

**AGREEMENT BETWEEN THE
BOARD OF EDUCATION OF
OTTAWA TOWNSHIP
HIGH SCHOOL DISTRICT NO. 140**

AND

**OTTAWA TOWNSHIP HIGH
SCHOOL EDUCATION ASSOCIATION**

2012-2016

(One Year Extension to 2012-2015 Agreement)

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ARTICLE I - RECOGNITION

The Board of Education of Ottawa Township High School District 140 (hereinafter referred to as the "Board") recognizes the Ottawa Township High School Education Association, an affiliate of the IEA-NEA (hereinafter referred to as the "OTHSEA") as the exclusive negotiation representative of all full-time, and regularly (not temporarily) employed part-time certified teachers. This Agreement shall not include administrative personnel as defined by the Illinois Educational Labor Relations Act.

ARTICLE II - NEGOTIATIONS

- A. The parties shall commence bargaining for a successor Agreement as per the Illinois Educational Labor Relations Act and its Rules and Regulations, but in no case later than April 1 of the final year of the Agreement, unless a recognition petition is pending.
- B. It is agreed that after 45 days prior to the opening of school, the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this Agreement declares impasse and an impasse exists. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board will be asked to assign a mediator.
- C. Any alleged violation of paragraph A or B may be remedied by either an unfair labor practice charge, or a grievance, but not both.
- D. There shall be three signed copies of any final Agreement. One copy shall be retained by the Employer and one by OTHSEA, and one mailed to IELRB.
- E. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.
- F. A special Board meeting will be held if necessary after ratification by OTHSEA to approve a collective bargaining agreement.

ARTICLE III - PURPOSE

- A. The Board and OTHSEA recognize the importance of orderly and peaceful labor relations for the mutual interest and benefit of the Board, bargaining unit members, and OTHSEA. The Board and OTHSEA further recognize the mutual benefits of just and expeditious resolution of disputes which may arise as to proper interpretation and implementation of this Agreement or of policies or regulations of the Board; and accordingly, have included herein a grievance procedure for the effective process and resolution of such disputes.
- B. The specific provisions of this Agreement shall constitute a binding obligation of the parties for the duration hereof or until changed by written, mutual consent, and the specific provisions of this Agreement shall supersede any Board policy or regulation which shall be contrary to said provisions.

ARTICLE IV - GRIEVANCE PROCEDURE

A. Definitions:

- 1. Any claim by the OTHSEA or any unit member that there has been a violation or misinterpretation of the specific terms of this Agreement or any dispute as defined in Paragraph A of Article III - PURPOSE shall be a grievance.
- 2. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.
- 3. Failure of a teacher to submit or to act on any grievance within the prescribed time limits will act as a bar to any further appeal. An administrative failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limit, however, may be extended by mutual agreement.
- 4. Initiation of this grievance procedure shall be conditioned upon the filing of the formal grievance in writing within twenty (20) days of when the occurrence may have reasonably been discovered.

B. Procedures:

1. The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, an OTHSEA representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee, a grievance may be processed as follows:
2. If the grievance is not resolved in Step 1, the grievant may refer the grievance in writing to the Superintendent or his designee who will arrange for a meeting to take place within five (5) days after the receipt of the grievance. The Superintendent or designee will provide a written reply within 5 days of the meeting.
3. Within 10 days after receiving the decision of the Superintendent or designee, the grievant may appeal to the Board of Education. Within 30 calendar days the Board shall meet on the grievance. Within 10 days after that meeting, the decision of the Board shall be communicated in writing to the OTHSEA and to any individual grievant(s).
4. If the grievant is not satisfied with the Board's disposition of the grievance, the grievant may submit the grievance to a binding and final arbitration. The American Arbitration Association will be contacted for the process of selection of an arbitrator. If a demand for arbitration is not filed with the AAA within 30 calendar days of receipt of the Board's decision, the grievance shall be deemed to be withdrawn.

C. General Provisions:

1. The arbitrator shall have no power to alter the terms of this Agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him by the Board and the OTHSEA, and his decision shall be based only upon interpretation of the meaning of the application of the expressed relevant language of the Agreement.

2. Each party shall bear full cost of its representation in the arbitration. The cost of the arbitrator and the American Arbitration Association shall be divided equally between the parties.
3. If either party requests a transcript of the proceedings, that party shall bear full costs of such transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the parties. If a copy of the transcript shall be furnished to the arbitrator, the cost of such will be divided equally between the parties.
4. Grievances of a general nature, involving one or more teachers or one or more supervisors, may be initially filed by OTHSEA at Step 2 under Procedures.
5. The Board acknowledges the right of the OTHSEA grievance representative to participate in the processing of a grievance at any level, if requested by the teacher, and no teacher shall be required to discuss any grievance if the OTHSEA representative is not present.
6. The OTHSEA shall be provided with copies of documents, if any, which are the subject of a grievance.
7. No reprisals shall be taken by the Board or the OTHSEA against any employee because of the employee's participation or lack of participation in a grievance.
8. Except in the case of arbitration, no class time should be used in the preparation of any grievance. In the case of arbitration, if it is necessary for the grievant to miss class to be at an arbitration hearing, he or she should do so without loss of pay or benefits. The OTHSEA shall reimburse the district for the cost of substitutes for teachers whose presence is necessary at an arbitration.
9. All records generated by the processing of a grievance, and any records directed to be removed from a personnel file by an arbitrator, shall be filed separately from the employee's personnel file.
10. A grievance may be withdrawn or settled at any level without establishing precedent.

ARTICLE V - STAFF RELATIONS COMMITTEE

A Staff Relations Committee comprised of no more than eight (8) members, four (4) to be designated by the Superintendent and four (4) by the President of the Association, shall meet a minimum of three (3) times per year to discuss matters of mutual concern. Required meetings will be held in October, March and May. Discipline shall be discussed at October and May meetings and staffing needs shall be discussed at the March meeting.

Specific items to be discussed should be presented to the Superintendent in advance. The Staff Relations Committee shall meet for the purposes of discussion only and shall generate no recommendations or reports. Meetings will be scheduled outside of contractual hours.

ARTICLE VI - STAFF REDUCTION

- A. In making a recommendation of the educational program or service to be provided by the District, the Superintendent shall give consideration to the following factors:
 - 1. The needs of students as developed by pre-registration of students, requirements for graduation and requirements for accreditation.
 - 2. The funds available for the implementation of educational program or service.
 - 3. The curriculum offerings based on the material developed under subdivisions 1 and 2 above.
- B. Prior to the Superintendent making recommendations to the Board on staff reductions, the Superintendent shall consult with the OTHSEA for its input on such recommendations.
- C. Seniority List: The administration will provide a seniority list of the faculty (including qualifications for subject areas) in early January of each year. Any staff member will have 30 days to challenge the accuracy of this list and provide proof of updated course work, etc.
- D. Order of Re-employment: Should the Board recall honorably dismissed teachers, it shall do so according to the provisions of 24-12 of the Illinois School Code.

E. Teachers' Obligation to Respond to Recall:

1. In cases of recall pursuant to paragraph D of this article, the administration shall offer the available position to an eligible laid off teacher in reverse order of layoff, insofar as they are qualified to fill such position, by notifying said teacher of the availability of the position by certified mail (return receipt requested) sent to the teacher's address on file with the district office.
2. The notification of position availability shall include notice that, should the teacher not reply, in writing, within 15 calendar days of the date of the letter of notification, the teacher shall forfeit all recall rights.
3. Should the district office not receive a written response from the notified teacher within 15 calendar days after the date of the letter of notification, all recall rights of the teacher shall be terminated, and the position shall then be offered to the next eligible teacher according to the provisions of this paragraph.

F. A RIF joint committee consisting of an equal number of administrators appointed by the District and teachers approved by the Association will be created to address the matters set forth in Article 24-12 of the Illinois School Code.

ARTICLE VII – SALARIES AND BENEFITS

A. Salary Schedules

SALARY SCHEDULE 2011-12

<u>Step</u>	<u>Schedule I Bachelor's Degree</u>		<u>Schedule II Master's Degree</u>		<u>Schedule III Master's Degree + 30 Hrs.</u>	
	<u>Salary</u>	<u>Salary plus Bd. Pd. Ret.</u>	<u>Salary</u>	<u>Salary plus Bd. Pd. Ret.</u>	<u>Salary</u>	<u>Salary plus Bd. Pd. Ret.</u>
1	35633.35	39330.42	39196.69	43263.46	42760.02	47196.50
2	37415.02	41296.94	40978.35	45229.98	44541.69	49163.02
3	39196.69	43263.46	42760.02	47196.50	46323.36	51129.54
4	40978.35	45229.98	44541.69	49163.02	48105.02	53096.06
5	42760.02	47196.50	46323.36	51129.54	49886.69	55062.58
6	44541.69	49163.02	48105.02	53096.06	51668.36	57029.10
7	46323.36	51129.54	49886.69	55062.58	53450.03	58995.63
8	48105.02	53096.06	51668.36	57029.10	55231.69	60962.15
9	49886.69	55062.58	53450.03	58995.63	57013.36	62928.67
10	51668.36	57029.10	55231.69	60962.15	58795.03	64895.19
11	53450.03	58995.63	57013.36	62928.67	60576.70	66861.71
12			58795.03	64895.19	62358.36	68828.23
13			60576.70	66861.71	64140.03	70794.75
14			62358.36	68828.23	65921.70	72761.27
15			64140.03	70794.75	67703.37	74727.79
16			65921.70	72761.27	69485.03	76694.31
17			67703.37	74727.79	71266.70	78660.83

BASE: 35,633.35
STEP: 1,781.67
EDUC: 3,563.34

There shall be an additional payment of \$2,500 for each teacher commencing the year after a teacher reaches Step 17 of Schedule III.

There shall be an additional payment of \$1,500 for each teacher commencing the year after a teacher reaches Step 17 of Schedule II.

ARTICLE VII – SALARIES AND BENEFITS

A. Salary Schedules (continued)

For the term of this Agreement, the 2011-12 salary schedule shall remain in effect except as modified by subparagraphs a., b., c, and d of this paragraph A.

- a. For the 2012-13 school year:
 - i. 0% increase to the 2011-12 base salary;
 - ii. no step movement and all bargaining unit member salaries frozen at the 2011-12 salary, including no additional payment for those beyond step 17, except for lane movement;
 - iii. lane movement is permitted.
- b. For the 2013-14 school year:
 - i. 0% increase to the 2011-12 base salary;
 - ii. no step movement, and all bargaining unit member salaries frozen at the 2011-12 salary including no additional payment for those beyond step 17, except for lane movement and one-time bonus;
 - iii. lane movement is permitted;
 - iv. on December 20, 2013, a one-time bonus of \$713.00 will be paid to each full-time bargaining unit member employed by the Board on the date the bonus is paid, pro-rated for part-time bargaining unit members.
- c. For the 2014-15 school year:
 - i. 0% increase to the 2011-12 base salary;
 - ii. eligible bargaining unit members will move down one step on the 2011-12 salary schedule, or will receive, if eligible, the special payment of \$1,500 in Schedule II or the \$2,500 in Schedule III awarded in the year after reaching step 17 of the schedule;
 - iii. those full-time bargaining unit members on Schedule II or Schedule III who will otherwise receive no increase unless eligible for lane movement, will receive on December 19, 2014 a one-time bonus of \$891.00 and on May 8, 2015 a one-time bonus of \$891.00 (a total of \$1,782.00 for the 2014-15 school year) provided they are employed by the Board on the date the bonus is paid;

- iv. lane movement is permitted.
- d. For the 2015-16 school year:
 - i. 0% increase to the 2011-12 base salary;
 - ii. eligible bargaining unit members will move down one step on the 2011-12 salary schedule, or will receive, if eligible, the special payment of \$1,500 in Schedule II or the \$2,500 in Schedule III awarded in the year after reaching step 17 of the schedule;
 - iii. those full-time bargaining unit members on Schedule II or Schedule III who will otherwise receive no increase unless eligible for lane movement, will receive on December 18, 2015 a one-time bonus of \$891.00 and on May 6, 2016 a one-time bonus of \$891.00 (a total of \$1,782.00 for the 2015-16 school year, resulting in the same salary and bonus as for the 2014-15 school year) provided they are employed by the Board on the day the bonus is paid;
 - iv. lane movement is permitted.

Pay Periods: Teachers will be paid twice monthly through direct deposit (beginning with the first payroll of 2013-14 school year) on the 15th and 30th in each month of the year. If the pay day falls on a Saturday, teachers will be paid on Friday. If the pay day falls on a Sunday, teachers will be paid on Monday. Payroll changes will be permitted before the first pay day in January and the first pay day in September.

Saturday Detention – Saturday detention will be compensated at the Summer and Evening Professional rate.

Summer & Evening Professional Work \$29.00 per hour for the 2012-13 and 2013-14 school years, and \$30.00 per hour for the 2014-15 and 2015-16 school years. Summer hours for counselors will be limited to the two (2) full calendar weeks before students report in August and be compensated at 1/180th of their current contractual salary. Senior Class Counselor will finalize current year after graduation.

Overload Compensation - \$2,900 per semester of Classroom Teaching Assignment (CTA) for the 2012-13 and 2013-14 school years, and \$3,000 per semester for the 2014-15 and 2015-16 school years, with a maximum of 60 for the school year. Overload compensation shall be paid as an

increment with 1st semester duties paid on December 1st and 2nd semester duties paid on May 1st.

Freshman Academy Coordinator - The Freshman Academy Coordinator shall be compensated at a stipend of \$3,500. The Freshman Academy Coordinator will be assigned no more than three periods of classroom teaching and one plan period. Other periods of the day will be designated for completing Academy Coordinator responsibilities.

Department/Division Heads

Department/Division Heads will be compensated at a rate of \$3,000 per year. The Administration shall have the sole discretion to determine the number of Department/Division Heads and who shall be a Department/Division Head.

Teachers' Retirement System

- A. The Board will pay 10.3753 percent (Member Contribution) of each teacher's TRS salary and .58 percent (Employer Contribution) of each teacher's creditable earnings to the Teachers' Retirement System of Illinois ("TRS"). The Board's obligation to pay the Member Contribution shall not exceed 10.3753 percent under any circumstances. Moreover, should the Employer Contribution percentage increase pursuant to a change in statute, regulation, rule or otherwise to be in excess of the .58 percent then, commencing July 1, 2013 or upon the effective date of the new rate if thereafter, the Board's obligation to pay the above-listed Member Contribution shall be proportionally reduced for each staff member by the amount of the increase in the Employer Contribution.
- B. The Board will pay .88 percent (member contribution) and .72 percent (employer contribution) of each teacher's creditable earnings to the Teachers' Retirement System of Illinois toward the Teachers' Health Insurance Security (THIS) Fund.
- C. According to authority granted by the Pension Reform Act of 1974, Section 414(h)(2) of the Internal Revenue Code, the Board agrees to shelter the Board's contributions, as well as the individual teacher's contributions to the Teachers' Retirement System. Furthermore, the Board will not report the sheltered income as part of the teacher's gross income to the Internal Revenue Service. Should any of the above be declared improper 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.

B. Extra-Curricular Activities

LEVEL I - 16% of Base.

Head Football Coach
Head Basketball Coach
Head Girls' Basketball Coach
Athletic Trainer (1 for each of three seasons)

LEVEL II - 14% of Base.

Head Baseball Coach
Head Golf Coach
Head Soccer Coach
Head Girls' Softball Coach

Head Girls' Swimming Coach
 Head Boys' Swimming Coach
 Head Girls' Tennis Coach
 Head Boys' Tennis Coach
 Head Girls' Track Coach
 Head Boys' Track Coach
 Head Volleyball Coach
 Head Wrestling Coach
 Head Cross Country Coach
 Head Bowling Coach
 Pomerette Director
 Instrumental Music Director
 Vocal Music Director
 Drama Director
 Speech Director
 FFA Director
 Yearbook Director
 Bookstore Manager
 Fine Arts Director

LEVEL III - 12% of Base.

Asst. Athletic Coaches
 Newspaper Director
 Art Collection Director
 Student Council Advisor
 Speech Coach
 Stage Work
 Scholastic Bowl Director
 Asst. Athletic Trainer (1 for each of two seasons, Fall & Winter)
 Ticket Manager (1 for first semester, 1 for second semester)

LEVEL IV - Flat Rate (2012-2016)

	(2012-2013)	(2013-2014)	(2014-2015)	(2015-2016)
TSA Club	450	450	450	450
Musical Production				
(Every other year)	2,250	2,250	2,250	2,250
National Honor Society	1,850	1,850	1,850	1,850
Chess Coach	1,850	1,850	1,850	1,850
Class Sponsor	950	950	950	950
WYSE Supervisor	500	500	500	500
KEY Club	1,650	1,650	1,650	1,650
Fine Arts Asst.	850	850	850	850
3P Director	750	750	750	750
Recycle Club	450	450	450	450

Chemistry Club	450	450	450	450
Podcasting Club	450	450	450	450
Sign Lang. Club Advisor	450	450	450	450
German Club (ending after 2014-15)	450	450	450	N/A
French Club (ending after 2014-15)	450	450	450	N/A
Spanish Club (ending after 2014-15)	450	450	450	N/A
Foreign Language Club (starting 2015-16 school year)				450
Art Club	450	450	450	450
A/V Club	450	450	450	450
Environmental/Recycle Club	450	450	450	450
Wrestlettes	450			
Tech Prep	750	750	750	750
Character Counts Coordinator	900	900	900	900
Web Master (ending after 2014-15)	3,350	3,350	3,350	N/A

Cheerleader Director 6,050 6,050 6,050 6,050

Independent Study Coordinator \$100 stipend per student per semester – the Administration shall have the sole discretion to approve the area of study and determine the number of independent study students each semester.

Experience Bonus - (LEVELS I, II and III) \$150.00 will be paid for each year of experience in an activity up to a maximum of \$1,050. (LEVEL IV) \$150 will be paid for each year of experience in an activity up to a maximum of \$600 for the term of the contract.

Multi-increment Bonus - \$100.00 for two activities and \$150.00 for three activities.

Accept Athletic Event Worker Pay as presented for school years 2012-2016 (To be added in Appendix)

Except as provided herein, every effort shall be made to fill all paid extracurricular positions with full-time certified personnel from OTHS who have expressed an interest in the position and are qualified to fill the position. All retired certified personnel will have the opportunity to hold an unpaid extracurricular position on a voluntary basis with the approval of the Board, Administration, and the Head Coach or Supervisor of the extracurricular activity involved. Retired personnel, who held a paid extracurricular position during the 1993-94 school year, shall be permitted to remain in that paid position for subsequent school years until they resign the position or are terminated. Newly retired certified OTHS personnel may apply for open paid extracurricular positions commencing with the 2005-06 school year and, if no qualified

full-time certified personnel from OTHS apply for the position, may hold the position for one school year.

Non-staff members who hold a head coaching position for two consecutive years shall be permitted to remain in that paid position for subsequent school years until they resign the position or are terminated.

C. Professional Growth and Training:

It is encouraged that members of the faculty will earn a Master's degree with the major emphasis in their teaching field within ten years of their employment.

1. Commencing with the 2013-14 school year, an increment of one hundred, twenty-five dollars (\$125.00) per credit hour shall be paid for approved education contributing to professional growth upon approval of the Principal for the duration of this Agreement. Teachers will be reimbursed for all approved classes including those which result in movement to Schedule II or Schedule III on the salary schedule. A maximum of 30 semester hours may be credited within each level of the basic salary schedule. Teachers who enroll in formal programs of study, which require more than 30 hours of coursework will be entitled to reimbursement for the total number of required hours, provided they submit the program's requirements to the Principal for approval prior to commencing coursework in the program and the program is completed within a four year period. Employees currently in an approved program will be paid based on the 2009-12 collective bargaining agreement.
2. To receive the increment on the salary schedule, a pre-approval form must be submitted to and approved by the Principal prior to enrollment in a course. Evidence of completion must be presented to the Superintendent before Sept. 1 followed by an official transcript showing approved semester hours earned by Sept. 30. Courses taken without prior approval will not be reimbursed.

D. Insurance: (An addendum of insurance benefits will be provided to employees)

For the 2012-13 school year, insurance shall remain as in the 2009-2012 collective bargaining agreement, except that the Board waives the increase in the contribution to family coverage for the 2012-13 school year. For the 2013-14 school year and thereafter, the following shall apply:

1. The Board of Education will provide a health and hospitalization, dental health care, prescription and eye care health plan for the teacher and his/her dependents under a plan acceptable to both the Board and the Association.
 - a. For the term of the contract, the deductible amount shall be \$350 per person to a maximum of two deductibles per family for any tier other than employee only. Commencing January 1, 2014, each member with employee only coverage will be responsible for additional out-of-pocket expenses until the \$950 in-network or \$1,550 out-of-network stop loss maximum out-of-pocket limits take effect and all further covered expenses will be paid at 100 percent by the insurer to the plan's maximum. The total out-of-pocket expense for coverage categories other than employee only will be a maximum of \$1,900 per benefit year in-network and \$2,400 out-of-network.
 - b. For the term of the contract, the prescription coverage shall be:
 - (1) For Generics - \$6.00
 - (2) For Preferred Brands - \$20.00
 - (3) For Non-Preferred Brands (when a less expensive option is available) - \$40.00

The Association shall annually educate its membership on the cost of name brands versus generics and the impact upon insurance costs. The Association shall encourage its membership to request and accept a generic whenever available.

- (4) Covered prescription medications will be for a 30 day supply or 90 count, whichever is less, and subject to Drug Utilization Review. There shall be mandatory mail order for 90-day maintenance drugs for the cost of one (1) co-pay rather than three (3) times the co-pay.

- (5) All medications that are legend drugs and considered for dispensing on RX only are covered.
2. All employees shall report to the OHS Employee Benefit program eligibility for and/or enrollment in any other insurance coverage covering the employee and/or their dependents for the purpose of coordination of benefits in the event of a loss.
3. Effective September 1, 2013 through the term of this contract, a four tier system will be in effect: single, employee plus child(ren), employee plus spouse, and family.
 - (a) Effective September 1, 2013 through August 31, 2014, OTHSEA members will contribute 12% of the conventionally equivalent medical rate for each coverage tier. Members will contribute 14% in each of the coverage tiers for the period September 1, 2014 through August 31, 2016. The rate will be determined each year by the district's designated third party administrator.
 - (b) OTHSEA member contributions will fluctuate yearly as based on conventionally equivalent medical rates.
 - (c) The Board of Education will provide an Internal Revenue Code Section 125 Flexible Spending Account Plan for employees including Premium, Health Care, and Dependent Care and pay 100% of the administrative fees required for the administration of the Plan.
4. The operation of the self-insurance program is the responsibility of the Board of Education.
5. No change will be made in employee contributions percentages beyond those noted above for the length of the contract, however, the Board realizes and the members must understand that changes in contributions dollars can occur for all covered employees and retirees at the start of each insurance contract year. The administration fee of the program shall be funded from the plan reserve and shall be perpetuated.

6. The Board of Education will establish and maintain a reserve fund account at a local banking institution for the plan funds. This account will be used to pay claims arising from the use of the benefit plan and to pay fixed costs. The balance in the reserve fund account shall be kept at a minimum of \$325,000.
7. A Committee shall be established to evaluate legitimacy of questions on coverage and payment of insurance plan. Composition of this committee shall be a board member, a designated administrator, two teachers, a custodian, a retiree, a secretary and a paraprofessional. The Committee shall have the authority to seek and collect bids, review and investigate the current Health Insurance Plan, review all insurance data, investigate current trends in the health insurance industry, and through joint decisions may recommend changes to the Health Insurance Plan. The Insurance Committee shall meet quarterly (at a minimum) with the insurance consultant(s) to review claims to the extent permitted by law, coverage, and industry innovations. Meetings shall take place on an as need basis as determined by any four of the seven members and if deemed viable any conflict of benefit shall be presented to Board of Education for review. Meetings with the policy administrator to discuss policy changes, renewal, cost analysis and problems will include this committee. Any mutually agreed upon changes to the plan shall be taken to the Board and the Association for final approval and shall not constitute an opening of this collective bargaining agreement. Meetings shall be convened two times per year or as often as necessary.
8. The Board agrees that the employer shall not change, alter, or modify in any way the OHS Employee Benefit Plan policy specifications, or provisions of any insurance benefit program as pertaining to teachers and/or their dependents for coverage year without the mutual or expressed agreement of the Association. Exception -- State of Illinois mandates designed to enhance medical, dental, or optical insurance coverage will be incorporated into our self-insurance plan on the day they become effective as law.

9. **Insured**
 - a. All retired employees and their dependents who are presently members of the group may continue their coverage in the group.
 - b. No person may be dropped or excluded from this plan because of actual or projected claims.
 - c. Benefits under this self-insurance plan shall accrue to only one member of a household should more than one member of a single household be employed by the Board, except that two members of a single household may elect to participate each in a single member plan and waive the right of one member participating in the family plan.
 - d. If the self-funding plan is terminated and should the reserves not be sufficient to pay all terminal costs and claims, the Board of Education will assume liability for said costs and claims.
10. A minimum of two (2) meetings per year will be scheduled during each school year for the purpose of reviewing the current Health Insurance Plan and to become aware of current trends in the health insurance industry.

E. Retirement

1. The Board specifies that its contributions to the Illinois Teachers' Retirement System, although designated as employee contributions, are being paid by the Board in lieu of contributions by the employee.
The employee is not given the option of choosing to receive the contributed amount directly instead of having it paid by the Board to the pension fund.
The Board shall pay the teacher's contribution directly to TRS.
2. OTHSEA agrees to save and hold the Board harmless for any possible withholding liability, which may be incurred by the Board, should the Internal Revenue Service, or a court of law, determine that this Section operates to create a liability for withholding taxes from employee's income.

3. Retirement Incentive

A. If an employee gives the Board an irrevocable notice of retirement by March 1 four years prior to the year of retirement, the Board shall pay him/her a 6% retirement incentive, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining four years of service.

If an employee gives the Board an irrevocable notice of retirement by March 1 three years prior to the year of retirement, the Board shall pay him/her a 6% retirement incentive, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining three years of service.

If an employee gives the Board an irrevocable notice of retirement by March 1 two years prior to the year of retirement, the Board shall pay him/her a 6% retirement incentive, inclusive of all other increases in TRS creditable compensation, for each of his/her remaining two years of service.

If an employee gives the Board an irrevocable notice of retirement by March 1 one year prior to the year of retirement, the Board shall pay him/her a 6% retirement incentive, inclusive of all other increases in TRS creditable compensation, for his/her remaining one year of service.

Once an employee submits an irrevocable notice of retirement by March 1, that employee shall be removed from the salary schedules contained in Article VII of this Agreement. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the submission of the irrevocable notice of retirement. Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed 6% of the previous year.

If, after submitting an irrevocable notice of retirement by March 1, the employee resigns from or is dismissed from duties for which the employee was paid a stipend or additional compensation as set forth in Article VII of the previous year, the retirement incentive for that employee will be recalculated accordingly.

Employees submitting a notice of retirement must supply payroll with proof of eligibility for retirement from TRS. This can be the official statement showing number of years with TRS and banked sick leave.

Example: Creditable Earnings increases for teacher under 6% retirement incentive program =

Baseline Creditable Earnings	63,200.00
Year 1	66,992.00
Year 2	71,011.52
Year 3	75,272.21
Year 4	79,788.54

B. Requirements to Qualify

1. Must be at least 60 years of age by December 31 of the year of retirement; or
2. Must be at least 55 years of age by December 31 of the year of retirement with 35 or more years of service with the Illinois Teachers' Retirement System.
3. And: Must have a minimum of 10 years of service at OTHS. All employees hired prior to the 2010-11 school year are exempt from the ten (10) year requirement.

C. In the event an employee fails to meet the requirements of paragraph B.2 because of qualifying events in his/her last year of employment, the administration shall work with the employee to extend his/her employment for a sufficient length of time to satisfy the requirements of paragraph B.2.

Qualifying events include, but are not limited to:

- death of a spouse
- death of a child
- change in marital status (marriage, divorce, legal separation)
- permanent disability
- terminal illness or serious long term medical condition of the teacher that reduces the individual's quality of life
- care for a terminally ill spouse, child, or parent.

D. Limitation on TRS Creditable Compensation

The purpose of the section entitled "Limitation on TRS Creditable Compensation" is to avoid in all circumstances any payment by the district of a Board-paid penalty or fee to TRS, or any Board or district liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next. This section does not apply to teachers who are not eligible for TRS annuity (whether or not they apply) and could not under any circumstances become eligible for TRS annuity within five years of the end of the school year in which the compensation is earned.

No teacher's creditable TRS earnings from employment in this school district, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, may exceed the amounts specified herein.

No teacher's TRS creditable earnings from employment in this school district including, but not limited to:

- vertical and horizontal salary schedule movement;
- stipends;
- salary increases;
- extra duties;
- changes in position; or

- Section 125 plan or flex plan benefits or contributions shall increase from one school year to the next by more than 6% or be otherwise increased so as to create liability on the part of the Board or district for any portion of a teacher's retirement annuity, or result in any district or Board-paid penalty or fee to TRS. If the sum or percentage amount which triggers any obligation for the district or Board to pay additional amounts to cover all or part of a teacher's retirement annuity or cover any Board or district-paid penalty or fee to TRS decreases, then the maximum of the teacher's creditable TRS earnings from employment in this school district shall similarly decrease so as to avoid any Board or district paid penalty or fee.

Even if another provision of this collective bargaining agreement would otherwise provide, in the event a teacher's TRS creditable earnings would increase by more than 6%, or any such lesser amount that would trigger a district-paid penalty or fee to TRS due to salary increase in any year over a prior year, that teacher shall receive only the maximum increase to TRS creditable compensation allowed under this provision.

- E. If the teacher resigns from a stipend during the length of the last four years, the retirement incentive amount will be reduced accordingly.
- F. This retirement incentive shall not be available to any teacher for whom the Board would incur a penalty or fee to TRS due to an increase of more than 6% in that teacher's creditable earnings in any year used to calculate the teacher's pension benefit.
- G. The Board may limit the number of teachers who may retire under the TRS early retirement option to 10% of those eligible in any year.
- H. Those employees who qualify for the retirement incentive shall be paid a severance payment of \$3,500 on the first payroll in January following their last date of employment. The teacher shall have no right to receive this payment unless he/she was a four-year participant in the retirement

incentive program. This compensation shall be paid as a post-retirement severance payment. The employee shall have no actual or constructive right to the receipt of this payment until such time.

- I. For all teachers who retire from the Ottawa Township High School with 10 years or more of service at OTHS, the Board shall pay 100% of the cost of the TRS health insurance for the employee, and for those submitting an irrevocable notice of intent to retire during the 2013-14 school year 100% of the cost of the TRS health insurance for the employee and spouse, and for those submitting an irrevocable notice of intent to retire during the 2014-15 school year and thereafter 150% of the cost of the single TRS health insurance during the period in which both the employee and spouse are covered, until the age of 65 or Medicare Eligibility for the retiree. All employees hired prior to the 2010-11 school year are exempt from the 10 year service requirement. All eligible employees who submitted an irrevocable notice of intent to retire by March 1, 2013 shall retain coverage for dependent(s) until the age of 65 or Medicare eligibility.
- J. Commencing with the 2013-14 school year, life insurance will be provided to retirees at a death benefit of \$5,000 and will terminate at age 65.
- K. If, during the term of this agreement, any legislation and/or TRS rules/regulations are enacted or not re-enacted and/or adopted or amended that result in a greater cost to the district than the costs generated by this Agreement, the parties agree to reopen negotiation of the Retirement Incentive.

F. Leave of Absence and Sabbatical

- 1. A leave of absence may be granted for advanced study or for personal reasons. All such leaves of absence are dependent upon the recommendation of the Superintendent and the approval of the Board of Education.

2. Sabbatical leaves, if granted, will be governed by Section 24-6.1 of the Illinois School Code. While on leave, the Board will continue to pay insurance as per the present contract in force on a pro rata basis consistent with salary proration, if any.
3. The employer shall grant a maternity/paternity/child-rearing leave of absence without pay or loss of tenure or seniority to any employee who submits a written request for such leave, subject to the terms and conditions of paragraphs a, b, and c. At the teacher's option, the teacher may maintain his or her insurance coverage at the teacher's expense if permitted by the carrier.
 - a. The effective date of the leave shall be established by mutual agreement between the administration and employee.
 - b. The teacher and administrators shall agree on the duration of the leave and terms and conditions for return and notification of intent to return from leave.
 - c. All accumulated benefits and rights of employment previously gained shall be retained upon return.

G. Sick Leave

Seventeen (17) days of sick leave shall be granted to each teacher per year. Unused sick leave days may accumulate to a maximum of 370 days.

The Board may require a Physician's Certificate as a basis for granting sick leave after an absence of three (3) consecutive days or as may be deemed necessary in other cases.

A sick leave bank shall be maintained by the Board to provide sick leave benefits to teachers who incur a prolonged illness or injury. Employees who choose to participate in the sick leave bank program will relinquish one sick leave day per year which will be deducted on September 1 from granted sick leave. Sick leave days deposited by the contributing member will remain in the sick leave bank.

During the 2013-14 school year the Board will provide fifty (50) sick days to establish a sick bank. Additionally, during the 2013-14 school year the Board will match the aggregate number of days contributed by employees to participate in the sick bank. Remaining sick days from the 2013-14 school year will remain in the sick bank for the 2014-15 and 2015-16 school years with no further contribution from the Board. Employees who wish to participate in the sick bank will have one sick day deducted on September 1 each school year they participate.

A teacher shall not be eligible to apply for days from the bank until all accumulated sick days have been exhausted. A maximum of sixty (60) bank days may be used during any one school year by any teacher for a single accident or injury. Such days of absence need not be continuous.

Applications for bank days are to be submitted to the Superintendent for review by a committee comprised of (1) a teacher selected by the OTHSEA, (2) the Superintendent or his designee, and a mutually agreed upon person at large. The application shall be accompanied by a physician's confirmation of the illness and expected recovery period. The committee may demand a second physician evaluation before rendering a decision on the application. The decision of the committee to grant or deny sick leave days from the sick leave bank shall be final and not subject to the grievance procedure.

Any illness or injury covered by Workman's Compensation is excluded.

*TRS permits the normal annual allotment of sick leave days to be reported if the district gives the normal annual allotment to the teacher at the beginning of the year. However, anytime additional days over and above the normal annual allotment are granted to a member, the employer must determine if the member could potentially use all the days already on record plus the additional days that were granted. The Illinois Administrative Code Section 1650.350 specifies the following 3-step formula is to be applied.

As of the date additional sick leave is granted, determine how many workdays remain before termination or retirement. Subtract the number of sick leave days already on the member's record. The difference is the number of days that could be granted and considered available for use. Any days the member actually uses prior to retirement or termination must be subtracted from the member's sick leave record. (TRS Administrative

letter, May 7, 2004)

H. Personal or Business Leave

Every employee shall be granted no more than two (2) days of leave annually for the purpose of transacting or attending to personal, legal or business matters which cannot be transacted except during working hours. Personal days may also be used for the same purposes as sick leave days.

Personal leave shall be granted during the first three (3) or the last three (3) teacher employment days of the school year or on the teacher employment day immediately preceding or following a school holiday or recess period on a limited basis. No more than five teachers per day shall be granted personal leave during these timeframes. Requests for personal days during these timeframes will be accepted beginning the first day of the school year and will be granted on a first come first served basis.

All leave granted under this policy shall be subject to the approval of building Principal. Up to one unused personal leave day may rollover to the following school year for a maximum of three (3) personal leave days at the commencement of any school year. Any unused personal leave days in excess of this accumulation shall be converted and added to accumulated sick leave.

Accounting: Personal leave shall be reported and charged in full or half day increments. If an employee's absence on a particular day is less than 3.5 hours, he/she shall be charged for one-half (1/2) day of leave. Absence of 3.5 hours or more of work, shall be charged as a full day of leave. Employees may be absent for one class period or less without loss of personal time.

I. Bereavement Leave

In the case of death of an immediate family member as defined in the School Code, a teacher will be permitted to take a bereavement leave of 4 days without the loss of pay. This bereavement leave will not be subtracted from sick leave. For purposes of this section, the term "immediate family" shall mean parents, spouse, children, siblings,

grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

If at any time in connection with the death of a family member, it would necessitate taking more than 4 days for bereavement leave; any time beyond 4 days would be subtracted from the individual's sick leave.

The Principal may grant additional bereavement leave at his sole and exclusive discretion in cases of need upon written application by the employee. The decision to grant additional bereavement leave outside the definition of immediate family is final and is not subject to grievance procedures. Should the employee be denied additional bereavement leave, the principal may allow the use of a sick day which will be subtracted from the individual's accumulated sick leave.

J. Other Teaching Experience

New teachers may be granted year-for-year credit on the salary schedule for teaching service rendered in accredited schools outside of the Ottawa Township High School District.

K. Additional Differential

The Board of Education may pay a teacher an additional differential for extra service or responsibility, if, in their judgment, such service or responsibility exceeds the normal activity expected of all teachers.

L. Part-time Teachers

All certified teachers who are employed by the District for less than full-time shall be compensated as follows:

1. Initial placement on the salary schedule shall be appropriate to the part-time teacher's experience and level of education.
2. Annual advancement on the salary schedule shall be one-half step for those part-time teachers who are employed 1, 2, or 3 periods per day and a full step for those who are employed four or more periods per day.

3. Regular part-time teachers' salaries will be based upon 16 2/3% of the appropriate placement on the salary schedule per period assigned.
4. Regularly employed part-time employees assigned to four or more teaching periods will be entitled to enroll in the Board insurance program with the Board contribution prorated to the percentage of employment.

M. Mileage

The mileage reimbursement rate for the use of an employee's automobile for authorized school business shall equal the standard mileage rate for business miles issued by the Internal Revenue Service (IRS), as modified.

ARTICLE VIII - FAIR SHARE

- A. Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues.
 1. In the event that the bargaining unit member does not pay his/her fair share 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 non-member in the same manner as deductions are made for the Association members.
 2. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction, except as may be otherwise required by Illinois statute relative to monies deducted from an individual with bona fide religious objections.
- B. In the event of any legal action against the Employer brought in 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:
 1. 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

2. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.
- C. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article.
- D. The Board retains the option to be represented by its own general counsel or that of its Errors and Omissions insurance carrier. In that case, the Board shall first recover all monies provided in its Errors and Omissions insurance policy. The Association shall be obligated only to reimburse the Board for any costs -- whether for defense or for damages -- not recovered by the Board through such insurance. In the event the Board exercises this option, the conditions enumerated in subsections B(1) and B(2) above shall apply to both the Association and the Board. The Association shall retain the right to challenge the validity of any charges imposed by such attorney not directly employed by the Association.
- E. 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 willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article. Nor will this save harmless provision apply if any attorney retained by the Board should fail to vigorously defend, or cooperate in the defense of, all provisions of this Fair Share Agreement.

ARTICLE IX - SEVERABILITY CLAUSE

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections or clauses shall remain in full force and effect for the duration of this Agreement, if not affected

by the deleted article, section or clause. Negotiations for replacement language, if any, for the deleted article, section or clause shall commence within 30 days of the final effect of the ruling.

ARTICLE X - GENERAL ASSOCIATION RIGHTS

- A. The Board shall recognize the OTHSEA Representative during the "Audience to Visitors" portion of the agenda at each regular meeting of the Board.
- B. The President of OTHSEA shall be given written notice of all regular and special meetings of the Board together with a copy of the agenda or statement of purpose of each meeting by placing said written notice in the President's mailbox at least twenty-four (24) hours prior to the scheduled time of the meeting.
- C. One copy of minutes of Board meetings shall be mailed to or placed in the school mailbox of the President of OTHSEA as soon as they have been prepared.
- D. Should OTHSEA send representatives to local, state or national conferences or on other business pertinent to OTHSEA affairs, these representatives shall be excused without loss of salary providing that OTHSEA shall reimburse the district for the cost of the substitute(s). A written notification for leave shall be submitted to the Principal by the President of OTHSEA. This leave shall not exceed ten (10) person-days per school year. No more than two teachers may be absent at any one time, and no teacher may be absent more than 3 days per year.
- E. Within thirty (30) days of ratification of the agreement, the Board shall place an electronic copy of the signed agreement on a shared computer drive and email an electronic copy of the signed agreement to all OTHSEA members.
- F. The rights granted herein to OTHSEA shall not be granted or extended to any competing teacher or organization.
- G. OTHSEA and its representatives shall have the right to use school buildings only upon the approval of the administration.
- H. OTHSEA shall have the right to post notices of activities and matters of OTHSEA concern on a designated bulletin board. OTHSEA may use mailboxes and/or email for

communications with bargaining unit members in accordance to the District's Access to Electronic Networks Policy.

ARTICLE XI - STANDARD RIGHTS

A. General Conditions

1. When a teacher is required to appear before the Board or the administration concerning any matter, which could adversely affect the teacher's employment, position, or salary, the teacher shall be entitled to have a representative of the OTHSEA present. Further, when a teacher is required to appear before the Board, the teacher shall be advised in writing of the reasons for the requirement.
2. Each teacher shall have the right, upon request, to review the contents (except placement recommendations which are confidential) of said teacher's personnel file in the presence of an administrator and to place therein written reactions to any of its contents.

B. The Board shall not adopt nor change the school calendar before consulting with the OTHSEA.

C. Duration of Agreement

This Agreement shall be effective as of August, 2012, and shall continue in effect through the day before the first day of the 2016-17 school year.

D. Effect of Agreement

1. Any individual contract between the Board and an individual bargaining unit member heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

2. The Board and OTHSEA each waive, for the term of this Agreement, any right to negotiate any issue or topic for, or during, the term of this Agreement, except:
 - a. As might arise pursuant to Article IX, Severability Clause, or
 - b. As might arise pursuant to actions by the Illinois General Assembly or any State agency, which would impact teachers' retirement options.
- E. The OTHSEA agrees that during the term of this Agreement it will not engage in any withholding of services in any way at any time, nor will the OTHSEA engage in such concerted action as strike or mass sick call, nor will they encourage or impose any duty or obligation upon any member of the bargaining unit to conduct, assist or participate in such withholding of services, strikes or mass sick call.
- F. All teachers shall be given written notice of their tentative class and/or subject assignments, and room assignments for the upcoming school year no later than the last teacher workday of the school year.
- G. Notification of Vacancies
 1. Should a vacancy occur during the school year, notice of said vacancy shall be posted for at least 5 school days before filling the position permanently. Posting shall include, but not be limited to, the school district e-mail system.
 2. Should a vacancy occur during the summer recess, notice of said vacancy shall be posted immediately and for no fewer than ten (10) working days prior to filling the position. Posting shall include notification of vacancy via email and a phone call utilizing the automated calling system.
- H. Working Conditions
 1. Length of Workday: The length of the workday for employees shall not exceed seven (7) hours and forty (40) minutes. The normal workday shall commence at 7:50 a.m. and shall end at 3:30 p.m.
 2. Lunch & Preparation Periods: Employees shall have a duty free lunch period of no less than the length of student lunch periods and a preparation period of no less than the length of student class periods.
 3. Course Preparations: Both parties agree that it is in the best interest of quality instruction to minimize the number course preparations for each teacher whenever possible. Four or more different course preparations will require consultation

with the teacher. If four or more different course preparations are to be assigned in consecutive semesters, the supervisory hour of the second semester shall become a preparation hour.

4. Consecutive Class Periods: Reasonable efforts should be made to minimize consecutive class assignments.
5. Parent Conferences: Whenever possible, employee-parent conferences will be scheduled one day in advance at a mutually convenient time.
6. School Year: The school year for employees shall be 180 teacher workdays.
7. Teaching Load: It is recognized by the Board that the optimum number of regular classroom teaching assignments (CTA's) is five (5) periods. It is recognized by the OTHSEA that due to fluctuations in class enrollments and teacher qualifications it is not possible to always attain the optimum number of CTA's.
 - a. The normal workload for the length of this contract shall be five (5) CTA's and (1) period of non-teaching assignment (NTA).
 - b. If overload assignments are needed, teachers will first be asked to volunteer to assume an additional CTA. If qualified volunteers are not secured, an additional CTA may be assigned.
 - c. Efforts will be made by the Board to minimize the number of overload assignments. The total number of overload assignments will not exceed sixty (60) semesters per school year.
 - d. Teachers assigned to more than the normal workload of CTA's will be entitled to overload compensation.
 - e. Teachers shall not be assigned involuntarily to a specific NTA more than one semester per year. Teachers must submit written request to not be assigned to a specific NTA by May 1 for the succeeding school year.

I. Internal Substitution

1. Teachers who are requested to give up a planning period or to combine classes in order to perform internal substitution duties shall be compensated at the rate of \$29.00 per class period or any portion thereof for the 2012-13 and 2013-14 school years, \$30.00 per class period or any portion thereof for the 2014-15 and 2015-16 school years.

2. Every effort shall be made to utilize volunteers for internal substitution. In the absence of volunteers, or in an emergency, the administration may assign internal substitution. Coaches, in season, are exempted from mandatory substitution.

J. Surveillance Cameras

No surveillance camera shall be used for performance evaluation or discipline of teachers, except where the same provides evidence of a potential criminal act.

ARTICLE XII - TEACHER EVALUATION

Teacher Evaluation Committee

A teacher evaluation committee consisting of an equal number of administrators appointed by the District and Association members appointed by the Association will develop an evaluation plan to be submitted to the parties for their action. The evaluation plan shall be in accord with the requirements of Article 24A of the Illinois School Code and of any rules adopted by the State Board of Education pursuant to this Section. The parties hereby agree that the purpose of this committee is not to incorporate the use of data and indicators of student growth as a significant factor in rating teaching performance as provided for in PERA.

PERA Joint Committee

During the term of this Agreement the parties agree to establish a joint committee composed of equal representation of district representatives appointed by the District and teacher representatives appointed by the Association. The PERA joint committee shall be responsible for incorporating the use of data and indicators of student growth as a significant factor in rating teaching performance with such incorporation to be effective in accordance with the law.

ARTICLE XIII - SIGNATURE CLAUSE

In witness whereof, the parties hereto have caused this Agreement to be signed by their respective representatives on the dates shown below.

OTHSEA

OTHS BOARD OF EDUCATION

By: _____
President

By: _____
President

By: _____
Secretary

By: _____
Secretary

Date: _____

Date: _____

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2013 Worker Pay Appendix

Fall Sports

Football

Soph/Var Game

Scoreboard	\$75.00
Timer	\$75.00
Announcer	\$75.00
Spotter	\$75.00
Manager (If not AD)	\$75.00
Filmer	\$75.00
Sudsy Attendent	\$60.00

Frosh Football

Scoreboard	\$40.00
Announcer	\$40.00

Playoff Football (1 game)

Scoreboard	\$60.00
Timer	\$60.00
Announcer	\$60.00
Spotter	\$60.00
Manager (If not AD)	\$60.00
Filmer	\$60.00
Sudsy Attendent	\$40.00

Soccer

Soph/Var Game

Scoreboard/Announcer	\$50.00
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One Game

Scoreboard/Announcer	\$30.00
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IHSA Playoff Game

Scoreboard/Announcer	\$40.00	\$60.00
Manager	\$50.00	\$75.00

Tennis

Tournament

Court Monitor 4+ hours	\$75.00
Court Monitor Up to 4 hours	\$40.00
Manager 4+ hours	\$75.00
Manager Up to 4 hours	\$40.00

Golf

Tournament

Manager 4+ Hours	\$75.00
Scorer/Worker	\$40.00

Cross Country

Worker	\$40.00
Computer Scorer	\$40.00

Swimming

Timer	\$40.00
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Volleyball

Soph/Var Matches

Scoreboard	\$40.00
Scorebook/Announcer	\$40.00
Libero	\$40.00

Freshmen

Scoreboard	\$40.00
Scorebook	\$40.00

Ottawa Tournaments

Scoreboard	\$20.00
Scorebook/Announcer	\$20.00
Libero	\$20.00

IHSA Regional/Sectional

Scoreboard	\$40.00	\$60.00
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Scorebook/Announcer	\$40.00	\$60.00
Libero	\$40.00	\$60.00

Winter Sports

Basketball

Soph/Var Game

Scoreboard	\$50.00
Scorebook	\$50.00
Announcer	\$40.00
Extra Board	\$40.00
Filmer (2 Games)	\$40.00
Sudsy Attendent	\$40.00
Supervisor (If No AD)	\$50.00

Frosh Game (A + B)

Scoreboard	\$40.00
Scorebook	\$40.00
Supervisor (If No AD)	\$40.00

IHSA Regional and 3 pt contest

	<u>1 game</u>	<u>2 games</u>
Scoreboard	\$50.00	\$75.00
Scorebook	\$50.00	\$75.00
Announcer	\$40.00	\$60.00
Extra Board	\$40.00	\$60.00
Filmer (2 Games)	\$30.00	\$50.00
Sudsy Attendent	\$40.00	\$40.00
Manager	\$50.00	\$75.00

Ottawa Tournaments

	<u>Per Game</u>	<u>Per Game</u>
	So/Var	Fr.
Scoreboard	\$25.00	\$25.00

Wrestling

Regular Season Match

Scorer	\$40.00
Scoreboard	\$40.00
Announcer	\$40.00

Tournament

Scorer	\$75.00
Timer	\$75.00
Manager	\$100.00
Announcer	\$75.00

Swimming

	Regular	4+ Hours
Timer	\$40.00	\$75.00

Scorebook	\$25.00	\$25.00
Announcer	\$20.00	\$0.00
Extra Board	\$20.00	\$0.00
Manager (If No AD)	\$25.00	\$20.00

Spring Sports

				Regular <u>Less 4</u> <u>hrs.</u>	Invite <u>More 4</u> <u>hrs.</u>
Softball			Track		
<u>Regular Season</u>	<u>1 game</u>	<u>2 games</u>	Fat Timers (3)		\$100.00
Scoreboard/Announcer	\$40.00	\$60.00	Timers (8)	\$40.00	\$75.00
			Course Clerk (1)	\$40.00	\$75.00
<u>IHSA Regional/Sectional</u>	<u>1 game</u>	<u>2 games</u>	Field Workers (6)	\$40.00	\$75.00
Scorebook/Announcer	\$40.00	\$60.00	Manager (1)		\$75.00
Scoreboard	\$40.00	\$60.00	Scorer/Announcer (1)	\$40.00	
			Announcer (1)		\$75.00
Baseball			Tennis		
<u>Regular Season</u>	<u>1 game</u>	<u>2 games</u>	<u>Tournament</u>		
Scoreboard/Announcer	\$40.00	\$60.00	Court Monitor 4+ hours	\$75.00	
			Court Monitor Up to 4 hours	\$40.00	
<u>IHSA Regional/Sectional</u>	<u>1 game</u>	<u>2 games</u>	Manager 4+ hours	\$75.00	
Scorebook/Announcer	\$40.00	\$60.00	Manager Up to 4 hours	\$40.00	
Scoreboard	\$40.00	\$60.00			