

# **Bethalto Community Unit School District No. 8**

## **Contractual Agreement**

**The Bethalto Board of Education  
and  
The Bethalto Education Association, IEA/NEA**

**2019-2020**

**2020-2021**

**2021-2022**



## Table of Contents

<b>Article I</b>	<b>Recognition</b>	<b>1</b>
<b>Article II</b>	<b>Definition of Responsibilities and Rights</b>	<b>1</b>
<b>Article III</b>	<b>Professional Rights and Responsibilities</b>	<b>2</b>
<b>Article IV</b>	<b>Citizenship</b>	<b>3</b>
<b>Article V</b>	<b>Certified Employee Protection</b>	<b>3</b>
<b>Article VI</b>	<b>Professional Qualifications and Assignments</b>	<b>4</b>
	<b>Bargaining Unit Positions</b>	<b>4</b>
	Unit Positions	4
<b>Article VII</b>	<b>Teacher Hours and Assignments</b>	<b>4</b>
	Early Dismissal	5
	Class Size	5
	Certified Employee Input	5
	Summer School Pay	6
	Professional Staff Meetings	6
<b>Article VIII</b>	<b>Leaves</b>	<b>6</b>
	Sick Leave	6
	Bereavement Leave	7
	Emergency Leave	7
	Personal Leave	7
	Association Leave	7
	Unpaid Leave	8
	Misuse of Leave	8
	Family Medical Leave	8
	Duty-Connected Injury	8
<b>Article IX</b>	<b>Professional Compensation and Related Provisions</b>	<b>8</b>
	Supplemental Policies	8
	Payroll Procedures	9
	Insurance	9
	Salary Schedule Advancement	10
	Mileage Reimbursement	10
	Extracurricular Schedule	10
	Reimbursement for Approved Study	10
	Retirement	11
<b>Article X</b>	<b>Certified Employee Evaluation</b>	<b>11</b>
<b>Article XI</b>	<b>Negotiation Procedures</b>	<b>12</b>
	Bargaining Notification	12
	Mediation	12
	Contractual Amendments	12

	Labor-Management Committee	12
<b>Article XII</b>	<b>Grievance Procedures</b>	<b>12</b>
	Definition	12
	Procedures	12
	Bypass	13
	Direct Submission to Arbitration	13
	Class Grievance	13
	No Reprisal	13
	Investigation	14
	Release Time	14
	Disclosure of Information	14
	Filing of Materials	14
	Grievance Withdrawal	14
	No Written Response/Extension of Time Limits	14
	Expedited Arbitration	14
	Costs	14
	Settlement	14
<b>Article XIII</b>	<b>Reduction in Force</b>	<b>14</b>
<b>Article XIV</b>	<b>Effect of Agreement</b>	<b>15</b>
<b>Article XV</b>	<b>Duration and Acceptance of Agreement</b>	<b>15</b>
<b>Appendix A</b>	<b>Hourly Rate</b>	<b>17</b>
<b>Appendix B</b>	<b>Salary Schedules</b>	<b>18</b>
<b>Appendix C</b>	<b>Teacher Discipline Form</b>	<b>20</b>

**Article I  
Recognition**

- A. The Board of Education of Bethalto Community Unit 8 hereinafter referred to as the “Board,” hereby recognizes the Bethalto Education Association (BEA), an affiliate of IEA/NEA, hereinafter referred to as the “Association,” as the exclusive and sole negotiation agent for all full and regular part-time certified employees, except certified substitutes, all district administrators, and any other managerial or supervisory employees.
- B. The Board agrees not to negotiate with any organization other than the Association for the duration of this agreement except as prescribed in the Illinois Educational Labor Relations Act.

**Article II  
Definition of Responsibilities and Rights**

- A. Board of Education – It is recognized that the legal responsibilities of final decision making cannot be delegated. The Board shall retain whatever rights and authority that are necessary for it effectively to carry out its functions under the laws of the State of Illinois, which shall include, but not to be limited to, all rights exercised by the Board prior to the inception of this agreement. The Board may develop and revise from time to time a manual of policy for its certified employees. Nothing in this agreement shall deprive the Board of its responsibilities delegated to it by the law of the State of Illinois, nor shall anything in this agreement abrogate the right of the Board to dismiss a certified employee for reasons set forth in the Illinois School Code.
- B. Both parties agree that it is their mutual responsibility to confer upon their respective representative(s) the necessary power and authority to make proposals, to consider proposals, to make counterproposals in the course of negotiations, and to reach tentative agreements, which shall be presented respectively to the Board and to the Association for ratification.
- C. The Board agrees that certified employees shall have the right to organize, to join and to assist the Association, to participate in professional negotiations with the Board through representatives of their own choosing, and to engage in other legal activities for the purpose of making suggestions to the Board for the establishing, maintaining, protecting, and improving professional service and the educational program.
- D. Both parties agree that they will continue not to discriminate against any certified employee by reason of his/her membership or non-membership in the Association, his/her participation in any legal activities of the Association or in negotiations with the Board, or his/her institution of any grievance under this agreement.
- E. Both parties agree that they shall not discriminate against an employee for reason of race, creed, color, gender, or national origin.
- F. The regular district mail service shall be made available to the Association for legal communications to certified employees in reasonable amounts.
- G. The Association and its representatives shall be allowed to use school buildings for meetings and for official Association business when students are not present, with the approval of the Superintendent or designee. One time per month the Association shall be allowed to hold a monthly informational BEA meeting and a meeting at each school site either ten (10) minutes prior to the end of the normal duty day or ten (10) minutes at the start of the normal duty day.

- H. The Association will be furnished, upon request, all regularly and routinely prepared information concerning the financial condition of the school, including annual financial statements, audits, and adopted budgets. In addition, the Board and the Administration will grant reasonable requests for any readily available, pertinent information that may be relevant to negotiations. The Association shall be furnished a copy of the Board packet (not to include privileged, personnel, or student information) and minutes of all Board meetings. The Association will grant reasonable requests for any readily available, pertinent information that may be relevant to negotiations.
- I. By March 15th of each year, equal representation from the Association, BESPAs, and the District (Board/Administration) shall be invited to meet, discuss, and develop calendar recommendations for the following year before submitting recommendations to the Board. Three (3) certified members from the bargaining unit, in addition to the Association President and Vice President, shall be present during any meeting of the committee. Each participating committee member in attendance will receive one ballot vote towards the calendar recommendation. Final authority in the matter rests with the Board of Education.
- J. A copy of the Negotiated Agreement is available for viewing on the district website. Association leadership, which includes executive officers, will each be provided a hard copy.

**Article III  
Professional Rights and Responsibilities**

- A. The Board agrees that enforcement of certified employee discipline should be reasonable. Discipline shall mean verbal warnings, written reprimands, loss of pay, notice to remedy, suspension with pay, and suspension without pay. Unless non-remedial, discipline shall be progressive in nature. Based upon the severity of the incident, disciplinary action may be initiated at any level of the process. The BEA President will receive a copy of this disciplinary action.
- B. Documentation of a verbal warning will be removed two (2) years after the date issued if no subsequent disciplinary action is taken on the offense.
- C. Whenever any disciplinary action reaches the level of a written reprimand or is initiated at that level, the administration shall hold a meeting with the certified employee for the purpose of discussing the action and the reasons for the action. The certified employee shall be notified, in writing, of the meeting twenty-four (24) hours in advance with reasons for the meeting. The certified employee shall be entitled to have a representative of the Association present to advise and to represent him/her during the meeting, or any subsequent meetings relative to the matter that might result in further disciplinary action.
- D. The Association and Board agree that matters relating to supervisor-certified employee or board-certified employee relationships shall not be discussed in the presence of students or other certified employees. This would not prohibit, in any way, the supervisor or Board or its designee from taking whatever action deemed necessary for the operation of the school.
- E. The Association and the Board agree to the following with regard to verbal disciplinary warnings:
  - 1. The documentation of verbal warnings will reside with the supervisor who issued such warning and the superintendent.
  - 2. Documentation of that verbal warning will also reside with the Association President. This copy of the warning will serve as the first step in progressive discipline should future action be warranted.
  - 3. All other documentation of employee discipline, other than verbal warnings, will be placed in the employee's personnel file.

- F. The certified employee shall have the right to write a rebuttal to verbal warnings and written warnings within fifteen (15) calendar days. This rebuttal shall be attached to the discipline and placed in the employee's personnel file.
- G. Each certified employee shall have the right, upon written request twenty-four (24) hours in advance, to review the contents of his/her personnel file with the exception of confidential materials. Certified employees shall have the right to place in their personnel files written reactions to any of the contents contained in their personnel files. Materials related to discipline, to continuation of employment, to evaluation, or to any derogatory material to a certified employee's conduct, service, character, or personality may not be placed in the personnel files unless (1) the certified employee has first been given a copy of such material, (2) a conference, if requested by the certified employee, has been held with the certified employee, an Association representative, and the appropriate administrator, and (3) the certified employee has been given an opportunity to attach a written response to such material. No one other than the immediate supervisor, the superintendent, or designee shall have access to the file without the prior-written consent of the certified employee, except as required by law.

All correspondence placed in a certified employee's personnel file must be signed by the originator of the correspondence.

#### **Article IV Citizenship**

- A. The certified employee shall be guaranteed the right to engage in legal political activities.
- B. The certified employee shall not use institutional privileges, facilities, or time to promote political candidates or to further political activities.
- C. The parties seek to educate young people in the democratic tradition to foster a recognition of individual freedom and the framework of social and legal responsibility and to inspire meaningful awareness of and respect for the Constitution and the Bill of Rights of the United States and the Constitution of the State of Illinois.

#### **Article V Certified Employee Protection**

- A. In the case of an assault or battery on a certified employee during the scope of employment or under the direction of the Board, the incident shall be promptly reported to the Board or its designee in writing. Upon receipt of a written complaint from any certified employee, the superintendent shall report all incidents of assault or battery to local law enforcement agencies no later than three (3) days after the occurrence.
- B. In accordance with the provisions of section 10–22.3 of the Illinois School Code, the Board shall provide liability insurance.
- C. If an employee becomes aware of a potentially unsafe or hazardous condition, the employee should report this situation to his/her immediate supervisor who shall promptly take steps to correct any unsafe or hazardous condition.
- D. In the event the district receives a request for information under the Freedom of Information Act about or related to any member(s) of the bargaining unit, the district will notify the BEA President of the nature of the request and how the district intends to respond.

**Article VI**  
**Professional Qualifications and Assignments**

- A. A certified employee shall be given notice of his/her tentative assignment for the forthcoming year no later than five (5) days before the last day of school of the current year. In case of involuntary transfers, notification to the certified employee shall be given after the student-school day with rationale given for the decision. The certified employee shall be given three (3) days to respond in writing or in conference before the final decision is made. The certified employee may request Association representation. Should the certified employee choose not to accept the assignment, he/she may resign.

**Bargaining Unit Positions**

- B. Unit Positions
1. A vacancy shall exist when a new bargaining-unit position is created or when an existing bargaining-unit position is vacated as a result of termination, resignation, retirement, transfer, or death.
  2. At any time, a certified employee may request in writing a change in teaching assignment to a different grade level, building, or academic area. The notification shall indicate all areas of interest. This transfer request will be confidential, except as required by law. Should a related vacancy occur, it is the responsibility of the certified employee to contact the District Administrative Service Center to express interest in the vacancy. The written notification of interest shall remain on file in the District Administrative Services Center (ASC) through the first teacher-attendance day of each school year.
  3. Vacancies in bargaining unit positions shall require an internal posting of three (3) school-business days. After three (3) days of internal posting, positions will be posted publicly. Postings shall be made at all buildings before the end of the business day. The President of the Bethalto Education Association shall be notified by e-mail before the end of the business day. All postings will be emailed to the Eagles Nest email group, added to a folder labeled "District Employment Opportunities" within the district's shared Google drive, and posted on the District website. If the original posting occurs after 2:00 P.M. on the first day of posting, the next business day will be considered the first day of the required three (3) days of posting.
  4. Vacancies occurring from fifteen (15) calendar days preceding and up to the first attendance day of the new school year will be posted at all buildings, the District Administrative Services Center, added to a folder labeled "District Employment Opportunities" within the district's shared Google drive, emailed to the Eagles Nest email group, and posted on the District Website. Time limits will not be imposed.
  5. A newly-created position shall be posted in the same manner as all other vacancies, except the posting will be for ten (10) work days prior to the position being filled on a permanent basis. Both parties agree that Board action may be taken after three (3) days, yet prior to the realization of ten (10) posting days, on a new position deemed time-sensitive by the Superintendent.
  6. Vacancies occurring after November 1st of the school year shall be filled at the discretion of the superintendent on a temporary basis; however, such vacancies shall be posted for the next school year.
  7. In filling of vacancies, if all other factors are equal, seniority will be considered. The district reserves the right to select and to employ persons from outside the district when acceptable applicants are not available from within the district.

**Article VII**  
**Teaching Hours and Assignments**

- A. A certified employee who is assigned to a class that requires the forfeiture of his/her preparation period shall be compensated using the hourly rate as defined in Appendix A. Dollar amounts shall be determined for the actual length of the elementary, middle school, and high school classes. When teachers of high-school seniors have no students (due to exams and early dismissal/graduation) and are asked or volunteer



to cover the classes of colleagues, they will not be compensated. Each school shall maintain a certified employee substitute volunteer sign up list for internal substitutions that take place on their preparation period. This list will be used to determine each volunteer's availability to fill an absence. A certified employee may not be assigned to a class during their preparation period, without exhausting the volunteer list first.

- B. If a certified employee teaches an extra class on a regular basis, the certified employee shall receive 1/7 of the salary listed in cell M.S. - Step 5 of the salary schedule in effect the year in which the overload course is being taught for an overload at the middle school level and 1/7 of the salary listed in cell M.S. - Step 5 of the salary schedule in effect in the year in which the overload course is being taught at the senior high level.
- C. The regular-classroom elementary-certified employee shall not be required to be responsible for playground supervision of students either before school, during morning and afternoon recess, during the lunch period recess, or any other supervisory duty except in emergency situations. An emergency situation shall be deemed to exist if a non-certified employee has been employed but is absent. In the event such an emergency situation arises, the district shall have the right to assign such duty to certified employees and shall make such assignment on a rotating basis, starting with the employee in the building with the least amount of district seniority. If a certified employee is assigned such emergency supervision duty pursuant to this section, the employee shall be paid at the rate in Appendix A for performing such a duty.
- D. Certified employees will not be responsible, during the school code mandated duty free lunch period, for supervision in the cafeteria while the students are eating lunch. The elementary/middle school/high school-certified employee shall have the option of lunch supervision, with approval from their building administrator, and will be compensated with a free school lunch on supervision days. Supervision expectations will be established by the building administrator. The Superintendent and/or Board will have the option to withdraw this benefit at any time, but will notify the BEA president first.
- E. If the position of a tenured, certified employee is to be eliminated for the next school year, the certified employee shall be notified by the Superintendent, not less than ten (10) calendar days preceding the Board action on the elimination. In the case of the elimination of a position, notification to the certified employee shall be given after the student-school day, when possible.
- F. **Early Dismissal**  
December 23rd and 24th will not be required workdays. The end of the certified employee workday shall be the same as ten (10) minutes after the regular, non-block/non-early release/non-semester exam, student dismissal time for the three (3) workdays preceding Christmas vacation.
- G. **Class Size**  
The district accepts the goal that the K-5 classes should be lower than other grade levels and the goal of no more than 25 students in K-5 classes. Certified employees in K-5 classrooms with 31 or more students one month from the beginning of school, including students in attendance for two hours or more of the day, will receive a stipend of \$200/semester while they are above the prescribed limit. The district also accepts the goal that middle and high school classes (with the exceptions of music and physical education) will have no more than 30 students. In the case of music and physical education, the goal is to have no more than a 35 to 1 pupil-teacher ratio.
- H. **Certified Employee Input**  
The parties agree to establish a planning committee for the purpose of organizing up to four quarterly "round table discussions" involving the Association, the administration, and the School Board each school year. One purpose of this committee is to provide a forum for Association input concerning current issues,

educational goals, and future developmental planning. Procedures for the conducting of the “round tables” including specific agendas and a number of participants will be decided by mutual agreement. Furthermore, the superintendent shall notify the BEA President when significant changes within the district are being considered (e.g. starting and ending times, moving grade levels among buildings, etc.)

I. Summer School Pay

A certified employee’s rate of pay for teaching summer school shall be determined by the hourly rate in Appendix A.

J. Professional Staff Meetings

The parties agree there is a need for professional staff meetings. The administration’s goal is to distribute committee assignments equitably when possible. Efforts will be made to avoid scheduling committee meetings during high classroom management times, such as at the end of the quarter.

**Article VIII  
Leaves**

A. Sick Leave

1. Each certified employee through year ten (10) on the salary schedule shall be entitled to a total of ten (10) sick days, with full pay, per school year. After ten (10) years’ longevity (years in the district) and for every year thereafter, each certified employee shall be entitled to fourteen (14) sick days, with full pay per school year.
2. Annual contractual sick-leave days shall be granted at the beginning of each school year. Unused sick days shall not exceed a maximum of 340 days at the end of each school year.
  - a. Unused sick days may be applied to years of service based on criteria established by the Teachers’ Retirement System.
  - b. Use of accumulated sick days applies only to certified employees who retire under the State of Illinois Teacher Retirement System.
  - c. Sick Leave Balloon  
Certified employees who have completed at least ten (10) years of full-time creditable service to Bethalto Community Unit School District No. 8 who provide five (5) years advanced notice of retirement shall be eligible for a sick leave balloon benefit. In order to receive this benefit, the employee shall provide the district with an irrevocable letter on or before May 1st effective five (5) years from the date of notification and be at least fifty-five (55) years of age by December 31st of the year of retirement with twenty (20) or more years of creditable service with the Illinois Teachers’ Retirement System. Upon receipt of the employee's letter of resignation and acceptance by the board, the employer shall immediately add up to 170 days to the employee's accumulated sick leave, with the resulting accumulated sick leave not to exceed 340 days. This sick leave balloon benefit expires on June 30, 2022.
3. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate household, birth, adoption, or placement for adoption, and/or to attend IEP/504 meetings for a child under the care of the certified employee. Sick leave can be taken in clock hours.
4. The immediate family, for purposes of this section, shall include the following: father, mother, sister, brother, spouse, fiancé, children, grandparents, grandchildren, stepchildren, domestic partners, or those living in the immediate household, legal guardians, and corresponding in-laws.
5. The Board or its designee may require a physician’s certificate as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases.
6. In the event a certified employee has exhausted his/her accumulated sick leave and personal leave, each certified employee shall be allowed to contribute a maximum of two (2) sick-leave or personal-leave days for the use as sick-leave days to said employee. All certified employees shall be given up to

two (2) opportunities to contribute days to said certified employee for a total of four (4) days per year. Said days shall be utilized in the order in which the employee received them.

- a. A certified employee who has depleted his/her sick leave and wishes to be considered for donated sick days shall obtain an eligibility form from the BEA. The certified employee will take the completed form to the District Administrative Services Center for verification of eligibility.
  - b. After receiving the completed verification form, the Association will then notify members and administer the distribution of donated sick days.
7. A certified employee who has not taken any sick days in the first semester shall be compensated with a \$125 stipend. A certified employee who has not taken any sick days in the second semester shall be compensated with a \$125 stipend.

**B. Bereavement Leave**

1. In the event of the death of a spouse, child, parent, or domestic partner, up to four (4) days will be granted and not charged against sick leave. In the event of the additional death(s) of a child or parent, up to four (4) additional days (per death) will be granted and not charged against sick leave.
2. In the event of the death(s) of a sibling, fiancé, grandparent, grandchild, uncle, aunt, niece, nephew, or in-laws up to four (4) days (accumulated total per year, not per death) will be granted and not charged against sick leave. In the event that additional days are needed, such days shall be deducted from sick leave. One of these four (4) days of bereavement leave may be used in any year to attend funerals for individuals not allowed as sick leave.

**C. Emergency Leave**

The superintendent or designee may grant one day per year for Acts of God. This leave is intended to cover natural or man-made conditions that could not be anticipated by the certified employee. Additional approved emergency days will be charged to personal leave or to sick leave in consultation with the superintendent.

**D. Personal Leave**

1. Certified employees will be granted two (2) personal-leave days per year under the following criteria:
  - a. A maximum of eight (8) certified employees shall have available personal leave on the first and last teacher-attendance day and prior to or after each scheduled holiday. The earliest opportunity to submit a personal leave request for the fall semester will be the first Monday in July. The earliest opportunity to submit a personal leave request for the spring semester will be the first Monday in December.
  - b. A minimum of forty-eight (48) hours notice must be given, when feasible, to the Superintendent, and the responsibility is on the employee to see that this request is submitted in a timely fashion. Once submitted the request shall be acted upon, if feasible, within twenty-four (24) hours.
  - c. Leave requests may be denied if substitutes are not available.
2. Employees can accumulate up to four (4) days of personal leave.
3. At the end of the year, unused personal leave in excess of two (2) days shall be accumulated as sick leave.

**E. Association Leave**

No more than fifteen (15) total Association Leave days will be used by the Association. These days may be used by Association members for meetings and/or conferences. In addition, the Association President shall be granted an additional five (5) days to be used to conduct Association business. A written notice shall be provided to the superintendent at least two (2) days before the use of these days when possible. The Association shall pay the cost of the substitutes.

F. Unpaid Leave

At any time, certified employees may apply for unpaid leave. Approval of unpaid leave is at the discretion of the School Board. Such leave may be utilized only when other leave provisions do not apply or have been exhausted. Employees shall be responsible for the payment of health insurance premiums during the period of unpaid leave for extended leave approved by the Board.

G. Misuse of Leave

Certified employees will not misuse any leave granted by the Board or its designee. Misuse of leave shall result in the docking of pay. Misuse of leave may also result in dismissal in accordance with provisions of the Illinois School Code, section 10-22.4

H. Family Medical Leave

1. All full-time and part-time employees shall be eligible for up to twelve (12) weeks of family medical leave for any purpose allowed by the Family Medical Leave Act (FMLA). An employee must have worked for the district for at least one (1) year in order to be eligible.
2. During the family medical leave period, the district shall continue to pay the health insurance premiums pursuant to this collective bargaining agreement. The employee shall have the option to take family medical leave or any other relevant contractual leave. Employees shall not be required to use family medical leave prior to, instead of, or as a substitute for any accrued leave. At the employee's option, the employee may elect to use personal leave or sick leave during family medical leave.
3. When the district employs both spouses, each will be entitled to twelve (12) weeks of leave in any twelve (12) month period. Following the leave period, the employee shall be reinstated to his/her previous position, if it is available. If the employee's previous position is not available, the employee shall be reinstated to an equivalent position.

I. Duty-Connected Injury

1. On a case by case basis and at the discretion of the Superintendent and only if it would not trigger a TRS sick-leave grant penalty, absences due to duty-connected injury or assault on an employee will not be deducted from the employee's accumulated sick leave, unless the employee elects to have a deduction. In the event of a deduction, sick leave will only be deducted and paid to the extent that, when combined with any benefit received pursuant to worker's compensation, the teacher receives no more than 100% of his/her pay and no more than one full day of service.

**Article IX**

**Professional Compensation and Related Provisions**

A. Supplemental Policies

1. Upon employment, certified employees new to the district will be given credit on the salary schedule for all complete years of full-time teaching experience in the public elementary and secondary schools. Part-time certified employees working 50% or more of a full day shall be allowed to move one step for each two (2) years of employment. These provisions shall not apply if it is necessary to hire new certified employees who have retired from the teaching profession.
2. The salary schedule shall be added as Appendix B. The certified employee work-year shall not exceed one hundred and eighty (180) days.
3. At no time will any TRS creditable salary/benefit/stipend increase to any employee be in excess of and/or cause the Bethalto Unit #8 District to incur any TRS penalty, or excess salary payment, under the provisions PA 101-0010 that limits the amount of TRS creditable salary for retirement purposes.
4. In addition to receiving salary schedule enhancements, certified employees beyond step 26 will receive a \$750 longevity bonus stipend for each year of additional service. Such stipends will terminate upon receipt of the retirement bonus compensation. Through the 2023-2024 school year, certified

employees beyond step 26 will receive an additional \$750 longevity bonus stipend for each year of additional service, starting with the 2019-2020 school year.

B. Payroll Procedures

1. Payroll checks shall, whenever feasible, be issued on the 15th of the month. Payroll checks shall be delivered in a sealed envelope.
2. If a regular payday during the school year falls on a day when school is not in session, certified employees shall, whenever feasible, receive pay on the last day of school session. During the summer period, checks shall be mailed on the regular payday to the designated address of the certified employee.
3. In accordance with Board policy, payroll deductions for Association, IEA, and NEA dues shall be based on an authorization form supplied to the Administration by the Association, which must be freely revocable by the employee. The Association agrees to indemnify and hold the Board harmless against any claims, charges, demands, suits, or other forms of liability that may arise by reason of any action taken or omitted by the Association or the Board in complying with the provision of this section, including reimbursement for any legal fees or expenses incurred in connection therewith. Yearly Association dues will be deducted in equal installments over a 10-month pay period with the final dues deduction to occur during the June pay period.
4. Withholding forms shall be delivered in an envelope whenever feasible.
5. Certified employees shall have the option of having their payroll check direct deposited electronically in the banking institution of their choice.

C. Insurance

1. The Board, for each full-time certified employee, shall pay 80% of the monthly premium, not to exceed \$530 for an individual hospitalization insurance plan for the first year of this contract, not to exceed \$555 for the second year of this contract, and not to exceed \$580 for the third year of this contract. The Board will pay an additional \$100 per month for the certified employees who enroll in the family insurance plan. A full-time certified employee, for the purpose of membership in the insurance program, shall be defined as one who works a minimum of five (5) periods per day or 5/7 of a day for elementary.
2. Each certified employee who is not a member of the group health insurance program shall be provided with a term-life insurance policy in the amount of \$50,000.
3. An advisory insurance committee made up of an equal number of invited district administrators, Board of Education members, and certified employees selected by the BEA shall be established to consider options to reduce health-insurance premiums and to provide input to interested parties regarding health insurance coverage and options. Such committee may be called to meet by the superintendent, by the Board of Education, or by the BEA. A minimum of three (3) teachers in the bargaining unit, in addition to the Association President and Vice President, shall be present during any meeting of the committee. The advisory insurance committee shall make recommendations to the Board and to the BEA with respect to potential changes in insurance coverage and options.
4. There shall be no changes in coverage and/or carriers, except for those changes made by the insurance carriers, which are beyond the control of the district, unless bargained with the BEA.
5. The Board will establish and maintain a Section 125 Plan, which allows shelter of family or individual health-insurance premium amounts. The Board of Education also offers the option for certified employees to include the flexible spending accounts for un-reimbursed medical expenses and dependent care expenses, consistent with applicable law.
6. Any full-time certified employee completing a year of service who is not rehired for the forthcoming school year shall be entitled to remain in the School District Health Insurance Plan until August 31st of that year.

D. Salary Schedule Advancement

Only coursework for post Bachelor's Degrees and Post Master's Degrees completed through a regionally accredited college or university, as listed by the Illinois State Board of Education, will be approved. For the appropriate placement on the District Salary Schedule, an official transcript must be on file by the first day of October in the school year in which payment will be made. In addition, district documentation showing that the hours have been approved in advance as hours relating either to the teaching position or to the professional development of the certified employee seeking the salary placement must be included.

A certified employee shall be able to move across the salary schedule beyond the Masters level by meeting the extra hour requirements, provided the hours are at the graduate level and are hours in courses in one or more of the following:

1. The area in which he/she is teaching
2. In an area in which he/she is currently qualified to teach
3. In professional development areas to maintain and/or to improve skills as a certified employee (i.e., technology, drug abuse, violence prevention, curriculum standards, and assessments, etc.)
4. Additional coursework to obtain a teaching endorsement for certification in another ISBE approved area.
5. Certified employees who successfully achieve National Board Certification will be eligible for additional hours of educational credit for advancement on the salary schedule.

E. Mileage Reimbursement

For all required or district approved mileage in personal cars, certified employees shall be paid the current rate established by the Internal Revenue Service.

F. Extracurricular Schedule

A joint committee of certified staff consisting of the BEA President or appointee, and one (1) representative from each area of fine arts, high school, middle school, and elementary, shall meet with the athletic director and Board/administration to establish future stipends. The design of the committee will allow for an equal number of certified staff members and Board/administration. The committee will meet in the fall of each year after a successor contract has been ratified by both parties, to establish stipends for the length of the current contract. The committee's proposal will be presented to the Board for its approval.

G. Reimbursement for Approved Study

Certified employees may receive tuition reimbursement for approved college courses successfully completed as follows:

1. Tuition reimbursement will be as much as \$50.00 per semester hour, \$100 per semester hour for certified employees seeking content area certifications, for up to six semester hours per contract year upon satisfactory completion of graduate level course work. A certified employee must receive an "A" or "B" to receive reimbursement.
2. The certified employee must be an employee of the district at the time the course work is completed.
3. Reimbursement shall not exceed the cost of tuition assessed the certified employee.
4. Any course currently acceptable for horizontal movement on the salary schedule, or any course deemed as contributing to the professional improvement of the certified employee, or any course used to satisfy the employee's certified professional development program will be eligible for reimbursement.
5. Application for reimbursement should be made as soon after course enrollment as possible.
6. Reimbursement will be determined as follows:
  - a. Total reimbursement funds will be divided by total eligible hours for compensation.
  - b. Reimbursement shall not exceed \$300 per person per year, \$600 per person per year for certified employees seeking content area certifications, and/or \$6,000 total for all disbursements.

- c. Use of tuition waivers excludes eligibility for this tuition reimbursement.
  - d. Reimbursement will be determined at the end of August.
  - e. Reimbursement shall be made upon presentation of grades, proof of payment, and transcript.
7. The superintendent will develop a list of approved content area certifications that qualify for the additional \$50.00 per semester/\$300.00 per year tuition reimbursement increase.

H. Retirement

The Board shall recognize the service of full-time certified employees who have completed at least ten (10) years of full-time creditable service to Bethalto Community Unit School District No. 8 immediately preceding retirement and who are eligible to receive regular retirement pension benefits through the Illinois Teachers' Retirement System. To be eligible for this benefit, a certified employee must comply with all of the following requirements and limitations:

- 1. Must be at least sixty (60) years of age by the time of retirement or must be at least fifty-five (55) years of age by December 31st of the year of retirement with thirty-five (35) or more years of creditable service with the Illinois Teachers' Retirement System.
- 2. An irrevocable letter of resignation for retirement must be filed on or before May 1st at least one year prior to the effective date of retirement and up to three (3) years prior to the effective date of retirement.
- 3. During the pre-retirement period, the certified employee shall be removed from the regular salary schedule and will receive a 5% increase over the previous year's total creditable earnings in each year of the pre-retirement period.

**Article X**  
**Certified Employee Evaluation**

- A. The parties agree that the primary objectives of certified employee evaluations are to improve the quality of instruction. The parties recognize the importance and value of a procedure for assisting and evaluating the progress and success of all certified employees.
- B. The District Evaluation Plan for certified employees shall be developed and/or modified in cooperation with the Association via the P.E.R.A. Joint Committee. The P.E.R.A. Joint Committee will meet and review the instrument as required by law.

The purpose of an evaluation is to accurately document objective evidence and solely rely upon that evidence to rate a teacher's performance as excellent, proficient, needs improvement, or unsatisfactory.

The District will comply with state law and regulations regarding the evaluation of certified employees, including providing the required notices.

The use of still cameras and/or electronic devices such as audio and video equipment shall not be used during formal or informal observations, unless requested by the teacher.

The appropriate use of sick, parental, family medical leave, and/or military leave or attendance at extra-curricular events shall not be counted against attendance on the teacher's evaluation.

Formal observations shall not occur during the week of homecoming activities, or on "emotionally charged days" such as Halloween, Valentine's Day, the day prior to substantial school breaks, etc. The P.E.R.A. Joint Committee will develop a list of "blackout dates" for formal observations.

Tenured certified staff who are in the retirement pipeline, who received either an excellent or proficient performance rating in their previous two evaluation cycles, may not be evaluated in their final evaluation cycle. If not evaluated, the last summative evaluation rating will become the default rating for the last evaluation cycle. Administration maintains the right to conduct informal evaluations and formal evaluations as deemed necessary and as allowable under the school code.

## **Article XI Negotiation Procedures**

- A. **Bargaining Notification**  
The parties shall commence bargaining for a successor agreement per the Illinois Educational Labor Relations Act and its rules and regulations. Ground rules will be developed prior to each successor agreement negotiations.
- B. **Mediation**  
It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this agreement determines that the assistance of a mediator will be necessary. Should FMCS be unavailable, the parties shall immediately commence discussion as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.
- C. **Contractual Amendments**  
The parties may modify or amend this agreement only by mutual consent or through mid-term bargaining rights. Such changes shall be reduced to writing, ratified and signed by the parties, become an amendment to this contract, and considered a part of this agreement.
- D. **Labor-Management Committee**
  - 1. Representatives of the employer and the Association will meet one day of each month for the purpose of reviewing the administration of the contract and to resolve problems that may arise. A meeting may be postponed or cancelled by mutual consent of both parties. These meetings are not intended to by-pass the grievance procedure.
  - 2. These on-going meetings will not constitute a waiver on the part of the Association of mid-term bargaining rights granted under the IELRA.

## **Article XII Grievance Procedure**

- A. **Definition**
  - 1. A grievance shall be any claim by the Association, an employee, or group of employees that there is an alleged violation, misinterpretation, or misapplication of the terms of this agreement.
  - 2. All time limits consist of days when school is open for business or when the District Administrative Services Center is officially open for business during academic intersession.
- B. **Procedures**  
The parties acknowledge that it is desirable for the certified employee and the immediately-involved supervisor to resolve problems through free and informal communications. If, however, the informal process fails, a formal grievance shall be filed within thirty (30) days of the failure of the problem to be resolved at the informal level, or within thirty (30) days of when the Association might reasonably have had knowledge thereof, unless the violation is of a continuing nature.



### **Step One**

The Association, or grievant if other than the Association, shall present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within ten (10) days of receipt of the grievance. The grievance shall state the specific violation, misinterpretation, or misapplication of the agreement and the requested remedy. The Association's representative, the grievant, and the immediately involved supervisor shall be present for the meeting. Within ten (10) days of the meeting, the Association shall be provided with the supervisor's written response, including the reasons for the decision.

### **Step Two**

If the grievance is not resolved at step one, then it may be referred to the superintendent or the superintendent's official designee within ten (10) days after receipt of the step one answer. The superintendent shall arrange, with the Association representative, for a meeting to take place within ten (10) days of the superintendent's receipt of the appeal. Within ten days of the meeting, the Association shall be provided with the superintendent's written response, including the reasons for the decision.

### **Step Three**

If the Association is not satisfied with the disposition of the grievance at step two, the Association may submit the grievance to the Board of Education within ten (10) days after receipt of the step two answer. The Board shall arrange, with the Association representative, for a meeting to take place within thirty (30) days of the Board's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Board's written response, including the reasons for the decision.

### **Step Four**

If the Association is not satisfied with the disposition of the grievance at step three, the Association may submit the grievance either to the American Arbitration Association (AAA), or to the Federal Mediation and Conciliation Service (FMCS) for final and binding arbitration. If a demand for arbitration is not filed with the employer within thirty (30) days of the date of the step three answer, then the grievance shall be deemed withdrawn.

Within ten (10) days of receipt of a list of available AAA or FMCS Arbitrators, the two (2) parties shall either mutually agree on an arbitrator or shall submit to the AAA or FMCS those names on the list that are acceptable. The decision of the arbitrator shall be final and binding on both parties.

- C. Bypass  
By mutual agreement, any step of the grievance procedure may be bypassed.
- D. Direct Submission to Arbitration  
By mutual agreement, the grievance may be submitted directly to arbitration.
- E. Class Grievance  
A grievance involving more than one certified employee, more than one supervisor, or an administrator at the building level, may be initially filed by the Association at step two.
- F. No Reprisal  
No reprisals shall be taken by the employer against any employee because of the employee's participation or refusal to participate in a grievance.

- G. Investigation  
Any investigation, handling, or proceeding of a grievance by the grievant or Association shall be conducted so as to result in no interference with or interruption whatsoever to the instructional program, related work activities, the grievant, or the district's employees.
- H. Release Time  
Should the time of the hearing before the arbitrator require that a certified employee or an Association representative be released from his/her regular assignment, one certified employee or Association representative shall be released, at the discretion of the superintendent, without loss of pay or benefits for the time necessary to attend the hearing.
- I. Disclosure of Information  
Both the Association and the employee shall provide each other information relevant to the grievance. Neither the employer nor the Association shall be permitted to assert any grounds or evidence before the arbitrator that was not previously disclosed to the other party.
- J. Filing of Materials  
All records related to a grievance shall be filed separately from the personnel files of the employee.
- K. Grievance Withdrawal  
A grievance may be withdrawn at any level without establishing a precedent.
- L. No Written Response/Extension of Time Limits  
In the event that the grievant fails to act on any grievance within the prescribed time limits, the grievance shall be considered to be resolved. An administrator's failure to give a decision within the time limits shall promote the grievant to proceed to the next step. Time limits may be extended by mutual agreement.
- M. Expedited Arbitration  
By mutual agreement, the expedited rules of the AAA shall be used instead of the Voluntary Labor Arbitration Rules.
- N. Costs  
The fees and expenses of the arbitrator shall be shared equally by the parties. If only one party requests the presence of a court reporter, that party shall bear the cost of the reporter. If the other party wants a copy of the report, the other party must share the cost.
- O. Settlement  
By mutual agreement of the Association and the employer, a grievance may be settled at any step with or without establishing prejudice or precedent.

**Article XIII**  
**Reduction in Force**

- A. A tenured-certified employee who is being considered for Reduction in Force (RIF) will be consulted by the Superintendent ten (10) calendar days prior to any anticipated board action. The certified employee shall be given the opportunity to discuss the reasons for the reduction. A Bethalto Education Association representative shall also be in attendance if requested by the certified employee. The Bethalto Education Association President shall be notified at least twenty (20) calendar days prior to any anticipated RIF of tenured certified employees. All RIF notices to certified employees must be delivered by or before 45 calendar days prior to the end of the school year, or as required under the School Code. In the case of a

RIF, notification to the certified employee shall be given after the student-school day, when possible.

- B. Seniority lists will be made available by February 1st of each year. A certified employee who feels that he/she is qualified in additional areas of certification has until March 1st to show proof of such certification. The Sequence of Honorable Dismissal Lists will be made available to the Association President no later than 75 days prior to the end of the school year. The Superintendent or Designee shall develop a means to disseminate rankings to certified employees.
- C. After March 1<sup>st</sup>, certified employees may obtain additional certification through training or coursework, which should immediately be substantiated upon completion. Certified employees who have been honorably dismissed and who obtain such additional certification may then be recalled to any vacant position for which they have been qualified according to the standards of the State Board of Education.
- D. In the event of a tie as it pertains to a RIF, if the length of service to the district of the certified employees shall be equal, preference shall be given to the employee who received the highest number of indicators marked as excellent on his/her previous evaluation, in the event of an equal number of indicators, preference shall be given to the employee who received the highest number of indicators marked as proficient on his/her previous evaluation instrument, in the event of an equal number of indicators, preference shall be given to the employee who has advanced the furthest vertically on the salary schedule, and in the event of equal vertical placement, preference shall be given the employee who has advanced the furthest horizontally on the salary schedule. If the length of service shall still be equal, a determination by lot shall be made by the superintendent or designee in the presence of the Bethalto Education Association President to determine who has greater seniority.

**Article XIV**  
**Effect of Agreement**

- A. The terms and conditions set forth in this agreement represent the full and complete understanding between the parties hereto. The terms and conditions of the agreement may be modified by alteration, change, addition to, or deletion only through the voluntary mutual consent of the parties in a written amendment executed in accordance with the provisions of this agreement.
- B. This agreement and any subsequent changes shall be submitted for approval to be incorporated into the Board policies of School District No. 8, Madison County, Bethalto, Illinois, and, upon approval, be a part of the said policies during the duration of this agreement.
- C. Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, or be interpreted as illegal by the Illinois State Board of Education or the Attorney General of the State of Illinois, said article, section, or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section, or clause.

**ARTICLE XV**  
**Duration and Acceptance of Agreement**

- A. This agreement shall be effective as of the 7th day of August 2019, and shall continue in effect until the 1st day of July 2022, except where noted. This agreement shall expire on such expiration date unless it is extended for a specific period or periods by mutual agreement of the parties.

- B. Medical benefits become effective September 1, 2019, for all certified staff members covered by this agreement.
- C. This agreement is signed this 7th day of August 2019.

In Witness thereof:

For the Bethalto Education Association

For the Board of Education

\_\_\_\_\_  
President

\_\_\_\_\_  
President

Hourly Rate  
*\$28.00*

**Salary Schedules**

2018-2019 Salary Schedule									
	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32
1	\$36,089	\$36,962	\$37,839	\$38,712	\$40,463	\$41,336	\$42,209	\$43,132	\$43,959
2	\$36,453	\$37,327	\$38,208	\$39,087	\$40,853	\$41,732	\$42,615	\$43,543	\$44,380
3	\$36,890	\$37,764	\$38,655	\$39,534	\$41,310	\$42,200	\$43,088	\$44,016	\$44,864
4	\$37,410	\$38,284	\$39,191	\$40,075	\$41,867	\$42,777	\$43,671	\$44,609	\$45,467
5	\$38,055	\$38,919	\$39,836	\$40,731	\$42,527	\$43,448	\$44,357	\$45,301	\$46,175
6	\$38,825	\$39,694	\$40,627	\$41,553	\$43,391	\$44,322	\$45,242	\$46,190	\$47,080
7	\$39,709	\$40,642	\$41,582	\$42,519	\$44,387	\$45,329	\$46,266	\$47,203	\$48,139
8	\$40,822	\$41,776	\$42,727	\$43,678	\$45,583	\$46,533	\$47,484	\$48,439	\$49,389
9	\$42,012	\$42,980	\$43,949	\$44,914	\$46,847	\$47,815	\$48,780	\$49,745	\$50,713
10	\$43,276	\$44,259	\$45,241	\$46,224	\$48,185	\$49,167	\$50,150	\$51,129	\$52,111
11	\$44,614	\$45,611	\$46,611	\$47,604	\$49,597	\$50,594	\$51,590	\$52,587	\$53,583
12	\$46,026	\$47,041	\$48,051	\$49,062	\$51,087	\$52,097	\$53,108	\$54,119	\$55,129
13	\$47,516	\$48,541	\$49,569	\$50,594	\$52,647	\$53,675	\$54,700	\$55,728	\$56,753
14	\$49,079	\$50,118	\$51,161	\$52,199	\$54,284	\$55,323	\$56,365	\$57,404	\$58,446
15	\$50,713	\$51,770	\$52,826	\$53,883	\$55,992	\$57,048	\$58,105	\$59,161	\$60,218
16	\$52,425	\$53,495	\$54,566	\$55,636	\$57,777	\$58,848	\$59,918	\$60,992	\$62,063
17	\$54,210	\$55,295	\$56,379	\$57,464	\$59,637	\$60,725	\$61,809	\$62,894	\$63,978
18	\$56,069	\$57,168	\$58,270	\$59,369	\$61,570	\$62,669	\$63,771	\$64,873	\$65,975
19	\$58,003	\$59,115	\$60,232	\$61,348	\$63,577	\$64,693	\$65,810	\$66,926	\$68,039
20	\$60,010	\$61,140	\$62,271	\$63,401	\$65,662	\$66,792	\$67,922	\$69,053	\$70,183
21	\$62,091	\$63,235	\$64,380	\$65,528	\$67,817	\$68,961	\$70,106	\$71,254	\$72,398
22	\$64,246	\$65,408	\$66,567	\$67,729	\$70,049	\$71,208	\$72,370	\$73,529	\$74,687
23	\$66,479	\$67,655	\$68,827	\$70,004	\$72,352	\$73,529	\$74,705	\$75,877	\$77,053
24	\$68,785	\$69,975	\$71,166	\$72,352	\$74,733	\$75,923	\$77,113	\$78,304	\$79,490
25	\$71,169	\$72,042	\$73,250	\$74,814	\$76,937	\$78,395	\$79,599	\$80,807	\$82,005
26	\$73,631	\$74,233	\$75,726	\$77,353	\$79,733	\$80,945	\$82,163	\$83,388	\$84,596

2019-2020 Salary Schedule									
	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32
1	\$36,871	\$37,670	\$38,471	\$39,270	\$40,870	\$41,694	\$42,517	\$43,381	\$44,167
2	\$37,282	\$38,088	\$38,898	\$39,708	\$41,332	\$42,165	\$43,000	\$43,871	\$44,670
3	\$37,752	\$38,563	\$39,388	\$40,203	\$41,848	\$42,693	\$43,536	\$44,412	\$45,223
4	\$38,288	\$39,105	\$39,949	\$40,774	\$42,444	\$43,309	\$44,161	\$45,048	\$45,872
5	\$38,924	\$39,739	\$40,597	\$41,437	\$43,122	\$43,999	\$44,868	\$45,764	\$46,604
6	\$39,660	\$40,485	\$41,362	\$42,232	\$43,963	\$44,853	\$45,734	\$46,637	\$47,494
7	\$40,547	\$41,433	\$42,324	\$43,212	\$44,985	\$45,889	\$46,790	\$47,690	\$48,590
8	\$41,618	\$42,529	\$43,438	\$44,346	\$46,166	\$47,083	\$48,001	\$48,922	\$49,839
9	\$42,750	\$43,681	\$44,613	\$45,542	\$47,403	\$48,340	\$49,275	\$50,210	\$51,147
10	\$43,941	\$44,893	\$45,845	\$46,797	\$48,698	\$49,653	\$50,608	\$51,560	\$52,515
11	\$45,191	\$46,164	\$47,139	\$48,108	\$50,053	\$51,025	\$51,997	\$52,970	\$53,941
12	\$46,561	\$47,560	\$48,555	\$49,551	\$51,545	\$52,536	\$53,527	\$54,519	\$55,510
13	\$47,993	\$49,012	\$50,033	\$51,052	\$53,093	\$54,106	\$55,117	\$56,130	\$57,141
14	\$49,483	\$50,525	\$51,571	\$52,612	\$54,702	\$55,732	\$56,765	\$57,795	\$58,828
15	\$51,030	\$52,099	\$53,167	\$54,235	\$56,369	\$57,420	\$58,473	\$59,525	\$60,577
16	\$52,640	\$53,731	\$54,823	\$55,914	\$58,097	\$59,168	\$60,239	\$61,314	\$62,385
17	\$54,368	\$55,486	\$56,603	\$57,721	\$59,960	\$61,055	\$62,147	\$63,240	\$64,332
18	\$56,155	\$57,299	\$58,446	\$59,590	\$61,881	\$62,995	\$64,112	\$65,228	\$66,345
19	\$58,002	\$59,172	\$60,346	\$61,518	\$63,862	\$64,999	\$66,138	\$67,276	\$68,411
20	\$59,908	\$61,107	\$62,307	\$63,506	\$65,905	\$67,064	\$68,223	\$69,382	\$70,541
21	\$61,873	\$63,098	\$64,324	\$65,552	\$68,004	\$69,184	\$70,365	\$71,548	\$72,728
22	\$63,957	\$65,214	\$66,470	\$67,727	\$70,239	\$71,443	\$72,650	\$73,854	\$75,058
23	\$66,103	\$67,390	\$68,674	\$69,961	\$72,532	\$73,762	\$74,992	\$76,219	\$77,448
24	\$68,308	\$69,624	\$70,941	\$72,254	\$74,886	\$76,139	\$77,392	\$78,646	\$79,896
25	\$70,575	\$71,656	\$73,004	\$74,637	\$77,100	\$78,579	\$79,855	\$81,135	\$82,406
26	\$72,905	\$73,786	\$75,381	\$77,082	\$79,786	\$81,081	\$82,380	\$83,685	\$84,977

Through the 2023-2024 school year, those employees whose salary would have been greater on the 2018-2019 salary schedule will receive the difference between the 2018-2019 salary schedule and the current year's salary schedule as additional compensation.

2020-2021 Salary Schedule									
	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32
1	\$37,653	\$38,377	\$39,103	\$39,827	\$41,278	\$42,052	\$42,825	\$43,629	\$44,375
2	\$38,112	\$38,848	\$39,589	\$40,328	\$41,812	\$42,597	\$43,385	\$44,200	\$44,960
3	\$38,614	\$39,362	\$40,121	\$40,872	\$42,386	\$43,186	\$43,985	\$44,808	\$45,582
4	\$39,166	\$39,926	\$40,707	\$41,473	\$43,020	\$43,840	\$44,651	\$45,487	\$46,276
5	\$39,793	\$40,559	\$41,358	\$42,143	\$43,716	\$44,551	\$45,378	\$46,227	\$47,033
6	\$40,495	\$41,276	\$42,096	\$42,912	\$44,535	\$45,383	\$46,225	\$47,084	\$47,908
7	\$41,385	\$42,223	\$43,065	\$43,905	\$45,582	\$46,449	\$47,314	\$48,178	\$49,041
8	\$42,413	\$43,282	\$44,148	\$45,015	\$46,750	\$47,634	\$48,518	\$49,405	\$50,289
9	\$43,487	\$44,382	\$45,277	\$46,170	\$47,958	\$48,865	\$49,770	\$50,675	\$51,582
10	\$44,606	\$45,527	\$46,449	\$47,370	\$49,211	\$50,138	\$51,066	\$51,991	\$52,919
11	\$45,768	\$46,717	\$47,667	\$48,612	\$50,508	\$51,456	\$52,404	\$53,352	\$54,300
12	\$47,096	\$48,079	\$49,059	\$50,039	\$52,002	\$52,974	\$53,947	\$54,919	\$55,891
13	\$48,470	\$49,483	\$50,497	\$51,510	\$53,538	\$54,537	\$55,534	\$56,533	\$57,530
14	\$49,887	\$50,933	\$51,981	\$53,025	\$55,120	\$56,142	\$57,165	\$58,186	\$59,210
15	\$51,348	\$52,428	\$53,508	\$54,588	\$56,745	\$57,793	\$58,841	\$59,889	\$60,937
16	\$52,855	\$53,967	\$55,080	\$56,192	\$58,416	\$59,489	\$60,561	\$61,635	\$62,708
17	\$54,526	\$55,677	\$56,827	\$57,978	\$60,282	\$61,385	\$62,485	\$63,586	\$64,687
18	\$56,241	\$57,431	\$58,622	\$59,811	\$62,192	\$63,321	\$64,453	\$65,584	\$66,715
19	\$58,002	\$59,229	\$60,459	\$61,689	\$64,146	\$65,306	\$66,466	\$67,626	\$68,783
20	\$59,806	\$61,074	\$62,343	\$63,611	\$66,147	\$67,335	\$68,523	\$69,712	\$70,900
21	\$61,655	\$62,961	\$64,268	\$65,577	\$68,190	\$69,407	\$70,624	\$71,842	\$73,059
22	\$63,668	\$65,021	\$66,372	\$67,725	\$70,429	\$71,679	\$72,930	\$74,179	\$75,428
23	\$65,727	\$67,125	\$68,520	\$69,918	\$72,711	\$73,995	\$75,279	\$76,560	\$77,844
24	\$67,831	\$69,273	\$70,716	\$72,155	\$75,040	\$76,356	\$77,672	\$78,988	\$80,302
25	\$69,981	\$71,469	\$72,958	\$74,460	\$77,262	\$78,763	\$80,111	\$81,462	\$82,807
26	\$72,179	\$73,740	\$75,306	\$76,812	\$79,840	\$81,217	\$82,598	\$83,983	\$85,358

Through the 2023-2024 school year, those employees whose salary would have been greater on the 2018-2019 salary schedule will receive the difference between the 2018-2019 salary schedule and the current year's salary schedule as additional compensation.

2021-2022 Salary Schedule									
	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32
1	\$38,436	\$39,085	\$39,736	\$40,385	\$41,685	\$42,409	\$43,134	\$43,878	\$44,584
2	\$38,941	\$39,609	\$40,279	\$40,949	\$42,291	\$43,030	\$43,770	\$44,528	\$45,250
3	\$39,476	\$40,162	\$40,854	\$41,542	\$42,924	\$43,679	\$44,433	\$45,203	\$45,942
4	\$40,044	\$40,748	\$41,464	\$42,172	\$43,597	\$44,372	\$45,140	\$45,927	\$46,681
5	\$40,662	\$41,380	\$42,118	\$42,848	\$44,311	\$45,102	\$45,889	\$46,689	\$47,462
6	\$41,330	\$42,068	\$42,831	\$43,591	\$45,106	\$45,914	\$46,717	\$47,531	\$48,322
7	\$42,224	\$43,014	\$43,807	\$44,599	\$46,180	\$47,010	\$47,837	\$48,665	\$49,493
8	\$43,209	\$44,034	\$44,859	\$45,683	\$47,333	\$48,184	\$49,036	\$49,889	\$50,740
9	\$44,225	\$45,083	\$45,942	\$46,799	\$48,514	\$49,390	\$50,265	\$51,140	\$52,016
10	\$45,270	\$46,162	\$47,052	\$47,944	\$49,724	\$50,624	\$51,524	\$52,423	\$53,322
11	\$46,346	\$47,269	\$48,194	\$49,117	\$50,964	\$51,888	\$52,811	\$53,735	\$54,658
12	\$47,630	\$48,597	\$49,562	\$50,528	\$52,460	\$53,413	\$54,366	\$55,320	\$56,273
13	\$48,946	\$49,953	\$50,962	\$51,969	\$53,984	\$54,968	\$55,951	\$56,935	\$57,918
14	\$50,292	\$51,340	\$52,390	\$53,439	\$55,539	\$56,551	\$57,565	\$58,578	\$59,591
15	\$51,665	\$52,757	\$53,848	\$54,940	\$57,122	\$58,165	\$59,209	\$60,252	\$61,296
16	\$53,070	\$54,203	\$55,336	\$56,469	\$58,736	\$59,809	\$60,882	\$61,957	\$63,030
17	\$54,684	\$55,868	\$57,052	\$58,236	\$60,605	\$61,715	\$62,824	\$63,933	\$65,041
18	\$56,328	\$57,562	\$58,798	\$60,033	\$62,503	\$63,648	\$64,793	\$65,939	\$67,085
19	\$58,001	\$59,286	\$60,573	\$61,859	\$64,431	\$65,612	\$66,794	\$67,975	\$69,156
20	\$59,704	\$61,041	\$62,378	\$63,715	\$66,390	\$67,607	\$68,824	\$70,041	\$71,258
21	\$61,436	\$62,824	\$64,212	\$65,601	\$68,377	\$69,629	\$70,882	\$72,137	\$73,389
22	\$63,378	\$64,827	\$66,275	\$67,724	\$70,620	\$71,914	\$73,210	\$74,505	\$75,799
23	\$65,352	\$66,860	\$68,367	\$69,876	\$72,891	\$74,229	\$75,566	\$76,902	\$78,239
24	\$67,354	\$68,922	\$70,490	\$72,057	\$75,193	\$76,572	\$77,951	\$79,331	\$80,708
25	\$69,388	\$70,983	\$72,512	\$74,284	\$77,425	\$78,947	\$80,368	\$81,790	\$83,208
26	\$71,452	\$73,093	\$74,690	\$76,541	\$79,893	\$81,353	\$82,815	\$84,280	\$85,738

Through the 2023-2024 school year, those employees whose salary would have been greater on the 2018-2019 salary schedule will receive the difference between the 2018-2019 salary schedule and the current year's salary schedule as additional compensation.

Teacher Discipline Form

**BETHALTO COMMUNITY UNIT SCHOOL DISTRICT NO. 8**

The Board agrees that enforcement of teacher discipline should be reasonable. Discipline shall mean verbal warnings, written reprimands, loss of pay, notice to remedy, suspension with pay, and suspension without pay. It shall not include evaluations of classroom performance. Unless non-remediable, discipline shall be progressive in nature. Based upon the severity of the incident, disciplinary action may be initiated at any level of the process. The BEA President will receive a copy of this disciplinary action.

\_\_\_\_\_ Verbal warning/ with documentation

\_\_\_\_\_ Written reprimand

\_\_\_\_\_ Loss of pay

\_\_\_\_\_ Notice to Remedy

\_\_\_\_\_ Suspension with pay

\_\_\_\_\_ Suspension without pay

\_\_\_\_\_ BEA Member

\_\_\_\_\_ Date

\_\_\_\_\_ Administrator

\_\_\_\_\_ Date

(Member's signature only acknowledges that a discussion took place; it does not imply agreement.)