$ 43,177.74	\$ 3,022.44	\$ 46,200.18	\$ 44,041.30	\$ 3,082.89	\$ 47,124.19
GA1	10	25th year and Thereafter	\$ 43,600.96	\$ 3,052.07	\$ 46,653.03	\$ 44,472.98	\$ 3,113.11	\$ 47,586.09	\$ 45,362.44	\$ 3,175.37	\$ 48,537.81
GA2	1	1st Year	\$ 31,403.84	\$ 2,198.27	\$ 33,602.11	\$ 32,031.92	\$ 2,242.23	\$ 34,274.15	\$ 32,672.56	\$ 2,287.08	\$ 34,959.63
GA2	2	After 1 Year	\$ 32,969.04	\$ 2,307.83	\$ 35,276.87	\$ 33,628.42	\$ 2,353.99	\$ 35,982.41	\$ 34,300.99	\$ 2,401.07	\$ 36,702.06
GA2	3	After 2 years	\$ 34,532.16	\$ 2,417.25	\$ 36,949.41	\$ 35,222.80	\$ 2,465.60	\$ 37,688.40	\$ 35,927.26	\$ 2,514.91	\$ 38,442.17
GA2	4	3.5 to 6 years inclusive	\$ 34,873.28	\$ 2,441.13	\$ 37,314.41	\$ 35,570.75	\$ 2,489.95	\$ 38,060.70	\$ 36,282.16	\$ 2,539.75	\$ 38,821.91
GA2	5	7th to 11th year inclusive	\$ 36,563.28	\$ 2,559.43	\$ 39,122.71	\$ 37,294.55	\$ 2,610.62	\$ 39,905.16	\$ 38,040.44	\$ 2,662.83	\$ 40,703.27
GA2	6	12th to 16th year inclusive	\$ 38,257.44	\$ 2,678.02	\$ 40,935.46	\$ 39,022.59	\$ 2,731.58	\$ 41,754.17	\$ 39,803.04	\$ 2,786.21	\$ 42,589.25
GA2	7	17th to 18th year inclusive	\$ 40,136.72	\$ 2,809.57	\$ 42,946.29	\$ 40,939.45	\$ 2,865.76	\$ 43,805.22	\$ 41,758.24	\$ 2,923.08	\$ 44,681.32
GA2	8	19th to 20th year inclusive	\$ 42,142.88	\$ 2,950.00	\$ 45,092.88	\$ 42,985.74	\$ 3,009.00	\$ 45,994.74	\$ 43,845.45	\$ 3,069.18	\$ 46,914.63
GA2	9	21st to 24th year inclusive	\$ 43,371.12	\$ 3,035.98	\$ 46,407.10	\$ 44,238.54	\$ 3,096.70	\$ 47,335.24	\$ 45,123.31	\$ 3,158.63	\$ 48,281.95
GA2	10	25th year and Thereafter	\$ 44,640.96	\$ 3,124.87	\$ 47,765.83	\$ 45,533.78	\$ 3,187.36	\$ 48,721.14	\$ 46,444.45	\$ 3,251.11	\$ 49,695.57
GB1	1	1st Year	\$ 30,490.72	\$ 2,134.35	\$ 32,625.07	\$ 31,100.53	\$ 2,177.04	\$ 33,277.57	\$ 31,722.55	\$ 2,220.58	\$ 33,943.12
GB1	2	After 1 Year	\$ 32,053.84	\$ 2,243.77	\$ 34,297.61	\$ 32,694.92	\$ 2,288.64	\$ 34,983.56	\$ 33,348.82	\$ 2,334.42	\$ 35,683.23
GB1	3	After 2 years	\$ 33,616.96	\$ 2,353.19	\$ 35,970.15	\$ 34,289.30	\$ 2,400.25	\$ 36,689.55	\$ 34,975.09	\$ 2,448.26	\$ 37,423.34
GB1	4	3.5 to 6 years inclusive	\$ 33,954.96	\$ 2,376.85	\$ 36,331.81	\$ 34,634.06	\$ 2,424.38	\$ 37,058.44	\$ 35,326.74	\$ 2,472.87	\$ 37,799.61
GB1	5	7th to 11th year inclusive	\$ 35,644.96	\$ 2,495.15	\$ 38,140.11	\$ 36,357.86	\$ 2,545.05	\$ 38,902.91	\$ 37,085.02	\$ 2,595.95	\$ 39,680.97
GB1	6	12th to 16th year inclusive	\$ 37,339.12	\$ 2,613.74	\$ 39,952.86	\$ 38,085.90	\$ 2,666.01	\$ 40,751.92	\$ 38,847.62	\$ 2,719.33	\$ 41,566.95
GB1	7	17th to 18th year inclusive	\$ 39,218.40	\$ 2,745.29	\$ 41,963.69	\$ 40,002.77	\$ 2,800.19	\$ 42,802.96	\$ 40,802.82	\$ 2,856.20	\$ 43,659.02
GB1	8	19th to 20th year inclusive	\$ 41,221.44	\$ 2,885.50	\$ 44,106.94	\$ 42,045.87	\$ 2,943.21	\$ 44,989.08	\$ 42,886.79	\$ 3,002.08	\$ 45,888.86
GB1	9	21st to 24th year inclusive	\$ 42,446.56	\$ 2,971.26	\$ 45,417.82	\$ 43,295.49	\$ 3,030.68	\$ 46,326.18	\$ 44,161.40	\$ 3,091.30	\$ 47,252.70
GB1	10	25th year and Thereafter	\$ 43,719.52	\$ 3,060.37	\$ 46,779.89	\$ 44,593.91	\$ 3,121.57	\$ 47,715.48	\$ 45,485.79	\$ 3,184.01	\$ 48,669.79

*Based on 229-30 workdays, 10 paid vacation days and up to 9 paid holidays (may vary)
**School Clerks in Grade SCG09 have 3 additional workdays.

PSRP SALARY SCHEDULES FOR 248 PAID DAYS											
JULY 1, 2012 to June 30, 2015											
Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)	Pension Pick-up	Total Comp
GB2	1	1st Year	\$ 31,530.72	\$ 2,207.15	\$ 33,737.87	\$ 32,161.33	\$ 2,251.29	\$ 34,412.63	\$ 32,804.56	\$ 2,296.32	\$ 35,100.88
GB2	2	After 1 Year	\$ 33,093.84	\$ 2,316.57	\$ 35,410.41	\$ 33,755.72	\$ 2,362.90	\$ 36,118.62	\$ 34,430.83	\$ 2,410.16	\$ 36,840.99
GB2	3	After 2 years	\$ 34,656.96	\$ 2,425.99	\$ 37,082.95	\$ 35,350.10	\$ 2,474.51	\$ 37,824.61	\$ 36,057.10	\$ 2,524.00	\$ 38,581.10
GB2	4	3.5 to 6 years inclusive	\$ 34,994.96	\$ 2,449.65	\$ 37,444.61	\$ 35,694.86	\$ 2,498.64	\$ 38,193.50	\$ 36,408.76	\$ 2,548.61	\$ 38,957.37
GB2	5	7th to 11th year inclusive	\$ 36,684.96	\$ 2,567.95	\$ 39,252.91	\$ 37,418.66	\$ 2,619.31	\$ 40,037.97	\$ 38,167.03	\$ 2,671.69	\$ 40,838.72
GB2	6	12th to 16th year inclusive	\$ 38,379.12	\$ 2,686.54	\$ 41,065.66	\$ 39,146.70	\$ 2,740.27	\$ 41,886.97	\$ 39,929.64	\$ 2,795.07	\$ 42,724.71
GB2	7	17th to 18th year inclusive	\$ 40,258.40	\$ 2,818.09	\$ 43,076.49	\$ 41,063.57	\$ 2,874.45	\$ 43,938.02	\$ 41,884.84	\$ 2,931.94	\$ 44,816.78
GB2	8	19th to 20th year inclusive	\$ 42,261.44	\$ 2,958.30	\$ 45,219.74	\$ 43,106.67	\$ 3,017.47	\$ 46,124.14	\$ 43,968.80	\$ 3,077.82	\$ 47,046.62
GB2	9	21st to 24th year inclusive	\$ 43,486.56	\$ 3,044.06	\$ 46,530.62	\$ 44,356.29	\$ 3,104.94	\$ 47,461.23	\$ 45,243.42	\$ 3,167.04	\$ 48,410.46
GB2	10	25th year and Thereafter	\$ 44,759.52	\$ 3,133.17	\$ 47,892.69	\$ 45,654.71	\$ 3,195.83	\$ 48,850.54	\$ 46,567.80	\$ 3,259.75	\$ 49,827.55
G03	1	1st Year	\$ 32,582.16	\$ 2,280.75	\$ 34,862.91	\$ 33,233.80	\$ 2,326.37	\$ 35,560.17	\$ 33,898.48	\$ 2,372.89	\$ 36,271.37
G03	2	After 1 Year	\$ 34,210.80	\$ 2,394.76	\$ 36,605.56	\$ 34,895.02	\$ 2,442.65	\$ 37,337.67	\$ 35,592.92	\$ 2,491.50	\$ 38,084.42
G03	3	After 2 years	\$ 35,902.88	\$ 2,513.20	\$ 38,416.08	\$ 36,620.94	\$ 2,563.47	\$ 39,184.40	\$ 37,353.36	\$ 2,614.73	\$ 39,968.09
G03	4	3.5 to 6 years inclusive	\$ 36,213.84	\$ 2,534.97	\$ 38,748.81	\$ 36,938.12	\$ 2,585.67	\$ 39,523.78	\$ 37,676.88	\$ 2,637.38	\$ 40,314.26
G03	5	7th to 11th year inclusive	\$ 38,029.68	\$ 2,662.08	\$ 40,691.76	\$ 38,790.27	\$ 2,715.32	\$ 41,505.59	\$ 39,566.08	\$ 2,769.63	\$ 42,335.70
G03	6	12th to 16th year inclusive	\$ 39,974.48	\$ 2,798.21	\$ 42,772.69	\$ 40,773.97	\$ 2,854.18	\$ 43,628.15	\$ 41,589.45	\$ 2,911.26	\$ 44,500.71
G03	7	17th to 18th year inclusive	\$ 41,916.16	\$ 2,934.13	\$ 44,850.29	\$ 42,754.48	\$ 2,992.81	\$ 45,747.30	\$ 43,609.57	\$ 3,052.67	\$ 46,662.24
G03	8	19th to 20th year inclusive	\$ 43,983.68	\$ 3,078.86	\$ 47,062.54	\$ 44,863.35	\$ 3,140.43	\$ 48,003.79	\$ 45,760.62	\$ 3,203.24	\$ 48,963.86
G03	9	21st to 24th year inclusive	\$ 45,299.28	\$ 3,170.95	\$ 48,470.23	\$ 46,205.27	\$ 3,234.37	\$ 49,439.63	\$ 47,129.37	\$ 3,299.06	\$ 50,428.43
G03	10	25th year and Thereafter	\$ 46,657.52	\$ 3,266.03	\$ 49,923.55	\$ 47,590.67	\$ 3,331.35	\$ 50,922.02	\$ 48,542.48	\$ 3,397.97	\$ 51,940.46
GB3	1	1st Year	\$ 33,622.16	\$ 2,353.55	\$ 35,975.71	\$ 34,294.60	\$ 2,400.62	\$ 36,695.23	\$ 34,980.50	\$ 2,448.63	\$ 37,429.13
GB3	2	After 1 Year	\$ 35,250.80	\$ 2,467.56	\$ 37,718.36	\$ 35,955.82	\$ 2,516.91	\$ 38,472.72	\$ 36,674.93	\$ 2,567.25	\$ 39,242.18
GB3	3	After 2 years	\$ 36,942.88	\$ 2,586.00	\$ 39,528.88	\$ 37,681.74	\$ 2,637.72	\$ 40,319.46	\$ 38,435.37	\$ 2,690.48	\$ 41,125.85
GB3	4	3.5 to 6 years inclusive	\$ 37,253.84	\$ 2,607.77	\$ 39,861.61	\$ 37,998.92	\$ 2,659.92	\$ 40,658.84	\$ 38,758.90	\$ 2,713.12	\$ 41,472.02
GB3	5	7th to 11th year inclusive	\$ 39,069.68	\$ 2,734.88	\$ 41,804.56	\$ 39,851.07	\$ 2,789.58	\$ 42,640.65	\$ 40,648.10	\$ 2,845.37	\$ 43,493.46
GB3	6	12th to 16th year inclusive	\$ 41,014.48	\$ 2,871.01	\$ 43,885.49	\$ 41,834.77	\$ 2,928.43	\$ 44,763.20	\$ 42,671.46	\$ 2,987.00	\$ 45,658.47
GB3	7	17th to 18th year inclusive	\$ 42,956.16	\$ 3,006.93	\$ 45,963.09	\$ 43,815.28	\$ 3,067.07	\$ 46,882.35	\$ 44,691.59	\$ 3,128.41	\$ 47,820.00
GB3	8	19th to 20th year inclusive	\$ 45,023.68	\$ 3,151.66	\$ 48,175.34	\$ 45,924.15	\$ 3,214.69	\$ 49,138.84	\$ 46,842.64	\$ 3,278.98	\$ 50,121.62
GB3	9	21st to 24th year inclusive	\$ 46,339.28	\$ 3,243.75	\$ 49,583.03	\$ 47,266.07	\$ 3,308.62	\$ 50,574.69	\$ 48,211.39	\$ 3,374.80	\$ 51,586.18
GB3	10	25th year and Thereafter	\$ 47,697.52	\$ 3,338.83	\$ 51,036.35	\$ 48,651.47	\$ 3,405.60	\$ 52,057.07	\$ 49,624.50	\$ 3,473.71	\$ 53,098.21

*Based on 229-30 workdays, 10 paid vacation days and up to 9 paid holidays (may vary)
**School Clerks in Grade SCG09 have 3 additional workdays.

PSRP SALARY SCHEDULES FOR 248 PAID DAYS											
JULY 1, 2012 to June 30, 2015											
Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)	Pension Pick-up	Total Comp
G05	1	1st Year	\$ 35,903.92	\$ 2,513.27	\$ 38,417.19	\$ 36,622.00	\$ 2,563.54	\$ 39,185.54	\$ 37,354.44	\$ 2,614.81	\$ 39,969.25
G05	2	After 1 Year	\$ 37,660.48	\$ 2,636.23	\$ 40,296.71	\$ 38,413.69	\$ 2,688.96	\$ 41,102.65	\$ 39,181.96	\$ 2,742.74	\$ 41,924.70
G05	3	After 2 years	\$ 39,552.24	\$ 2,768.66	\$ 42,320.90	\$ 40,343.28	\$ 2,824.03	\$ 43,167.31	\$ 41,150.15	\$ 2,880.51	\$ 44,030.66
G05	4	3.5 to 6 years inclusive	\$ 39,976.56	\$ 2,798.36	\$ 42,774.92	\$ 40,776.09	\$ 2,854.33	\$ 43,630.42	\$ 41,591.61	\$ 2,911.41	\$ 44,503.03
G05	5	7th to 11th year inclusive	\$ 41,916.16	\$ 2,934.13	\$ 44,850.29	\$ 42,754.48	\$ 2,992.81	\$ 45,747.30	\$ 43,609.57	\$ 3,052.67	\$ 46,662.24
G05	6	12th to 16th year inclusive	\$ 43,985.76	\$ 3,079.00	\$ 47,064.76	\$ 44,865.48	\$ 3,140.58	\$ 48,006.06	\$ 45,762.78	\$ 3,203.39	\$ 48,966.18
G05	7	17th to 18th year inclusive	\$ 46,176.00	\$ 3,232.32	\$ 49,408.32	\$ 47,099.52	\$ 3,296.97	\$ 50,396.49	\$ 48,041.51	\$ 3,362.91	\$ 51,404.42
G05	8	19th to 20th year inclusive	\$ 48,558.64	\$ 3,399.10	\$ 51,957.74	\$ 49,529.81	\$ 3,467.09	\$ 52,996.90	\$ 50,520.41	\$ 3,536.43	\$ 54,056.84
G05	9	21st to 24th year inclusive	\$ 50,002.16	\$ 3,500.15	\$ 53,502.31	\$ 51,002.20	\$ 3,570.15	\$ 54,572.36	\$ 52,022.25	\$ 3,641.56	\$ 55,663.80
G05	10	25th year and Thereafter	\$ 51,501.84	\$ 3,605.13	\$ 55,106.97	\$ 52,531.88	\$ 3,677.23	\$ 56,209.11	\$ 53,582.51	\$ 3,750.78	\$ 57,333.29
G06	1	1st Year	\$ 38,399.92	\$ 2,687.99	\$ 41,087.91	\$ 39,167.92	\$ 2,741.75	\$ 41,909.67	\$ 39,951.28	\$ 2,796.59	\$ 42,747.87
G06	2	After 1 Year	\$ 40,359.28	\$ 2,825.15	\$ 43,184.43	\$ 41,166.47	\$ 2,881.65	\$ 44,048.12	\$ 41,989.79	\$ 2,939.29	\$ 44,929.08
G06	3	After 2 years	\$ 42,321.76	\$ 2,962.52	\$ 45,284.28	\$ 43,168.20	\$ 3,021.77	\$ 46,189.97	\$ 44,031.56	\$ 3,082.21	\$ 47,113.77
G06	4	3.5 to 6 years inclusive	\$ 42,703.44	\$ 2,989.24	\$ 45,692.68	\$ 43,557.15	\$ 3,049.03	\$ 46,605.93	\$ 44,428.66	\$ 3,110.21	\$ 47,538.67
G06	5	7th to 11th year inclusive	\$ 44,830.24	\$ 3,138.12	\$ 47,968.36	\$ 45,726.86	\$ 3,200.88	\$ 48,927.72	\$ 46,461.38	\$ 3,264.90	\$ 49,906.28
G06	6	12th to 16th year inclusive	\$ 47,143.20	\$ 3,300.02	\$ 50,443.22	\$ 48,066.06	\$ 3,366.02	\$ 51,432.09	\$ 49,047.79	\$ 3,433.34	\$ 52,481.13
G06	7	17th to 18th year inclusive	\$ 49,454.08	\$ 3,461.79	\$ 52,915.87	\$ 50,443.16	\$ 3,531.02	\$ 53,974.18	\$ 51,552.02	\$ 3,601.64	\$ 55,053.67
G06	8	19th to 20th year inclusive	\$ 51,887.68	\$ 3,621.14	\$ 55,508.82	\$ 52,925.43	\$ 3,704.78	\$ 56,630.21	\$ 53,983.94	\$ 3,778.88	\$ 57,762.82
G06	9	21st to 24th year inclusive	\$ 53,428.96	\$ 3,740.03	\$ 57,168.99	\$ 54,497.54	\$ 3,814.83	\$ 58,312.37	\$ 55,587.49	\$ 3,881.12	\$ 59,478.61
G06	10	25th year and Thereafter	\$ 55,031.60	\$ 3,852.21	\$ 58,883.81	\$ 56,132.23	\$ 3,929.26	\$ 60,061.49	\$ 57,254.88	\$ 4,007.84	\$ 61,262.72
G06	1	1st Year	\$ 39,553.28	\$ 2,768.73	\$ 42,322.01	\$ 40,344.35	\$ 2,824.10	\$ 43,168.45	\$ 41,151.23	\$ 2,880.59	\$ 44,031.82
G06	2	After 1 Year	\$ 41,568.80	\$ 2,909.82	\$ 44,478.62	\$ 42,400.18	\$ 2,968.01	\$ 45,368.19	\$ 43,248.18	\$ 3,027.37	\$ 46,275.55
G06	3	After 2 years	\$ 43,593.68	\$ 3,051.56	\$ 46,645.24	\$ 44,465.55	\$ 3,112.59	\$ 47,578.14	\$ 45,354.86	\$ 3,174.84	\$ 48,529.71
G06	4	3.5 to 6 years inclusive	\$ 43,986.80	\$ 3,079.08	\$ 47,065.88	\$ 44,866.54	\$ 3,140.66	\$ 48,007.19	\$ 45,763.87	\$ 3,203.47	\$ 48,967.34
G06	5	7th to 11th year inclusive	\$ 46,176.00	\$ 3,232.32	\$ 49,408.32	\$ 47,099.52	\$ 3,296.97	\$ 50,396.49	\$ 48,041.51	\$ 3,362.91	\$ 51,404.42
G06	6	12th to 16th year inclusive	\$ 48,558.64	\$ 3,399.10	\$ 51,957.74	\$ 49,529.81	\$ 3,467.09	\$ 52,996.90	\$ 50,520.41	\$ 3,536.43	\$ 54,056.84
G06	7	17th to 18th year inclusive	\$ 50,938.16	\$ 3,565.67	\$ 54,503.83	\$ 51,956.92	\$ 3,636.98	\$ 55,593.91	\$ 52,996.06	\$ 3,709.72	\$ 56,705.79
G06	8	19th to 20th year inclusive	\$ 53,447.68	\$ 3,741.34	\$ 57,189.02	\$ 54,516.63	\$ 3,816.16	\$ 58,332.80	\$ 55,606.97	\$ 3,892.49	\$ 59,495.45
G06	9	21st to 24th year inclusive	\$ 54,511.60	\$ 3,815.81	\$ 58,327.41	\$ 55,601.83	\$ 3,892.13	\$ 59,493.96	\$ 56,713.87	\$ 3,969.97	\$ 60,683.84
G06	10	25th year and Thereafter	\$ 56,146.48	\$ 3,930.25	\$ 60,076.73	\$ 57,269.41	\$ 4,008.86	\$ 61,278.27	\$ 58,414.80	\$ 4,089.04	\$ 62,503.83

PSRP SALARY SCHEDULES FOR 52 WEEKS									
JULY 1, 2012 to June 30, 2015									
Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)
GB1	1	1st Year	\$ 31,070.00	\$ 2,174.90	\$ 33,244.90	\$ 31,691.40	\$ 2,218.40	\$ 33,909.80	\$ 32,325.23
GB1	2	After 1 Year	\$ 32,663.28	\$ 2,286.43	\$ 34,949.71	\$ 33,316.55	\$ 2,332.16	\$ 35,648.70	\$ 33,982.88
GB1	3	After 2 years	\$ 34,259.68	\$ 2,398.18	\$ 36,657.86	\$ 34,944.87	\$ 2,446.14	\$ 37,391.01	\$ 35,643.77
GB1	4	3.5 to 6 years inclusive	\$ 34,600.80	\$ 2,422.06	\$ 37,022.86	\$ 35,292.82	\$ 2,470.50	\$ 37,763.31	\$ 35,998.67
GB1	5	7th to 11th year inclusive	\$ 36,325.12	\$ 2,542.76	\$ 38,867.88	\$ 37,051.62	\$ 2,593.61	\$ 39,645.24	\$ 37,792.65
GB1	6	12th to 16th year inclusive	\$ 38,049.44	\$ 2,663.46	\$ 40,712.90	\$ 38,810.43	\$ 2,716.73	\$ 41,527.16	\$ 39,586.64
GB1	7	17th to 18th year inclusive	\$ 39,967.20	\$ 2,797.70	\$ 42,764.90	\$ 40,766.54	\$ 2,853.66	\$ 43,620.20	\$ 41,581.87
GB1	8	19th to 20th year inclusive	\$ 42,008.72	\$ 2,940.61	\$ 44,949.33	\$ 42,848.89	\$ 2,999.42	\$ 45,848.32	\$ 43,705.87
GB1	9	21st to 24th year inclusive	\$ 43,256.72	\$ 3,027.97	\$ 46,284.69	\$ 44,121.85	\$ 3,088.53	\$ 47,210.38	\$ 45,004.29
GB1	10	25th year and Thereafter	\$ 44,553.60	\$ 3,118.75	\$ 47,672.35	\$ 45,444.67	\$ 3,181.13	\$ 48,625.80	\$ 46,353.57
GB2	1	1st Year	\$ 32,110.00	\$ 2,247.70	\$ 34,357.70	\$ 32,752.20	\$ 2,292.65	\$ 35,044.85	\$ 33,407.24
GB2	2	After 1 Year	\$ 33,703.28	\$ 2,359.23	\$ 36,062.51	\$ 34,377.35	\$ 2,406.41	\$ 36,783.76	\$ 35,064.89
GB2	3	After 2 years	\$ 35,299.68	\$ 2,470.98	\$ 37,770.66	\$ 36,005.67	\$ 2,520.40	\$ 38,526.07	\$ 36,725.79
GB2	4	3.5 to 6 years inclusive	\$ 35,640.80	\$ 2,494.86	\$ 38,135.66	\$ 36,353.62	\$ 2,544.75	\$ 38,898.37	\$ 37,080.69
GB2	5	7th to 11th year inclusive	\$ 37,365.12	\$ 2,615.56	\$ 39,980.68	\$ 38,112.42	\$ 2,667.87	\$ 40,780.29	\$ 38,874.67
GB2	6	12th to 16th year inclusive	\$ 39,089.44	\$ 2,736.26	\$ 41,825.70	\$ 39,871.23	\$ 2,790.99	\$ 42,662.21	\$ 40,668.65
GB2	7	17th to 18th year inclusive	\$ 41,007.20	\$ 2,870.50	\$ 43,877.70	\$ 41,827.34	\$ 2,927.91	\$ 44,755.26	\$ 42,663.89
GB2	8	19th to 20th year inclusive	\$ 43,048.72	\$ 3,013.41	\$ 46,062.13	\$ 43,909.69	\$ 3,073.68	\$ 46,983.37	\$ 44,787.89
GB2	9	21st to 24th year inclusive	\$ 44,296.72	\$ 3,100.77	\$ 47,397.49	\$ 45,182.65	\$ 3,162.79	\$ 48,345.44	\$ 46,086.31
GB2	10	25th year and Thereafter	\$ 45,593.60	\$ 3,191.55	\$ 48,785.15	\$ 46,505.47	\$ 3,255.38	\$ 49,760.86	\$ 47,435.58
G05	1	1st Year	\$ 36,593.44	\$ 2,561.54	\$ 39,154.98	\$ 37,325.31	\$ 2,612.77	\$ 39,938.08	\$ 38,071.81
G05	2	After 1 Year	\$ 38,386.40	\$ 2,687.05	\$ 41,073.45	\$ 39,154.13	\$ 2,740.79	\$ 41,894.92	\$ 39,937.21
G05	3	After 2 years	\$ 40,311.44	\$ 2,821.80	\$ 43,133.24	\$ 41,117.67	\$ 2,878.24	\$ 43,995.91	\$ 41,940.02
G05	4	3.5 to 6 years inclusive	\$ 40,740.96	\$ 2,851.87	\$ 43,592.83	\$ 41,555.78	\$ 2,908.90	\$ 44,464.68	\$ 42,386.89
G05	5	7th to 11th year inclusive	\$ 42,721.12	\$ 2,990.48	\$ 45,711.60	\$ 43,575.54	\$ 3,050.29	\$ 46,625.83	\$ 44,447.05
G05	6	12th to 16th year inclusive	\$ 44,828.16	\$ 3,137.97	\$ 47,966.13	\$ 45,724.72	\$ 3,200.73	\$ 48,925.45	\$ 46,639.22
G05	7	17th to 18th year inclusive	\$ 47,063.12	\$ 3,294.42	\$ 50,357.54	\$ 48,004.38	\$ 3,360.31	\$ 51,364.69	\$ 48,964.47
G05	8	19th to 20th year inclusive	\$ 49,490.48	\$ 3,464.33	\$ 52,954.81	\$ 50,480.29	\$ 3,533.62	\$ 54,013.91	\$ 51,489.90
G05	9	21st to 24th year inclusive	\$ 50,961.04	\$ 3,567.27	\$ 54,528.31	\$ 51,980.26	\$ 3,638.62	\$ 55,618.88	\$ 53,019.87
G05	10	25th year and Thereafter	\$ 52,489.84	\$ 3,674.29	\$ 56,164.13	\$ 53,539.64	\$ 3,747.77	\$ 57,287.41	\$ 54,610.43

*52-week employees have the same paid holidays and are subject to the Board’s vacation accrual policy.

PSRP SALARY SCHEDULES FOR 52 WEEKS									
JULY 1, 2012 to June 30, 2015									
Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)
GC6	1	1st Year	\$ 41,353.52	\$ 2,894.75	\$ 44,248.27	\$ 42,180.59	\$ 2,952.64	\$ 45,133.23	\$ 43,024.20
GC6	2	After 1 Year	\$ 43,410.64	\$ 3,038.74	\$ 46,449.38	\$ 44,278.85	\$ 3,099.52	\$ 47,378.37	\$ 45,164.43
GC6	3	After 2 years	\$ 45,470.88	\$ 3,182.96	\$ 48,653.84	\$ 46,380.30	\$ 3,246.62	\$ 49,626.92	\$ 47,307.90
GC6	4	3.5 to 6 years inclusive	\$ 45,868.16	\$ 3,210.77	\$ 49,078.93	\$ 46,785.52	\$ 3,274.99	\$ 50,060.51	\$ 47,721.23
GC6	5	7th to 11th year inclusive	\$ 48,103.12	\$ 3,367.22	\$ 51,470.34	\$ 49,065.18	\$ 3,434.56	\$ 52,499.75	\$ 50,046.49
GC6	6	12th to 16th year inclusive	\$ 50,528.40	\$ 3,536.99	\$ 54,065.39	\$ 51,538.97	\$ 3,607.73	\$ 55,146.70	\$ 52,569.75
GC6	7	17th to 18th year inclusive	\$ 52,957.84	\$ 3,707.05	\$ 56,664.89	\$ 54,017.00	\$ 3,781.19	\$ 57,798.19	\$ 55,097.34
GC6	8	19th to 20th year inclusive	\$ 55,514.16	\$ 3,885.99	\$ 59,400.15	\$ 56,624.44	\$ 3,963.71	\$ 60,588.15	\$ 57,756.93
GC6	9	21st to 24th year inclusive	\$ 56,596.80	\$ 3,961.78	\$ 60,558.58	\$ 57,728.74	\$ 4,041.01	\$ 61,769.75	\$ 58,883.31
GC6	10	25th year and Thereafter	\$ 58,263.92	\$ 4,078.47	\$ 62,342.39	\$ 59,429.20	\$ 4,160.04	\$ 63,589.24	\$ 60,617.78
GA7	1	1st Year	\$ 37,834.16	\$ 2,648.39	\$ 40,482.55	\$ 38,590.84	\$ 2,701.36	\$ 41,292.20	\$ 39,362.66
GA7	2	After 1 Year	\$ 39,672.88	\$ 2,777.10	\$ 42,449.98	\$ 40,466.34	\$ 2,832.64	\$ 43,298.98	\$ 41,275.66
GA7	3	After 2 years	\$ 41,631.20	\$ 2,914.18	\$ 44,545.38	\$ 42,463.82	\$ 2,972.47	\$ 45,436.29	\$ 43,313.10
GA7	4	3.5 to 6 years inclusive	\$ 42,025.36	\$ 2,941.78	\$ 44,967.14	\$ 42,865.87	\$ 3,000.61	\$ 45,866.48	\$ 43,723.18
GA7	5	7th to 11th year inclusive	\$ 44,192.72	\$ 3,093.49	\$ 47,286.21	\$ 45,076.57	\$ 3,155.36	\$ 48,231.93	\$ 45,978.11
GA7	6	12th to 16th year inclusive	\$ 46,361.12	\$ 3,245.28	\$ 49,606.40	\$ 47,288.34	\$ 3,310.18	\$ 50,598.53	\$ 47,288.34
GA7	7	17th to 18th year inclusive	\$ 48,641.84	\$ 3,404.93	\$ 52,046.77	\$ 49,614.68	\$ 3,473.03	\$ 53,087.70	\$ 50,606.97
GA7	8	19th to 20th year inclusive	\$ 51,149.28	\$ 3,580.45	\$ 54,729.73	\$ 52,172.27	\$ 3,652.06	\$ 55,824.32	\$ 53,215.71
GA7	9	21st to 24th year inclusive	\$ 52,167.44	\$ 3,651.72	\$ 55,819.16	\$ 53,210.79	\$ 3,724.76	\$ 56,935.54	\$ 54,275.00
GA7	10	25th year and Thereafter	\$ 53,732.64	\$ 3,761.28	\$ 57,493.92	\$ 54,807.29	\$ 3,836.51	\$ 58,643.80	\$ 55,903.44
G07	1	1st Year	\$ 42,370.64	\$ 2,965.94	\$ 45,336.58	\$ 43,218.05	\$ 3,025.26	\$ 46,243.32	\$ 44,082.41
G07	2	After 1 Year	\$ 44,429.84	\$ 3,110.09	\$ 47,539.93	\$ 45,318.44	\$ 3,172.29	\$ 48,490.73	\$ 46,224.81
G07	3	After 2 years	\$ 46,621.12	\$ 3,263.48	\$ 49,884.60	\$ 47,553.54	\$ 3,328.75	\$ 50,882.29	\$ 48,504.61
G07	4	3.5 to 6 years inclusive	\$ 47,063.12	\$ 3,294.42	\$ 50,357.54	\$ 48,004.38	\$ 3,360.31	\$ 51,364.69	\$ 49,964.47
G07	5	7th to 11th year inclusive	\$ 49,492.56	\$ 3,464.48	\$ 52,957.04	\$ 50,480.29	\$ 3,533.77	\$ 54,013.91	\$ 51,489.90
G07	6	12th to 16th year inclusive	\$ 51,918.88	\$ 3,634.32	\$ 55,553.20	\$ 52,957.26	\$ 3,707.01	\$ 56,664.27	\$ 53,979.55
G07	7	17th to 18th year inclusive	\$ 54,472.08	\$ 3,813.05	\$ 58,285.13	\$ 55,561.52	\$ 3,889.31	\$ 59,450.83	\$ 56,672.75
G07	8	19th to 20th year inclusive	\$ 57,281.12	\$ 4,009.68	\$ 61,290.80	\$ 58,426.74	\$ 4,089.87	\$ 62,516.61	\$ 59,595.28
G07	9	21st to 24th year inclusive	\$ 58,982.56	\$ 4,128.78	\$ 63,111.34	\$ 60,162.21	\$ 4,211.35	\$ 64,373.57	\$ 61,365.46
G07	10	25th year and Thereafter	\$ 60,751.60	\$ 4,252.61	\$ 65,004.21	\$ 61,966.63	\$ 4,337.66	\$ 66,304.30	\$ 63,205.96

*52-week employees have the same paid holidays and are subject to the Board’s vacation accrual policy.

PSRP SALARY SCHEDULES FOR 52 WEEKS									
JULY 1, 2012 to June 30, 2015									
Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)
GA10	1	1st Year	\$ 46,361.12	\$ 3,245.28	\$ 49,606.40	\$ 47,288.34	\$ 3,310.18	\$ 50,598.53	\$ 48,234.11
GA10	2	After 1 Year	\$ 48,641.84	\$ 3,404.93	\$ 52,046.77	\$ 49,614.68	\$ 3,473.03	\$ 53,087.70	\$ 50,606.97
GA10	3	After 2 years	\$ 51,149.28	\$ 3,580.45	\$ 54,729.73	\$ 52,172.27	\$ 3,652.06	\$ 55,824.32	\$ 53,215.71
GA10	4	3.5 to 6 years inclusive	\$ 53,713.92	\$ 3,759.97	\$ 57,473.89	\$ 54,788.20	\$ 3,835.17	\$ 58,623.37	\$ 55,883.96
GA10	5	7th to 11th year inclusive	\$ 56,451.20	\$ 3,951.58	\$ 60,402.78	\$ 57,580.22	\$ 4,030.62	\$ 61,610.84	\$ 58,731.83
GA10	6	12th to 16th year inclusive	\$ 59,246.72	\$ 4,147.27	\$ 63,393.99	\$ 60,431.65	\$ 4,230.22	\$ 64,661.87	\$ 61,640.29
GA10	7	17th to 18th year inclusive	\$ 62,210.72	\$ 4,354.75	\$ 66,565.47	\$ 63,454.93	\$ 4,441.85	\$ 67,896.78	\$ 64,724.03
GA10	8	19th to 20th year inclusive	\$ 65,290.16	\$ 4,570.31	\$ 69,860.47	\$ 66,595.96	\$ 4,661.72	\$ 71,257.68	\$ 67,927.88
GA10	9	21st to 24th year inclusive	\$ 66,590.16	\$ 4,661.31	\$ 71,251.47	\$ 67,921.96	\$ 4,754.54	\$ 72,676.50	\$ 69,280.40
GA10	10	25th year and Thereafter	\$ 68,588.00	\$ 4,801.16	\$ 73,389.16	\$ 69,959.76	\$ 4,897.18	\$ 74,856.94	\$ 71,358.96

*52-week employees have the same paid holidays and are subject to the Board’s vacation accrual policy.

PSRP SALARY SCHEDULES FOR 52 WEEKS											
JULY 1, 2012 to June 30, 2015											
Grade	Step	Years of Service	2012-13 (eff 7/1/12) Salary	Pension Pick-up	Total Comp	2013-14 (eff 7/1/13) Salary	Pension Pick-up	Total Comp	2014-15 (eff 7/1/14)	Pension Pick-up	Total Comp
GA6	1	1st Year	\$ 39,138.32	\$ 2,739.68	\$ 41,878.00	\$ 39,921.09	\$ 2,794.48	\$ 42,715.56	\$ 40,719.51	\$ 2,850.37	\$ 43,569.87
GA6	2	After 1 Year	\$ 41,136.16	\$ 2,879.53	\$ 44,015.69	\$ 41,958.88	\$ 2,937.12	\$ 44,896.01	\$ 42,798.06	\$ 2,995.86	\$ 45,793.93
GA6	3	After 2 years	\$ 43,136.08	\$ 3,019.53	\$ 46,155.61	\$ 43,998.80	\$ 3,079.92	\$ 47,078.72	\$ 44,878.78	\$ 3,141.51	\$ 48,020.29
GA6	4	3.5 to 6 years inclusive	\$ 43,525.04	\$ 3,046.75	\$ 46,571.79	\$ 44,395.54	\$ 3,107.69	\$ 47,503.23	\$ 45,283.45	\$ 3,169.84	\$ 48,453.29
GA6	5	7th to 11th year inclusive	\$ 45,693.44	\$ 3,198.54	\$ 48,891.98	\$ 46,607.31	\$ 3,262.51	\$ 49,869.82	\$ 47,539.45	\$ 3,327.76	\$ 50,867.22
GA6	6	12th to 16th year inclusive	\$ 48,051.12	\$ 3,363.58	\$ 51,414.70	\$ 49,012.14	\$ 3,430.85	\$ 52,442.99	\$ 49,992.39	\$ 3,499.47	\$ 53,491.85
GA6	7	17th to 18th year inclusive	\$ 50,405.68	\$ 3,528.40	\$ 53,934.08	\$ 51,413.79	\$ 3,598.97	\$ 55,012.76	\$ 52,442.07	\$ 3,670.94	\$ 56,113.01
GA6	8	19th to 20th year inclusive	\$ 52,885.04	\$ 3,701.95	\$ 56,586.99	\$ 53,942.74	\$ 3,775.99	\$ 57,718.73	\$ 55,021.60	\$ 3,851.51	\$ 58,873.11
GA6	9	21st to 24th year inclusive	\$ 54,466.88	\$ 3,812.68	\$ 58,279.56	\$ 55,562.22	\$ 3,888.94	\$ 59,451.15	\$ 56,667.34	\$ 3,966.71	\$ 60,634.06
GA6	10	25th year and Thereafter	\$ 56,100.72	\$ 3,927.05	\$ 60,027.77	\$ 57,222.73	\$ 4,005.59	\$ 61,228.33	\$ 58,367.19	\$ 4,085.70	\$ 62,452.89
GB6	1	1st Year	\$ 35,995.44	\$ 2,519.68	\$ 38,515.12	\$ 36,715.35	\$ 2,570.07	\$ 39,285.42	\$ 37,449.66	\$ 2,621.48	\$ 40,071.13
GB6	2	After 1 Year	\$ 37,834.16	\$ 2,648.39	\$ 40,482.55	\$ 38,590.84	\$ 2,701.36	\$ 41,292.20	\$ 39,362.66	\$ 2,755.39	\$ 42,118.05
GB6	3	After 2 years	\$ 39,672.88	\$ 2,777.10	\$ 42,449.98	\$ 40,466.34	\$ 2,832.64	\$ 43,298.98	\$ 41,275.66	\$ 2,889.30	\$ 44,164.96
GB6	4	3.5 to 6 years inclusive	\$ 40,029.60	\$ 2,802.07	\$ 42,831.67	\$ 40,830.19	\$ 2,858.11	\$ 43,688.31	\$ 41,646.80	\$ 2,915.28	\$ 44,562.07
GB6	5	7th to 11th year inclusive	\$ 42,025.36	\$ 2,941.78	\$ 44,967.14	\$ 42,865.87	\$ 3,000.61	\$ 45,866.48	\$ 43,723.18	\$ 3,060.62	\$ 46,783.81
GB6	6	12th to 16th year inclusive	\$ 44,192.72	\$ 3,093.49	\$ 47,286.21	\$ 45,076.57	\$ 3,155.36	\$ 48,231.93	\$ 45,978.11	\$ 3,218.47	\$ 49,196.57
GB6	7	17th to 18th year inclusive	\$ 46,361.12	\$ 3,245.28	\$ 49,606.40	\$ 47,288.34	\$ 3,310.18	\$ 50,598.53	\$ 48,234.11	\$ 3,376.39	\$ 51,610.50
GB6	8	19th to 20th year inclusive	\$ 48,840.80	\$ 3,404.86	\$ 52,045.66	\$ 49,613.62	\$ 3,472.95	\$ 53,086.57	\$ 50,605.89	\$ 3,542.41	\$ 54,148.30
GB6	9	21st to 24th year inclusive	\$ 49,698.00	\$ 3,472.56	\$ 53,080.56	\$ 50,600.16	\$ 3,542.01	\$ 54,142.17	\$ 51,612.16	\$ 3,612.85	\$ 55,225.01
GB6	10	25th year and Thereafter	\$ 51,096.24	\$ 3,576.74	\$ 54,672.98	\$ 52,118.16	\$ 3,648.27	\$ 55,766.44	\$ 53,160.53	\$ 3,721.24	\$ 56,881.77
GO6	1	1st Year	\$ 40,313.52	\$ 2,821.95	\$ 43,135.47	\$ 41,119.79	\$ 2,878.39	\$ 43,998.18	\$ 41,942.19	\$ 2,935.95	\$ 44,878.14
GO6	2	After 1 Year	\$ 42,370.64	\$ 2,965.94	\$ 45,336.58	\$ 43,218.05	\$ 3,025.26	\$ 46,243.32	\$ 44,082.41	\$ 3,085.77	\$ 47,168.18
GO6	3	After 2 years	\$ 44,430.88	\$ 3,110.16	\$ 47,541.04	\$ 45,319.50	\$ 3,172.36	\$ 48,491.86	\$ 46,225.89	\$ 3,235.81	\$ 49,461.70
GO6	4	3.5 to 6 years inclusive	\$ 44,828.16	\$ 3,137.97	\$ 47,966.13	\$ 45,724.32	\$ 3,200.73	\$ 48,925.45	\$ 46,639.22	\$ 3,264.75	\$ 49,903.96
GO6	5	7th to 11th year inclusive	\$ 47,063.12	\$ 3,294.42	\$ 50,357.54	\$ 48,004.38	\$ 3,360.31	\$ 51,364.69	\$ 48,964.47	\$ 3,427.51	\$ 52,391.98
GO6	6	12th to 16th year inclusive	\$ 49,888.40	\$ 3,464.19	\$ 52,952.59	\$ 50,478.17	\$ 3,533.47	\$ 54,011.64	\$ 51,487.73	\$ 3,604.14	\$ 55,091.87
GO6	7	17th to 18th year inclusive	\$ 51,917.84	\$ 3,634.25	\$ 55,552.09	\$ 52,956.20	\$ 3,706.93	\$ 56,663.13	\$ 54,015.32	\$ 3,781.07	\$ 57,796.39
GO6	8	19th to 20th year inclusive	\$ 54,474.16	\$ 3,813.19	\$ 58,287.35	\$ 55,563.64	\$ 3,889.46	\$ 59,453.10	\$ 56,674.92	\$ 3,967.24	\$ 60,642.16
GO6	9	21st to 24th year inclusive	\$ 55,566.80	\$ 3,888.98	\$ 59,455.78	\$ 56,667.94	\$ 3,966.76	\$ 60,634.69	\$ 57,801.29	\$ 4,046.09	\$ 61,847.39
GO6	10	25th year and Thereafter	\$ 57,232.92	\$ 4,005.67	\$ 61,229.59	\$ 58,368.40	\$ 4,085.79	\$ 62,454.19	\$ 59,535.77	\$ 4,167.50	\$ 63,703.27

