

PROFESSIONAL NEGOTIATION AGREEMENT

Between

THE BOARD OF EDUCATION KOMAREK
SCHOOL DISTRICT 94 COOK COUNTY,
ILLINOIS

and

THE NORTH RIVERSIDE EDUCATION ASSOCIATION
2018-2019
2019-2020
2020-2021

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ARTICLE I

PURPOSE

The Board of Education of Komarek School District 94, Cook County, State of Illinois, hereinafter referred to as the "Board," "Employer," or "District," and the North Riverside Education Association, IEA-NEA, hereinafter referred to as the "Association," agree as follows:

ARTICLE II

RECOGNITION

The Board of Education of School District 94, Cook County, North Riverside, Illinois, hereinafter referred to as the "Board," "Employer," or "District," hereby recognizes the North Riverside Education Association, IEA-NEA, hereinafter the "Association," as the sole and exclusive bargaining representative for all certified or professional, non-supervisory personnel employed by the Board excluding the superintendent, principal, and other supervisory, managerial, and confidential employees.

ARTICLE III

ASSOCIATION RIGHTS

Notification of Board meetings, meeting agendas and minutes are available on the District website.

- A. A member of the administration and up to three (3) members of the Association (with the appropriate familiarity of the subject matter) who are selected by the president or designated monthly representative shall meet four (4) times per year for the purpose of providing input into the review and amending of the curriculum.
- B. Notice of the Association meetings may be included in the written weekly principal's announcements under the premise that there are announcements printed. The Association notice must be submitted to the principal prior to the deadline stated by the principal.

ARTICLE IV

TEACHER EVALUATION PLAN

- A. Philosophy: The parties agree that the primary objective of the teacher evaluation process is to improve the quality of the instructional program in order to facilitate student learning.
- B. Regular Evaluation of Teachers: The Board and North Riverside Education Association recognize that the primary purpose of employee evaluation is the improvement of instruction.
 - 1. The administration shall evaluate each employee, in writing, using an evaluation instrument jointly designed by the North Riverside Education Association and the school administration to be used for all tenured and non-tenured teachers.

The parties agree that the evaluation process and the jointly approved evaluation instrument, shall not be revised for the duration of this contract except by the express, written agreement of the parties.

ARTICLE V

GRIEVANCE PROCEDURE

A. Definition:

Any claim by a teacher, group of teachers or the Association on behalf of a teacher, class of teachers or the Association that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement.

B. General Provisions:

1. A grievance may be initiated and/or conducted by the Association.
2. Failure to communicate the decision at any step within the specified time limits shall permit lodging an appeal at the next step of this procedure within the time allotted had the lower decision been given.
3. All time limits consist of school days, except during summer recess, then time limits shall consist of all days, excluding Saturday, Sunday and legal holidays.
4. If a grievance meeting shall be conducted at a time when the grievant or his/her representative is otherwise assigned, the grievant and/or representative shall be permitted to attend such meeting without loss of pay or benefits.
5. A grievance may be withdrawn at any level without establishing precedent, and, if withdrawn, treated as if never presented.
6. By mutual written agreement of the persons involved at any step of the grievance procedure, steps of the grievance procedure may be bypassed, with the exception of arbitration

All time limits may be extended by written, mutual agreement between the parties.

C. Procedure

Informal Conference: A grievance may be resolved in an informal conference between the principal and teacher.

Step I. Within ten (10) days of the occurrence giving rise to the grievance, the Association shall present a written statement of the alleged violation to the principal. The statement shall cite the alleged violation, misinterpretation, or misapplication and list the remedy requested. Within seven (7) days of the receipt of the grievance, the principal shall confer with the grievant and the Association to try to resolve the grievance. Within seven (7) days after the completion of the principal conference, the principal shall give his/her written decision to the grievant and the Association.

Step II. Appeal of the principal's decision must be filed with the superintendent within seven (7) days of the principal's decision in order for the superintendent to consider the appeal. Within seven (7) days of the receipt of the grievance, the superintendent shall confer with the grievant and the Association to try to resolve the grievance. Within seven (7) days after the completion of the superintendent conference, the superintendent shall give his/her written decision to the grievant and the Association.

Step III. Appeal of the superintendent's decision must be filed with the Board of Education within seven (7) days of the superintendent's decision in order for the Board of Education to consider the appeal. In order to be considered at the next regularly scheduled Board meeting, the appeal must be received at least one (1) calendar week prior. Within seven (7) days after the meeting with the Board of Education, the written decision shall be given to the grievant and the Association.

Step IV. Appeal of the Board's decision must be filed with the American Arbitration Association or Federal Mediation and Conciliation Service within twenty (20) days of the Association's receipt of the Board's decision. The Voluntary Labor Arbitration Rules of the FMCS or the American Arbitration Association shall apply, dependent on which organization a Request for Arbitration is filed. Mutually incurred cost of arbitration shall be borne equally by the Board and the Association. The

arbitrator shall have no power to alter the terms and conditions of this Agreement. The arbitrator's decision shall be binding.

The grievant shall be present at every meeting of this process. The meeting can be rescheduled with no penalty to the grievant with respect to Steps I-IV. Article V, Section C, in the case of illness, accident, hospitalization, or death in the family. In the case of a class action grievance (3 or more staff members), at least 75% of the grievants shall be in attendance.

ARTICLE VI

WORKING CONDITIONS

- A. The standard work day shall consist of an 8:00 a.m. start and a 3:20 p.m. dismissal. On days preceding holidays and vacation, faculty members' day shall end when all pupils are dismissed.
- B. All faculty members shall be entitled to a duty-free lunch period equal to the regular school lunch period, but not less than 30 minutes in each school day as required in Section 24-9 of The School Code of Illinois unless they waive this for financial considerations.
- C. The Board reserves the right to provide flexible schedules for part-time faculty and mutually agreed staggered schedules for full-time faculty as long as the work day does not exceed 8:00 a.m.-3:20 p.m. mentioned in paragraph A above and does not exceed one hour beyond normal start/end times.
- D. Nothing in this article shall require the Employer (Board) to keep schools open in the event of severe inclement weather or when otherwise prevented by an act of God or national emergency. When the schools are closed to students due to the above conditions, faculty members shall not be required to report for duty.
- E. The school calendar shall consist of 185 days. Unused emergency days remaining shall not become work days.
- F. The Association will have the opportunity to provide input to the Superintendent prior to his meeting with the Riverside-Brookfield Areas Superintendents' Council to develop a cooperative calendar.
- G. Teachers will be informed, in writing, of their master schedule assignment as soon as they are finalized prior to the opening of a new school year. Junior High teachers will receive tentative class lists for each period they teach at the opening day teacher institute.
- H. No teacher shall be required to perform internal substitution during his/her planning time. If a teacher volunteers to do internal substitution during his/her planning time, he/she will be compensated at a rate of \$26.50 per period.
- I. Employees shall be permitted to leave the building during any planning period for school-related activities with the approval of the Administration.
- J. Early dismissal shall occur one day per month at 2:30 p.m. The full faculty meetings, and teacher initiated meetings, shall begin at 2:45 p.m. and conclude at 4:00 p.m. Teachers will be required to attend one grade level meeting each month that is designated for their teaching assignment. These meetings will have a 7:45 a.m. start time. Teachers may submit agenda items to the principal at least 7 calendar days prior to their meeting.
- K. Tenured teachers shall not be disciplined without just cause. This provision shall not apply to the dismissal of tenured teachers and instead the provisions of the Illinois School Code shall apply.
- L. Any part-time teacher who has been employed in the District for five (5) or more consecutive school years, and who is not rehired, shall receive written notice stating the specific reason therefore by certified mail, at least forty-five (45) days before the end of the current school year. The reasons for failure to rehire shall not be subject to the grievance procedure.

ARTICLE VII

SICK LEAVE / EMERGENCY LEAVE / FAMILY AND MEDICAL LEAVE ACT

- A. Full-time teachers shall be entitled to the following sick leave days annually with full pay as specified: 1-4 years of service to the district- 12 days, 5-15 years of service to the district- 13 days, 16 or more years of service to the district- 14 days. . Unused sick leave shall accumulate for a maximum of fifteen years employment or a total of 360 days. Sick leave shall be interpreted to mean personal illness, childbirth, quarantine at home, or serious illness or death in the immediate family or household.
- B. Part-time faculty members shall be allowed a proportionate amount of sick leave equal to the product of the percent of time employed times the number of years of service to the district. If the product results in a fraction, the amount of sick leave allowed will be rounded to the next half day. Sick leave shall be determined according to Section 24-6 of the School Code of Illinois. Sick leave shall be interpreted to mean personal illness, childbirth, quarantine at home, or serious illness or death in the immediate family or household.
- C. Full-time teachers shall be allowed four (4) of the above days for personal leave days each year. Such days may be granted without reason given. Teachers will not be able to take more than 2 consecutive personal days unless approved by the administration. Any additional days taken past the approved days will result in a per diem loss of pay.
- D. Part-time faculty members shall be allowed two (2) of the above described days for personal leave each year. Such a day may be granted without reason given.
- E. Request for personal leave must be received by the Superintendent at least five (5) school days before the leave date. No more than three teachers may be granted personal leave on the same day, except for an emergency. The Superintendent is charged with the responsibility of approving the request for personal leave.
- F. Personal business days shall not be used immediately before or immediately after a vacation or holiday, or the first or last week of the school year provided, however, that this restriction shall not apply to a religious observance of the teachers' faith, or to an emergency. Any other exception(s) may be granted at the discretion of the Superintendent.
- G. In addition to the aforementioned sick leave days, each full-time Teacher shall be entitled to up to three (3) days for each death in the immediate family or household. For purposes of this Section, "immediate family or household" shall be defined as parents, spouse, life partner, brothers, sisters, children, grandchildren, grandparents, parents-in-law, brothers-in-law, sisters-in-law, grandparents-in-law, and legal guardian. Bereavement Leave may also be taken for other members of the household, or other individuals with whom the Teacher has a close personal or familial relationship with the approval of the Superintendent, provided that the Superintendent's approval in this area shall not be precedential or subject to the grievance procedure or other form of review with respect to the granting or denying of other such requests. Bereavement leaves shall not accumulate from year to year.

Personal leave days under this Agreement are non-cumulative.

- H. Family and Medical Leave Act: Full time teachers who have been employed by the Board for at least twelve (12) months will be covered under the federal Family and Medical Leave Act of 1993. Part-time teachers employed in the District five years or more will be covered under the Family and Medical Leave Act. In summary, this act allows up to 12 weeks of unpaid leave in a 12-month period to: care for a newborn or newly- placed adopted or foster child; to care for a seriously ill child, spouse or parent; or because of the employee's own illness. The Act protects the job of the employee while on leave. It also requires employers to continue health insurance benefits during the leave period. Aforementioned teachers have a choice between Family and Medical Leave Act or Article VII, A and B. The aforementioned 12-month period will begin on September 1 and end on August 31.

ARTICLE VIII

SEPARABILITY

If any provision of this Agreement or any application of this Agreement to any bargaining unit member or to any group of bargaining unit members is held to be contrary to the law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

ARTICLE IX

STRIKES AND LOCKOUTS

No Strike

The Association hereby agrees that its members shall render full and complete service to the school district during the term of this contract and agrees not to strike or engage in, or to support, any activity or slow down which would disrupt the normal operation of the school.

ARTICLE X

MANAGEMENT RIGHTS

- A. The Board retains and reserves all rights, powers and duties conferred upon and vested in it by law including, but not limited to managerial policy, policies regarding functions of the employer, standards of services, budget, organizational structure, selection of new employees, transfers, assignment and direction of employees. The exercise of the foregoing powers, rights and duties by the Board shall be limited only by the specific and express terms of this agreement.
- B. The policy committee of the Board will give the Association any rough drafts of policies being developed for inclusion in the "faculty" section of the teacher handbook (E). This is being furnished for informational purposes and to provide the opportunity for the Association to comment.

SALARY AND BENEFITS

SALARY

BS and MS lane advancements are added to an individual's Komarek 94 base salary to formulate their total base salary. The lane adjustments for education and training are as follows.

<u>BS+15</u>	<u>MS</u>	<u>MS+15</u>	<u>MS+30</u>
\$1,000	\$1,750	\$1,500	\$1,500

Returning teachers shall have their 2017-18 salary used as the basis for their 2018-19 salary. They shall have a lane adjustment added to their base salary upon achieving the next benchmark for lane movement. For example, a returning teacher holding a BS/20 will have their 2017-18 salary used as the basis for the 2018-19 salary and would receive their next lane adjustment upon achieving at least an MS.

- i. An individual's Komarek 94 base salary shall be defined as the amount of compensation paid, absent stipend(s) in any contract year.
- ii. 2018-19: All teachers shall receive a 4% increase over their 2017-18 Komarek 94 base salary.
- iii. 2019-20: All teachers shall receive a 5% increase over their 2018-19 Komarek 94 base salary.
- iv. 2020-21: All teachers shall receive a 5% increase over their 2019-20 Komarek 94 base salary

b. **Initial placement:**

Individuals who hold a BS degree who are hired after the ratification of this agreement shall receive the Komarek 94 base salary and shall have \$1,566 added to their Komarek 94 base salary for each year of experience credit granted them plus an additional \$1,000 added to their Komarek 94 base salary if they hold a BS/15 or greater but not an MS degree. *For example, an individual is hired for the 2018-19 school year with three (3) years of experience with a BS/20. If they are granted three (3) years of experience credit they would have a Komarek 94 base salary of (\$44,912- base of \$ 39,214+ \$4,698 (3 years of experience credit) + \$1,000 (at least a BS/15).*

Individuals who hold an MS degree who are hired after the ratification of this agreement shall receive the Komarek 94 base salary and shall have \$1,566 added to their Komarek 94 base salary for each year of experience credit granted them plus an additional \$1,500 added to their Komarek 94 base salary if they hold an MS/15 or greater but not an MS/30. They shall have an additional \$3,000 added to their Komarek 94 base salary if they hold an MS/30 or higher. *For example, an individual is hired for the 2018-19 school year with three (3) years of experience with an MS/30. If they are granted three (3) years of experience credit they would have a Komarek 94 base salary of (\$52,793- base of \$45,095 + \$4,698 (3 years of experience credit) + \$3,000 (at least an MS/30).*

The Komarek 94 base salary for the 2018-19 school year shall be as follows:

BS: \$ 39,214

MS: \$ 45,095

The Komarek 94

base salary for the 2019-20 school year shall be as follows:

BS: \$ 41,175

MS: \$ 47,350

The Komarek 94 base salary for the 2020-21 school year shall be as follows:

BS: \$ 43,234

MS: \$ 49,718

The Board has the discretion to compensate newly employed teachers for their prior teaching experience up to an amount not to exceed that paid to currently employed teachers with similar experience and education. However, no newly employed teacher will make more than a currently employed teacher who has the same level of experience and education.

BENEFITS: The Board shall pay full individual hospitalization for each teacher. In addition to this, each teacher will receive a prescription card. The Board shall pay for full individual dental insurance for each teacher. Insurance deductibles, co-pays and prescription drug benefits shall be as follows:

Insurance co-pays and deductibles

	Deductible		Coinsurance				OOP Max (Incl. Ded.)				Office		Visit
	ER Ind.	RX copay	In Fam.	Out NA	In Out	Out	Fam.	In Ind.	Out NA	Out	Fam.	Office	Office
HMO	0	0	NA	NA	100%	NA	\$1,500	\$3,000	NA	NA	\$20/\$40	\$150	\$8/\$35/\$75/\$150
PPO	\$500	\$1,500	\$1,000	\$3,000	80%	60%	\$1,500	\$4,500	\$3,000	\$9,000	\$20/\$40	\$150	\$8/\$35/\$75/\$150
HSA	\$1,500	\$3,000	\$1,500	\$3,000	100%	80%	\$3,000	\$6,000	\$3,000	\$6,000	NA	NA	80% after deductible

Each teacher who does not elect Board-paid medical insurance coverage and who provides proof of coverage under another health insurance plan will, upon request, be reimbursed for non-insured medical expenses up to a maximum amount of \$2,000 annually. By way of example, these expenses include the deductibles and co-pays incurred under another medical insurance policy, prescription and over-the-counter drugs, eyeglasses, dental care, ambulance service and other medical expenses. These expenditures must be incurred by individuals who are eligible for coverage under the District's medical insurance. Teachers seeking this reimbursement must provide the District with receipts and, where appropriate, an Explanation of Benefits form from an insurance company, to substantiate the request. The District will accept these receipts twice each year, by December 15th and by May 15th. Each teacher who elects the PPO 2 plan will, upon request, be reimbursed for deductible payments up to a maximum of \$500 annually. Teachers seeking this reimbursement must provide the District with receipts and, where appropriate, an Explanation of Benefits form from the insurance company, to substantiate the request.

Insurance Search Committee:

The Association will select three (3) teachers to serve on the insurance search committee with administrative and/or board representatives. The committee's task will be to attempt to balance premium cost containment with the appropriate scope of coverage. Three (3) carriers will be selected by January 1 of the appropriate year who combine a possible cost reduction or containment with appropriate coverage. The Board will make the final choice.

If no new major medical health insurance carrier is recommended by the insurance committee or approved by the Board of Education, then the teachers and the Board of Education will share a co-payment of the traditional 80/20 plan, the HMO plan and the dental plan. The Board of Education will pay 90% of the cost, and the teacher will pay 10% of the cost or \$500 per year, whichever is less. If a new insurance carrier for the major medical health insurance is selected, it will take effect April 1 of the appropriate year, and the Board will continue paying the full single health and dental insurance coverage for that year.

RETIREMENT PLAN

A minimum of ten (10) years' experience in Komarek District 94 is required to qualify for the benefit. If there is a state offered retirement incentive, the teacher will have the option of the state program or one of the Board's incentive program, but not both.

1. Option A:

A teacher giving written notice of retirement by December 1, three and one-half years before they are first eligible to

receive a full annuity (75% of their final average salary) will have his/her TRS creditable earnings increased by 3% over the previous school year for each of the final three and one-half years of service. The first new, capped amount will be paid out between January 15 and June 30 of that school year. In subsequent years, the salary increase will be paid out over the course of the school year in the teachers' regular paycheck. In the event the general salary increase provided pursuant to the collective bargaining agreement is less than 3%, the teacher shall have his/her TRS creditable earnings increased by 3% for that school year. In the event the general annual salary increase is greater than 3%, the teacher will only receive a 3% increase over the previous year's TRS creditable earnings for that school year.

Notwithstanding the foregoing language, no teacher participating in Option A can receive a greater than 3% increase in overall TRS creditable earnings such that the District would be subject to an additional contribution from TRS.

Provided the teacher's creditable earnings do not subject the District to a penalty from TRS, the teacher shall also receive a post-retirement severance payment equal to \$25,000. This post-retirement severance payment shall be made between 30 and 60 days after the teacher's last day of work or the receipt of his/her last pay check for regular earnings (as defined by TRS), whichever occurs later.

For example, a teacher who will be first eligible to receive a full annuity (75% of their final average salary) on July 1, 2022 submits a notice of intent to retire on December 1, 2018 with the intent to retire June 30, 2022 will have their creditable earnings increased by 3% for the 2018-19, 2019-2020, 2020-2021, and 2021-22 school years. In addition, between July 31 and August 30, 2022 the teacher will receive a lump sum payment of \$25,000 minus applicable taxes and withholdings.

2. Option B:

Any eligible teacher who elects to participate in the retirement plan for a period of less than three and one-half years must not have received an increase of greater than 3% in non-exempt TRS creditable earnings in the school year(s) immediately preceding the proposed start of participating in the retirement plan by the following schedule:

- Three (3) year Retirement Enhancement - One (1) year prior
- Two (2) year Retirement Enhancement - Two (2) years prior
- One (1) year Retirement Enhancement - Three (3) years prior.

If the teacher satisfies the above-referenced creditable increase requirement and is eligible to retire per TRS rules and regulations with a full or discounted annuity, then a teacher giving written notice of retirement by December 1 will have his/her TRS creditable earnings increased by 3% over the previous school year for each of the final two and one-half years of service, one and one-half years of service, or one-half year of service. For the first year, this new, capped amount will be paid out between January 15 and June 30 of that school year. In subsequent years, the salary increase will be paid out over the course of the school year in the teachers' regular paycheck. In the event the general salary increase provided pursuant to the collective bargaining agreement is less than 3%, the teacher shall have his/her TRS creditable earnings increased by 3% for that school year. In the event the general salary increase is greater than 3%, the teacher will receive a 3% increase over the previous year's creditable earnings for that school year.

The teacher shall also receive a post-retirement severance payment equal to \$10,000. This post-retirement severance payment shall be made between 30 and 60 days after the teacher's last day of work or the receipt of his/her last pay check for regular earnings (as defined by TRS), whichever occurs later.

For example, a teacher retiring prior to being eligible for a full annuity and eligible to receive an annuity (75% of their final average salary) on July 1, 2022 submits a notice of intent to retire on December 1, 2019 with the intent to retire June 30, 2022 will have their creditable earnings increased by 3% for the 2019-2020, 2020-2021, and 2021-22 school years. In addition, between July 31 and August 30, 2022 the teacher will receive a lump sum payment of \$10,000 minus applicable taxes and withholdings.

For either of the above retirement options a teacher may rescind the notification of retirement only in the case of death of a spouse. In such case, the notice must be rescinded by April 1 of the retirement year and all incentive monies must be repaid to School District 94 by the end of the fiscal year (June 30th).

If the Pension Code is modified to allow a greater than 3% increase in creditable earnings without requiring an additional contribution by the District to TRS for the years used to calculate a teacher's pension, then the creditable earnings threshold set forth in Option A and Option B shall be modified to reflect the new threshold amount, but not greater than 6%.

EXTRA DUTY PAY SCHEDULE

	2017-2018	2018-2019	2019-2020	2020-2021
Head Coach (Soccer, Girls Volleyball, Boys Volleyball, Girls Basketball, Boys Basketball)	\$2,452	\$2,550	\$2,678	\$2,811
Assistant Coach (Soccer)	\$1,279	\$1,330	\$1,397	\$1,467
Cross Country Coach	\$1,837	\$1,910	\$2,006	\$2,106
Athletic Director	\$2,452	\$2,550	\$2,678	\$2,811
Teacher in the Gym	\$49.78	\$52	\$54	\$57
Scorekeeper	\$49.78	\$52	\$54	\$57
Safety Director (Includes patrols, placing & removing barricades, bike rack supervision of total area)	\$1,707	\$1,775	\$1,864	\$1,957
Cheerleading Moderator (for boys' basketball)	\$1,989	\$2,069	\$2,172	\$2,281
Vocal Music Director	\$2,132	\$2,217	\$2,328	\$2,445
Instrumental Music Director	\$2,132	\$2,217	\$2,328	\$2,445
Yearbook	\$1,419	\$1,476	\$1,550	\$1,627
Student Council	\$2,477	\$2,576	\$2,705	\$2,840
NJHS	\$2,132	\$2,217	\$2,328	\$2,445
FCCLA	\$2,132	\$2,217	\$2,328	\$2,445
Lunchtime Supervisor	\$3,480	\$3,619	\$3,800	\$3,990
Graduation Banner	\$568	\$591	\$620	\$651
School Newspaper Paw Prints	\$1,707	\$1,775	\$1,864	\$1,957
Spring Musical Director	\$2,132	\$2,217	\$2,328	\$2,445

The District 94 Board of Education will have the right to eliminate any and all extra duties if it is deemed by them that the district's financial situation dictates such action and/or no qualified person is available to sponsor/moderate the activity. The Board of Education shall notify the NREA, in writing, if any extra duty position(s) are to be eliminated.

Two or more people may share one position and divide the stipend proportionally. No disputes will be heard by the administration or the board.

In the event a coach is head coach for both teams, he/she will receive both coaching stipends.

In the event there are no qualified** teachers volunteering to take an extra duty assignment by the posted deadline, the board may offer the position to someone outside of the bargaining unit at a rate not to exceed 10% over the current stipend. The NREA must be notified of the offer to someone outside of the bargaining unit.


If the responsibilities for any extra duty changes from the established job description or position expectations during a season or school year, the stipend may be adjusted by the District 94 Board of Education. The coach/moderator/sponsor will be notified of the change and the reason for the change. This action is not subject to a grievance, but the coach/moderator/sponsor may submit comments and objections in writing to the School Board within 10 working days of the decision.

**The issue of whether an extra duty candidate is qualified will be the sole responsibility of the District 94 administration and School Board.

ARTICLE XII
DURATION OF AGREEMENT

This Agreement shall be effective as of September 1, 2018 and shall continue to be in effect until August 31, 2021. This Agreement shall expire at such expiration date unless it is extended for a specific period by mutual written agreement of the parties or as replaced by its successor agreement.

IN WITNESS WHEREOF:



FOR THE BOARD OF EDUCATION
KOMAREK SCHOOL DISTRICT 94



FOR THE ASSOCIATION

MEMORANDUM OF UNDERSTANDING

The District 94 Board of Education and the North Riverside Education Association, IEA-NEA agree that all employee-related Board of Education policies will be included in the teacher handbook.