

Patoka Unit School District #100

Teacher Contract

2017

ARTICLE 1	2
NEGOTIATION PROCEDURES	2
ARTICLE II	4
BOARD RIGHTS	4
2.1 Management Rights	4
ARTICLE III	5
RECOGNITION	5
ARTICLE IV	6
ASSOCIATION AND TEACHER RIGHTS	6
4.1 Right of Representation	6
4.2 Personnel File	6
4.3 Right to Organize	6
4.4 Use of School Buildings	6
4.5 Association Leave	7
4.6 Board Agendas and Financial Information	7
4.7 School Code Rights	8
ARTICLE V	9
WORKING CONDITIONS	9
5.2 Assignment Changes	9
5.3 Duty-Free Lunch Period	9
5.5 Routine Task and Paperwork Reduction	9
5.6 Parent-Teacher Conferences	10
5.7 Assistance for Discipline of Students	10
5.8 Complaints Against Teachers	10
5.9 Length of the Work Year	10
ARTICLE VI	11
PAID LEAVES	11
6.1 Sick Leave	11
6.4 Personal Leave Days	11
ARTICLE VII	13
FRINGE BENEFITS	13
7.1 Sheltering Teacher Retirement Contributions	13
7.2 Insurance	13
7.3 Life Insurance	14

7.4	Retirement Incentive	14
ARTICLE VIII		16
	TEACHER EVALUATION	16
ARTICLE IX		16
	EXTRA PAY AND SALARY SCHEDULE	16
9.4	Professional Growth	17
9.5	Payment for Graduate Hours or Computer Training	18
ARTICLE X		19
	GRIEVANCE PROCEDURE	19
10.1	Definitions	19
10.2	Procedures	19
ARTICLE XI		22
	FAIR SHARE	22
ARTICLE XII		24
	EFFECT OF THE AGREEMENT	24
12.3	Savings Clause	24
12.4	No Strike	24
12.5	Terms of the Agreement	24

ARTICLE 1

NEGOTIATION PROCEDURES

1.1

Each party shall select its own representatives. The parties pledge that their representative shall have the authority to make proposals, consider proposals, and make concessions in the course of negotiations.

All negotiations shall be closed and shall last two (2) hours. Dates for negotiations shall be set by mutual agreement.

1.2

It is agreed that the parties jointly will request the Federal Mediation and Conciliation Service (FMCS) if either party to the Agreement declares impasse. Should FMCS be unavailable, the Illinois Educational Labor Relations board shall be notified.

1.3

There shall be two (2) signed copies of any final Agreement. One (1) copy shall be retained by the employer and one (1) by the Association.

1.4

Within thirty (30) days after this Agreement is signed, copies of the Agreement shall be published on the district's website for employees to view.

1.5

No later than April, the Board agrees to begin negotiations on a successor agreement.

ARTICLE II

BOARD RIGHTS

2.1 **Management Rights**

The Board shall not be required to bargain over inherent managerial policy, which shall include the following areas of discretion or policy:

- A. The functions of the Board;
- B. Standards of service;
- C. The board's overall budget;
- D. The selection of new employees; and
- E. The direction of all employees.

2.2

The Board reserves the right to consult with any individuals or group of employees with regards to inherent managerial rights.

ARTICLE III

RECOGNITION

3.1

The Board of Education of School District No. 100, Patoka, Illinois, hereinafter referred to as the “Board,” hereby recognizes the Patoka Community Education Association IEA-NEA, hereinafter referred to as the “Association,” acting as the exclusive and sole negotiation agent for all regularly employed full- and part-time certified teaching personnel except for: Superintendent, Principal, other administrative and personnel having the authority to hire, transfer, assign, promote, or discipline employees, or having the responsibility to make recommendations, and substitute teachers. Regularly employed part-time teachers employed on a yearly contractual basis shall be in Bargaining unit but have their benefits prorated consistent with their fractional status.

3.2

To preserve rights of employers and exclusive representatives, employers shall be required to bargain collectively with regard to any matter concerning wages, hours, or conditions of employment.

ARTICLE IV

ASSOCIATION AND TEACHER RIGHTS

4.1 **Right of Representation**

When a teacher is required to appear before the Superintendent concerning a matter in which a written record of reprimand is issued which would lead to a teacher's reduction in salary or dismissal, the teacher shall be entitled to have a local representative present. Further, when a teacher is required to appear before the Board, he/she shall be entitled to have an Association representative present for outside consultation.

4.2 **Personnel File**

The official file of all materials related to a teacher shall exist at the Administration Center Office. Each teacher shall have the right to review and copy the contents of said teacher's personnel file with the exception of pre-employment confidential materials, and to attach and place therein written reactions to its contents. The teacher shall acknowledge that he/she has seen such materials by affixing his/her signature and date to the actual copy to be filed. The signature does not indicate agreement with the contents of the materials. The teacher may not remove any materials from said file and must review the contents of his/her file in the presence of the Superintendent or his designee. Teachers can view their personnel file during normal business hours as long as the inspection does not interfere with the operation of the central office.

4.3 **Right to Organize**

Teachers shall have the right to organize, join, or not join the Association, and to participate in negotiations with the Board. The Board of Administration shall not discriminate against any employee with respect to his/her participation in negotiations with the Board or the institution of any grievance.

4.4 **Use of School Buildings**

The local Association shall have the right, upon the approval of the Superintendent, to use the school building for meetings at a time when school is not in session.

Whenever special custodial service is required, the Board may make a reasonable charge for this service.

Use of School Equipment

With the approval of the Superintendent or his/her designee, the local Association shall be allowed the reasonable use of school business equipment, provided that the use of said equipment does not interfere with the instructional and or extracurricular programs. The Association shall purchase all supplies and materials used in the business of the Association. No school equipment shall be used for political purposes.

Mailboxes and Bulletin Boards

The Association shall have the right to use the District mail service and employees mailboxes for Association communications. One (1) bulletin board at each of the District's building shall be designated by the Building principal for the posting of Association communication.

4.5 Association Leave

In the event that the Association desires to send representatives to a state or national conference, these representatives shall be excused with loss of salary. The Association shall be limited to a maximum of two (2) days per school year. No more than two (2) teachers per day shall be excused for said leave. Notification of such leave shall be submitted in writing at least ten (10) schools days in advance of the date of the leave.

4.6 Board Agendas and Financial Information

The President of the Association or his/her designee shall be given notice of all regular and special Board meetings, together with the agendas and/or purpose of the meeting. Notice shall be given of the Board meetings, the twenty-four (24) hour parameter shall be waived, and the President of the Association will be notified as soon as practicable.

The Association President shall be furnished without charge one (1) copy of the following:

- A. The Annual Financial Statement
- B. The Annual Budget
- C. The Annual Audit, and
- D. Unofficial Board Minutes for Open Meetings (minutes shall be give to the President within ten (10) days of the meeting).

4.7 School Code Rights

Whenever any rights or benefits accorded employees under the School Code of the State of Illinois or under other laws and regulations exceed the benefits accorded employees elsewhere in this Agreement, then such rights and benefits shall be incorporated into, and become a part of, this Agreement.

ARTICLE V

WORKING CONDITIONS

5.1

If the Administration requires a teacher to supervise or teach during his/her planning period, the teacher shall be reimbursed Twenty-Five Dollars (\$25.00) per clock hour forfeited.

5.1.1 Study hall teachers shall assume supervision of the students of an absent teacher without additional compensation if the total number of students supervised does not exceed fifty (50)

5.1.2 When the duties of a teacher are expanded or include an additional classroom time beyond teaching work load, he/she shall be compensated using his/her salary for prorating.

5.2 **Assignment Changes**

Teachers shall be notified in writing of their tentative teaching assignments for the forthcoming year no later than June 30. Exceptions to the rule may be made in the event of an emergency as determined by the administration at that time. If the tentative assignment changes, the teacher will be notified. Teachers who are assigned to teach outside the limits of their teaching certificates shall not be disciplined for such certification deficiency.

5.3 **Duty-Free Lunch Period**

Every full-time teacher shall be entitled to a duty-free lunch period equal to the regular student lunch period, but not less than thirty (30) minutes in length. The student recess period following the lunch period shall not be included when computing the length of a teacher's lunch period.

5.4 Any teacher who teaches two (2) or more high school courses is eligible to be assigned as a high school class sponsor.

5.5 **Routine Task and Paperwork Reduction**

A committee comprised of an equal number of Board members and teachers selected by the Association may meet at the beginning of each school year to review non-instructional routine duties of teachers and to determine any adjustments needed to provide teachers more time to prepare for lessons and to teach.

5.6 – Parent-Teacher Conferences

Teachers will have input into parent-teacher conference format during the development of the school calendar.

5.7 Assistance for Discipline of Students

Although the Board recognizes that a teacher has the responsibility for the maintenance of discipline within his/her classroom, the Board also recognizes its responsibility to give all reasonable support and assistance to a teacher with respect to the enforcement of the District's discipline procedure.

5.8 Complaints Against Teachers

Complaints by a parent or a student about a teacher shall be directed to the teacher's Building Principal. If a conference is needed to resolve the matter, the teacher, the parent, and the Principal will meet.

5.9 Length of the Work Year

The teacher's' work year shall be set forth in the Illinois School Code [currently one hundred eighty (180) days].

5.10 Work Hours

The teacher's' normal work year day shall be 7:55 until 3:25 p.m. Monday through Thursday, and 7:55 to 3:00 p.m. on Fridays. On early dismissal days and Fridays teachers may leave immediately after buses depart except for school improvement days.

ARTICLE VI

PAID LEAVES

6.1 Sick Leave

Regular certificate staff shall be entitled to twelve (12) days of sick leave per year. Unused sick leave shall accumulate with no maximum, since the state of Illinois is now allowing teachers to use up to two years of sick leave to count toward retirement.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death of a family member or friend. The Superintendent and/or designee shall monitor the use of the employee's sick leave.

After an absence of three (3) days for personal illness, the employee may be required to furnish a physician's certificate of treatment.

Excessive absenteeism or a recurring pattern of absenteeism shall be reviewed by the Superintendent and/or designee. The superintendent, at any time, may request a physician's statement from an employee suspected of abusing sick leave.

6.1.1. Teachers are expected to notify the Principal of their inability to report to work because of illness. The Principal will provide teachers with telephone number(s) to use for calls. Teachers are encouraged to call before 5:45 a.m. whenever possible.

6.2

Each teacher shall be given written notice at the start of the school year of the total number of accumulated sick days.

6.3

The teacher may use his/her sick leave to recover from his/her illness or disability, which shall include, in part, all disabilities caused by pregnancy, miscarriage, childbirth, or recovery there from.

6.4 Personal Leave Days

Employees shall have the use of three (3) personal leave days per school year subject to the following:

- A. Teachers will be paid the current substitute rate for each personal day which they do not use during the semester, with maximum of three (3) days. Teachers will give one (1) week notice for personal days, emergencies excepted. Unused personal days can accumulate (see 6.4.2) and personal days can be turned into sick days. Teachers shall have the option of using a personal day in lieu of a sick day.
- B. No days shall be used immediately before or after a holiday unless prior approval is granted by the Superintendent or Principal.
- C. No more than two (2) employees per building may be granted personal leave for the same day. The Building Principal may waive the two (2) employee restriction based on the availability of acceptable substitute teachers.

6.4.1 Teachers may request a fourth personal day with the payment of the substitute teacher to be deducted from the teacher's pay if one is not available to teacher, even if no substitute is hired.

6.4.2 Employees will have the option to roll over two (2) personal days to the following year in order to accumulate up to five (5) personal days.

6.5

Each teacher may request an opportunity for visitation to view other techniques that relate to the teacher's performance of his/her job with approval of the Administration.

6.6

A teacher may use sick leave days as bereavement days for the funeral of a close friend or a family member not listed under the provisions of the school code.

ARTICLE VII

FRINGE BENEFITS

7.1 **Sheltering Teacher Retirement Contributions**

According to the authority granted by the Pension Reform Act of 1975, Section 414(h)(2) of the Internal Revenue Code, the Board agrees to pay the Teacher Retirement System on behalf of each teacher, from the established compensation schedule, 9.0% of earnings reflected for each teacher.

The Board will continue to pay to TRS from future established compensation schedules, on behalf of each teacher, the required percentage of the teacher's respective gross schedule earnings. Should any of the above be declared by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

7.2 **Insurance**

For the school years 2017-2018, the insurance increment will be Six Hundred fifty (\$650) dollars per month for each full-time teacher. Part-time employees shall receive the insurance benefits based on their fractionalized employment status. It is agreed by the parties that the Egyptian Area School Employee Benefit Trust shall be the insurance carrier for the duration of this Agreement.

Teachers may receive, in lieu of the Board's contribution toward insurance, payment in salary or may participate in the District's annuity program. Employee has to have proof of insurance through another means provided that those means do not create tax penalty or payment for the district. Those who elect not to participate in the District's insurance programs shall inform the District's office by August 31 of their intention to either participate in the annuity program or receive the Board's insurance contribution in salary. Any liability due the Illinois Teacher's Retirement System due to the Board's participation in the above cafeteria plan shall be borne by the individual teacher. Eligibility in the District's insurance program shall be determined by the insurance carrier. In addition, once an employee chooses one (1) of the above options, the employee will not be allowed to change such option for the remainder of the school year.

7.3 **Life Insurance**

Subject to the approval of the carrier, the Board shall pay the cost of a Ten thousand and 00/100 Dollars (\$10,000) life insurance policy for each teacher.

7.4 Retirement Incentive

Eligibility:

To be eligible for the retirement incentive the following qualifications must be met:

1. The teacher must have twenty years as an employee of Patoka CUSD 100;
and
2. Non-discounted TRS annuity with no ERO (Early Retirement Option) Penalty.

The District may require proof of eligibility.

Definitions:

TRS creditable compensation (earnings) include (but are not limited to):

- Salary for regular contractual teaching duties
- Wages for substitute teaching
- Wages for homebound teaching or tutoring
- Earnings for extra duties performed that relate to teaching or supervision of students, and other assignments related to the academic program
- Earnings for summer school

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2007, stating he/she will retire on June 30, 2011. The employee's TRS creditable earnings for the 2006-2007 school year were \$50,000. The employee's creditable earnings for the 2007-2008 school year would be \$53,000 (i.e. $\$50,000 \times 1.06 = \$53,000$). The employee's TRS for the 2008-2009 school year would be \$56,180 (i.e. $\$53,000 \times 1.06 = \$56,180$). The employee's TRS for the 2009-2010 school year would be \$59,555.80 (i.e. $\$56,180 \times 1.06 = \$59,555.80$). Lastly, the employee's TRS for the 2010-2011 school years would be \$63,123.85 (i.e. $\$59,555.80 \times 1.06 = \$63,123.85$).

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.

Once an irrevocable letter of retirement is submitted, if an employee resigns or is removed from positions which the employee received compensation for in previous year, the 6% retirement incentive will be adjusted accordingly.

Example:

The employee submits an irrevocable letter to retire by the May 1 deadline. However, prior to the start of the school year, he/she resigns the extracurricular duties for which compensation has previously been received. TRS creditable earnings for the previous year were \$46,500, of which \$1,500 was compensation for extracurricular duties. Under the employee's retirement plan, he/she would be scheduled to receive \$49,290 TRS creditable earnings for the school year. However, since the employee resigned from his/her extracurricular/sponsorship duties before the start of the school year, the TRS creditable earnings would be adjusted. The 6% increase would be based on \$45,000 and the creditable earnings would be \$47,700 (i.e. $\$45,000 \times 1.06 = \$47,700$) rather than \$49,290.

In the event an employee has submitted his/her irrevocable letter of intent to retire but fails to meet the eligibility requirements because of illness or life changing circumstance, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board and TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result in a greater cost to the District than costs generated by this agreement, the provisions relating to such benefits shall be null and void.

7.5

The current rate of the Teacher's Health Insurance Security (THIS) shall be deducted from the teacher's gross pay over nine months.

ARTICLE VIII

TEACHER EVALUATION

8.1

A teacher shall be given an opportunity to write any objections he/she may have concerning any evaluation on the teacher's personal file. Such objections shall be attached to the evaluation report and shall be signed and dated by the teacher.

8.2

The evaluation procedure shall include a pre-observation conference (formal evaluation), at least one (1) observation pursuant to ISBE Regulations, and a post-observation conference (formal evaluation).

8.3

All formal observations of classroom work of each teacher shall be conducted in person and with the full knowledge of the teacher.

8.4

Tenured teachers shall be evaluated at least once every two (2) years. Non-tenured teachers shall be evaluated at least once each school year.

8.5

Observations shall not be scheduled during the first ten (10) full teaching days or the last ten (10) teaching days of the school year.

8.6

The Procedures for remediation as outlined in the Illinois School Code shall be followed if a teacher is placed on remediation.

8.7

A committee comprised of equal representation selected by the Association shall continue to review and revise the evaluation plan.

ARTICLE IX

EXTRA PAY AND SALARY SCHEDULE

9.1 Duty Assignment

School duties shall be assigned on a rotating basis.

9.2 Salary Schedule

The salary schedule shall be set forth in writing. A copy of this salary schedule shall be sent to each teacher within thirty (30) days after the schedule has been established.

The salary shall be paid in twelve (12) installments. Each installment shall be paid on or about the 15th of each month.

9.3 Summer School

Teachers who teach summer school shall be paid at the rate of Twenty-Five and 00/100 Dollars (\$25.00) per clock hour.

9.4 Professional Growth

Teachers who earn credit in graduate course/professional development as approved by the Principal/Superintendent may be advanced horizontally on the salary schedule, provided the following requirements have been met.

- A. The teacher shall present a request for course subject or entire degree program to the superintendent in advance of registering for the course or enrolling in the graduate degree program.
- B. The Superintendent may accept or reject a course for any or all of the following:
 - a. Its pertinence to the area of education; or
 - b. Its relevance to the subject(s) taught.
- C. When a request for course subject approval is submitted to the Superintendent, said request shall be granted or rejected within twenty (20) calendar days of its submission. If the request is rejected, the superintendent shall notify the teacher in writing of the reasons for the rejection.

- D. Once advance approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement:
 - a. All hours must be earned from an accredited institution of higher learning.
 - b. Satisfactory completion of a course must be demonstrated by either a grade card or other writing bearing the course instructor's signature submitted to the Superintendent by September 5; and
 - c. An official transcript from the institution must be on file in the District's Administration Office as soon as it becomes available.
- E. Teachers shall be advanced at the appropriate earned step on the salary schedule only at the beginning of the academic year; and
- F. Course included in a Superintendent-approved master's degree program will be accepted for advancement on the salary schedule. The Superintendent may accept or reject a program based on the criteria set forth in section. 9.5-B.
- G. College or computer training course, approved by the Superintendent, may be used for advancement on the salary schedule.

9.5 Payment for Graduate Hours or Computer Training

The Board will pay up to One Hundred Fifty and 00/100 Dollars (\$150) per semester hour, for up to twelve (12) semester hours per calendar year of approved course work taken and completed. Courses must have the Superintendent's approval and earn a grade of "A" or "B" or receive a "Pass" in the event such courses are only evaluated on semester hours of approved class work during the employment of the teacher in the Patoka CUSD # 100.

The above contractual item is applicable for courses taken after July 1, 2003.

ARTICLE X

GRIEVANCE PROCEDURE

10.1 Definitions

- A. Any claim by the Association or any teacher that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement shall be a grievance.
- B. All time limits shall consist of school days (not including holidays) except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.
- C. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her supervisor and having the grievance adjusted, provided the adjustment is not inconsistent with the terms of this Agreement.

10.2 Procedures

Parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

- A. The grievant shall present the grievance in writing within twenty-two (22) days of occurrence of the event giving rise to the grievance, (or within 22 days from the date the teacher has knowledge of the event giving rise to the grievance), specifying the article and clause alleged to have been violated and stating the remedy sought to the Principal. The Principal shall provide a written answer to the grievance of the aggrieved teacher with ten (10) days after the receipt of the grievance.
- B. If the grievance is not resolved at Step A, the aggrieved may refer the grievance to the Superintendent or official designee within ten (10) days after the receipt of the Step A answer. The Superintendent shall arrange for a meeting to take place with ten (10) days of the receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response.
- C. If the grievant is not satisfied with the answer at Step B, the grievant may submit the grievance to the Board of Education within ten (10) days to be discussed at the next

regular Board meeting. Within ten (10) days of the meeting, the grievant shall be provided with the Board's written response, including the reasons for the Board's decision.

- a. The grievant may request a closed hearing.
- b. Neither the Board nor the Grievant shall be permitted to assert any grounds or evidence, which was not disclosed to the other party forty-eight (48) hours previously.
- c. If the Association is not satisfied with the disposition of the grievance at Step C, or the time limits expire without the issuance of the Board's written reply, the Association may submit the grievance to final and binding arbitration under the Voluntary Arbitration Rules of the American Arbitration Association, which shall act as administrator of the proceedings.
 - i. The arbitrator, in to the provisions of this Agreement. His authority shall be strictly limited to deciding only the issues presented to him in writing by the School District and the Association, and his decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the Agreement this opinion, shall not amend, modify, nullify, ignore, or add.
 - ii. Each party shall bear the full costs for its representation in the grievance procedure.
 - iii. If either party requests a transcript of the proceedings, that party shall bear the full costs for that transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the Board and the Association.
 - iv. Each party shall share equally the cost of the arbitrator and A.A.A.

10.3

- A. Failure of the teacher or the Association to act on a grievance within the prescribed time limits will bar any further appeal. An Administrator's failure to give a decision within the time limits shall permit the grievance to proceed to the next step.

- B. Any investigation, handling or processing of any grievance by the grievant shall be conducted so that the instructional programs and related work activities of the grievant or the teaching staff shall not be interrupted.
- C. Step A of the grievance procedure may be bypassed and the grievance brought directly to Step B if mutually agreed upon by the employee and the Superintendent.
- D. Class grievances involving one (1) or more teachers or one (1) or more supervisors and grievances involving administrators above the building level may be initially filed by the Association at Step B.
- E. The Board acknowledges the right of the teachers to have a local Association representative present, if the grievant requests one, at Step A and B, and any Association representative, if the grievant requests one, at Step C. No teacher shall be required to discuss any grievance if the Association representative is not present, if one is requested.
- F. No reprisals shall be taken by the Board or Administration against a teacher because of his/her participation in a grievance.
- G. With the Superintendent's approval, the Grievant and the local representative may be released from his/her assignment with loss of pay or benefits to attend meetings specified in Section 10.2.A-C.
- H. All records related to a grievance shall be filed separately from the personnel files of the teachers.
- I. A grievance may be withdrawn at any level without establishing precedent.
- J. If the Association or any teacher first files any claim or complaint in any form other than under the grievance procedure of the Association, then the Board shall not be required to proceed with said claim or set of facts through the grievance procedure.

ARTICLE XI

FAIR SHARE

11.1

Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this agreement, whichever is later, shall join the Association or pay a fair share to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues.

11.2

In the event that the bargaining unit member does not pay his/her fair fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the nonmembers.

11.3

Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

11.4

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

- A. The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires; and
- B. The Employer gives full and complete cooperation to the Association and its counsel in securing the giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

11.5

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

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

11.6

The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payments on behalf of the employee to a mutually agreeable nonreligious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

ARTICLE XII

EFFECT OF THE AGREEMENT

12.1

The terms and conditions set forth in this Agreement represent the full understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

12.2

The terms and conditions of the Agreement will be reflected in the individual contracts.

12.3 **Savings Clause**

Should any article, or section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement at the point that it violates the law. The remaining articles, sections, or clauses shall remain in full force and effect.

12.4 **No Strike**

The Association agrees that it, during the period of Agreement, will not directly or indirectly engage or assist in a strike.

12.5 **Terms of the Agreement**

This Agreement shall be effective August 13, 2017 and shall continue in effect until August 12, 2018.

This Agreement is in witness thereof:

For the Patoka Community
Education Association

For the Board of Education
Patoka Community Unit
District No. 100

Co-President

President

Co-President

Secretary

Negotiation Team Member

	Patoka Salary Schedule 2017-2018 875->980 675->725													
			725											
	35041													
	Bachelors		BA+8		BA+16		BA+24		MA		MA+8		MA+16	MA+24
0	35041		35766		36491		37216		37941		38666		39391	40,116.00
1	36021		36746		37471		38196		38921		39646		40371	41,096.00
2	37001		37726		38451		39176		39901		40626		41351	42,076.00
3	37981		38706		39431		40156		40881		41606		42331	43,056.00
4	39861		40586		41311		42036		42761		43486		44211	44,936.00
5	40841		41566		42291		43016		43741		44466		45191	45,916.00
6	41821		42546		43271		43996		44721		45446		46171	46,896.00
7	42801		43526		44251		44976		45701		46426		47151	47,876.00
8	43781		44506		45231		45956		46681		47406		48131	48,856.00
9	44761		45486		46211		46936		47661		48386		49111	49,836.00
10	45741		46466		47191		47916		48641		49366		50091	50,816.00

11	46721		47446		48171		48896		49621		50346		51071	51,79 6.00
12	47701		48426		49151		49876		50601		51326		52051	52,77 6.00
13	48681		49406		50131		50856		51581		52306		53031	53,75 6.00
14	49661		50386		51111		51836		52561		53286		54011	54,73 6.00
15	50641		51366		52091		52816		53541		54266		54991	55,71 6.00
16	51621		52346		53071		53796		54521		55246		55971	56,69 6.00
17	52601		53326		54051		54776		55501		56226		56951	57,67 6.00
18	53581		54306		55031		55756		56481		57206		57931	58,65 6.00
19	54561		55286		56011		56736		57461		58186		58911	59,63 6.00
20	55541		56266		56991		57716		58441		59166		59891	60,61 6.00
21	56521		57246		57971		58696		59421		60146		60871	61,59 6.00
22	57501		58226		58951		59676		60401		61126		61851	62,57 6.00
23	58481		59206		59931		60656		61381		62106		62831	63,55 6.00
24	59461		60186		60911		61636		62361		63086		63811	64,53 6.00
25	60441		61166		61891		62616		63341		64066		64791	65,51 6.00
26			62146		62871		63596		64321		65046		65771	66,49 6.00
27					63851		64576		65301		66026		66751	67,47 6.00
28					64831		65556		66281		67006		67731	68,45 6.00
29							66536		67261		67986		68711	69,43 6.00
30									68241		68966		69691	70,41 6.00

31									69221		69946		70671		71,3 96.0 0
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