

Negotiated Agreement Between
Pontiac William Holliday School District #105
and
Local #1811
Pontiac William Holliday Federation of
Teachers AFT/IFT, AFL/CIO
(Teachers)
2025-2030

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Article I – Recognition and Terms of Agreement

1. Recognition

The Board recognizes the Union as the sole and exclusive bargaining agent for full-time and part-time licensed teaching employees and nurse (if a Certified School Nurse), except for the Superintendent, Principals, Assistant Principal and Technology Facilitator.

2. Parties to the Agreement

This Agreement is made and entered into this 22nd Day of April, 2025 by and between the Board of Education of Pontiac William Holliday District #105, St. Clair County, Illinois, hereinafter referred to as the “Board” or “Employer” and, the Pontiac William Holliday Federation of Teachers, Local 1811, Illinois Federation of Teachers, American Federation of Teachers, AFL-CIO, hereinafter referred to as the “Union” or “Federation.”

Neither party shall take any action in violation of any provisions of the Agreement or current legislative actions.

Correct, current listing of organizational structures will be exchanged between the Board and the Union prior to negotiations.

Upon agreement by both parties on a contract, the new document will be available to the Union two (2) weeks after such agreement.

Where this Agreement differs from present Board policy, the Handbook for Students and Parents and Teachers’ Handbook, this Agreement prevails.

The Board retains and reserves to itself all powers, rights, duties and responsibilities conferred upon and vested in it by the statutes of the State of Illinois as construed by the Courts. The Board will not put into effect new procedures subject to the clause above until such time as they have had a chance to discuss and/or negotiate those changes subject to negotiation.

Article II – Teaching Conditions

1. School Calendar

The Board and the Union agree that the School Calendar shall contain a maximum of one hundred eighty five (185) days and will comply with Illinois School Code. The Union will be provided with a draft copy of the School Calendar for input, but the final decision on the School Calendar shall rest with the Board of Education.

2. School Day

All certified personnel shall be required to be in the building and work a 7 ½ hour workday, from 8:00 a.m. to 3:30 p.m. except in case of emergency as defined by the Administration. The teacher preparation period will be from 8:00 a.m. to 8:20 a.m. A duty –free lunch period of at least 45 minutes will be provided to teachers at William Holliday and equal to a class period at Pontiac Junior High.

With advanced notice, completion of the google request form which includes the reason and their Principals' permission, teachers may arrive no later than 8:20 a.m. and may leave no earlier than 3:10 p.m., dependent upon their responsibility for supervising students for emergency or unique without the use of personal or sick leave. These situations should be unique and individual and are not for things such as regular, ongoing appointments, etc. Teachers will be required to submit documentation if there are more than three requests to arrive between 8:00-8:20 a.m. Or to leave between 3:10-3:30 p.m. within a school year. In the case of cancellation of after school activities or events due to inclement weather, i.e. snow or ice, teachers will be allowed to leave after the last student bus has departed their building, including teachers who are scheduled for after school meetings or activities.

3. Early Dismissal

School will be dismissed early for workshops as determined by the Administration. Workshop days shall be included in the yearly school calendar.

4. Class Load

Each teacher at Pontiac shall have a daily class preparation period equal to the length of a regular period.

Each teacher at William Holliday shall have a daily class preparation period provided that there are no more than 4 sections at any given grade level, and with the understanding that specials may be larger than the agreed upon class sizes if needed.

5. Teaching Assignments

The Board agrees that it, and its representatives, will not take action affecting major teaching assignments of teachers later than thirty (30) days prior to school opening date, except in case of emergency.

6. Class Size

An effort shall be made to keep class size to twenty-five (25) students K-3 and twenty-seven (27) students in 4-8, provided rooms and moneys are available as determined by the Board and/or the Administration. Additionally, the District shall make an effort to divide the number of "Included" students equally among the sections of each grade subject to legal, financial, and staffing considerations unless the co-teaching model is being utilized. If co-teaching is being

utilized, the special education teacher and/or aide should, when/if possible, accompany the included special education students into the regular education classes.

7. Seniority

a. Reduction in Force

Whenever it is deemed necessary by the Board to reduce the total number of teaching personnel, such changes shall be made on the basis of the Illinois School Code and/or Illinois Administrative Rules.

For purposes of developing the sequence of honorable dismissal list ("RIF List"), where seniority is equal between two (2) or more teachers in RIF Groups 3 and 4, the date of employment shall control. If this date is the same, prior teaching experience shall control; and if both of these are equal then experience of the teaching in the particular grade level shall control. When two (2) or more teachers are in RIF Group 2, the order of layoff will be the average of the teachers' prior evaluations per the Illinois School Code, 105 ILCS 5/24-12(b).

b. Recall

Teachers will be eligible for recall in accordance with Illinois School Code, 105 ILCS 5/24-12(b).

c. A teacher's failure to respond affirmatively within fifteen (15) calendar days after receipt of the Board's letter sent by registered mail to the teacher's address on file with Board recalling such teacher, shall result in termination of the teacher's rights of recall hereunder.

8. Transfers

The Board shall provide the President of the Federation with a copy of official certificated vacancies in the District caused by retirement, resignation, or the creation of new certificated position which occur prior to sixty (60) days before the scheduled start of the next school year. During the school year, all vacancy notices shall be posted on the bulletin Board in every teacher's lounge.

Any teacher presently employed may apply for transfer to another position where a vacancy exists, (such application shall be in writing to the Superintendent). Certified teachers presently on staff will be given consideration for such position.

Involuntary transfer may be necessary to meet educational needs of students and to provide for efficient operation of the District. Efforts will be made to keep involuntary transfers to a minimum. The transferred teacher will have the opportunity for a conference with the Administration before implementation of the action.

Vacant positions shall be filled based on the consideration of factors that include without limitation certification, qualifications, merit and ability, and relevant experience. Seniority may be considered only when all other factors are determined by the employer to be equal. The Board's decision to select a particular candidate for a vacant position is not subject to the grievance procedure of this agreement.

Article III – Fair Practices and Teachers Rights

1. Non-Discrimination

The Board and the Union will continue policies on non-discrimination and non-harassment against any teacher on the basis of race, creed, color, age, national origin, sex, marital status, membership or non-membership, participation or non-participation in, or association with, the activities of the Union.

2. Building Representative Committee

Upon the request of the Superintendent or his/her designee or the Building Representative Committee and the Union President, the parties shall meet to discuss and attempt to resolve educational and other pertinent issues.

3. Other Information

The District will e-mail the Union President and his/her designee the public agenda and financial statements prior to each regular monthly meeting. The Union shall also be provided with a copy, via e-mail, of any Board Policy changes proposal(s) following first Board reading of said proposal(s). The District will post copies of all Board meeting minutes on the District website as soon as they are legally approved by Board action.

4. Personnel File

A teacher shall have the right to inspect his/her personnel file, upon written request, during regular business hours provided such inspection shall not interfere with the teacher's regular assigned duties and ample time is provided after the school day. Such inspection shall take place in the presence of an administrator or administrative designee. No official report, nor any derogatory statement about a teacher, shall be filed unless the teacher is sent a dated copy at the same time. The teacher shall have the right to submit a response or a statement in writing, which shall be attached and filed with the report of the statement in the teacher's personnel file. Individual copies of any non-confidential material shall be given the teacher on request.

5. Special Participation

Teachers shall not be required to participate in extra-curricular activities. Teachers' participation in all extra-curricular activities shall be voluntary. Extra-curricular activities shall be defined as activities participated in after regular school hours on a regular basis.

6. Teacher Payday

Teachers shall be paid the fifteenth day and the thirtieth day (twenty-eight day in the case of February) of each month. In the event a payday falls on a holiday or other such day in which school is not in session, teachers will be paid before the holiday.

The District shall provide, at no cost to the employee, automatic payroll deposit to all teachers.

7. Duty Free Lunch

Teachers shall be allowed to leave their school building during their duty-free lunch period, provided the teacher communicates that to the office.

8. Preparation Room

Teachers shall be provided with a clean, air-conditioned preparation room.

9. Secret Observations

No person shall secretly observe, listen to, or record classroom proceedings or other activities conducted with students or other persons by a teacher either in person or by mechanical means (e.g., security cameras in classrooms). This provision shall not apply to security cameras in open public areas.

10. Staff Evaluation Plan

The District will establish, in cooperation with the Union as the official bargaining representative, a plan for evaluating its teachers.

The parties agree that they will comply with and cooperate in the implementation of all legally-required elements in the Performance Evaluation Reform Act of 2010 ("PERA"), the Part 50 Administrative Rules (Evaluation of Certified Employees) under Article 24A and 34 of the Illinois School Code, and the Education Reform Act of 2011 ("Senate Bill 7"), including but not limited to the creation of any joint committee(s) that may be required by such legislation.

The Board and the Union agree that the evaluation plan will be used in accordance with the provisions of the Illinois School Code and/or Illinois Administrative Rules not be used to determine merit or reduction in force.

11. Working Conditions

All teachers shall have clean, healthful, and safe working conditions.

Article IV – Grievance Procedure

1. Definitions

- a. A grievance shall mean a complaint by the Union as the Exclusive Representative of the Bargaining Unit or by a member of the bargaining unit that there is a violation of any of the specific provisions of this Agreement.
- b. A grievant shall mean either: 1) an employee; 2) two or more employees with similar grievances; or 3) the Union.
- c. The term “days” when used in this Article shall mean working school days.
- d. Class grievances involving two or more teachers may be initially filed by the Union at the second step.
- e. A grievance may be withdrawn at any level without establishing precedent.
- f. The first step of the grievance procedure may be by-passed and the grievance brought directly to the second step if mutually agreed upon by the grievant and the Superintendent.
- g. No reprisals shall be taken by the Board or Administration against any employee because of his/her participation in a grievance.
- h. Failure of the grievant to act on any grievance within the prescribed time limits will bar any further appeal. An administrator’s failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits may be extended by mutual consent in writing.
- i. Any investigation, handling, or processing of any grievance by either party shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.
- j. If the Union or any teacher files any claim or complaint in any court other than under the grievance procedure of this Agreement, then the Board shall not be required to process the same claim or set of facts through the grievance procedure.

2. Grievance Steps

a. First Step

If the grievance cannot be mutually resolved informally, the grievant may file the grievance in writing with the Building Principal. The written request grievance shall state the nature of the grievance, shall note the specific clause(s) that have been violated, and shall state the remedy requested. The filing of the formal, written grievance must be within twenty (20) days from the date of the event giving rise to the grievance. The Building Principal shall make a decision in writing on the grievance and send copies to the grievant and the Superintendent within ten (10) days after receipt of the grievance.

b. Second Step

(1) In the event a grievance has not been satisfactorily resolved at the first step, the grievant shall file, within ten (10) days of the principal’s written decision, a copy of the grievance with the Superintendent. Within ten (10) days after such written grievance is

filed, the Superintendent or his/her designee shall file and answer and communicate it in writing to the grievant and the Building Principal.

- (2) If the grievance is not resolved satisfactorily as the Second Step (1), the grievant may request that a representative of the Board and a representative of the Union meet to discuss the grievance. The grievant may proceed to the Third Step if he/she deems such action necessary. By-pass of Second Step (2) directly to the Third Step is permitted.

c. Third Step

If the grievance is not resolved satisfactorily at the Second Step, the grievant may file within five (5) days of the Superintendent's or his/her designee's written decision at the Second Step, a copy of the grievance with Board of Education. The Board shall, at the next regularly scheduled Board meeting, render a decision in regards to the grievance. If the written decision is received by the Board less than five (5) days prior to the next regularly scheduled Board meeting, then the grievance will be decided upon at the second regularly scheduled Board meeting. Within thirty (30) school days after receiving the decision of the Board, the Union may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA). The arbitrator shall follow the standard rules of the AAA and his/her decision shall be binding on all parties. Expenses for the arbitration services shall be borne equally by the Board and the Union.

Article V -- Leaves

1. Sick Leave

- a. A total of 12 days per year shall be granted each teacher with up to 15 years of service, 16 days per year shall be granted each teacher with 16-24 years of service, and 18 days shall be granted each teacher with 25+ years of service with a cumulative allowance of three hundred sixty (360) days. After three consecutive days of sick leave, the District may ask for a doctor's certificate. This in no way limits the Board's rights under 105 ILCS 5/24-5 to require a teacher to provide evidence of continued physical fitness for employment. Teachers shall be entitled to use sick leave consistent with the Illinois School Code , 105 ILCS 5/24-6.

1. Teachers/full-time who have reached an accumulation of seventy-five (75) days of sick leave at the end of a school year will be entitled to an annual allotment of sick leave days in the following amounts the following school year:

Years 6-15 = 67 sick leave days

Years 16-24 = 71 sick leave days

Years 25+ = 83 sick leave days

After the teacher receives the one time increase in his/her normal annual allotment, in subsequent school years the teacher will receive a normal annual allotment of 12, 16 or 18 days, based on years of service, until the teacher accumulates one hundred seventy-five days (175) days of sick leave at the end of a school year.

2. Teachers/full-time who have reached an accumulation of one hundred seventy-five (175) days of sick leave at the end of a school year will be entitled to an annual allotment of sick leave days in the following amounts in the following school year:
 Years 6-15 = 67 sick leave days
 Years 16-24 = 71 sick leave days
 Years 25+ = 83 sick leave days
 After the teacher receives the one time increase in his/her normal annual allotment, in subsequent school years the teacher will receive a normal annual allotment of 12, 16 or 18 days, based on years of service, until the teacher accumulates one hundred seventy-five days (175) days of sick leave at the end of a school year.

3. Teachers/full-time who have reached an accumulation of two hundred seventy-five (275) days of sick leave at the end of a school year will be entitled to an annual allotment of sick leave days in the following amounts in the following school year:
 Years 16-24 = 71 sick leave days
 Years 25+ = 83 sick leave days
 After the teacher receives the one-time increase in his/her normal annual allotment, in subsequent school years the teacher will receive a normal annual allotment of 16 or 18 days, based on years of service.

4. A Teacher that reaches an accumulation threshold of 75, 175, 275, which results in awarding the teacher a higher annual allotment of sick leave days after reaching those thresholds and then falls below the threshold number of 75, 175, 275 will only be entitled to 12, 16 or 18 days of normal annual allotment upon reaching those threshold numbers a second or subsequent time.

After three consecutive days of sick leave, the District may ask for a doctor's certificate as a basis to use paid sick leave at the employee's costs. This in no way limits the Board's rights under 105 ILCS 5/24-5 to require a teacher to provide evidence of continued physical fitness for employment. Teachers shall be entitled to use sick leave consistent with the Illinois School Code, 105 ILCS 5/24-6. Suspected misuse of sick leave is subject to the district requiring a statement from the employee's physician as a basis to use paid sick leave at the District's cost.

- b. For each semester, full time teachers who use 0-1 sick and/or personal days will receive a \$200 bonus and full time teachers who use 2 sick and/or personal days will receive a \$150 bonus. Bonuses will be paid within 30 days following the end of the semester.
- c. Sick leave may be taken in increments of one-hour (clock hour), one-half (1/2) or full day. One-hour increments may only be used the first hour of the workday and the last hour of the workday. Sick leave may be taken in increments of one-fourth (1/4) days on days/times when students are not scheduled to be in attendance (i.e. SIP day, before or after daily student attendance times, etc.) Non-attendance at Graduation/Open House is equivalent to one-fourth (1/4) day usage.

2. Personal Leave

Three (3) days personal leave may be granted each school year at full pay. Personal leave may be taken in the same increments as sick leave with the same stipulations as set forth in Article V, Section 1 (c). Non-attendance at Graduation/Open House is equivalent to a fourth (1/4) day usage. Written requests must be submitted to and approved by the Superintendent at least forty-eight (48) hours prior to the day in question.

On days immediately preceding or following a holiday, not more than three employees (two from William Holliday and one from Pontiac) may take a personal day. Requests for personal day usage shall be submitted to the Superintendent as soon as possible on or after the first day of the school year, and will be granted on a first come, first serve basis. Emergency situations will be given special consideration. When an emergency situation needs to be taken into consideration, the employee must write the reason for the request on the leave request form. Personal leave days will not be deducted from accumulated sick leave days, but if unused they shall accumulate as sick leave.

Personal leave days may not be taken during the first two weeks or last two weeks of school except for unique situations which are:

- 1) Subject to the approval of the Superintendent, and
- 2) Provided that a written request has been submitted to the Superintendent for personal leave day at least two weeks prior to the day being taken, reasons for leave will be discussed personally between Superintendent and individual concerned and will not be written out.
- 3) Academic graduations of members of the immediate family shall be exceptions.
- 4) Weddings within the immediate family shall be exceptions.
- 5) Weddings in which the employee is a member of the wedding party.
- 6) Emergency situations will be considered on an individual basis.

3. Leaves of Absence

Leaves of absence may be granted without pay to employees. Leaves of absence for a maximum of one (1) school year per request may be granted according to the following conditions:

- a. A written request containing the date of departure and intended date of return shall be made at least three (3) months before the leave is desired, if possible, and with prior review of the Superintendent, subject to approval by the Board.
- b. Upon returning to active employment, any employees granted a partial school year leave (not to exceed 90 days – 2 quarters) will maintain and advance in system seniority and salary position as if actively employed during the time. Partial school year leaves will be non-cumulative.
- c. During an approved leave of one school year, other than for advanced study in related teaching areas, there will be no advancement in salary and system seniority (length of service as actual classroom teacher in present system).
- d. Leaves may be granted for:
 - i. Advanced study in related teaching areas

- ii. Educationally related travel
- iii. Maternity/child care after exhausting all paid leave and FMLA leave
- iv. Medical purposes after exhausting all paid leave and FMLA leave
- v. Other reasons acceptable to the Board

4. Bereavement Leave

Days will be granted for bereavement leave with the maximum number of days allowed per year being four (4). These four days will not accrue and burial day is to be included in the four allowed. Bereavement leave shall be granted for attendance at funerals. After a teacher has exhausted all four (4) bereavement leave days in a school year, the teacher will be permitted to use and will be charged sick leave days to attend the funeral of an immediate family member, as defined in the Illinois School Code, 105 ILCS 5/24-6.

Article VI – Teacher Duties

1. Course of Instruction

Teachers shall follow courses of instruction as approved by the Administration and Board.

2. Curriculum Discussions

Teachers and/or teacher standing curriculum committees shall participate in curriculum discussions with the Administration or their designee on an as needed basis.

3. Classroom Departure

If it becomes necessary for a teacher to leave the classroom, the office or nearby teacher will be notified to provide adequate supervision of the absent teacher's students.

4. Report Completion

Teachers shall turn in promptly and properly to the office, all reports for the State, County, and District.

5. Class Duties

During a teacher's class duties, teachers are to be at their classroom doors to supervise students during class changes, passing periods, morning arrival and afternoon departure unless given another assignment by the Administration.

6. Comp Time

Rate of earning – The Board recognizes that efforts of staff to go beyond the call of duty by spending extra time 1) in staffing of special education students; and/or 2) in academic related

parent/conferences before or after the school day; and/or 3) in academic related parent meetings before or after school. In consideration of such efforts by staff and further in consideration of each certificated employee's attendance at graduation each year, the Board grants to each teacher each year on the first day of school, one (1) Compensatory day.

An employee's use of appropriate leave (sick, personal, funeral, etc.) shall not reduce this benefit.

Use of Comp Days – Each employee may be absent only one day per year using the comp day granted at the start of that school year. Use of a comp day shall not reduce one's good attendance bonus. A comp day may not be taken during the first two weeks or last two weeks of the school year under any circumstances.

On days immediately preceding or following a holiday, not more than three employees (two from William Holliday and one from Pontiac) may take a comp day. Requests for comp day usage shall be submitted to the Superintendent as soon as possible. Approval of all requests for other days immediately preceding, or following, a holiday shall be held by the Superintendent until September 15 of each year. On September 16, or the first school day following September 15, each year, all requests will be granted so long as the days are available under the three person maximum rule above. On those occasions where the Superintendent has requests greater than the three person max rule would allow the persons with the greatest length of time since they took a comp day on a day immediately preceding or following a holiday shall be first granted their requests. If the number of requests is still greater than the three person rule allows, the number shall be reduced by seniority. If the number of requests is still greater than the three person rule allows, the number will be reduced by blind lottery. All requests submitted after September 15 or each year shall be approved on a first come basis so long as days are available under the three person rule.

The employer may recoup, pro rata, up to one full day, comp days from employees who use the annually granted comp day but terminate their employment prior to the end of the school year. Recouped days shall first be taken from any accumulated comp days, then from unused personal leave days and finally as a salary deduction, if necessary, from a final paycheck.

Accumulated days – Unused compensatory days shall accumulate as comp days. Accumulated comp days shall each carry forward the monetary value of the day as each teacher would have earned in one day in the year the comp day was earned (i.e. the individual teacher's salary divided by 180). When a comp day is used, the day earned that year shall be the day which does not carry forward as opposed to allowing employees to use the least valuable accumulated day.

Use at retirement In the case of a bona fide retirement under TRS, the value of the accumulated comp days shall be added to each retiring employee's salary and all accumulated comp days shall be considered used. Any day which the employee wishes to use during the final year prior

to retirement must be declared prior to the days being converted to additional salary. Once days have been converted to additional salary, they may not be reinstated.

The parties mutually agree that payment for accumulated comp days to an employee pursuant to this Section shall be limited to the portion (if any) of the payment that results in a maximum total increase in creditable earnings of 6% in any particular year of employment with the District, and does not cause the District to incur a TRS penalty.

Any remaining portion of the pay for unused comp days set forth above shall be paid in subsequent years of employment with the District, but only up to a maximum total increase of 6% in total creditable earnings in any particular year of employment with the District. Any remaining portion of the pay for unused comp days set forth above shall be paid the teacher in a separate post-retirement payment, which shall not be subject to TRS (please see "Distribution of Non-TRS Creditable Earnings" for additional details of parties' intent).

However, if the legislature lowers the 6% allowable rate to a lower rate and this contract is not grandfathered and exempt from that change; the allowable rate for the retirement benefit under this provision shall be reduced from 6% to the allowable rate that is permissible which does not result in the District paying any additional pension costs to TRS.

Use at separation from employment – Upon the voluntary or forced separation of employment from District #105, each employee shall receive one half (50%) of the value of the earned and accumulated days.

Death Benefit – Upon the death of an employee in active service, the value of said employee's earned and accumulated days shall be paid to the estate of the deceased employee as additional salary earned during said teachers final days of service.

Note: The parties agree to continue the understanding that leave days may be taken in increments as small as one-half (1/2) of a day and that the understanding of short term absences when a substitute is not required shall remain in force.

7. Parent-Teacher Conference Weeks

Parent –teacher conferences during fall and spring will be held on Wednesday and Thursday evenings with Friday off, as long as School Code allows for this configuration. Students will be dismissed early on Wednesday and Thursday after meeting minimum ISBE student attendance hours.

The dinner hour is flexible for Holliday teachers but cannot be taken during the last two hours of conference times. For Pontiac teachers, dinner is scheduled by the administration. Teachers who are required to attend District-approved college night classes may be excused from parent-teacher night conferences on the evening of their class, provided that they can

arrange a schedule to meet parental needs for conferences, which must be pre-approved by the Administration.

8. Grade Reporting Requirements

Teachers shall electronically record students' grades on at least a weekly basis and shall submit quarterly grades on designated due dates as established by the Administration.

9. Additional Assignments

If a teacher is regularly assigned Lunch Hour Supervision (lunch time recess, cafeteria supervision, or lunch time study hall), such assignment will be made under the following rules:

- a. Any teacher who does not have a class load of six (6) classes of students shall first be permanently assigned to Lunch Hour Supervision. If this produces more supervisors than necessary, the Lunch Hour Supervision shall be equally distributed among this group of supervisors.
- b. If a need still exists for Lunch Hour Supervision, the balance of the supervision shall be distributed equally among the staff not assigned under "a" above.
- c. For any teacher who is assigned each day to two sections of Lunch Hour Supervision per day, such an assignment shall take the place of an instructional class.
- d. The number of required supervisors cannot be significantly increased from year to year or significantly increased over a period of years without negotiating the increase with the union.

10. Attendance at Graduation/Open House

Each employee shall be required to be in attendance for up to one hour and 45 minutes at the annual graduation ceremony at the end of the school year and up to one hour and 45 minutes at the Open House at the beginning of the school year. Such attendance is subject to proper use of leave time such as, but not limited to, sick leave or personal leave. The Board of Education also encourages and appreciates attendance at other extra-curricular events.

Teachers will be allowed to leave an hour and 45 minutes early on the day scheduled for Open House.

Article VII – Salary Information

1. Board Paid TRS and THIS

- a. The Board shall pay and shall shelter from federal income taxation, for the duration of this contract, the contribution to the Teachers Retirement System on behalf of each teacher in an amount not to exceed 9.0% of creditable earnings (compounding factor of 9.8901).

- b. The Board shall pay and shall shelter from federal income taxation, for the duration of this contract, the contribution for THIS (insurance) on behalf of each teacher in an amount not to exceed 1.12% of creditable earnings.

The parties agree that in the event that the State of Illinois increases the percentage payable to the Teachers Retirement System to 9.5% or more during the term of the current CBA, the parties will reopen their negotiations and bargain in good faith on the limited issues related to the provisions of Article VII, Section 1 of the CBA, and the negative financial impact of such legislative action on the District and/or the members of the bargaining unit.

TRS deductions shall be deducted over only nine months.

2. Courses Beyond Certification Requirements

Courses beyond certification requirements will be granted toward an additional increment on the salary schedule upon advanced written approval of the Superintendent and the Board of Education. The grade card noting earned hours may be substituted in the place of a transcript, but must be submitted not later than September 20 to move on the salary schedule for the current school year. If the official transcript is not received by November 1, by the Superintendent, any horizontal advancement will be deducted from the November paycheck.

Graduate hours which are not toward a master's degree shall be considered for salary placement up to and including the BA+ 30/MA column, and, after a masters is earned, these same hours shall be used for post master's column placement. Effective with the 2017-2018 contract year, graduate hours which are not toward a master's degree shall be considered for salary placement up to and including the BA +30/MA column, and, after a masters is earned, these same hours shall not be used for post master's column placement. The exception will be teachers enrolled in approved master's degree programs that have successfully completed at least one class towards a master's degree prior to May 31, 2017 with documentation from the university or college supporting their enrollment in the program.

Social workers, speech therapists, and school counselors

Social workers, speech therapists, and school counselors having completed 60 credit hours to earn a master's degree will be placed on the teacher salary schedule at Master's +30; however, this provision only applies to individuals hired after the 2024-2025 school year.

3. School Teaching Experience

Public school teaching experience will be transferable at the rate of one year for each year taught up to eight years maximum (out of state experience creditable effective 1991). Placement on salary schedule will be based upon years of experience. Teachers having taught in District for a semester or longer will be granted a year as experience for salary schedule purposes only.

4. Extra Duty Pay Schedule

Notification of extra duty vacancies will be given to the union president and sent to staff members via email upon the resignation/termination of the incumbent coach or sponsor currently filling the position. Upon a position becoming vacant, regular, full time, staff members will have preference over other applicants.

5. Extra-Duty Pay

If a teacher volunteers for school sponsored extra duty activity in a supervisory, monitoring, or other official capacity they will be compensated at prescribed rate on sheet or schedule attached. This paragraph expressly excludes categories listed under extra -curricular pay sheet (Article 7, Section 5).

Pay schedule for game officials and other supervisory personnel:

Scorekeepers – Basketball/volleyball \$50 per night when multiple games are played or \$25 for single events

Time clock operator – Basketball/volleyball \$50 per night when multiple games are played or \$25 for single events

Door – Basketball/volleyball \$50 per night when multiple games are played or \$25 for single events

School sponsored event supervision, as approved and determined by Administration shall be paid \$50 per evening.

EXTRA DUTY SCHEDULE

Placement on the following schedule is at actual number of years of experience.

2025-2026, 2026-2027, and 2027-2028

Extra-Curricular	1 Year	2-3 Years	4-5 Years	6+ Years
Instrumental Music	\$1,348	\$1,495	\$1,567	\$1,637
Elementary Vocal Music	\$789	\$872	\$914	\$954
Jr. High Vocal Music	\$964	\$1,067	\$1,116	\$1,167
Drama/Musical	\$1,348	\$1,495	\$1,567	\$1,637
Math Club	\$947	\$1,019	\$1,065	\$1,112
Chess Club	\$947	\$1,019	\$1,065	\$1,112
Scholastic Bowl	\$947	\$1,019	\$1,065	\$1,112
Robotics	\$947	\$1,019	\$1,065	\$1,112
Science Olympiad	\$1,752	\$1,940	\$2,030	\$2,121
Strategy Team Facilitator				

(one (1) per building)	\$947	\$1,019	\$1,065	\$1,112
Student Council	\$2,445	\$2,628	\$2,754	\$2,886
Yearbook	\$619	\$690	\$720	\$750
National Honors Society	\$399	\$448	\$467	\$485
Young Authors	\$391	\$437	\$454	\$470

Coaching	1 Year	2-3 Years	4-5 Years	6+ Years
Athletic Director	\$3,986	\$4,373	\$4,586	\$4,813
Jr. High Boys Basketball (A)	\$2,445	\$2,628	\$2,754	\$2,886
Jr. High Boys Basketball (B)	\$2,445	\$2,628	\$2,754	\$2,886
Jr. High Girls Basketball (A)	\$2,445	\$2,628	\$2,754	\$2,886
Jr. High Girls Basketball (A)	\$2,445	\$2,628	\$2,754	\$2,886
Jr. High Cheerleading	\$2,445	\$2,628	\$2,754	\$2,886
Boys Volleyball	\$2,445	\$2,628	\$2,754	\$2,886
Girls Volleyball	\$2,445	\$2,628	\$2,754	\$2,886
Boys Baseball *	\$1,348	\$1,495	\$1,567	\$1,637
Girls Softball *	\$1,348	\$1,495	\$1,567	\$1,637
Boys Track	\$1,348	\$1,495	\$1,567	\$1,637
Girls Track	\$1,348	\$1,495	\$1,567	\$1,637
Soccer *	\$1,348	\$1,495	\$1,567	\$1,637
Bowling	\$1,348	\$1,495	\$1,567	\$1,637
Cross Country *	\$1,348	\$1,495	\$1,567	\$1,637

- Only 3 of the 4 per year as stated in contract

6. Health Insurance

Major Medical Insurance: The District shall maintain Major Medical Insurance for each full time employee. The employee's out of pocket deductible shall be:

- Single/Individual: \$250 (FY 26-FY30)
- Employee + Spouse \$350 (FY26-FY30)
- Employee + Child \$350 (FY26-FY30)
- Employee + Family \$450 (FY26-FY30)

The Board will pay for insurance up to a maximum of Seven Hundred Seventy-One and 00/100 Dollars (\$771.00) per month. Any increase in premium above \$771.00 will be shared 50/50 between the teacher and the Board per month. (Premiums paid under this provision by teachers shall be sheltered from tax under the Premium Conversion portion of the Section 125 Plan provided by the Board.) The increase calculation will be based on the Single/Individual plan. Up to the same dollar amount of the increase will be applied to other plans as well. For example, if the insurance cost increases by \$40 for a Single/Individual, the District will incur \$20 of the increase. The District will incur up to \$20 of the increase for other plans, regardless of the

increase. Employees for non-Single/Individual plans will be responsible for any remaining amount.

The Union agrees that that Board may bid insurance and accept a new carrier or new policy provided:

- a. The District will make reasonable efforts to maintain comparable coverage;
- b. A policy may require a higher deductible as long as the District assume any deductible expense of each employee in excess of the employee's out of pocket deductible responsibility set forth above; and
- c. Proposed changes will be recommended by an insurance advisory committee of not more than seven members whose composition shall be determined by the Superintendent, and must include at least two teachers (selected by the Union).

All questions concerning the eligibility in the District's insurance program shall be determined by the insurance carrier.

Dental Insurance: The District shall provide single insurance coverage and benefits for each full-time employee. The District will not reimburse for the deductible or any out of pocket expenses.

The insurance carrier shall determine all questions concerning eligibility in the District's insurance program.

7. Retirement Incentive Language

A. An employee who submits an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive during his/her final four (4) years of teaching. To be eligible, the employee must:

1. Must be eligible to retire with TRS on the effective date of retirement. The District may require the licensed employee to submit evidence of eligibility to retire from TRS.
2. Completed ten (10) years of continuous or fifteen (15) years of cumulative full-time employment in PWH 105 (be in the 11th year for continuous or 16th year for cumulative) at time he/she submits an irrevocable letter of resignation on or before April 1 of the year the incentive is to commence.

B. The irrevocable letter of resignation for retirement must be filed on or before April 1 in the year in which the pre-retirement benefit is to commence. The pre-retirement period may be from 1 to 4 years in duration depending upon when the irrevocable letter of resignation is received and the specified effective date of retirement. For example, employees indicating retirement in 2025 will have a pre-retirement period of 1 year. Employees indicating retirement in 2026 will have a pre-retirement period of 2 years. Employees indicating retirement in 2027 will have a pre-retirement period of 3 years. Employees indicating retirement in 2028 will have a pre-retirement period of 4 years. Nothing in this program is intended to limit an employee's contractual ability to earn more than 6.0% above the previous year's TRS creditable earnings.

If the contract is not ratified by the Union or accepted by the School board before April 1, 2025, an irrevocable letter of resignation for retirement purposes may be submitted on or before June 1, 2025. For all subsequent years, the April 1st deadline will be in effect.

C Aspects of the Plan

The employee will remain on the salary schedule and will be paid according to the negotiated contract. In June, at the end of each year an employee is in the retirement plan, the District will compare the Licensed Employee's TRS creditable earnings to his/her previous year's creditable earnings. The District will pay all the Licensed Employee receiving a retirement benefit an amount to ensure the Licensed Employee's TRS creditable earnings increases 6.0% over his/her previous year's TRS creditable earnings, based on the number of days the Licensed Employee worked or received paid leave from one year to the next year (periods of unpaid leave will be removed from the calculation when determining the retirement benefit).

For example, a Licensed Employee enters the retirement plan for two years with a retirement date at the end of the 2026-2027 school year. In June 2026, the District will compare the Licensed Employee's previous year's TRS creditable earnings to his/her current TRS creditable earnings. The District will increase the Licensed Employee's creditable earnings in an amount to ensure it increases 6.0% above his/her previous year's creditable earnings.

EXAMPLE:

TRS Creditable Earnings in the year prior to entering:

Salary: \$50,000

Coaching Stipend: \$3,000

Total TRS Earnings: \$53,000

TRS Creditable Earning First Year:

Salary: \$51,000

Coaching Stipend: \$3,100

Retirement Benefit: \$2,080

Total TRS Earnings: \$56,180

(Reflects 6.0% increase over previous year's earnings)

TRS Creditable Earning Second Year:

Salary: \$52,000

Coaching Stipend: \$3,200

Retirement Benefit: \$4,351

Total TRS Earnings: \$59,551

If a Licensed Employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the Licensed Employee's 6.0% increase shall be reduced by the amount of the extra duty compensation.

TRS Creditable Earnings in the year prior to entering:

Salary: \$50,000

Coaching Stipend: \$3,000

Total TRS Earnings: \$53,000

TRS Creditable Earning First Year:

Salary: \$51,000

Coaching Stipend: \$0

Retirement Benefit: \$2,000

Total TRS Earnings: \$53,000

(Reflects 6.0% increase over previous year's earnings after removing the stipend work that is no longer performed. The 6.0% calculation is based on \$50,000 and not \$53,000.)

TRS Creditable Earnings Second Year:

Salary: \$52,000

Coaching Stipend: \$0

Retirement Benefit: \$4,180

Total TRS Earnings: \$56,18

The parties agree that if the legislature lowers the 6.0% allowable rate to a lower rate and this contract is not grandfathered and exempt from that change; the allowable rate for the retirement benefit under this contract shall be reduced from 6.0% to the allowable rate that is permissible which does not result in the District paying any additional pension costs to TRS.

8. Non-Attendance Day Workshops

Teachers requested by the Administration to attend summer or non-attendance day workshops will receive a daily stipend equal to \$135.00.

9. In School Substitution Rate

Teachers who during their own non-class time, volunteer to perform substitution duties for other teacher's classes, shall be compensated per clock hour of substitution at the rate of \$40.

10. IRS Section 125 Plan

The District shall provide at no cost to the employees, an IRS approved Section 125 Plan.

11. In-Service and Staff Development

a. District Approved Workshops

For applications made at least ten (10) working days prior to the date of the workshop, the District shall pre-pay the workshop fees of each teacher approved to attend workshops. Reimbursement for travel and lodging shall be consistent with Board Policy 5:60. All other expenses must be submitted within thirty (30) days of the teacher receiving a receipt for the expenses. Reimbursement shall be made within thirty days for all expenses which are submitted to the District bookkeeper up to seven working days before a regularly scheduled school Board meeting. Reimbursement for expenses which are submitted within seven days of a regularly scheduled school Board meeting shall be delayed until approved at the next regularly scheduled Board meeting.

b. The District will continue to provide CPDUs, at least 25 per year, not all required to be offered during the 8:00-3:30 hours, for recertification purposes.

12. Union Dues

The employer shall honor employees' individually authorized deductions forms, and shall make such deductions in the amounts certified by the union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the union. In the event that an employee revokes their dues, the Union will notify the employer after the close of the revocation window.

The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit or assignment furnished by the Union under any such provisions.

13. Longevity Pay

The Board will negotiate the salary schedule, including longevity payment, for the 2028-2029 and 2029-2030 school years as stated in the proposed Article IX – Effect of Agreement.

Article VIII – No Strike Agreement

The Union agrees that there shall be no strike, or withholding of services and that the District agrees not to engage in lock out during the term of this contract. The parties acknowledge that they will negotiate those issues which flow from the new teacher re-certification laws which are mandatory subjects of bargaining or impact mandatory subjects of bargaining. During said bargaining the parties agree that Article 8, the no-strike clause, of this contract shall not be in force as both parties do hereby fully reserve all of their bargaining rights and authorities.

Article IX – Effect of Agreement

Savings Clause

It is recognized by the parties that all provisions of this Agreement may be altered only by consent of both parties. If any provision of this Agreement is subsequently declared by proper legislative or judicial authority to be illegal or non-binding, the parties will work out a proper agreement in lieu thereof. All other provisions of this Agreement shall remain in force and shall not be affected, so that this Agreement shall remain whole with the void provision deleted.

This Agreement shall remain in force until termination date, August 15, 2030. This is a five (5) year contract that will be in effect for the 2025-2026, 2026-2027, 2027-2028, 2028-2029 and 2029-2030 school years. The parties have negotiated salary for the 2025-2026, 2026-2027 and

2027-2028 school years and will negotiate the salary schedule, including longevity payment, for the 2028-2029 and 2029-2030 school years.

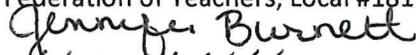
The Joint Negotiating Committee for the reopener negotiations will consist of not more than five (5) nor less than two (2) member representing the Board and not more than five (5) nor less than two (2) members representing the Union, including counsel or any other resource person, if desired.

NOTICE TO ELIMINATE PAST PRACTICE:

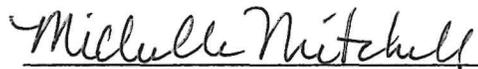
To the extent there is a past practice that allows employees to call off work and use a dock day, the practice shall be terminated upon ratification of the 2017-2018 contract. Specifically, an employee shall be required to report to work unless the employee is in a paid leave status or in an unpaid leave status authorized under State or Federal Law, i.e. FMLA.

IN WITNESS THEREOF:

For Pontiac William Holliday
Federation of Teachers, Local #1811

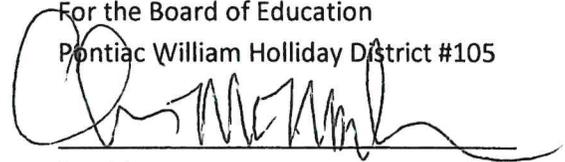



President



Secretary

For the Board of Education
Pontiac William Holliday District #105



President



Secretary

**PWH 105
SALARY SCHEDULE
2025-2026**

	BS	BS+9	BS+21	BS+30/MS	MS+9	MS+21	MS+30
1	43,842	44,537	45,932	46,625	47,316	48,025	48,732
2	45,486	46,201	47,791	48,455	49,150	49,862	50,572
3	47,129	47,865	49,651	50,284	50,983	51,699	52,412
4	48,773	49,529	51,510	52,114	52,817	53,535	54,252
5	50,416	51,193	53,369	53,943	54,650	55,372	56,092
6	51,870	52,664	55,030	55,567	56,274	56,995	57,716
7	53,324	54,134	56,690	57,190	57,897	58,618	59,340
8	54,777	55,605	58,351	58,814	59,521	60,242	60,963
9	56,231	57,075	60,011	60,437	61,144	61,865	62,587
10	57,685	58,546	61,672	62,061	62,768	63,488	64,211
11	59,227	60,107	62,991	63,684	64,391	65,112	65,834
12	60,769	61,668	64,309	65,307	66,015	66,735	67,458
13	62,312	63,229	65,628	66,931	67,638	68,359	69,081
14	63,854	64,790	66,946	68,554	69,262	69,982	70,705
15	65,396	66,351	68,265	70,177	70,885	71,606	72,328
16	67,356	68,277	70,379	72,479	73,211	73,917	74,639
17	69,316	70,203	72,493	74,782	75,537	76,229	76,951
18	71,276	72,129	74,607	77,084	77,862	78,540	79,262
19	73,236	74,055	76,721	79,387	80,188	80,852	81,574
20	75,396	76,181	79,035	81,889	82,714	83,363	84,085
21	76,221	77,009	79,904	82,811	83,640	84,287	85,010
22	77,046	77,836	80,773	83,734	84,566	85,212	85,935
23	77,871	78,664	81,642	84,656	85,491	86,136	86,859
24	78,696	79,492	82,511	85,578	86,417	87,060	87,784
25	79,521	80,320	83,380	86,501	87,343	87,985	88,709
26	80,346	81,147	84,249	87,423	88,269	88,909	89,634
27	81,171	81,975	85,118	88,345	89,195	89,834	90,559
28	81,996	82,803	85,987	89,268	90,120	90,758	91,484
29	82,820	83,630	86,857	90,190	91,046	91,682	92,408
30	83,645	84,458	87,726	91,112	91,972	92,607	93,333

PWH 105
SALARY SCHEDULE
2026-2027

	BS	BS+9	BS+21	BS+30/MS	MS+9	MS+21	MS+30
1	45,542	46,237	47,632	48,325	49,016	49,725	50,432
2	47,186	47,901	49,491	50,155	50,850	51,562	52,272
3	48,829	49,565	51,351	51,984	52,683	53,399	54,112
4	50,473	51,229	53,210	53,814	54,517	55,235	55,952
5	52,116	52,893	55,069	55,643	56,350	57,072	57,792
6	53,570	54,364	56,730	57,267	57,974	58,695	59,416
7	55,024	55,834	58,390	58,890	59,597	60,318	61,040
8	56,477	57,305	60,051	60,514	61,221	61,942	62,663
9	57,931	58,775	61,711	62,137	62,844	63,565	64,287
10	59,385	60,246	63,372	63,761	64,468	65,188	65,911
11	60,927	61,807	64,691	65,384	66,091	66,812	67,534
12	62,469	63,368	66,009	67,007	67,715	68,435	69,158
13	64,012	64,929	67,328	68,631	69,338	70,059	70,781
14	65,554	66,490	68,646	70,254	70,962	71,682	72,405
15	67,096	68,051	69,965	71,877	72,585	73,306	74,028
16	69,056	69,977	72,079	74,179	74,911	75,617	76,339
17	71,016	71,903	74,193	76,482	77,237	77,929	78,651
18	72,976	73,829	76,307	78,784	79,562	80,240	80,962
19	74,936	75,755	78,421	81,087	81,888	82,552	83,274
20	76,896	77,981	80,835	83,689	84,514	85,163	85,885
21	78,221	79,009	81,904	84,811	85,640	86,287	87,010
22	79,046	79,836	82,773	85,734	86,566	87,212	87,935
23	79,871	80,664	83,642	86,656	87,491	88,136	88,859
24	80,696	81,492	84,511	87,578	88,417	89,060	89,784
25	81,521	82,320	85,380	88,501	89,343	89,985	90,709
26	82,346	83,147	86,249	89,423	90,269	90,909	91,634
27	83,171	83,975	87,118	90,345	91,195	91,834	92,559
28	83,996	84,803	87,987	91,268	92,120	92,758	93,484
29	84,820	85,630	88,857	92,190	93,046	93,682	94,408
30	85,645	86,458	89,726	93,112	93,972	94,607	95,333

PWH 105
SALARY SCHEDULE
2027-2028

	BS	BS+9	BS+21	BS+30/MS	MS+9	MS+21	MS+30
1	47,242	47,937	49,332	50,025	50,716	51,425	52,132
2	48,886	49,601	51,191	51,855	52,550	53,262	53,972
3	50,529	51,265	53,051	53,684	54,383	55,099	55,812
4	52,173	52,929	54,910	55,514	56,217	56,935	57,652
5	53,816	54,593	56,769	57,343	58,050	58,772	59,492
6	55,270	56,064	58,430	58,967	59,674	60,395	61,116
7	56,724	57,534	60,090	60,590	61,297	62,018	62,740
8	58,177	59,005	61,751	62,214	62,921	63,642	64,363
9	59,631	60,475	63,411	63,837	64,544	65,265	65,987
10	61,085	61,946	65,072	65,461	66,168	66,888	67,611
11	62,627	63,507	66,391	67,084	67,791	68,512	69,234
12	64,169	65,068	67,709	68,707	69,415	70,135	70,858
13	65,712	66,629	69,028	70,331	71,038	71,759	72,481
14	67,254	68,190	70,346	71,954	72,662	73,382	74,105
15	68,796	69,751	71,665	73,577	74,285	75,006	75,728
16	70,756	71,677	73,779	75,879	76,611	77,317	78,039
17	72,716	73,603	75,893	78,182	78,937	79,629	80,351
18	74,676	75,529	78,007	80,484	81,262	81,940	82,662
19	76,636	77,455	80,121	82,787	83,588	84,252	84,974
20	78,596	79,681	82,535	85,389	86,214	86,863	87,585
21	80,321	81,109	84,004	86,911	87,740	88,387	89,110
22	81,146	81,936	84,873	87,834	88,666	89,312	90,035
23	81,971	82,764	85,742	88,756	89,591	90,236	90,959
24	82,796	83,592	86,611	89,678	90,517	91,160	91,884
25	83,621	84,420	87,480	90,601	91,443	92,085	92,809
26	84,446	85,247	88,349	91,523	92,369	93,009	93,734
27	85,271	86,075	89,218	92,445	93,295	93,934	94,659
28	86,096	86,903	90,087	93,368	94,220	94,858	95,584
29	86,920	87,730	90,957	94,290	95,146	95,782	96,508
30	87,745	88,558	91,826	95,212	96,072	96,707	97,433