

COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE
CREVE COEUR SCHOOL DISTRICT NO. 76
BOARD OF EDUCATION
AND THE
CREVE COEUR EDUCATION ASSOCIATION/IEA/NEA

FOR THE SCHOOL TERMS

2022-2023
2023-2024
2024-2025

TABLE OF CONTENTS

PAGE

Article I Recognition..... 1

Article II Teacher and Association Rights 1

 2.1 Non-Discrimination 1

 2.2 Right to Organize..... 1

 2.3 Personnel File..... 1

 2.4 Teacher Discipline 1

 2.5 Payroll Deductions..... 2

 2.6 Meetings, Notices and General Information..... 2

 2.7 Communications..... 3

 2.8 Agreement 3

 2.9 Harassment 3

Article III Formal Evaluations..... 3

Article IV Working Conditions 3

 4.1 Teacher Workday 3

 4.2 Lunch Period 4

 4.3 Faculty Rooms..... 4

 4.4 Notification Procedure 5

 4.5 Preparation Time 5

 4.6 Building Scheduling 5

 4.7 Labor Management Relations Committee 6

Article V Assignments, Vacancies and Transfers 7

 5.1 Notification of Assignment..... 7

 5.2 Posting of Vacancies 7

 5.3 Voluntary Transfer of Teachers 7

 5.4 Involuntary Transfer of Teachers..... 7

Article VI Length of Continuing Service and Reductions in Teachers 8

 6.1 Length of Continuing Service..... 8

 6.2 Reductions in Teachers..... 8

 6.3 Recall of Teachers..... 8

 6.4 Length of Continuing Service – Part-time Teachers 9

Article VII Leaves..... 9

 7.1 Absence Due to Illness or Injury 9

 7.2 Sick Day Bank 9

 7.3 Intent of the Sick Leave Bank..... 10

 7.4 Use of the Sick Leave Bank..... 10

 7.5 Number of Allowable Sick Leave Bank Days..... 10

 7.6 Replenishing the Sick Leave Bank 10

 7.7 Workers’ Compensation 11

	7.8 Personal Business Leave	11
	7.9 Child Care.....	12
	7.10 Jury Duty and Court Appearance	12
	7.11 Association Leave.....	12
	7.12 Leaves of Absence Without Pay	12
	7.13 Family and Medical Leave	13
	7.14 Leave Benefits	14
	7.15 Professional Leave Days	15
	7.16 Professional Development.....	15
Article VIII	Teacher Compensation and Fringe Benefits	15
	8.1 Education Credit	15
	8.2 Teacher Attendance Days	15
	8.3 Teacher Resignation and Teacher Employment Termination.....	15
	8.4 Salary Payment Options	16
	8.5 Professional Credit Refunds	16
	8.6 Internal Substitution	17
	8.7 Salary Schedule	17
	8.8 Tax Deferred Annuity Program	17
	8.9 Group Hospital and Medical Insurance.....	18
	8.10 Section 125 Plan	18
	8.11 Group Life Insurance	18
	8.12 Teacher Retirement Tax Shelter and T.H.I.S. Fund Payment	18
	8.13 [RESERVED].....	19
	8.14 Traveling Allowance Between Buildings and Mileage Reimbursement	19
	8.15 Required Attendance Stipend	19
	8.16 Extra-Curricular Duty Increments	19
	8.17 Summer School Tutoring	19
	8.18 Retirement Incentive.....	19
Article IX	Grievance Procedure.....	21
	9.1 Definition.....	21
	9.2 Purpose	21
	9.3 Structure	21
	9.4 Procedure	21
	9.5 Levels	22
	9.6 Arbitrator Selection	22
	9.7 Miscellaneous	23
Article X	Negotiation Procedures	23
Article XI	No Strike.....	23
	11.1 No Strike Provision	23

Article XII	Effects of Agreement	24
	12.1 Full Force and Effect.....	24
	12.2 Supplemental Negotiations and Reopener	24
Article XIII	Duration of Agreement	24
Appendix A	2022-2023 Salary Schedule	25
Appendix A	2023-2024 Salary Schedule	26
Appendix A	2024-2025 Salary Schedule	27
Appendix B	Extracurricular Salary Schedule	28

PREAMBLE

This Agreement, between the **Board of Education of District No. 76, Tazewell County, Creve Coeur, Illinois**, and the **Creve Coeur Education Association, an affiliate of the Illinois Education Association and the National Education Association**, incorporates a number of understandings which derive from the parties' mutual beliefs that each pupil is entitled to an education of the highest quality.

ARTICLE I

Recognition

This Agreement is made and entered into between the **Board of Education, School District No. 76**, hereinafter referred to as the "Board," and the **Creve Coeur Education Association/IEA/NEA**, hereinafter referred to as the "CCEA."

It is understood that the CCEA is the sole bargaining agent for all certified personnel, hereinafter referred to as "teacher," excepting the Superintendent and principals for the term of this Agreement.

ARTICLE II

Teacher and Association Rights

SECTION 2.1: Non-Discrimination

The Board shall not discriminate against any teacher in respect to hours, wages, terms and conditions of employment for reason of membership in the CCEA, participation in negotiations with the Board, or refusing to cooperate in the institution of any grievance complaint or proceeding under this Agreement.

SECTION 2.2: Right to Organize

Teachers shall have the right to organize, join and assist the Association and to participate in professional negotiations with the Board, consistent with other provisions of the Agreement. Furthermore, teachers shall have the right to refuse to organize, join and assist in the CCEA and to refuse to participate in professional negotiations with the Board.

SECTION 2.3: Personnel File

Each teacher shall have the right, upon request, to review the contents of his/her personnel file. At the teacher's request, a representative of the CCEA may accompany the teacher in this review. The teacher has the opportunity to place a written response to any material related to discipline or employment. A teacher's personnel file shall not contain any false material.

SECTION 2.4: Teacher Discipline

No teacher shall be disciplined or issued a written reprimand without just cause.

SECTION 2.5: Payroll Deductions

The Board shall withhold from each teacher's regular payroll a prorata share of the annual dues of the CCEA, provided that the Board has a teacher executed authorization for continuing dues deduction, the amount of which shall annually be certified by the CCEA or other teacher organization. The authorization shall remain in effect from year to year, except that the teacher may revoke it between September 1 and September 15 of any year period. Upon receipt of any revocation, the Board shall notify the CCEA in writing of same. All dues deducted shall be remitted through the CCEA no later than ten (10) days after such deductions are made.

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

- (a) the Board gives prompt notice of such action in writing to the CCEA and permits the CCEA intervention as a party if it so desires; and
- (b) the Board gives full and complete cooperation to the CCEA and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available to both trial and appellate levels.

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

SECTION 2.6: Meetings, Notices and General Information

The CCEA may, subject to reasonable regulation and reimbursement of any costs, use the following:

- (a) school buildings for meetings;
- (b) teacher mailboxes, inter-school mail, and school bulletin boards for the purposes of internal communication;
- (c) school equipment, e.g., computers and copy machines; and
- (d) the president of the CCEA shall be issued a copier access number for use of the copying machine at his or her assigned building. This is the only access number authorized for CCEA purposes and will be used to calculate expenses which will be assessed the CCEA at current rates. Use of any other access number for CCEA duplication purposes will be considered a violation of the contract by the individual as well as the bargaining unit.

SECTION 2.7: Communications

A copy of the open Board agenda and Board packet (less any confidential or personal information as determined by the Board or District Administration in their discretion), along with any information provided to the media, will be available to an association officer on the Friday before the board meeting during regular school hours.

The CCEA will have a communication box at the District Office for the CCEA. One copy of approved Board minutes and approved bills will be placed in the CCEA communication box within 72 hours following Board approval.

SECTION 2.8: Agreement

Upon ratification and finalization, the Board will provide copies of the Agreement to the CCEA for distribution to the bargaining unit employees.

SECTION 2.9: Harassment

Teachers shall report instances of administrative or Board member harassment to one of the District's executive team members, and Federal Guidelines shall be followed.

ARTICLE III

Formal Evaluations

The District shall comply with the Performance Evaluation Reform Act (PERA) of the Illinois School Code. All tenured teachers receiving an evaluative rating of excellent or proficient shall be evaluated at least once every three (3) years, all non-tenured teachers shall be evaluated annually, and all other teachers who do not receive a proficient or excellent rating will be evaluated once every two (2) years (except as otherwise provided under Article 24A of the Illinois School Code), using the four rating levels outlined in PERA. For any teacher in contractual continued service who receives a "needs improvement" rating or an "unsatisfactory" rating, within 30 school days, a professional development plan or remediation plan, as applicable, shall be developed and implemented, in accordance with the provisions of PERA and the Illinois School Code.

ARTICLE IV

Working Conditions

SECTION 4.1: Teacher Work Day

The normal workday for certified personnel shall not exceed seven (7) hours and thirty (30) minutes. These hours may be varied for some teachers, or in the case of an emergency, such as heavy snow or energy crisis. The intent of the foregoing sentence is to provide flexible beginning and ending hours for exceptions, not to significantly extend or contract the teacher workday. Teachers will attend parent/teacher conferences, and the Teacher's workday will be adjusted accordingly on days when parent/teacher conferences are held. Teachers may be required to remain or return for faculty meetings, departmental meetings, special committee meetings, student conference, or other duties not inconsistent with the teacher's professional standing.

Teachers will be required to attend one (1) faculty meeting each month during the school year. The administration shall attempt to limit the duration of a faculty meeting to one hour. In no event shall a faculty meeting exceed one and one-half hour. Any member of the faculty who has need to leave a meeting before it is over, shall upon request be permitted to leave after one hour. Teachers shall not be required to serve on more than three committees each school year. In the event a teacher believes that he/she is being required or pressured to serve on more than three committees, the teacher shall, together with an Association representative if the teacher chooses, discuss the matter with the Superintendent and the teacher shall not suffer any repercussion by reason of raising the matter. Teachers will be required to return for school open house. For purposes of this section, open house and Kindergarten Round-up shall constitute after-school functions.

The last day of school shall be an in-service day.

A teacher shall attend no less than five (5) after-school functions or events during the school year. Attendance at graduation shall be one of the five required events unless a waiver for attending graduation is granted by the Building Principal for a scheduling conflict submitted by a teacher at least seven (7) days prior to graduation or for emergencies. Except for regularly scheduled events for which teachers receive a stipend, teachers shall not be required to attend events during a weekend. If a teacher chooses to sign up for a weekend school event, it would be considered as one of the teacher's required events.

SECTION 4.2: Lunch Period

During each workday, the teachers shall be entitled to a duty-free lunch period equal to that of the students, but in no case less than thirty (30) consecutive minutes.

SECTION 4.3: Faculty Rooms

In each building, the teachers will be provided with a room affording privacy for work and lunch, providing there are adequate facilities for classroom and other educational purposes. Each faculty room will be adequately heated and ventilated.

SECTION 4.4: Notification Procedure

(1) Emergencies

When an emergency exists, notification of the closing of schools will be broadcast over any appropriate media outlets as soon as possible.

(2) School Closing/Leave Days

When the schools are officially closed, no leave days previously arranged by a teacher will be deducted.

(3) Bomb Threat Procedure

In all cases, when a school official has been notified of a bomb threat, no teacher shall be required to search for a bomb.

SECTION 4.5: Preparation Time

All full-time teachers will be scheduled at least one thirty (30) minute preparation period per regular full workday free of student contact. All preparation time will take place during the workday, excluding field trip days or special events that do not allow for preparation time. On school days with shortened class schedules (i.e. early dismissal days), the length of the preparation period for the workday shall be shortened on a prorated basis.

SECTION 4.6: Building Scheduling

The Association shall be entitled to advisory input into scheduling through a building advisory scheduling committee. Such building committee shall be comprised of the principal, one teacher from each grade level, one music teacher, one P.E. teacher one special education teacher and one reading teacher. Committee members shall be selected by the CCEA. Service on a building advisory committee shall not be required by the District and shall not count as one of the three committees referenced in Section 4.1.

The principal shall provide the Association with reasonable advance notice of the first scheduling committee meeting which shall be held by no later than April 30th of each year. Unless otherwise mutually agreed by the committee members, the committee shall meet at least one final time in May to discuss the status of, and strategy for, development of the upcoming schedule.

Committee members shall be entitled to all reasonably appropriate and available information that is used for scheduling development. The establishment, operation and discussion of scheduling issues with the scheduling committee shall not preclude the administration from performing its ordinary scheduling responsibilities, except that any

scheduling information developed by the administration shall be shared with the scheduling committee including the district calendar.

SECTION 4.7: Labor Management Relations Committee

There shall be established a Labor/Management Relations Committee which shall meet for the purpose of discussing concerns of either the District or the Union and with a view toward enhancing labor relations and improving the educational program for the School District through effective communication.

Members: The District membership on the Committee shall be composed of the Board President, a second Board member designated by the Board President, and the Superintendent. The Union membership on the Committee shall be composed of the Union President and two other members of the Teachers Union chosen by the Union President.

Schedule: Meetings of the Committee shall be scheduled every other month during the in-class school year, commencing in September. The Committee shall at a minimum maintain this schedule of meeting every other month, but may – by mutual agreement – schedule additional meetings between regularly scheduled monthly meetings.

Agenda: The Board President and the Union President shall endeavor to send an agenda to all members of the Committee at least three business days in advance of a meeting consisting of the items to be discussed at that meeting. While the failure to give such notice shall not preclude discussion at a meeting of any item relevant to the District, either party may choose to defer discussion of an item until the next meeting if such item was not listed on the agenda. As noted above, if an item does not make it on the agenda, but the parties feel that the item should be discussed before the next regularly scheduled meeting, the parties can agree to schedule an additional meeting prior to the next regularly scheduled meeting to discuss this item.

Minutes: The Committee shall select a member of the Committee to take minutes of the meeting, who shall distribute the meeting minutes to the Committee members no later than one weekday after the meeting. The minutes are meant to be brief and concise, so as to provide the Committee with an overview of the items discussed at the meeting and to set forth any action items for Committee members.

Consensus Items: The Superintendent shall within three business days of the meeting provide a written summary of any consensus arrived at during a meeting to each member of the Committee for comment and clarification.

Authority: The Committee is not a forum for mid-term bargaining, but shall have authority to make recommendations to the Superintendent or the Board of Education as appropriate.

Guests: Either the District or the Union may invite guests to attend the meetings as resource persons. Upon the request of either party, such a guest shall be excused once the guest has furnished the appropriate information.

Service on the Labor Management Relations Committee shall not be required by the District and shall count as one of three committees referenced in Section 4.1.

ARTICLE V

Assignments, Vacancies and Transfers

SECTION 5.1: Notification of Assignment

All teachers shall be given written notice of their tentative teaching assignments for the forthcoming year no later than April 15th; if it becomes necessary to reassign personnel after the April 15th deadline, the teacher shall be immediately notified.

SECTION 5.2: Posting of Vacancies

A vacancy occurs whenever a current or newly created position exists. Whenever a vacancy occurs, the Superintendent shall promptly cause the posting of a vacancy notice at all school buildings on the faculty bulletin boards and mail a copy to each teacher subject to recall. The Board may elect filling the vacancy with a qualified person by new hire or transfer.

SECTION 5.3: Voluntary Transfer of Teachers

Teachers may request a transfer by submitting their requests to the Superintendent in writing. When requests for transfers are made, a conference of all individuals concerned shall be held with the Superintendent. The Superintendent shall submit a written response to the teacher at least three (3) days prior to making a recommendation to the Board stating reasons for the acceptance or refusal of the transfer request. It is agreed that priority consideration will be given to current teacher applicants with the understanding that the current teachers are not guaranteed the position.

SECTION 5.4: Involuntary Transfer of Teachers

If an involuntary transfer is necessary, volunteers shall be sought and utilized prior to any involuntary action. Involuntary transfers shall only occur due to a reduction in enrollment, physical plant limitations, program changes, budget limitations, changes in boundaries, and the reasonable recommendation of the building principal.

- (1) In the event a transfer assignment is unacceptable to a teacher, the Board will release the teacher from contract upon request.

- (2) A teacher being involuntarily transferred has the right to appeal the transfer through the grievance procedure.
- (3) The reason for the involuntary transfer shall be given in writing to the teacher within ten (10) days following the official notification of said teacher's transfer.

ARTICLE VI

Length of Continuing Service and Reductions in Teachers

SECTION 6.1: Length of Continuing Service

Length of continuing service shall be determined by the contractual length of continuous service from the most recent date of hire.

SECTION 6.2: Reductions in Teachers

Honorable dismissals and recalls shall be in accordance with the School Code.

As required by the School Code, all teachers shall be categorized into one or more positions for which the teacher is "qualified to hold," as that term is defined in the School Code's Section 24-12(b). In compliance with the School Code, a joint committee will be established each year for the purpose of considering the grouping rules outlined in the Illinois School Code. If the joint committee fails to reach an agreement before February 1 of each year, then the statutory requirements for grouping shall control, unless a prior joint agreement was reached, in which case such prior agreement controls unless terminated or amended. Within each position, and subject to agreements made by the joint committee, the District or joint agreement must establish four groupings of teachers qualified to hold the position, as provided for in the School Code's Section 24-12(b). A list of the "sequence of honorable dismissal" shall be provided by the Board at least 75 days before the end of the school year. If the Board decides to decrease the number of Teachers employed, the Board shall dismiss teachers in compliance with the Illinois School Code and according to the provided "sequence of honorable dismissal" by providing appropriate written notice.

SECTION 6.3: Recall of Teachers

Teachers shall be recalled as provided for in the School Code. A teacher may accept or reject a position of lesser contract terms and still retain recall rights pursuant to the Illinois School Code to a position equal to the one from which the teacher was dismissed.

A teacher's failure to respond to an offer of a position under this section within 15 calendar days after receipt of the Board's registered letter to the teacher's most recent address shall result in termination of the teacher's rights to recall.

SECTION 6.4: Length of Continuing Service – Part-time Teachers

Part-time teachers shall accrue length of continuing service on a prorata basis and shall have layoff and recall rights to a position of equal or lesser terms.

ARTICLE VII

Leaves

SECTION 7.1: Absence Due to Illness or Injury

Each full-time teacher shall be credited with a sick leave reserve of fifteen (15) days full-time during the school term in each school year.

Each regular part-time teacher shall be credited with a sick leave reserve of five (5) days in each school year, equal in length to the teacher's workday. Sick leave days for part-time teachers are non-cumulative.

Full time teachers may accumulate reserve sick leave days to a maximum of three hundred forty (340) days.

- (1) Sick leave shall be interpreted to mean personal illness, quarantines at home, or serious illness or death in the teacher's immediate family or household. The immediate family, for purposes of this section, shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians.
- (2) Sick leave shall not be debited for legal holidays or vacations.
- (3) All rights and benefits shall continue while on sick leave.
- (4) With the first paycheck of the school year, each teacher will receive notice of his/her accumulated sick leave days.
- (5) One day of sick leave may be utilized for bereavement purposes upon the death of a friend or a relative who is not part of the immediate family for each occurrence.

SECTION 7.2: Sick Day Bank

A committee of the CCEA executive board shall administer the use of days in the sick leave bank. Any current teachers who have not contributed to the sick day bank may do so at the beginning (September 14), of every new school year and new teachers who contribute a sick leave day by September 14th of their first year of employment shall be eligible to withdraw days from the bank.

Members may use days from the bank for catastrophic illness or catastrophic injury suffered by themselves.

During a teacher's last four school years immediately preceding the teacher's retirement, any sick days acquired from the sick bank must be used by the teacher prior to the teacher's retirement date. No sick days acquired from the sick bank during a teacher's last four school years immediately preceding the teacher's retirement shall be used to acquire service credit for the teacher from TRS. If on the date prior to a teacher's retirement date a teacher has any sick days acquired from the sick bank during a teacher's last four school years immediately preceding the teacher's retirement, these sick days acquired from the sick bank shall be returned to the sick leave bank on the day prior to the teacher's retirement date, and the teacher shall receive no service credit for these returned sick days.

SECTION 7.3: Intent of the Sick Leave Bank

The intent of the Sick Leave Bank is to provide extended sick leave to those employees who:

- A. Do not have sufficient sick leave to qualify for disability benefits without loss of pay.
- B. Incur a personal period of prolonged illness or hospitalization and have exhausted their sick leave and personal leave. The Bank shall be used only for the personal illness of the employee.
- C. If days normally eligible for sick leave use are paid through TRS disability or workers' compensation, or any other insurance or program, the day so reimbursed shall not be eligible for sick leave bank use.

SECTION 7.4: Use of the Sick Leave Bank

An employee shall not be able to utilize days from the bank until after his/her own accumulated sick leave and personal leave days have been depleted. The employee or Association designee must request use of the Sick Leave Bank by notifying the Sick Leave Bank Committee in writing including a note from the doctor verifying the need for additional leave.

SECTION 7.5: Number of Allowable Sick Leave Bank Days

When the employee meets the conditions set forth, he/she shall receive up to a maximum of ten (10) sick leave days per contract.

SECTION 7.6: Replenishing the Sick Leave Bank

If the Sick Leave Bank is depleted to fifty (50) days or fewer, all members will be asked to donate to the bank. If a member does not donate, they are not eligible to withdraw from the bank. Any days not withdrawn by the end of the school year will remain in the bank to use for the next school year.

SECTION 7.7: Workers' Compensation

Any teacher who is injured in the line of duty shall receive such compensation and expenses as are required by the Workers' Compensation law of the State of Illinois. Such compensation shall be supplemented with an amount sufficient to maintain his/her regular salary for a period not to exceed his/her regular sick leave reserve.

SECTION 7.8: Personal Business Leave

Maximum of two (2) days per year, non-cumulative, may be granted by the Superintendent for personal business leave to regular teachers subject to the following conditions:

- (a) For compelling personal business which requires absence from school, excluding snow days or recreational uses.
- (b) At least forty-eight (48) hours (two days) notice shall be given to the Superintendent except under extenuating circumstances.
- (c) Personal business leave days shall not be granted the day before or after a holiday or vacation periods, except in an emergency.
- (d) Leaves to observe non-Christian holidays shall be granted as personal leave.
- (e) A teacher shall, at the end of the school year, have the choice to either receive an additional amount equal to one-half of the daily substitute rate then in effect in the District for each unused personal leave day, or to turn the unused personal days into accumulating sick days.
- (f) A teacher shall not be required to take only one-half (1/2) a personal leave day.
- (g) A teacher may elect to request the personal leave orally if circumstances require it. However, it must be followed by request in writing after the teacher returns to duty.
- (h) Personal days shall not be granted during: the first two and last two weeks of school except to take a child to college or attend a college graduation,

to attend a wedding of an immediate family member (as defined in Section 7.1(1) or some other life event (as determined by and at the discretion of the Superintendent), and in any event only when a substitute is reasonably available. The number of personal days taken shall not exceed ten percent (10%) of the staff on any given school day.

- (i) Teachers shall be able to pay for a substitute teacher if personal time is depleted and more is needed for personal leave, with the approval of the Superintendent.

SECTION 7.9: Child Care

A leave of absence may be granted to teachers for the purpose of child care, subject to the following conditions:

- a. Written notification requesting such a leave shall be made to the Superintendent's office.
- b. Child care leave shall not exceed one (1) school year. Request for leave of less than one (1) year must be accompanied with a date of return.
- c. Written notification of intent to return to the school system shall be given to the Superintendent at least ninety (90) days before the end of the school term.

SECTION 7.10: Jury Duty and Court Appearance

Teachers who are required by summons or subpoena to appear for court or other judicial proceedings, including depositions, shall receive their regular salary and continuation of benefits providing the required appearance does not result from a proceeding initiated by the teacher and does not arise out of a private business venture undertaken by the teacher.

Teachers qualifying under this provision shall suffer no loss of sick leave or personal leave. Teachers shall submit to the District any funds received by reason of such appearance, exclusive of any mileage or meal allowance.

SECTION 7.11: Association Leave

In the event the CCEA desires to send representatives to local, state or national conferences or on other business pertinent to Association affairs, these representatives shall be released without loss in pay for an aggregate of six (6) days per year, except that no one teacher's leave under this section may exceed three (3) days per school year. However, the CCEA shall pay the District in an amount equal to the cost of substitute services pursuant to such released time.

SECTION 7.12: Leaves of Absence Without Pay

All teachers covered by this Agreement may be granted leaves of absence only by action of the Board. Leaves of absence without pay may be granted for one (1) or two (2) semesters, based on the following conditions:

- a. Requests for leave shall be in writing directed to the Superintendent.
- b. All leaves of absence shall be limited to a maximum of one (1) school year.
- c. All leaves without pay shall commence at the beginning of a semester. A teacher may not resume teaching until the period of time for which the leave was approved has passed, unless early return is mutually agreed to by the Board and the teacher.
- d. In the event a leave of absence without pay is granted under this paragraph, the teacher shall be considered to have worked for purposes of progression on the salary schedule if such teacher works at least one hundred thirty-five (135) days during the year in which the leave of absence occurs.
- e. Sick leave days shall not accrue, but unused sick leave held at the start of the leave shall be available upon reinstatement.
- f. Written notice of intention to either return or resign shall be given by the teacher to the Superintendent seventy-five (75) days prior to the end of the school year. Failure to furnish such written notice shall constitute a notice of resignation.
- g. Teachers returning to the District from leaves of absence without pay will be reassigned to the positions they left, if available, or to any available position for which they are qualified.

SECTION 7.13: Family and Medical Leave

Each "eligible teacher" (as defined within the Family and Medical Leave Act) shall be entitled to a family and/or medical leave of absence which shall be defined as an approved absence available to eligible teachers for up to twelve (12) weeks of unpaid leave per twelve (12) month period (measured backward from the date a teacher uses any leave covered by this Section). Leave may be taken for those qualifying events identified within the Family and Medical Leave Act.

The provisions of this Section shall apply to all family and medical leaves of absence except where the teacher is entitled to paid leave for any part of the twelve (12) weeks of leave to which the teacher may be entitled. In such case, if a teacher is otherwise

entitled to paid leave, the teacher must take the paid leave first. If the paid leave otherwise available is for less than a twelve (12) week period, the additional days of leave necessary to attain the twelve (12) weeks of leave required under this policy and the Family and Medical Leave Act shall be provided without compensation. The limitations placed on length of leave by this Section shall not in any way affect the length of leave otherwise available.

Spouses who are employed by the District are entitled to a combined total of twelve (12) weeks of leave for the birth or adoption of a child or for the care of a sick parent.

When the need for leave is foreseeable, such as the birth or adoption of a child, or planned medical treatment, the teacher must provide reasonable prior notice not less than thirty (30) days prior to the leave, and make efforts to schedule leave so as not to disrupt the District's operations. In case of illness, the teacher shall report periodically on his or her leave status and intention to return to work.

For purpose of this Family Medical Leave only, a teacher who is granted an approved leave of absence shall continue to receive group insurance benefits for up to a total of twelve (12) weeks, including coverage during paid leave, at the level and under the conditions that the coverage would be provided if the teacher had continued working and had not taken leave. In the event that a teacher elects not to return to work upon completion of an approved, unpaid leave of absence, the teacher must reimburse the District for the cost of any payments made to maintain the teacher's coverage, unless the failure to return to work was for reasons beyond the teacher's control.

When a teacher requests leave that is foreseeable based upon planned medical treatment and would last longer than twenty percent (20%) of the school term, the District may require the teacher to choose either (1) to take leave for a period of particular duration, not to exceed the duration of the planned treatment, or (2) to transfer temporarily to an available alternative position for which the teacher is qualified, that has equivalent pay and benefits, and that better accommodates recurring periods of leave than the teacher's regular position. If a teacher begins leave more than five (5) weeks before the end of the school term, the District may require the teacher to continue taking leave until the end of the term if the leave is at least for three (3) weeks' duration and the teacher's return would take place during the last three (3) weeks of the school term. If the teacher begins a leave less than five (5) weeks before the end of the school term, the District may require the teacher to continue taking leave until the end of the term if the leave is longer than two (2) weeks or the teacher would return during the last two (2) week period of the school term. If the teacher begins a leave within the last three (3) weeks before the end of the school term, the District may require the teacher to continue taking leave until the end of the school term.

SECTION 7.14: Leave Benefits

A teacher on a Board approved leave shall have access to the same benefits as described in Article 8.9 and 8.10 to which he/she would have been entitled were the teacher regularly employed. However, the financial expense of such benefits rests

entirely with the teacher, except as otherwise provided by the Family and Medical Leave Act provisions herein.

SECTION 7.15: Professional Leave Days

Upon application and with the approval of the Superintendent, a teacher may be granted paid professional leave. This leave shall be for a professional purpose directly related to the instructional techniques or programs of the District.

SECTION 7.16: Professional Development

The Administration shall welcome and encourage teacher input through the Association as to the content of professional development, taking into account state mandates. The Administration, however, shall retain final authority as to the content of professional development. The District shall offer at least twelve (12) actual clock hours of professional development that qualifies for CPDU credit each year. At least six (6) of the actual clock hours shall be offered during a normal teacher workday such as a School Improvement Day or Institute Day.

ARTICLE VIII

Teacher Compensation and Fringe Benefits

SECTION 8.1: Education Credit

When a faculty member has earned the right to a higher salary bracket by reason of increased professional training, the transfer shall be made at the beginning of the next school year (by August 15). Certification of earned credits for this purpose shall be by transcript or certificate of completion filed in the Superintendent's office. All hours beyond the B.A. or B.S. which are approved by the superintendent shall count for advancement on the salary schedule.

SECTION 8.2: Teacher Attendance Days

For any required teacher attendance days in excess of one hundred eighty (180) days per school year, the District shall reimburse teachers at the rate of 1/180th of their yearly salary per day. Student screenings, curriculum or committee work done by teachers for District 76 at the request of the Administration after the contract year shall be paid 1 /180th of the teacher's salary.

SECTION 8.3: Teacher Resignation and Teacher Employment Termination

If a teacher resigns or employment is terminated at the end of any school term, then that teacher has the option of receiving his/her summer pay in one lump sum at the next scheduled pay period following the official closing of the school term. If a teacher

chooses a lump sum payment upon the teacher's resignation or termination, the teacher's coverage under the District's group hospital, medical, dental, and vision insurance shall also terminate on the date of the teacher's resignation or termination. Otherwise, in the event of resignation or termination of a teacher (this does not include teachers subject to RIF, retiring teachers, or teachers dismissed for cause), said teacher will continue to receive coverage under the District's group hospital, medical and dental insurance through the summer term, provided that the teacher is participating in the District's group insurance plan on the date of resignation or termination.

SECTION 8.4: Salary Payment Options

Whenever 27 paydays occur during a year, teachers' compensation shall be paid out in 27 installments, rather than 26.

SECTION 8.5: Professional Credit Refunds

Teachers shall be reimbursed actual tuition costs, not to exceed the per hour graduate tuition rate at Illinois State University and one/half (1/2) of the cost for the activity fee. However, course(s) of study must be approved in advance by the superintendent and the course(s) successfully completed with a passing grade. Courses must be taken at an accredited and recognized institution. Verification of successful completion of course work may initially be documented by official grade report forms. Prior to the beginning of each new semester, an official transcript must be filed with the Superintendent verifying the successful completion of course work. These provisions shall not apply to teachers on leave.

The aggregate amount of professional credit refunds under this paragraph shall not exceed \$21,000 per school year (this \$21,000 includes tuition and ½ of the activity fee), allocated as follows: \$7,000 per fall semester, \$7,000 per spring semester, and \$7,000 for summer semester.

If the amount allocated for reimbursable fall or spring semesters is not exhausted, it may be carried forward through that year, but in no event shall any amount carry forward into the succeeding year. If the total amount requested by staff for a given semester exceeds the remaining balance of the maximum amount, the amount to be reimbursed shall be prorated among those qualified for such reimbursement. In no event shall a teacher be reimbursed tuition costs if the teacher has left the employment of the District. Non-tenured teachers shall not receive tuition reimbursement until September 1st of the year following completion of the subject course which qualifies for reimbursement and shall receive the professional credit refund only if still in the employ of the School District. No teachers shall be allowed reimbursement for more than six credit hours per semester. Credit hours exceeding six per semester shall be the financial responsibility of the teacher.

A Teacher on Step 1 – Lane 1 shall not be eligible for tuition reimbursement.

If a Teacher receives reimbursement from the School District under this section for a course and voluntarily leaves the employment of the School District within a two-year period after completing that course, then the Teacher shall pay the School District back for the cost of such course in an amount equal to the reimbursement received by the Teacher from the School District for such course. This provision shall only apply to courses completed within the two-year period preceding the Teacher's departure from the School District. This "pay-back" provision shall not apply to a Teacher who is retiring from the School District or who is dismissed or not renewed by the School District. Further, this "pay-back" provision shall not apply to a Teacher who leaves employment with the District due to a life changing event that is not within the control of the Teacher. For example, a life changing event would include a Teacher leaving employment to deal with a significant illness, medical condition, or injury of the Teacher or to care for a family member with a significant illness, medical condition, or injury. Any "pay-back" amount due the School District pursuant to this provision shall be payable by such Teacher in full to the School District within 30 days after such Teacher submits a notice of resignation to the School District or otherwise departs employment with the School District (whichever is sooner).

SECTION 8.6: Internal Substitution

If a substitute teacher is not available, a regular teacher shall have the right to refuse to accept assignment to a class or a portion of any class other than his own during his preparation period. Any teacher who accepts a class which requires him to forfeit his preparation period shall be compensated at the rate of 1/8th of the teacher's daily rate per hour.

SECTION 8.7: Salary Schedule

For the school years 2022-2023 through 2024-2025, teachers' compensation shall be as set forth in "Appendix A" attached hereto. Full time teachers who work at least one hundred twenty (120) days during the year shall receive salary step advancement at the beginning of the following year. Even though the headings for lanes 5, 6 and 7 shall no longer recognize an accumulation of hours beyond the bachelor's degree and shall be designated master's degree lanes, no teacher in any of these lanes as of September 1, 1999 without a master's degree shall be relocated to any preceding lane. Further, any teacher who had as of September 1, 1999 at least 32 credit hours beyond the bachelor's degree and any teacher who had as of September 1, 1999 at least 24 credit hours beyond the bachelor's degree and at least 20 years of credited service, shall for the remainder of that teacher's service to the District be allowed to make horizontal movement and be paid as if the salary schedule lane 5 was an MA/BA+32 column, lane 6 an MA+8/BA+40 column and lane 7 an MA+16/BA+48 column and lane 8 an MA+24/BA+56 column and lane 9 an MA+32/BA+64 column and lane 10 an MA+42/BA+72. (It is understood that a grandfathered teacher must have a Masters degree to move into lanes 8, 9, and 10) The parties understand that courses qualifying for lane movement must be approved in advance by the Superintendent.

SECTION 8.8: Tax Deferred Annuity Program

The School District shall provide a 403(b) supplemental retirement savings plan to all teachers working more than 20 hours per week, by payroll deduction, on a tax-deferred basis. The 403(b) plan shall set forth the investment vendors or providers that have been approved to offer tax-deferred investments under the School District's 403(b) plan. All investment vendors and providers must meet the requirements for 403(b) plans under IRS Code provisions and regulations and any administrative requirements established by the School District. Except as specifically allowed by the Superintendent as part of a School District employee group meeting or seminar, teachers shall not contact or meet with an agent of an investment vendor or provider for a supplemental retirement savings program during regular working hours, nor in school buildings, nor on school property. The School District administration shall establish such administrative regulations as are deemed necessary for the efficient administration of the School District's 403(b) plan.

SECTION 8.9: Group Hospital and Medical Insurance

For those regular, full-time teachers hired on or before September 23, 1996 who elect coverage, the Board shall pay ninety percent (90%) of the premium cost of group hospital, medical and dental insurance for the regular, full-time teacher and, if requested by the teacher, ninety percent (90%) of the premium cost for his or her dependents for such coverage. The teacher shall pay the remaining ten percent (10%) of the premium contribution by payroll deduction. For those regular full-time teachers hired after September 23, 1996 who elect coverage, the Board shall pay eighty percent (80%) of the premium cost of group hospital, medical and dental insurance for the regular full-time teacher and, if requested by the teacher, eighty percent (80%) of the premium cost for his or her dependents for such coverage. The teacher shall pay the remaining twenty percent (20%) of the premium contribution by payroll deduction.

Any covered teacher or dependent who qualifies for Medicare coverage shall enroll in Medicare as soon as the covered person is eligible to be covered by Medicare ("Medicate Primary"), and the District's coverage will become secondary for that covered person. When a covered person becomes eligible for Medicare, the District's plan will automatically become secondary regardless of whether the covered person has enrolled in Medicare or failed to do so.

SECTION 8.10: Section 125 Plan

The Board shall establish a Section 125 (Flexible Spending Plan) medical and child care plan.

The District will provide a Flexible Spending Plan to teachers. The District will pay the one-time enrollment fee for those teachers participating in the plan. The district will pay the monthly administration fee.

SECTION 8.11: Group Life Insurance

All regular, full-time teachers will be covered at District expense. The coverages are those contained in the group plan, which was in effect upon execution of this Agreement, except that the proceeds payable on death shall be Fifty Thousand and No/100 Dollars (\$50,000.00).

SECTION 8.12: Teacher Retirement Tax Shelter and T.H.I.S. Fund Payment

In addition to the salary amount and extra duty pay, the Board shall pay the teacher's required contribution to the Teacher Retirement System, not to exceed the current 9.4% and the teacher's required contribution to the Teacher Health Insurance Fund, not to exceed the current .92%.

SECTION 8.13: [RESERVED]

SECTION 8.14: Traveling Allowance Between Buildings and Mileage Reimbursement

Mileage reimbursement, including that for teachers who commute between schools, will be at a rate equal to the maximum IRS allowance in effect the first day of the school year. Payment for teachers who are regularly required to travel between schools shall be made at the end of each semester.

SECTION 8.15: Required Attendance Stipend

Faculty members, when requested by administration, will be paid at the rate of Thirty and No/100 dollars (\$30.00) for supervising any extra-curricular activity. This stipend shall not apply to those faculty members who coach or advise the activity involved and who receive an extra-curricular increment as stated in section 8.16.

SECTION 8.16: Extra-Curricular Duty Increments

The Board agrees that in the event a teacher is assigned to an extra-curricular duty for which an increment has been paid in the past, that the teacher shall be paid according to Appendix B. The Board does not guarantee that any extra-curricular duty will be offered.

SECTION 8.17: Summer School and Tutoring

The board shall pay teachers for tutoring services, summer school, and other programs at the rate of \$32.00 per hour. In the event that the program is grant driven and the funds received for the program are not enough to pay the teachers at the agreed rate of \$32.00 an hour, then the parties will negotiate the rate of teacher pay for that program.

SECTION 8.18: Retirement Incentive

Teachers with fifteen (15) or more years of consecutive service with the School District are eligible to receive the following benefits under the terms of this Retirement Incentive (RI):

1. If teacher gives the Board of Education an irrevocable written notice of retirement by March 1st of the year prior to the year of retirement (for example, March 1, 2023, for retirement at the end of 2023-2024 school year), the School District shall remove the teacher from the salary schedule and pay a 6% retirement benefit, inclusive of any other increase in total compensation, for the teacher's remaining year of service. Under this provision (#1), in no case shall a teacher be eligible to receive the 6% retirement benefit for more than the teacher's last year of employment with the School District.
2. If a teacher gives the Board of Education an irrevocable written notice of retirement by March 1st two (2) years prior to the year of the retirement, (for example, March 1, 2023, for retirement at the end of the 2024-2025 school year), the School District shall remove the teacher from the salary schedule and pay a 6% retirement benefit, inclusive of any other increase in total compensation, for each of the teacher's two remaining years of service. Under this provision (#2), in no case shall a teacher be eligible to receive the 6% retirement benefit for more than the teacher's last two years of employment with the School District.

A RI shall not be available to any teacher whose retirement would otherwise give rise to a penalty (including an ERO penalty should an ERO be reinstated) or additional contribution under TRS to be paid by the School District.

Furthermore, in order to be eligible for this RI, a teacher shall retire at the first of the following to occur: (1) At the end of the school year (July 1-June 30) in which the teacher first accumulates at least thirty-five years of creditable service in the Teachers' Retirement System (TRS); or (2) At the end of the school year in which the teacher reaches age 60 if the teacher has accumulated no more than thirty-five years of creditable service with TRS.

When a teacher submits an irrevocable notice of retirement under this section, the teacher shall be removed from the salary schedules. The retirement benefit shall be paid as a salary increase during the school year when the RI is received. The calculations of the salary increase pursuant to the retirement benefit shall be based upon the TRS creditable earnings for the school year immediately preceding the school year when the teacher will first receive this RI. However, the retirement benefit will be adjusted down for any extra duties dropped by the teacher which were performed during any immediately preceding year. "Extra duties" as used in the RI provision shall include any duty that the teacher performs for which the teacher receives payment from the School District above the teacher's base salary set forth in Appendix A. In no case shall an increase in a teacher's TRS creditable earnings during a school year when the

teacher receives this RI exceed six percent (6%) of the creditable earnings for the previous school year.

In the event that a teacher's resignation date contemplates use of sick leave benefits for creditable service purpose and the teacher subsequently uses all or a portion of his or her available sick leave days and does not have enough remaining sick leave days available upon the originally selected retirement date to retire without discount, the teacher's resignation shall be automatically revoked and the teacher shall, subject to his or her health conditions, continue employment until such a time that he or she is eligible to retire at the end of school year without a discounted annuity.

If a Teacher receives benefits under this incentive and subsequently fails to retire when originally contemplated due to any of those reasons outlined above, such Teacher shall be obligated to reimburse the district for the amount of the incentive less what the Teacher would have received had the Teacher not elected the retirement incentive. The terms of reimbursement will be negotiated between the Board and Association.

In the event that a retirement incentive payable in any year is less than 6%, inclusive of any and all other increases in compensation, because the maximum retirement incentive permitted to be paid by law without the Board incurring a penalty is less than 6%, the difference between the actual retirement incentive paid and a 6% retirement incentive that would otherwise have been paid under this section shall be paid to the retiree in a lump sum the latter of thirty days following retirement or the earliest date that said lump sum payment can be made without the payment being treated as creditable earnings or the Board incurring a penalty. The lump sum payment following retirement shall be the cumulative amount for each year the retiree qualified for and elected a retirement incentive but could not be paid the full 6% without the Board incurring a penalty.

ARTICLE IX

Grievance Procedure

SECTION 9.1: Definition

A grievance is a claim based upon an alleged violation of the terms of this agreement in regard to some member or members of the negotiating unit covered by this agreement.

SECTION 9.2: Purpose

The primary purpose of the procedure set forth in this section is to secure at the lowest possible level equitable solutions to the problems of the parties. Except as is necessary for the purpose of implementing this section, both parties agree that these proceedings shall be kept as confidential as may be appropriate at any level of procedure.

SECTION 9.3: Structure

There shall be an Association representative selected by the members of the

negotiating unit chosen in a manner determined by the Association, for each attendance center within the district. The Association shall establish a Grievance Committee. In the event that any member of the Committee is a party in interest to any grievance brought before it, he/she shall disqualify himself from considering such grievance and shall be replaced by his/her alternate. This committee shall determine whether a grievance, as defined in Section A above, is deserving of further action when said grievance is brought to the committee by the Association representative of the attendance center involved.

SECTION 9.4: Procedure

It is important that grievances be processed as rapidly as possible. The parties should make maximum efforts to comply with the time limitations as set forth herein; however, either party may request, in writing, an extension of the limits herein of up to 20 days for purposes of additional investigation. In the event a grievance is filed on or after the first of June, every effort should be made to dispose of the same before the beginning of the fall term.

SECTION 9.5: Levels

“Day(s)” as used in this section refers to teacher workdays, except that during summer break; “day(s)” shall refer to normal business days.

a. Level One

The certified staff members with a grievance as defined above shall first discuss the matter with his/her designated immediate supervisor, individually, or at his/her option with his Association representative. If matters involve inter-building problems concerning more than one administrative staff member, the principal or principals involved with direct responsibility should be consulted.

b. Level Two

In the event that the grievance is not satisfactorily resolved within twenty days, at Level One, the grievant shall file the grievance in writing with the Grievance Committee for the purpose of having the Grievance Committee review said grievance. The Grievance Committee shall within twenty days make a judgment on the merits. If the Committee decides either that the grievance lacks merit or that the decision at Level One is in violation of some right of the grievant, the Committee shall notify the immediate Supervisor, the member, and the School Association Representative. If the Grievance Committee decides that in its opinion the grievance has merit, it shall advise in writing the Superintendent of Schools. The written notice will request that a meeting time be set within ten days or in the time period extended as above, at which time the grievant and a representative of the Grievance Committee will meet with the Superintendent in an attempt to resolve the grievance. The Superintendent shall then report to the Board of Education, in Executive Session. The Board shall give a decision in writing within two weeks.

c. Level Three

In the event the grievance is not satisfactorily resolved at Level Two, then the matter shall be reviewed by the Grievance Committee to determine if the matter will be referred to binding arbitration. This decision will be made within 20 days of receiving the Board's decision as outlined in Level Two. The costs, of the arbitration shall be divided equally between the district and the Association. The arbitrator shall have no power to alter the terms of this Agreement. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.

SECTION 9.6: Arbitrator Selection

FMCS will be used for all arbitrations. The selection of an arbitrator will be executed by the Association and District agreeing on a list of 7 possible arbitrators. The two parties will determine who strikes from the list first by a flipping of a coin. The striking will then proceed by both parties taking turns. If an arbitrator cannot be agreed on, the parties will request another list of 7 arbitrators from which to choose. The Association and the District shall share equally the costs of arbitrating.

SECTION 9.7: Miscellaneous

All meetings involving grievances will be held during either unassigned time during the school day or after school hours, unless mutually agreed by both parties that no other time is possible and the meeting, therefore, must be held during school hours.

During the pendency of any proceeding involving a grievance as defined above and until a final determination has been reached, all proceedings shall be private, and any preliminary disposition will not be made public without the agreement of all parties.

Forms for filing grievances and making reports and recommendations shall be prepared and distributed by the Association so as to facilitate operation of the procedures set forth herein.

The Superintendent will be notified by the Association President when the grievance forms are distributed.

The Board recognizes the right of members of the Negotiating Unit to institute grievance procedure and agrees that a grievant shall not be disciplined because of the institution of a grievance.

The Association shall reserve the right to have its representative present to state its views at any stage of the grievance procedure.

ARTICLE X

Negotiation Procedures

Negotiations shall be conducted in accordance with the Illinois Educational Labor Relations Act, as amended from time to time.

ARTICLE XI

No Strike

SECTION 11.1: No Strike Provision

For the duration of this Agreement, the teachers agree not to strike or refuse to render full and complete contractual services to the Board.

In the event of any violation of this contractual provision by its membership, the Association shall, upon written notice from the Board, immediately direct such teacher both orally and in writing to resume normal operations immediately and make every reasonable effort to end any violation(s).

The District agrees that it shall not engage in a lockout during a labor dispute.

ARTICLE XII

Effects of Agreement

SECTION 12.1: Full Force and Effect

If a section, paragraph, sentence or clause of this Agreement is or becomes in violation of law or is declared invalid, illegal, or unconstitutional by a court of competent jurisdiction, then such section, paragraph, sentence or clause shall be automatically deleted from this Agreement, but the remaining sections, paragraphs, sentences, or clauses shall remain in full effect for the duration of this Agreement as if not affected by the deleted section, paragraph, sentence or clauses. The affected provisions shall be immediately renegotiated.

SECTION 12.2: Supplemental Negotiations and Reopener

The terms and conditions set forth in this Agreement represent the full and complete and only 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 hereto. It is further understood that the provisions of this Agreement are binding on both parties.

ARTICLE XIII

Duration of Agreement

The Agreement shall be in effect upon execution and shall continue in effect through August 1, 2025.

This Agreement is dated this 28th day of June, 2022.

**CREVE COEUR SCHOOL
DISTRICT NO. 76**

By Linda J. Bailey

**CREVE COEUR EDUCATION
ASSOCIATION, IEA/NEA**

By Amel Kelly

ATTEST:

Pamela J. Greiner

ATTEST:

A. M. B. M.

APPENDIX A

FY23	LANE 1		LANE 2		LANE 3		LANE 4		LANE 5		LANE 6		LANE 7		LANE 8		LANE 9		LANE 10			
	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase		
1	39,644		40,395		41,147		41,899		42,650		43,402		44,154		44,905		45,657		46,409		46,409	
2	40,395	751	41,147	752	41,899	752	42,650	751	43,402	752	44,154	752	44,905	751	45,657	752	46,409	752	47,160	751	46,409	752
3	41,147	752	41,899	752	42,650	751	43,402	752	44,154	752	44,905	751	45,657	752	46,409	752	47,160	751	47,912	752	47,160	752
4	41,899	752	42,650	751	43,402	752	44,154	752	44,905	751	45,657	752	46,409	752	47,160	751	47,912	752	48,664	752	47,912	752
5	42,650	751	43,402	752	44,154	752	44,905	751	45,657	752	46,409	752	47,160	751	47,912	752	48,664	752	49,415	751	48,664	752
6	43,402	752	44,154	752	44,905	751	45,657	752	46,409	752	47,160	751	47,912	752	48,664	752	49,415	751	50,167	751	49,415	751
7	44,154	752	44,905	751	45,657	752	46,409	752	47,160	751	47,912	752	48,664	752	49,415	751	50,167	752	50,919	752	50,167	752
8	44,905	751	45,657	752	46,409	752	47,160	751	47,912	752	48,664	752	49,415	751	50,167	752	50,919	752	51,670	752	50,919	752
9	45,657	752	46,409	752	47,160	751	47,912	752	48,664	752	49,415	751	50,167	752	50,919	752	51,670	751	52,422	751	51,670	751
10	46,409	752	47,160	751	47,912	752	48,664	752	49,415	751	50,167	752	50,919	752	51,670	751	52,422	752	53,174	752	52,422	752
11	47,160	751	47,912	752	48,664	752	49,415	751	50,167	752	50,919	752	51,670	751	52,422	752	53,174	752	53,925	751	53,174	752
12	47,912	752	48,664	752	49,415	751	50,167	752	50,919	752	51,670	751	52,422	752	53,174	752	53,925	751	54,677	751	53,925	751
13	48,664	752	49,415	751	50,167	752	50,919	752	51,670	751	52,422	752	53,174	752	53,925	751	54,677	752	55,429	752	54,677	752
14	49,415	751	50,167	752	50,919	752	51,670	751	52,422	752	53,174	752	53,925	751	54,677	752	55,429	752	56,180	751	55,429	752
15	50,103	688	50,854	687	51,734	815	52,486	816	53,348	926	54,101	927	54,852	926	55,603	926	56,356	927	57,107	927	56,180	927
16	50,791	688	51,542	688	52,550	816	53,301	815	54,276	928	55,027	926	55,778	926	56,531	928	57,282	926	58,033	926	57,107	927
17	51,479	688	52,230	688	53,366	816	54,117	816	55,202	926	55,954	927	56,705	927	57,457	926	58,209	927	58,960	927	58,033	926
18	52,166	687	52,918	688	54,180	814	54,933	816	56,129	927	56,880	926	57,633	928	58,384	927	59,135	926	59,888	928	58,960	927
19	52,854	688	53,605	687	54,996	816	55,748	815	57,056	927	57,807	927	58,559	926	59,311	927	60,062	927	60,814	926	59,888	928
20	53,493	639	54,245	640	55,812	816	56,564	816	57,982	926	58,735	928	59,486	927	60,237	926	60,990	928	61,741	927	60,814	926
21	54,132	639	54,884	639	56,627	815	57,380	816	58,910	928	59,661	926	60,412	926	61,165	928	61,916	926	62,667	926	61,741	927
22	54,771	639	55,523	639	57,443	816	58,194	814	59,836	926	60,588	927	61,339	927	62,091	926	62,843	927	63,594	927	62,667	926
23	55,410	639	56,162	639	58,259	816	59,010	816	60,763	927	61,514	926	62,267	928	63,018	927	63,769	926	64,522	928	63,594	927
24	56,050	640	56,801	639	59,074	815	59,826	816	61,690	927	62,441	927	63,193	926	63,945	927	64,696	927	65,448	926	64,522	928
25			57,441	640	59,890	816	60,641	815	62,616	926	63,369	928	64,120	927	64,871	926	65,624	928	66,375	927	65,448	926
26			58,080	639	60,706	816	61,457	816	63,543	927	64,295	926	65,047	927	65,798	927	66,550	926	67,302	927	66,375	926
27					61,521	815	62,273	816	64,470	927	65,222	927	65,973	926	66,725	927	67,477	927	68,228	926	67,302	926
28					62,336	815	63,089	816	65,397	927	66,148	926	66,901	928	67,652	927	68,403	926	69,156	928	68,228	926
29					63,152	816	63,904	815	66,324	927	67,075	927	67,827	926	68,579	927	69,330	927	70,082	926	69,156	928
30					63,968	816	64,720	816	67,250	926	68,003	928	68,754	927	69,505	926	70,258	928	71,009	927	70,082	926
31					64,783	815	65,535	815	68,177	927	68,929	926	69,681	927	70,432	927	71,184	926	71,935	927	71,009	927
32					65,599	816	66,350	815	69,104	927	69,856	927	70,607	926	71,359	927	72,111	927	72,862	926	71,935	927
33																					72,862	926
34																						
35																						
36																						

The entry at each cell of this salary schedule reflects the teacher's actual salary. The Board shall pay in addition to the salary the teacher's TRS & THIS contributions specified in Section 8.12.

APPENDIX A

STEPS	LANE 1		LANE 2		LANE 3		LANE 4		LANE 5		LANE 6		LANE 7		LANE 8		LANE 9		LANE 10		
	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	
1	41,131		41,882		42,634		43,386		44,137		44,889		45,641		46,392		47,144		47,896		48,647
2	41,882	751	42,634	752	43,386	752	44,137	751	44,889	752	45,641	752	46,392	751	47,144	752	47,896	751	48,647	752	49,399
3	42,634	752	43,386	751	44,137	751	44,889	752	45,641	751	46,392	752	47,144	751	47,896	752	48,647	751	49,399	752	50,151
4	43,386	752	44,137	751	44,889	752	45,641	751	46,392	752	47,144	751	47,896	752	48,647	751	49,399	752	50,151	752	50,902
5	44,137	751	44,889	752	45,641	751	46,392	752	47,144	752	47,896	751	48,647	752	49,399	751	50,151	752	51,654	751	51,654
6	44,889	752	45,641	751	46,392	752	47,144	751	47,896	752	48,647	751	49,399	752	50,151	751	51,654	752	52,406	752	52,406
7	45,641	752	46,392	751	47,144	752	47,896	751	48,647	752	49,399	751	50,151	752	51,654	751	53,157	752	54,661	751	54,661
8	46,392	751	47,144	752	47,896	752	48,647	751	49,399	752	50,151	751	51,654	752	53,157	751	53,909	752	55,412	751	55,412
9	47,144	752	47,896	751	48,647	751	49,399	752	50,151	752	50,902	751	51,654	752	52,406	752	53,157	751	53,909	752	53,909
10	47,896	752	48,647	751	49,399	752	50,151	751	50,902	752	51,654	751	52,406	752	53,157	751	53,909	752	54,661	751	54,661
11	48,647	751	49,399	752	50,151	752	50,902	751	51,654	752	52,406	751	53,157	752	53,909	751	54,661	752	55,412	751	55,412
12	49,399	752	50,151	751	50,902	751	51,654	752	52,406	752	53,157	751	53,909	752	54,661	751	55,412	752	56,164	751	56,164
13	50,151	752	50,902	751	51,654	752	52,406	751	53,157	752	53,909	751	54,661	752	55,412	751	56,164	752	56,916	752	56,916
14	50,902	751	51,654	752	52,406	752	53,157	751	53,909	752	54,661	751	55,412	752	56,164	751	56,916	752	57,667	751	57,667
15	51,590	688	52,341	687	53,221	815	53,973	816	54,835	926	55,588	927	56,514	926	57,090	926	57,843	927	58,594	927	58,594
16	52,278	688	53,029	688	54,037	816	54,788	815	55,763	928	56,514	926	57,285	926	58,018	928	58,769	926	59,520	926	59,520
17	52,966	688	53,717	688	54,853	816	55,604	816	56,689	926	57,441	927	58,192	927	58,944	926	59,696	927	60,447	927	60,447
18	53,653	687	54,405	688	55,667	814	56,420	816	57,616	927	58,367	926	59,120	928	59,871	927	60,622	926	61,375	928	61,375
19	54,341	688	55,092	687	56,483	816	57,235	815	58,543	927	59,294	927	60,046	926	60,798	927	61,549	927	62,301	926	62,301
20	54,990	639	55,732	640	57,299	816	58,051	816	59,469	926	60,222	928	60,973	927	61,724	926	62,477	928	63,228	927	63,228
21	55,619	639	56,371	639	58,114	815	58,867	816	60,397	928	61,148	926	61,899	926	62,652	928	63,403	926	64,154	926	64,154
22	56,258	639	57,010	639	58,930	816	59,681	814	61,323	926	62,075	927	62,826	927	63,578	926	64,330	927	65,081	927	65,081
23	56,897	639	57,649	639	59,746	816	60,497	816	62,250	927	63,001	926	63,754	928	64,505	927	65,256	926	66,009	928	66,009
24	57,537	640	58,288	639	60,561	815	61,313	816	63,177	927	63,928	927	64,680	926	65,432	927	66,183	927	66,935	926	66,935
25			58,928	640	61,377	816	62,128	815	64,103	926	64,856	928	65,607	927	66,358	926	67,111	928	67,862	927	67,862
26			59,567	639	62,193	816	62,944	816	65,030	927	65,782	926	66,534	927	67,285	927	68,037	926	68,789	927	68,789
27					63,008	815	63,760	816	65,957	927	66,709	927	67,460	926	68,212	927	68,964	927	69,715	926	69,715
28					63,623	815	64,576	816	66,884	927	67,635	926	68,388	928	69,139	927	69,890	926	70,643	928	70,643
29					64,639	816	65,391	815	67,811	927	68,562	927	69,314	926	70,066	927	70,817	927	71,569	926	71,569
30					65,455	816	66,207	816	68,737	926	69,490	928	70,241	927	70,992	926	71,745	928	72,496	927	72,496
31					66,270	815	67,022	815	69,664	927	70,416	926	71,168	927	71,919	927	72,671	926	73,423	927	73,423
32					67,086	816	67,837	815	70,591	927	71,343	927	72,094	926	72,846	927	73,598	927	74,349	926	74,349
33																					
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The entry at each cell of this salary schedule reflects the teacher's actual salary. The Board shall pay in addition to the salary the teacher's TRS & THIS contributions specified in Section 8.12.

APPENDIX A

STEPS	LANE 1		LANE 2		LANE 3		LANE 4		LANE 5		LANE 6		LANE 7		LANE 8		LANE 9		LANE 10		
	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	IRS	Step Increase	
1	42,673	751	43,424	752	44,176	752	44,928	751	45,679	752	46,431	752	47,183	751	47,934	752	48,686	752	49,438	751	
2	43,424	752	44,176	752	44,928	751	45,679	752	46,431	752	47,183	751	47,934	752	48,686	752	49,438	751	50,189	752	
3	44,176	752	44,928	751	45,679	752	46,431	752	47,183	751	47,934	752	48,686	752	49,438	751	50,189	752	50,941	752	
4	44,928	751	45,679	752	46,431	752	47,183	751	47,934	752	48,686	752	49,438	751	50,189	752	50,941	752	51,693	751	
5	45,679	752	46,431	752	47,183	751	47,934	752	48,686	752	49,438	751	50,189	752	50,941	752	51,693	752	52,444	751	
6	46,431	752	47,183	751	47,934	752	48,686	752	49,438	751	50,189	752	50,941	752	51,693	751	52,444	752	53,196	752	
7	47,183	752	47,934	751	48,686	752	49,438	752	50,189	751	50,941	752	51,693	752	52,444	751	53,196	752	53,948	751	
8	47,934	751	48,686	752	49,438	751	50,189	752	50,941	752	51,693	751	52,444	752	53,196	752	53,948	751	54,699	752	
9	48,686	752	49,438	751	50,189	752	50,941	752	51,693	751	52,444	752	53,196	752	53,948	751	54,699	752	55,451	751	
10	49,438	752	50,189	751	50,941	752	51,693	752	52,444	751	53,196	752	53,948	751	54,699	752	55,451	752	56,203	752	
11	50,189	751	50,941	752	51,693	751	52,444	752	53,196	752	53,948	751	54,699	752	55,451	751	56,203	752	56,954	751	
12	50,941	752	51,693	752	52,444	751	53,196	752	53,948	751	54,699	752	55,451	752	56,203	752	56,954	751	57,706	752	
13	51,693	752	52,444	751	53,196	752	53,948	751	54,699	752	55,451	752	56,203	752	56,954	751	57,706	752	58,458	752	
14	52,444	751	53,196	752	53,948	751	54,699	752	55,451	752	56,203	752	56,954	751	57,706	752	58,458	752	59,209	751	
15	53,132	688	53,883	687	54,763	815	55,515	816	56,377	926	57,130	927	57,881	927	58,632	926	59,385	927	60,136	927	
16	53,820	688	54,571	688	55,578	816	56,330	815	57,305	926	58,056	926	58,807	926	59,560	928	60,311	926	61,062	926	
17	54,508	688	55,259	688	56,395	816	57,146	816	58,231	926	58,983	927	59,734	927	60,486	926	61,238	927	61,989	927	
18	55,195	687	55,947	688	57,208	814	57,962	816	59,158	927	59,909	926	60,662	928	61,413	927	62,164	926	62,917	928	
19	55,883	688	56,634	687	58,025	816	58,777	815	60,085	927	60,836	927	61,588	926	62,340	927	63,091	927	63,843	926	
20	56,522	639	57,274	640	58,841	816	59,593	816	61,011	926	61,764	928	62,515	927	63,266	926	64,019	928	64,770	927	
21	57,161	639	57,913	639	59,656	815	60,409	816	61,939	928	62,690	926	63,441	926	64,194	928	64,945	926	65,696	926	
22	57,800	639	58,552	639	60,472	816	61,223	814	62,865	926	63,617	927	64,368	927	65,120	926	65,872	927	66,623	927	
23	58,439	639	59,191	639	61,288	816	62,039	816	63,792	927	64,543	926	65,296	928	66,047	927	66,798	926	67,551	928	
24	59,079	640	59,830	639	62,103	815	62,855	816	64,719	927	65,470	927	66,222	926	66,974	927	67,725	927	68,477	926	
25			60,470	640	62,919	816	63,670	815	65,645	926	66,398	928	67,149	927	67,900	926	68,653	928	69,404	927	
26			61,109	639	63,735	816	64,486	816	66,572	927	67,324	926	68,076	927	68,827	927	69,579	926	70,331	927	
27			64,550	815	65,302	816	66,053	816	67,499	927	68,251	927	69,002	926	69,754	927	70,506	927	71,257	926	
28			65,365	815	66,118	816	66,871	816	68,426	927	69,177	926	69,930	928	70,681	927	71,432	926	72,185	928	
29			66,181	816	66,933	815	67,685	815	69,353	927	70,104	927	70,856	926	71,608	927	72,359	927	73,111	926	
30			66,997	816	67,749	816	68,501	816	70,279	926	71,032	928	71,783	927	72,534	926	73,287	928	74,038	927	
31			67,812	815	68,564	815	69,316	815	71,206	927	71,958	926	72,710	927	73,461	927	74,213	926	74,965	927	
32			68,628	816	69,379	815	70,129	815	72,133	927	72,885	927	73,636	926	74,388	927	75,140	927	75,891	926	
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The entry at each cell of this salary schedule reflects the teacher's actual salary. The Board shall pay in addition to the salary the teacher's TRS & THIS contributions specified in Section 8.12.

APPENDIX B

The following responsibilities shall be subject to such job descriptions as the Board of Education shall from time to time establish.

<u>INCREMENTS</u>	<u>2022-2025</u>
Boys' Basketball A	\$2,800
Boys' Basketball B	\$2,800
Boys' Basketball/Assistant	\$1,400
Boys' Basketball 5 & 6	\$1,100
Boys' Baseball	\$1,500
Boys' Baseball/Assistant	\$ 750
Boys' Track and Field	\$1,100
Track/Assistant	\$ 750
Girls' Basketball A	\$2,800
Girls' Basketball B	\$2,800
Girls' Basketball/Assistant	\$1,400
Girls' Basketball 5 & 6	\$1,100
Girls' Volleyball A	\$2,200
Girls' Volleyball B	\$2,200
Girls' Volleyball/Assistant	\$1,000
Girls' Softball	\$1,500
Girls' Track & Field	\$1,100
Soccer Coordinator	\$1,100
Cheerleaders	\$1,500
Warriorettes	\$1,000
Athletic Coordinator	\$5,000
Instrumental Music	\$1,000
Yearbook Club (Parkview)	\$1,000
Yearbook Director (LaSalle)	\$1,000
Literary Club (Parkview)	\$ 700
Literary Club (LaSalle)	\$ 700
Science Fair	\$ 300
Student Council	\$2,800
Math Contest Coordinator	\$ 900
Chess Club	\$ 550
Drama Club	\$2,000
Art Club	\$1,100
Scholastic Bowl	\$1,600
Gifted Club	\$1,200
Science Club/STEM	\$2,800

Listing of an activity does not mandate the activity, only the pay rate if the activity is offered.

MEMORANDUM OF UNDERSTANDING

The Board of Education of Creve Coeur School District No. 76 and the Creve Coeur Education Association enter into this Memorandum of Understanding as follows:

The Board and the Association agree that the education of the District's students is enhanced when appropriate class sizes can be maintained at all grade levels, but especially the kindergarten through 3rd grade levels. Accordingly, the Board hereby agrees to use their best efforts to limit class sizes at all grade levels, especially the lower grade levels, to appropriate levels that will allow a significant amount of teacher-student contact time during the school day. The Board further agrees to maintain an open line of communication with the teachers to address concerns related to class size at any particular grade level, as the parties work toward the common goal of maintaining grade level appropriate class sizes.

This Memorandum of Understanding shall not be subject to grievance arbitration.

**CREVE COEUR SCHOOL
DISTRICT NO. 76**

By *Juda J. Bailey*

ATTEST:

Pamela J. Greiner

**CREVE COEUR EDUCATION
ASSOCIATION, IEA/NEA**

By *Paul Luper*

ATTEST:

J. M. R. H.

MEMORANDUM OF UNDERSTANDING

The Board of Education of Creve Coeur School District No. 76 and the Creve Coeur Education Association enter into this Memorandum of Understanding as follows:

During negotiations for the 2022-2025 CCEA contract, both parties have agreed to one (1) Professional Development Day (PD Day) as follows:

1. The PD Day will be scheduled for the first weekday prior to the two (2) teacher institute days at the beginning of the school year.
2. The content for this PD Day will be implemented and mandatory for all professional staff at the District. This is to avoid some professional staff being required to attend the PD Day while others not required to do so.
3. The PD Day will be in addition to the number of teacher attendance days as set forth in Section 8.2 of the CCEA contract. The length of the PD Day shall not exceed the length of the teacher workday as set forth in Section 4.1 of the CCEA contract.
4. For purposes of a teacher's salary, the PD Day is included as part of the teacher's contract year's salary for that respective school year, and no additional pay, salary, or stipend will be provided to the teacher for attendance at the PD Day.
5. For the second and third years of the CCEA contract, the District shall include the PD Day in the District calendar for those school years.
6. The District has the discretion to cancel a PD Day in any given contract year. Should the District cancel a PD Day, notice will be given by the District to the Association and the teachers no less than ten (10) days before the scheduled PD Day.

This Memorandum of Understanding will be in effect until August 1, 2025, when the 2022-2025 CCEA contract terminates pursuant to Article XIII of the CCEA contract.

CREVE COEUR SCHOOL
DISTRICT NO. 76

CREVE COEUR EDUCATION
ASSOCIATION, IEA/NEA

By 

By 



