

COLLECTIVE BARGAINING AGREEMENT

LIMESTONE WALTERS CCSD #316

BOARD OF EDUCATION

AND

**LIMESTONE WALTERS FEDERATION OF
TEACHERS**

IFT/AFT LOCAL #6446

2025-2027

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PREAMBLE

This agreement between the Board of Education of Limestone Walters Community Consolidated District #316 and the Limestone Walters Federation of Teachers #6446, affiliated with the Illinois Federation of Teachers, incorporates a number of understandings which derive from the parties' mutual belief that each pupil is entitled to an education of the highest quality and the Board and the Union recognize that they have a common responsibility to work together toward the achievement of this goal. It is the intent of both parties that the relationship that results from the Agreement be one of good faith and mutual respect.

ARTICLE 1 **RECOGNITION**

- 1.1 The Board of Education, Limestone Walters School District No. 316, hereinafter referred to as the "Board," recognizes the Limestone Walters Federation of Teachers, Local 6446, hereinafter referred to as "Union," as the exclusive agent for the following bargaining unit: All full-time and regularly employed part-time certified teaching personnel.
- 1.2 Special education teachers employed by SEAPCO; administrative personnel, and all managerial, supervisory, confidential, and short term employees as defined by the Illinois Educational Labor Relations Act are excluded from the bargaining unit.

ARTICLE 2

NEGOTIATION PROCEDURES

2.1 Negotiation Communication

All requests for communication with the BOARD shall be channeled through the Superintendent or his/her designated representative, and requests to the UNION shall be made through the Superintendent or his/her representative.

2.2 Scope of Negotiations

The UNION and the BOARD agree that negotiations in good faith shall encompass the following: salary, fringe benefits, hours of work, and terms and conditions of employment.

2.3 Power to Negotiate

It is the mutual responsibility of the BOARD and UNION to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, and make counter-proposals in the course of negotiations, and to reach tentative agreement which shall be submitted to the BOARD and UNION for ratification. The Board also has the authority to reject any agreement.

2.4 Negotiation Team Membership

Each party to negotiations shall select its individual negotiating representatives provided that the BOARD shall not select a Bargaining unit member, as herein defined, as its representative.

2.5 Meetings

If negotiations are requested by either party on items specified in this agreement, such negotiations shall begin no later than 30 days from the request to bargain, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties. Unless both parties consent, negotiations are not to begin before January 1. Facts, options, and proposals will be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement on items defined as negotiable in this Agreement.

2.6 Tentative Agreements

During negotiations, tentatively agreed upon material shall be prepared for the BOARD and the UNION and initialed prior to the adjournment of the meeting at which such agreement was reached, or at the next meeting.

2.7 Final Approval

When the UNION and the BOARD reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the members of the UNION for ratification and the BOARD for approval or disapproval.

2.8 Declaration of Impasse

If agreement is not reached on all items listed in the "Scope of Negotiations", Paragraph 2.2, either party may declare to the other in writing that an impasse exists and call for a mediator, under the rules and regulations pertaining to mediation in the Illinois Educational Labor Relations Act.

2.9 Impasse Procedures

When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall have the authority to confer separately or jointly with the parties, review pertinent data and make suggestions and recommendations for settlement, provided that the mediator shall not make public the findings of fact or the recommended terms of settlement.

2.10 Written Report by Mediator

The mediator shall not issue a written report of any kind unless both parties agree to such a report. During mediation, both the BOARD and the UNION agree to keep confidential all recommendations and reports, if any, made by the mediator, including offers by either party.

2.11 No Strike

The Union agrees that there shall be no strike or withholding of services during the term that this Agreement is in full force and effect.

ARTICLE 3
NON-DISCRIMINATION

Neither the BOARD nor the UNION shall discriminate, interfere, restrain, coerce or harass any employee because of Union membership or Union activity or because of a lack thereof or for any other reason.

Neither of the parties hereto shall discriminate against any employee on account of race, color, creed, religion, national origin, sex, age, sexual orientation, ancestry, marital status, arrest record, military status, physical and/or mental handicap.

ARTICLE 4

UNION SECURITY

4.1 Dues Deduction

The professional dues of UNION members shall be deducted by the Payroll Department in accordance with the following stipulation. Payroll deductions shall be available to members of the UNION provided the UNION member gives written consent for such deduction.

4.2 Number of Deductions

The dues shall be deducted in an equal amount beginning with the first payroll check in September and ending with the twentieth payroll check thereafter.

4.3 Responsibility

The UNION shall be responsible that the dollar amount to be deducted for each applicant is the accurate figure reported for their organization. The UNION agrees to indemnify the BOARD from claims arising from their organization using funds for political action.

4.4 Continuing Authorization

A UNION member shall give written consent for the deduction of professional organization dues. This authorization shall remain in effect from year to year until cancelled by the participating staff member. The payroll department/bookkeeper shall be informed by the UNION of the amount to be deducted for the affected year.

4.5 Payment

Payment shall be made to the UNION following each pay period in which deduction is in effect.

ARTICLE 5

PROFESSIONAL GRIEVANCE PROCEDURE

The parties hereto acknowledge that it is usually most desirable for a teacher and the Superintendent to resolve problems through free and informal communications as referenced in 5.2. If, however, such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

5.1 Definitions and Rules

- A. A grievance shall be any claim by an employee or the Union that there has been a violation of the terms of this Agreement.
- B. All time limits herein shall consist of work days except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of calendar days so that the matter may be resolved before the close of the school term or as soon as possible thereafter.
- C. All grievance time limits shall be followed except by written mutual agreement between parties involved. Illness or other incapacity of the staff member shall be grounds for any necessary extension of the grievance time limits.
- D. The failure of the aggrieved person to act within the prescribed time limits will act as a bar to any further appeal. If no decision has been rendered within the time indicated within a step, then the grievance shall be processed to the next step.
- E. Every member of the bargaining unit covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual member of the bargaining unit, should he/she so elect, from presenting a grievance and having it adjusted without representation of the UNION, although the UNION shall have the right to have the President, or his/her designee, to be present to observe at all steps of the grievance procedure, and provided any such adjustment is consistent with the terms in this Agreement.

An attempt shall be made by the employee or the Union to resolve any grievance through informal verbal communication between the employee and his or her immediate supervisor. The informal conference shall be held as soon as practical after the occurrence giving rise to the grievance.

Step 1: If the grievance is not resolved informally, then the employee or the Union shall present the grievance in writing to the Superintendent. The grievance shall be on a form mutually developed by the Board and the Union and shall specify the article and clause of the Agreement alleged to have been violated and the remedy requested by the grievant. The grievance must be filed within 10 days from the occurrence giving rise to the grievance. The Superintendent shall arrange for a meeting to take place with the grievant within 10 days after receipt of the grievance. The Superintendent shall provide a written answer to the grievant within 10 days after the scheduled meeting.

Step 2: If the grievance is not resolved satisfactorily within ten (10) days after consideration by the Superintendent, the grievant or Union may submit a written request for a Board hearing no later than ten (10) working days before the next regularly scheduled Board meeting. The requested hearing shall then be placed on the agenda for the next regularly scheduled Board meeting. At this hearing, all facts, evidence and testimony shall be presented to the Board. The Board's decision shall be rendered and communicated to the grievant and the local Union President no later than ten (10) days following the next regularly scheduled Board meeting.

Step 3: If the Union is not satisfied with the disposition of the grievance at the Second Step, or the Second Step time limits expire without the issuance of the Board's written answer, the local Union President or designee (field rep) may petition the Federal Mediation Conciliation Services (FMCS) to assign a list of five (5) arbitrators from a mutually acceptable list of arbitrators. If the Board or their designee, and the Union are unable to agree upon one (1) of the list's members to resolve the grievance, an arbitrator shall be chosen by each party alternately striking one name from the list until one (1) name remains. The Union shall strike the first name; the Board shall strike the second name, etc. The arbitrator shall have authority only to interpret and apply the provisions of the Contract and only to the extent necessary to decide the submitted grievance and shall not have the authority to add to, detract from, or in any way alter provisions of this Contract. The parties shall share the costs of arbitration. The timeline established for final disposition of the grievance shall be dependent upon mutual agreement between the grievant and the Union, the Board and/or the Superintendent, and the assigned arbitrator. The decision of the arbitrator shall be binding on the parties.

5.2 No Reprisals Clause

A member of the bargaining unit who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.

5.3 Aggrieved Person Representation

The BOARD acknowledges the right of a grievance representative to participate in the processing of a formal grievance at any level once the grievance is reduced to writing. No member of the bargaining unit shall be required to discuss any grievance if he/she desires the presence of a representative and the representative is not present.

5.4 Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

5.5 Individual Negotiations

The employer will in no event negotiate individually with any employee, nor shall there be any Bargaining Agreement made other than this Agreement, unless same is made through duly authorized representatives of the UNION.

ARTICLE 6

UNION RIGHTS

6.1 Union Bulletin Boards

The UNION may use reasonable space on existing employee bulletin boards in each school/work place. The items posted by the UNION shall not be political, partisan or defamatory in nature. The UNION shall present the Superintendent with a copy of all materials to be placed on the bulletin board.

6.2 Union Contract

New employees shall be provided an electronic copy of the most current Agreement between the UNION and the BOARD.

The UNION shall be allowed to meet with members of the bargaining unit prior to regular work hours or at lunch time at a place designated by the Superintendent or supervisor.

The BOARD Secretary shall provide an electronic information packet to the President of the UNION prior to each School Board meeting. The Board Secretary shall provide the Union President with one (1) copy of the following as soon as they are available:

1. Board Agenda
2. Minutes of the open sessions of Board Meetings after they have been officially approved
3. Monthly budget summaries
4. Annual auditor's report

Additionally, the UNION, upon request, shall be provided pertinent information regarding names, addresses, and wage rates of the members of the bargaining unit.

The UNION agrees to indemnify, defend and save harmless the School District from any and all claims arising out of the use of the School mails to deliver UNION mail and announcements.

The Union may use buildings for UNION meetings with the approval of the District.

The Union retains all rights guaranteed by the Illinois Educational Labor Relations Act.

ARTICLE 7

WORKING CONDITIONS

7.1 Assignments – Notice

Teachers shall be notified of anticipated teaching assignments (including subject and grade level) no later than July 15 prior to the start of the school year. Changes made in said assignments will be on an emergency basis only.

7.2 Work Day

The “normal” teacher work day shall be from 7:45 AM – 3:00 PM. Teachers shall have a duty-free lunch equivalent to the student lunch period or thirty (30) minutes, whichever is longer. It is expected that teachers may have to return to school outside their normal work day for Parent Information Night, Open Houses, Christmas Program, Graduation, Christmas Band Concerts, or any other professional responsibility. The teacher work day is 7:45 AM – 3:00 PM, while the student day is 7:50 AM – 2:40 PM.

7.3 School Year

The students shall have 176 student attendance days and the teachers shall have 180 work days.

7.4 Planning/Prep Time

Each teacher shall have an amount of not less than 200 minutes per week.

Acceptable uses of this time are:

- a. planning and preparation of educational materials
- b. participating in parent/teacher meetings
- c. participating in target/problem solving team meetings
- d. IEP meetings
- e. tutoring of students
- f. assisting other staff members
- g. evaluating recent educational research and devising implementation strategies
- h. collaborating with colleagues
- i. analysis of student achievement and behavioral data
- j. preparation for differentiation of instruction
- k. cross curricular collaborations
- l. co-teaching instructional planning
- m. engaging in other activities whose purpose is to enhance student achievement, including the professional growth of the teacher.

The district recognizes the value and importance of planning time and the impact meetings during a teacher’s preparation time may have on their work day. Administration will make every effort to limit, where possible, the number of meetings that occur during a teacher’s planning time and to continue to find ways to protect that time for its intended uses.

7.5 Vacancies—Job Openings

The Administration will post a list of all vacancies on the District website and in the teachers' lounge. No vacancy will be filled before it is posted. The vacancy must be posted at least five (5) working days before it is filled. During the summer months, all vacancies will be emailed to current staff members.

7.6 Seniority

Length of service to Limestone Walters School District.

Date of Hire: Date the Board of Education votes to approve the employment of an individual.

- A. Seniority shall be determined by the following method, in descending order:
 - 1. Date of Hire of continuous full-time employment
 - 2. Continued tie-breakers shall be settled by lottery with all parties present.
- B. A seniority list will be maintained by the Board and posted by February 1st of each year. This list shall consist of employee name, date of hire, degree(s) held by employee, type of certificate and qualifications.
- C. Any discrepancies in the seniority list must be challenged within fifteen (15) days of the posting of the list.
- D. A teacher does not accrue seniority while on an unpaid leave of absence. All unpaid leaves of absence will be noted on the seniority list.

7.7 Personnel Files

Employees shall have access to their personnel records within seven (7) working days of filing a request. This access is limited to two per year. An employee shall have the right to add an explanation or other statements to any evaluation, reprimand or written warning. From the effective date of the Agreement, no entries subsequent to employment pertaining to job performance shall be placed in an employee's file without his/her knowledge and his/her right of reply. No complaint, commendation, or evaluation may be placed in the evaluation section unless the document is signed by the originating person. When an employee exercises their right of reply, the reply shall be placed in the employee's file.

7.8 Evaluation

Evaluation of professional staff is the sole responsibility of the Board of Education and its administrative staff. Teacher evaluations and related processes will be conducted in accordance with applicable provisions of the Illinois School Code and ISBE regulations then in effect. In cases of follow-up evaluation conferences that include reprimand and/or remediation, the teacher may request to have a local Union representative present at said evaluation meetings.

7.9 Discipline

Employees of the District are subject to discipline and termination in accordance with the applicable provisions of the Illinois School Code. No employee shall be disciplined in front of other employees, students or the public; however, this provision does not apply to any discipline witnessed by a union representative at the request of the employee, nor to any action taken by the Board in open session.

8.0 Paperwork and Recording

The compilation of information and data required to complete each student's IEP and evaluations should be considered as part of a Special Educator's workload. Analysis of paperwork and recording may include:

- Estimation of time to complete IEP forms
- Estimation of time to complete quarterly goal updates
- Estimation of time to complete case notes
- Estimation of time to complete consultation reports and evaluation reports

Each Special Education teacher will be provided 2 release days (IEP writing day) per school year to assist in completing IEP paperwork. The release day affords the teacher the flexibility to complete students' IEPs either at school or at an alternative location, and can be taken in half-day increments.

ARTICLE 8

LEAVES

8.1 Sick Leave

Each full-time teacher shall be granted the following sick leave days at full pay. The unused days may accumulate to 340 days.

Years of consecutive full-time employment completed with the District:
12 or less years of TRS or Equivalent Creditable Service - 14 days per year
13 to 20 years of TRS or Equivalent Creditable Service - 15 days per year
21 to 29 years of TRS or Equivalent Creditable Service - 16 days per year
30+ years of TRS or Equivalent Creditable Service - 17 days per year

Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the employee's immediate family or household, or birth, adoption, or placement of adoption. The immediate family, for purposes of this section, shall include: parents, spouse, sibling, child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or legal guardian. The Board may require a physician's certificate as a basis for pay during leave after an absence of five (5) consecutive days for personal illness or as it may deem necessary in other cases. One sick day to attend a funeral for a non-family member will be granted only if all personal days have been exhausted. This leave will fall under the provisions of personal leave (8.3) and will be deducted from an employee's sick days.

Employees are entitled to use up to 40 days of accumulated sick pay for birth (see 8.7), adoption, placement for adoption, and the acceptance of a child in need of foster care in accordance with Section 24-6 of the School Code. A written plan shall be submitted to the Superintendent at least 40 days prior to the effective date of the leave. The plan shall indicate the last effective working day of the employee and the expected date of return to service.

Administration may grant permission for a teacher to take sick leave in one-hour increments. Such time away from the building must be recorded by the teacher in the same manner when recording a full day and half-day sick day.

8.2 Sabbatical Leave

Sabbatical leave may be granted in accordance with The School Code.

8.3 Personal Leave

Teachers will be granted three (3) personal leave days per year. Any unused personal leave days in a school year will be credited to the cumulative sick leave.

The use of a personal day is subject to the following conditions:

- A. Except in cases of emergency or unavoidable situations, personal leave requests should be submitted to the Superintendent two (2) days in advance of the requested date.

- B. Personal leave may be used in increments of one hour.
 - a. Administration may grant permission for a teacher to take personal leave in one-hour increments. Such time away from the building must be recorded by the teacher in the same manner when recording a full day and half personal day.
- C. Personal leave may be taken after a holiday, with the exception of Thanksgiving, Christmas Break, and Spring Break.
- E. Personal leave days may not be used during the first and/or last 5 days of the school year, parent/teacher conferences, teacher institutes, school improvement days, and report card days.
- F. The Superintendent may deny a request for leave if granting the request would result in more than two teachers being absent on personal leave on the same day.
- G. The exhaustion of personal leave will result in dock days (1/180) of gross pay if such dock days are approved by the Superintendent.

An exception to the prohibited personal leave days set forth above may be granted by a decision of the Superintendent or designee in consultation with the Union President or designee. Exceptions will be granted on rare occasions based upon the following guidelines:

1. The request must be submitted to the Superintendent at least five (5) calendar days before the date the teacher wants to use a personal day.
2. The request may be for a significant once-in-life time event for which the teacher has no control over the scheduling.
3. The request may be approved for vacation or recreational purposes.
4. Decisions will be first-come, first-served, initially accommodating up to two teachers, with potential for more based on guidelines.
5. The decision shall be final and will not be subject to the Grievance process outlined in this Agreement.

8.4 Religious Holiday

Administration shall grant an employee's request for time off to observe a religious holiday if the employee gives at least five (5) days' notice and the absence does not cause an undue hardship. This leave shall come from an employee's personal leave should they have any of the allotted days per year available.

8.5 Court Duty

The District will pay full salary during the time an employee is on court duty or, pursuant to a subpoena, serves as a witness or has a deposition taken in any school-related matter pending in court. The employee shall give at least five (5) days' prior notice of pending court duty. The employee shall remit to the Board any payment or stipend received as part of such service.

8.6 Military Service Leave

Leaves for service in the U.S. armed Services or any of its reserve and the National Guard, as well as re-employment rights, will be granted in accordance with state and federal law. A professional staff member hired to replace one in military service does not acquire tenure.

8.7 Maternity Leave

Female employees of the district shall be eligible for maternity leave. A written plan shall be submitted to the Superintendent at least forty (40) calendar days prior to the effective date of the leave. The Superintendent shall present the plan to the Board at the next available board meeting for approval. The plan shall indicate the last expected working day of the employee and the expected date of return to service. The employee requesting maternity leave may request their accumulated sick leave days be used for the leave of absence. The leave may be up to forty (40) days. The remainder of the leave shall be uncompensated leave of absence. At their choosing, the employee may leave all of their accumulated sick leave on deposit, requesting that the entire leave be considered as uncompensated leave of absence. An employee on maternity leave maintains all rights, benefits, and privileges as other employees. Upon completion of the maternity leave, the employee will resume the duty performed by her prior to the commencement of the leave.

If there is a medical need to remain at home after the maternity leave is over, the employee can use remaining accumulated sick days. If there is a desire to extend one's maternity leave for a non-medical reason, the remainder of the leave would be uncompensated leave of absence.

8.8 Leave of Absence Without Pay

The Board may grant a leave of absence without pay to teachers who have rendered satisfactory service and desire to return to employment in a similar capacity at a time determined by the Board. Each leave of absence shall be of the shortest possible duration required to meet the leave's purpose consistent with a reasonable continuity of instruction for students. It cannot be longer than one (1) calendar year.

ARTICLE 9
SALARY & FRINGE BENEFITS

9.1 Medical Insurance

The Board shall pay the following monthly for medical insurance for full-time employees who elect health insurance coverage (not to include dental, vision, or other voluntary coverage's):

Employee (Single)	85% of trust rate
For all other coverage's:	85% of single trust rate plus 60% of the difference between the employee (singles) rate and the desired coverage rate

The other coverage's outside of single coverage are as follows:

Employee & Spouse
Employee & Child
Family

Teachers are responsible for the full THIS portion effective September 5, 2025.

9.2 Life Insurance

The Board shall furnish each employee with \$25,000 of life insurance. The employee may purchase additional insurance at his/her own cost.

9.3 Tuition Reimbursement

The purpose of encouraging advanced study by the certified staff is to improve the instructional environment at Limestone Walters District #316. It is believed that by having a balanced teaching load and course instruction load it will result in maximum benefits to the district and individual staff members. Tuition reimbursement and salary schedule advancement will only be approved by meeting the following guidelines:

1. All course work must be approved by the Superintendent in advance of beginning the course. A copy of the course description and a copy of the course syllabus, if available, should accompany the course approval form. A course shall be approved or denied no later than 15 (fifteen) working days after submission of the appropriate paperwork. If a course is not approved, a written request must accompany the denial.
2. All course work must pertain to the staff member's instructional area, grade level, or in a related professional education program.

3. No more than twelve (12) credit hours will be approved in one fiscal year (July 1 – June 30) for tuition reimbursement, and no more than six (6) credit hours will be approved in a semester. Classes above the 12 credit limit per fiscal year, and 6 credit limit per semester will be paid entirely by the staff member and must also be approved by The Superintendent in advance of beginning the course for advancement on the salary schedule.
4. Certified staff must obtain a grade of “B” or better for tuition reimbursement.
5. Tuition reimbursement will be applied at 90% of ISU tuition cost per credit hour for an approved masters program for hours 12 per calendar year. One three-hour course per year that is not part of an approved masters program will be approved at the 90% of ISU tuition cost. Hours 4 – 12 that are not part of an approved masters program will be reimbursed at 80% of the ISU tuition rate. Hours 4-12 that are not a part of an approved masters program will be reimbursed per school calendar year. A budget of \$12,500 for the bargaining unit will be established with no carryover of funds to the next fiscal year. However, in no case shall tuition reimbursement exceed the tuition actually paid by the professional staff member. Classes will be approved up to the \$12,500 cap in any given fiscal year. However, should the reimbursement be given in the following fiscal year that said amount will be added to the \$12,500 amount, but in no case will classes be approved beyond the \$12,500 cap per fiscal year. If a teacher receives reimbursement from the district under this provision for a course and (1) leaves the employment of the district within one year after completing the course and (2) the course was related to administrator qualifications, obtaining an administrative certificate, or acquiring certification in special education, the teacher shall pay back 100% the first year for the cost of such course in an amount equal to the reimbursement received by the teacher from the district for such course. This “pay-back” provision shall not apply to a teacher who is retiring from the district or who is dismissed or not renewed by the district. Any “pay-back” due the district pursuant to this provision shall be payable by such teacher in full to the district within 30 days after such teacher submits a notice of resignation to the district or otherwise departs employment with the district, whichever is sooner.
6. All documentation must be received by the district by September 15 of the coming school year for any lane change. No lane changes will occur during a current year.
7. Staff members who receive a Master’s degree within the last four years of being first eligible to retire, will be restricted to a salary adjustment of no more than six percent (6%) in each of those last four years regardless of movement on the salary schedule due to earning a master’s degree or any other lane change.
8. All hours of credit beyond the Master’s degree must be taken after the degree is granted.
9. No workshop or course credits obtained prior to the Master’s degree will count as hours beyond the degree.
10. To receive tuition reimbursement after a course has been completed, the staff member must provide the following documentation: a receipt for the paid tuition and an official transcript indicating the grade received in the course

11. All universities must be accredited by the state of Illinois and have the additional accreditation of either NCATE (National Council of Accreditation of Teacher Education) or North Central Association.

9.4 Professional Development/Workshops

In an effort to increase student achievement, the District may pay for and/or reimburse teachers if the District has received grant money to pay for professional development. If a workshop is approved, the District will reimburse the teacher for mileage at the current IRS rate and will reimburse meals up to \$50 per day if they are not provided by the workshop.

9.5 Teacher's Retirement (TRS) Shelter Ability

From the established salary schedules, according to authority granted by the Pension Reform Act of 1974, Section (h) (2) of the Internal Revenue Code, the Board of Education agrees, effective, to shelter for tax purposes, on behalf of each teacher, the maximum allowable for any required contribution to the Teachers' Retirement System, and forward said amount to the Teachers' Retirement System. 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. Teachers who have submitted their irrevocable letter of intent to retire are exempt from this provision.

9.6 Retirement Plan for Certified Teaching Staff

The Board provides one early retirement option. Under no circumstance shall the district incur a TRS penalty under this retirement incentive provision.

District Early Retirement Option

If an employee chooses the TRS Early Retirement Option and the District is required to contribute to TRS on behalf of the employee, the employee is not eligible for the District Early Retirement Option.

RETIREMENT INCENTIVE:

Professional staff members with at least 25 years of actual service to the District who retire from the District are eligible to participate in the following retirement incentive. Part time service shall be recognized only for those professional staff members who have worked full time in the District for at least 15 years. Such part time service shall be recognized on a prorated basis to the extent that the District, in its discretion, is satisfied as to the supporting documentation.

Notice of Retirement:

1. If an Employee gives the Board an irrevocable notice of retirement by May 1st three years prior to the year that an Employee is first eligible to retire without an Early Retirement penalty cost to the Employer, the Board shall pay him/her up to a six percent (6%) retirement incentive, inclusive of any and all other increases in compensation (as an example, but not by way of limitation, increases resulting from step movement or lane movement) for each of his/her remaining three years of service.
2. If an Employee gives the Board an irrevocable notice of retirement by May 1st two years prior to the year that an Employee is first eligible to retire without an Early Retirement penalty cost to the Employer, the Board shall pay him/her up to a six percent (6%)

retirement incentive, inclusive of any and all other increases in compensation (as an example, but not by way of limitation, increases resulting from step movement or lane movement) for each of his/her remaining two years of service.

3. If an Employee gives the Board an irrevocable notice of retirement by May 1st one year prior to the year that an Employee is first eligible to retire without an Early Retirement penalty cost to the Employer, the Board shall pay him/her up to a six percent (6%) retirement incentive, inclusive of any and all other increases in compensation (as an example, but not by way of limitation, increases resulting from step movement or lane movement) for his/her remaining year of service.

Calculation of Retirement Incentive:

1. Once an Employee submits an irrevocable notice of retirement by May 1st, all calculations for salary increases will be based on the Teachers' Retirement System 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 more than six percent of the previous year's creditable earnings.
2. If after submitting an irrevocable notice of retirement the Employee resigns from or is dismissed from activities covered in the Co-Curricular Salary Schedule, the retirement incentive for that Employee shall be recalculated and reduced accordingly.
3. Example:

Example 1

	Year Prior To Notice (Base Year)	Year of Notice Year 1	Year 2	Year 3
Salary	\$60,000	\$63,600	\$67,416	\$71,461
Co-Curr. Act.	\$ 5,000	\$ 5,300	\$ 5,618	\$ 5,955
Total	\$65,000	\$68,900	\$73,034	\$77,416

Example 2

Salary	\$60,000	\$63,600	\$67,416	\$71,461
Co-Curr. Act.	\$ 5,000	\$ 5,300	\$ 0	\$ 0
Total	\$65,000	\$68,900	\$67,416	\$71,461

Retirement Eligibility Verification:

To be eligible, an Employee must request a "Personal Statement of Benefits" and a "Benefit Estimate" from TRS as confirmation of total years of service, and submit the statements with his/her irrevocable notice of retirement.

9.7 Wages

- A. For the 2025-2026 school year (year 1 of the contract), each returning full-time certified staff member shall receive a salary increase of a 3% with a 3% portion of their contribution towards the Teachers Retirement System paid by the district effective September 5, 2025.
- B. For the 2026-2027 school year (year 2 of the contract), each returning full-time certified staff member shall receive a salary increase of 2.5% with a 5% portion of their contribution towards the Teachers Retirement System paid by the district effective September 5, 2026.
- C. Any full-time certified staff member fulfilling the education requirements shall receive a salary increase of \$2,000 for completing each requirement: BA +15 hours, MA, MA + 15, MA +30, and MA +45. The \$2,000 lane change will be added after the yearly percent increase.
- D. Salary Schedule – Appendix A. This salary schedule will be used for hiring purposes only. This schedule will be used for the duration of the five-year contract.
- E. The District shall compile a Salary Data sheet for each Teacher. The District shall provide each Teacher with a Salary Data sheet by September 1st of each school year. For a Teacher hired after the Salary Data sheets are distributed for the respective school year, the District shall provide the Salary Data sheet to the Teacher with the Teacher's first paycheck. The Salary Data sheet shall include the Teacher's placement on the salary schedule, if applicable, from Appendix A, and any extracurricular duties under Appendix B. If a change in the Teacher's extracurricular duties occurs during the school year, then a new Salary Data sheet shall be provided to the Teacher with the Teacher's next paycheck.

9.8 Extra Duty Pay

Board reserves the right to add or delete extra-curricular positions. Prior to adding or removing extra duty positions, the district will consult with the Union.

A. Year 1 of the contract – 2% increase. See Appendix B.

B. Year 2 of the contract – 2% increase. See Appendix B.

If a sport or activity that has an established state tournament series advances to into the post-season the following bonus payments will be made:

Head Coach - \$100 bonus payment for winning sectionals; \$100 bonus payment for winning state.

Assistant Coach - \$50 bonus payment for winning sectionals; \$50 bonus payment for winning state.

- C. Principal Designee - One teacher, appointed at the Board's discretion, may be in charge of the building, staff, and students when the Superintendent and Principal is out of the building. The teacher in this position will be paid a stipend. When a teacher that is not the Principal is appointed to be in the position of Principal Designee, the teacher will be paid internal coverage of \$150 per day. This appointment will be made by the Superintendent based on experience and interest of certified staff. A list approved by the Superintendent and Union President or designee will be used to ask if a staff member is interested in being the Principal Designee which they may refuse.
- D. LW House System Leaders – Four House Leader positions are available as paid positions. The positions represent a \$600 stipend each.
- E. Mentor Program – All new teachers and long-term substitutes will be assigned a mentor teacher for the first year of employment or duration of the long-term substitute position. The mentor position will be chosen by the administration and will be a K – 4 teacher for elementary and a 5 – 8 teacher for the upper grades. The mentor teacher will be paid a stipend of up to \$500. This position will be in effect when warranted, beginning with the 2021- 2022 school year. During the 2020 – 2021 school year, the administration and union will work collaboratively to develop a job description for the mentor program.

9.9 Salary Advancement See 9.3

9.10 Mileage Reimbursement

Members of the bargaining unit who are required to use their personal vehicles for District business shall be entitled to receive reimbursement based upon the current IRS rate.

9.11 Internal Substitution

In-house per period substitutes shall be paid at the rate of \$35 per class period after completion of a substitute form. In the case of internal coverage of a partial class period the substitute shall be paid at the rate of \$20.00. MASH supervision will be paid \$35 for the full hour (2:45 PM – 3:45 PM). The two teachers, with the possibility of adding a third as needed, supervising will submit a MASH activity report that will include attendance. MASH stipends will be paid every 2 weeks.

9.12 Homebound Tutoring

Homebound tutoring pay is established at \$40 for each hour. If it becomes necessary for a regularly employed teacher to tutor, the teacher will be paid at the established rate plus extra mileage to be paid at the IRS rate.

9.13 Pay periods

All members of the bargaining unit shall be paid twice monthly on a twelve (12) month basis via direct deposit on the 5th and 20th.

9.14 Summer Curriculum Planning & Professional Development Time

Upon the coordination and request of administration, teachers will be able to participate outside of the school day in training, education, curriculum updates, and personal professional development. This will be paid at \$35 an hour.

ARTICLE 10
EFFECTS OF AGREEMENT

10.1 Full Force and Effect

If any section, paragraph, sentence or clause of this Agreement is or becomes in violation of law or is declared invalid, illegal, or unconstitutional by a court of competent jurisdiction, then such section, paragraph, sentence or clause shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining sections, paragraphs, sentences, and clauses shall remain in full force and effect for the duration of this Agreement.

10.2 Negotiations with Other Organizations

The BOARD agrees that during the existence of this Agreement it will not negotiate or deal directly with any organization or its representatives other than the Limestone Walters Federation of Teachers or with any individual staff member on these topics.

10.3 Changes and Amendments/Maintenance of Standards

The BOARD agrees there shall be no changes in salaries, fringe benefits and working conditions as set forth in this Agreement and/or in the established policies affecting salaries, fringe benefits, and working conditions without prior negotiations and agreement with the UNION. In the event either party wishes to modify or amend this Agreement, written notice thereof shall be given to the other party at least thirty (30) days prior to the consideration of said modification or amendment. If said modification or amendment is thereafter mutually agreed upon, this Agreement shall be so amended.

10.4 No-Strike Clause

During the term of this Agreement, pursuant to the Illinois Educational Labor Relations Act, the UNION agrees that neither it nor its members shall authorize, sanction, condone, or acquiesce in nor take part in any strike, slow down, stoppage of work, or any activity prohibited by this section. The BOARD shall have the right to discipline any staff member for taking part in any illegal strike.

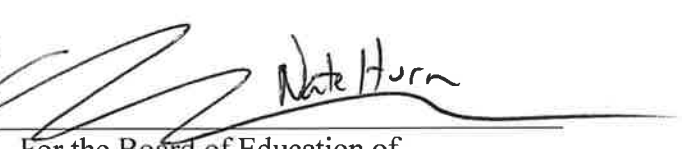
10.5 Management Rights

It is expressly understood and agreed that all functions, rights, powers, and authority of the administration of the School District and the BOARD which are not specifically limited by the express language of this Agreement are retained by the School District and the BOARD, provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement. The District retains all rights under the Illinois Educational Labor Relations Act. The BOARD shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of discretion or policy as the functions of the employer, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees.

ARTICLE 11
DURATION OF AGREEMENT

The term of this Agreement shall be from July 1, 2025 through June 30, 2027.

Dated this 23rd day of June, 2025.

 _____ For the Limestone Walters Federation of Teachers, Local 6446, IFT-AFT, AFL-CIO	 _____ For the Board of Education of Limestone Walters School District No. 316
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Miranda Lingenfelter, Co-President

Nate Hurn, Board President

LIMESTONE WALTERS SALARY SCHEDULE – APPENDIX A – Hiring purposes only

	BA BASE	BA+15	MA BASE	MA+15	MA+30	MA+45
Step 1	\$ 46,254.50	\$ 48,254.50	\$ 50,254.50	\$ 52,254.50	\$ 54,254.50	\$ 56,254.50
Step 2	\$ 46,670.79	\$ 48,670.79	\$ 50,670.79	\$ 52,670.79	\$ 54,670.79	\$ 56,670.79
Step 3	\$ 47,090.83	\$ 49,090.83	\$ 51,090.83	\$ 53,090.83	\$ 55,090.83	\$ 57,090.83
Step 4	\$ 47,514.65	\$ 49,514.65	\$ 51,514.65	\$ 53,514.65	\$ 55,514.65	\$ 57,514.65
Step 5	\$ 47,942.28	\$ 49,942.28	\$ 51,942.28	\$ 53,942.28	\$ 55,942.28	\$ 57,942.28
Step 6	\$ 48,373.76	\$ 50,373.76	\$ 52,373.76	\$ 54,373.76	\$ 56,373.76	\$ 58,373.76
Step 7	\$ 48,809.12	\$ 50,809.12	\$ 52,809.12	\$ 54,809.12	\$ 56,809.12	\$ 58,809.12
Step 8	\$ 49,248.40	\$ 51,248.40	\$ 53,248.40	\$ 55,248.40	\$ 57,248.40	\$ 59,248.40
Step 9	\$ 49,691.64	\$ 51,691.64	\$ 53,691.64	\$ 55,691.64	\$ 57,691.64	\$ 59,691.64
Step 10	\$ 50,138.86	\$ 52,138.86	\$ 54,138.86	\$ 56,138.86	\$ 58,138.86	\$ 60,138.86
Step 11	\$ 50,590.11	\$ 52,590.11	\$ 54,590.11	\$ 56,590.11	\$ 58,590.11	\$ 60,590.11
Step 12	\$ 51,045.42	\$ 53,045.42	\$ 55,045.42	\$ 57,045.42	\$ 59,045.42	\$ 61,045.42
Step 13	\$ 51,504.83	\$ 53,504.83	\$ 55,504.83	\$ 57,504.83	\$ 59,504.83	\$ 61,504.83
Step 14	\$ 51,968.38	\$ 53,968.38	\$ 55,968.38	\$ 57,968.38	\$ 59,968.38	\$ 61,968.38
Step 15	\$ 52,436.09	\$ 54,436.09	\$ 56,436.09	\$ 58,436.09	\$ 60,436.09	\$ 62,436.09
Step 16	\$ 52,908.02	\$ 54,908.02	\$ 56,908.02	\$ 58,908.02	\$ 60,908.02	\$ 62,908.02
Step 17	\$ 53,384.19	\$ 55,384.19	\$ 57,384.19	\$ 59,384.19	\$ 61,384.19	\$ 63,384.19
Step 18	\$ 53,864.65	\$ 55,864.65	\$ 57,864.65	\$ 59,864.65	\$ 61,864.65	\$ 63,864.65
Step 19	\$ 54,349.43	\$ 56,349.43	\$ 58,349.43	\$ 60,349.43	\$ 62,349.43	\$ 64,349.43
Step 20	\$ 54,838.57	\$ 56,838.57	\$ 58,838.57	\$ 60,838.57	\$ 62,838.57	\$ 64,838.57
Step 21	\$ 55,332.12	\$ 57,332.12	\$ 59,332.12	\$ 61,332.12	\$ 63,332.12	\$ 65,332.12
Step 22	\$ 55,830.11	\$ 57,830.11	\$ 59,830.11	\$ 61,830.11	\$ 63,830.11	\$ 65,830.11
Step 23	\$ 56,332.58	\$ 58,332.58	\$ 60,332.58	\$ 62,332.58	\$ 64,332.58	\$ 66,332.58
Step 24	\$ 56,839.57	\$ 58,839.57	\$ 60,839.57	\$ 62,839.57	\$ 64,839.57	\$ 66,839.57
Step 25	\$ 57,351.13	\$ 59,351.13	\$ 61,351.13	\$ 63,351.13	\$ 65,351.13	\$ 67,351.13
Step 26	\$ 57,867.29	\$ 59,867.29	\$ 61,867.29	\$ 63,867.29	\$ 65,867.29	\$ 67,867.29
Step 27	\$ 58,388.10	\$ 60,388.10	\$ 62,388.10	\$ 64,388.10	\$ 66,388.10	\$ 68,388.10
Step 28	\$ 58,913.59	\$ 60,913.59	\$ 62,913.59	\$ 64,913.59	\$ 66,913.59	\$ 68,913.59
Step 29	\$ 59,443.81	\$ 61,443.81	\$ 63,443.81	\$ 65,443.81	\$ 67,443.81	\$ 69,443.81
Step 30	\$ 59,978.81	\$ 61,978.81	\$ 63,978.81	\$ 65,978.81	\$ 67,978.81	\$ 69,978.81

APPENDIX B

LIMESTONE WALTERS EXTRA DUTY PAY SCHEDULE

2% Increase each year

Extra duty positions will be paid in one installment and will be a separate check from the salaried paycheck. The payments will be at the end of the season. For a full year position, the payout will be December 5th and May 5th.

POSITION	NEW SALARY	2025-2026	2026-2027
Baseball	\$1,800		
Baseball Assistant	\$900		
Softball	\$1,800		
Softball Assistant	\$900		
Cross Country	\$2,650		
Cross Country Assistant	\$1,000		
7/8 Girls Basketball	\$4,000.00		
7/8 Girls Basketball Assistant	\$2,000		
7/8 Boys Basketball	\$4,000.00		
7/8 Boys Basketball Assistant	\$2,000		
5/6 Boys Basketball	\$1,500		
5/6 Boys Basketball Assistant (15 + players)	\$700		
7/8 Volleyball	\$2,800		
7/8 Volleyball Assistant	\$1,750		
5-8 Girls Track	\$2,655		
5-8 Boys Track	\$2,655		
Cheerleading	\$2,000		
Cheerleading Assistant	\$1,000		
Speech – 1 Advisor	\$850		
Speech – 2 Advisors	\$850		
Yearbook	\$700		
Scholastic Bowl	\$1,500		
Mathcounts	\$600		
8 th Grade Sponsor	\$1,000		

- Beginning Salary – New individual to coaching/extra-curricular position subsequent to 7-1-2025.