RIVERDALE COMMUNITY SCHOOL DISTRICT #100

MASTER CONTRACT

BETWEEN THE

BOARD OF EDUCATION

AND THE

RIVERDALE TEACHERS' ASSOCIATION

No. 27

2026 – 2030

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PREAMBLE

This agreement, between the Board of Education of District #100, Rock Island County, Port Byron, Illinois, and the Riverdale Teachers' Association, incorporates a number of understandings which derive from the parties' mutual beliefs that each child is entitled to an education of the highest quality and that the attainment of this objective is affected by the quality and morale of the employee (as well as their interest in and willingness to serve the youth of this District).

RECOGNITION

The Board of Education of School District #100, Rock Island County, Port Byron, Illinois, hereinafter referred to as the "Board", recognizes the Riverdale Teachers' Association as the sole and exclusive negotiating agent for all employees, hereinafter referred to as "employee" or "teacher", except for the superintendent, assistant superintendent, directors, coordinators, and principals.

The Board agrees not to negotiate or to consult with any other professionally licensed employees' organization, individual employee, or group of professionally licensed employees with regard to negotiable items as defined in Negotiations Procedure, unless otherwise provided for in this agreement. This agreement does not negate the right of any employee to speak to the Board as an individual, however.

NEGOTIATIONS PROCEDURES

The parties agree that their duly designated representatives shall negotiate wages, hours, terms and conditions of employment, fringe benefits, and grievance procedures. The representatives of both negotiations teams shall be given the necessary power and authority to make and consider proposals, counter proposals, and make tentative agreements. All tentative agreements shall be written and signed by the spokesmen of their respective teams at the end of the meeting that the tentative agreement is reached or at the opening of the following meeting. Signed copies shall be given to each negotiating team. The date, time, place, and agenda (whenever possible) of the next meeting shall be established before adjournment of any meetings. Negotiating meetings shall be limited to the negotiating agents, their resource people, and committee members. Each party shall select its own representatives. Negotiations shall commence no earlier than March 1 unless mutually agreed to by both parties. Said procedures do not bind either party to such agreement or proposal until ratified by both parties. After ratification by both parties, the Board shall make available to each teacher a copy of the agreement.

EMPLOYEE AND ASSOCIATION RIGHTS

Non-discrimination - The Board shall not discriminate against any employee for reasons of race, color, creed, marital status, sex, sexual orientation, age, disability, or national origin.

Right of Representation - When an employee is required to appear before the Board or the administration concerning any matter which could adversely affect the employee's employment, the employee's position, or the employee's salary, the employee shall be entitled to have a representative of the Association present. Furthermore, when an employee is required to appear before the Board, the employee shall be advised in writing twenty-four hours in advance by the Superintendent of the reasons for the requirement.

Personnel File

A. There shall be only one centralized personnel file for each employee which will contain all evaluations, disciplinary measures, performance reports, and any other information making reference to an employee's job performance or qualifications as a teacher. Any material meeting the criteria for inclusion in a personnel file, as defined in the Personnel Records Review Act, must be a part of said file so as to be in compliance with Illinois statutes.

B. Copies of materials in the personnel file may be kept by District Administrators for their convenience and use, but the original copy of any and all materials that meet the criteria for inclusion in the centralized personnel file must be in that personnel file. Any material that should be included in the personnel file may not be retained in the files of a district administrator or their designee unless the original is in the centralized personnel file.

C. Whenever any original material is placed in the employee's personnel file, a copy of that material shall be provided to the employee at the time of its inclusion in the personnel file.

D. Any material which is evaluative and/or disciplinary in nature must be placed in the personnel file in a timely fashion from the date of such event or occurrence, or as soon as possible from the date that the initiator of the written action becomes aware of such occurrence. The employee shall have the right to respond within seven (7) working days after the employee’s receiving the evaluative and/or disciplinary material which has been placed in the employee's official personnel file.

E. An employee shall have the right to have a representative of the Association accompany him/her when reviewing his/her personnel file. Each file shall contain a record indicating who has reviewed it, the date reviewed, and the reason for such review.

F. An employee shall have the right to a copy of any existing material in his/her official file other than pre-employment confidential materials. The employee may not remove any materials from the official file.

Right to Organize - Employees shall have the right to organize, join, and assist the Association and to participate in professional negotiations with the Board. The Board shall not discriminate against any employee with respect to hours, wages, and conditions of employment for reasons of membership in the Association, participation in negotiations with the Board, or the institution of any grievance, complaint, or proceeding under this Agreement.

Dues Deduction - All employees may utilize payroll deduction to satisfy Association dues. All such fees shall be deducted from paychecks in equal amounts during the months of September through June. The Association shall provide authorization statements for all employees electing payroll deductions. The Association shall also provide an employee waiver allowing the Board to deduct final payments in the event the employee leaves the District prior to the start of the next contract year and the total annual payment has not been met. All dues deducted by the Board shall be remitted to the Association no later than ten (10) days after such deductions are made.

Meetings - Utilization of the District's buildings for regular scheduled meetings shall be permitted. Use of District buildings and equipment shall be scheduled with the building administrator two (2) working days in advance unless an emergency exists. The Association shall take full responsibility for any building space or equipment used. Should the Association

wish to sponsor any activity beyond the scope of regular meetings for Association members, the Association will be treated as any other organization under the Building Utilization Policy.

Use of Equipment - The Association designee shall be allowed use of computers, printers, typewriters and copying equipment, upon advance reasonable request to the appropriate administrator, provided that such use shall not interfere with the District's use thereof and provided further that the Association shall reimburse the District for actual cost of consumable materials. No school equipment shall be removed from the premises without approval of the building principals. No school equipment shall be used for political purposes.

Association Notices - The Association shall be permitted to use employee school mailboxes, employee lounge bulletin boards, and inter-school mail for Association matters.

Notices of Vacancy or New Position - As each vacancy for a licensed position arises, the Superintendent or designee shall cause to be posted in each building and on each licensed staff e-mail address a notice stating the requirements of the position and a date for making application.

While the notice form or format may change from time to time, in all cases it shall contain:

A. A heading or title, prominently displayed, indicating that the notice is a Notice of Vacancy,

B. A definition of the position, including any special requirements, license or endorsement,

C. A statement indicating a posting and closing date. Vacancies will be internally posted for 24 hours prior to external publication. The position must be posted for five (5) days prior to making a hire. Nonspecific Extra-Curricular stipends may be attached to any teaching vacancy posting and any specific Extra-Curricular stipends should be posted separately, and

D. A statement indicating who the applicant should contact and how contact should be made.

District employees seeking notification of vacancies during the summer months should file the appropriate form with the Superintendent along with confirming a current email address wishing to be used. Appropriate forms will be made available in each principal's office and the office of the Superintendent.

General Information - Non-confidential Board materials will be sent to designated Association representatives at the same time these materials are sent to Board members. Such materials shall be sent to the Association President and one Association representative from each building as designated by the Association.

Association Days - Ten (10) contract days shall be granted to the Association to send a representative of their choice to conduct IEA/RTA business. The Association shall be entitled to accumulate unused Association Days to a maximum of sixteen (16) days. The Association agrees to pay the salary of a substitute teacher for any days used.

School Calendar - In light of the District's need to cooperate with area school districts to provide special services for its pupils, the school calendar must conform as closely as possible to that adopted by the majority of the county school districts. Prior to submitting an annual

recommended school calendar to the Board for adoption, the Superintendent, in a timely fashion, shall evaluate and consider input from the Association. The Association will be given the opportunity to view and discuss the final calendar, including added in-services and institute days, before Board approval. The Board shall establish a school calendar which does not exceed 190 school days. If the ten (10) emergency workdays are not utilized for emergency (make-up) purposes, they shall not become employee work days. Employees are contracted for 180 workdays. The Board will establish a school calendar with a winter break that will consist of no less than ten (10) working days.

Beginning of the School Year - On the first work day of the school year, Association members will have no required meetings after 11:00 a.m.

Employee Work Day - The employee work day shall begin twenty (20) minutes before the (regularly scheduled) student arrival time and shall end twenty (20) minutes after the (regularly scheduled) student departure time. The standard work week shall be Sunday to Saturday, with the regular hours of work each day to be consecutive as provided herein. The early dismissal schedules shall be applied to the attendance day preceding and on the days of scheduled parent-teacher/student-led conferences in addition to the end of the second semester. During each workday an employee shall be entitled to:

1. A duty free, continuous, and uninterrupted lunch period equal to at least thirty (30) minutes as required by the School Code, and

2. A duty free preparation time:

    A. Thirty (30) minutes per day at the elementary level (K-5)

    B. One class period at the middle school/senior high level.

The elementary school shall provide a twenty (20) minute team planning time for the elementary faculty in a fair and equitable manner during student lunchtime, or another mutually agreed upon time by grade level team members and the administrator.

Participation of employees at activities or meetings held before or after school, designated by the Building Principal or the Superintendent shall be considered part of the teacher's working day. Notice of staff meetings other than the regularly scheduled monthly meetings, shall be announced in writing at least twenty-four (24) hours prior to the meeting. Staff meetings shall last no longer than one hour beyond the regularly scheduled school day; i.e., elementary staff meetings shall not continue beyond 4:00 p.m., middle school staff meetings shall not continue beyond 4:07 p.m., and high school staff meetings shall not continue beyond 4:10 p.m. Such staff meetings, as a rule, shall not occur more than one session per week.

Principals are encouraged to hold such meetings during the aforementioned twenty (20) minutes before the students arrive or after the students depart. Staffing for IEPs shall not constitute staff meetings in the sense of this paragraph. However, the IEP meeting should not be conducted during a teacher's preparation period unless the teacher agrees to utilize his/her preparation period for such meetings. Before the administrators schedule a parent/teacher conference outside of regular school hours, the teacher will be consulted.

If the Board determines during the term of the contract to make a substantial change in the system of scheduling classes at the Middle School and/or High School, the parties agree that

they will renegotiate the provisions for duty free preparation time and class preparation pay at those schools to accommodate changes in scheduling.

Class Size/Class Preparations - The Board recognizes the importance of class size to the educational program. The Board will make every effort to keep class sizes in the District at reasonable levels except in traditionally large classes - example: physical education, music, and single section subjects offered at the secondary level or where individual teachers or groups of teachers decide to utilize resources in alternate ways.

Class sizes at the Elementary level (K-5) will be limited to the following: Kindergarten – 3rd grade, 22 per classroom load; and grades 4-5, 26 per classroom load.

At any time during the school year, when enrollment increases to 23 students (K-3) or 27 students (4-5) in any one section of a grade level, an aide will be provided for that grade to share.

If it becomes advisable at the Elementary level to operate a regular education class split between 2 grades, the teacher of the class shall be paid a stipend consisting of one-ninth the District base salary. For this assignment, qualified volunteers will first be considered; but if there are none, the position may be assigned to a qualified teacher.

At the Senior High School and Middle School if a teacher has more than four different preparations, he/she shall receive 1/12 of the base salary per year; semester classes shall receive 1/20 of the base salary. If a teacher at the Middle School or High School has four different preparations, he/she shall receive 1/16 of the base salary per year; semester classes shall receive 1/25 of the base salary. To qualify for this compensation, a teacher must have at least a semester total of seventy-five (75) students in all academic classes. Course load numbers will be evaluated and compensation granted by the end of the second week of the current semester. If course load numbers fall below the 75 students needed after the second week of the current semester, the teacher will continue to receive the additional compensation.

The Board understands the importance of having teachers that are not asked to spread their talents and energies across an excessive number of instructional periods. The Board further understands that the ever-changing dynamics of teaching today requires a certain degree of flexibility in the efforts of our teachers throughout their contracted day. Those efforts require a combination of student supervision, student instruction, and facilitating other initiatives such as RTI. There can no longer be a “one size fits all” approach to the educational day. Finally, the Board feels there exists a uniqueness between all three schools in our District; therefore, there must be a difference in how responsibilities are assigned to RTA members.

A Teaching Assignment/Prep is defined as any class that involves planning/preparation, instruction, and evaluation and is equal to one instructional class period and is taught daily.

A Duty is defined as any other assigned responsibility within the instructional day that does not require the same specific tasks listed as a Teaching Assignment.

A Supervision is defined as other assigned responsibilities before and/or after the instructional day.

Every effort will be made for Senior High School and Middle School teachers to not be required to teach more than six classes. Teachers assigned seven instructional class periods will be calculated at 1/8 of their current salary.

No more than two (2) duties will be assigned at the Elementary, Middle School, or High School without compensation of 1/25 of the base salary.

Behind the Wheel Instruction - Any certified behind the wheel instructor asked to drive with a student before or after school shall be compensated at the rate of $25.00 an hour. The same rate will also apply in the summer months or to any additional outside instructor hired to assist during the school day. This duty is on a voluntary basis.

Internal Transfer - Any employee may apply for transfer to a posted vacancy by submitting a letter of interest to the Superintendent or his/her designee as listed on the notice of vacancy within the time period specified on the notice. Applicants from within the District shall be reasonably informed in writing of acceptance or rejection for the position.

Internal Substitution - The Principal ordinarily will assign regular teachers to serve as internal substitutes on a volunteer basis. If a volunteer internal substitute is not available, however, the Principal may assign a teacher to serve as an internal substitute by rotating schedule in alphabetical order. When a regular teacher substitutes for one or more periods, for a whole period, or any part thereof, in addition to or in place of his/her regular class load, he/she shall be reimbursed at the rate of $25.00 per period. This provision for reimbursement shall not apply at the end of the school year when teachers are involuntarily assigned as internal substitutes after the Principal seeks volunteers. This waiver of reimbursement is only for periods in which teachers normally would be instructing students as part of their regular class load, but the students are not present. A period shall be defined as the normal class period at the senior High School level, the normal class period at the Middle School level, and a normal preparation period at the Elementary level.

Should a situation occur where the teacher requests, from the Principal, permission to leave the building for a short period of time (less than two clock hours) the teacher may suggest and assist the Principal in arranging for an internal substitute. If found to be acceptable by the Principal, the teacher shall be allowed to leave the building without loss of sick leave or discretionary leave. In addition, no charge or cost shall be assigned to the District. The Principal shall record all such absences to avoid abuse or excessive use. Excessive shall be considered more than three (3) absences in one year.

Notification of Assignment - All employees shall receive written notification of their assignments for the forthcoming year no later than the end of the current school year. In the event changes in such assignments are proposed, the employee affected shall be notified promptly. In no event shall major changes in the employee's assignment be made preceding the commencement of the next school term unless the Superintendent determines that an emergency situation exists. In the event of such an emergency, the employee shall be allowed to resign if such change is not acceptable to the employee. Change of assignment shall be interpreted to mean a change in building and/or grade level. At the Grade 6-12 level, a change of assignment shall be interpreted to include subject matter. All traveling teachers will be assigned a point of contact administrator by the Superintendent. This will be included on their notification of assignment.

Pupil Discipline - The parties agree that the employee has the primary responsibility for the maintenance of discipline within the classroom and school facilities during the normal student

day. The Board recognizes its responsibilities in the maintenance of control and discipline in the classroom and to this end shall establish a comprehensive District discipline policy. This policy will be distributed annually to all students, parents, and teachers.

The administration, however, recognizes its responsibility within Board policy to assist the employee in maintenance of control and discipline. "Assist" is to be interpreted as follows. Extreme cases shall be taken to the Building Principal, and mutual follow-up shall be made between teacher, Building Principal, and the pupil. If student-teacher conferences, parent-teacher conferences, or student-teacher-administrator conferences have been unsuccessful in controlling student behavior, professionally licensed personnel may request the dropping of student from a class. Final action regarding the dropping of a student from a class due to disruptive behavior shall be left with the Building Principal and/or the Superintendent. This decision of the Administration will not be subject to the grievance procedure.

A District-wide Joint Discipline Committee will be constituted with administrative and teacher representation at all three levels to be jointly appointed by the Board and Association. The Committee will coordinate the work of Discipline Committees in each building with an emphasis on discipline guidelines being developed at the grade, then building, and then District-wide levels.

Teacher Protection

A. Threatened or actual criminal or civil action against a teacher, acting within the scope of his or her employment, shall be reported to the Superintendent. The Board will review the matter and take steps appropriate to its obligation under Section 10-20.20 of the Illinois School Code.

B. In the event a teacher is physically assaulted while performing his or her assigned duties, a supervisor shall be notified immediately, and the supervisor shall notify the Superintendent. If requested by the teacher, the Board shall provide an initial legal consultation to advise the teacher of his or her rights and responsibilities under the law. A teacher injured in such an assault will be eligible for worker's compensation to the full extent provided in state law and medical and disability benefits in accordance with the terms of applicable insurance policies.

C. Teachers shall have Board assistance in any physical assault cases that occur while the teacher is performing his or her assigned duties. The Board assistance shall consist of:

    (1) Notifying the proper authorities (police) once the incident has been reported to the Building Principal and Superintendent;

    (2) A consultation by the Board's attorney with the teacher in outlining the teacher's legal rights and alternative courses of action, and;

    (3) The Superintendent will be the only administrator permitted to talk to the press regarding teacher assaults. In issuing any statements to the press, the Superintendent will consult with the teacher and his or her Association Representative if desired by the teacher and shall make every effort to respect the privacy and rights of the teacher.

D. No formal action against a teacher shall be taken on the basis of a complaint by a parent or student, nor shall any notice thereof be included in the teacher's personnel file unless the matter is first reported to the teacher in writing and he or she is allowed to attach a reply.

Hours Requirement - To advance horizontally on salary schedule (BA/0/0 to BA/8/0), teachers must complete at least eight (8) hours of credit for graduate course work that relates to their teaching assignment and has had the prior approval of the Superintendent. Hours beyond eight (8) will be accepted only if they are part of an approved Master's Degree program.

To advance horizontally on the salary schedule after a Master's Degree has been obtained, teachers will receive credit for graduate course work that relates to their teaching assignment and has prior approval of the Superintendent.

Documentation of graduate credit earned shall be submitted to the Superintendent by September 10 to ensure horizontal advancement for the current contract year.

If an undergraduate course is required due to a change in assignment (as directed by the District), the course will count for salary schedule advancement.

In-Service - In addition to other regularly scheduled in-service activities, the District will provide at least one (1) six (6) hour workshop yearly which will count as one graduate credit hour on the salary schedule or as six CPDU's. However, no employee may earn more than eight one-credit hours.

Instructor Credit - Pending approval by the Superintendent, these in-service activities may be designed and taught by a certified employee. In such cases, the instructor shall have the choice of receiving credit at a rate of 1 1/2 times that of the participant or of receiving a stipend of $25.00 per hour of instruction time.

EMPLOYEE COMPENSATION AND FRINGE BENEFITS

Experience Credit - For all teachers hired for the 2026-2027 school year and all subsequent school years, the Board will recognize past years of outside teaching experience in a Pre-K-12 school, up to a maximum of twenty (20) years. Except as provided in this paragraph, a newly hired teacher shall not be placed at a salary exceeding that of a current teacher with comparable experience and lane placement, as determined by the Superintendent.

For positions designated as hard-to-fill, the Board may approve an initial salary placement of up to ten (10) percent above a comparable current teacher. Hard to fill positions shall be defined as any posting receiving three (3) or fewer regionally qualified applications.

Any employee receiving a hard-to-fill position incentive of up to 10% must hold the appropriate licensure, endorsement, certifications and qualifications required for the position, in that subject area, no later than their first full day of employment with the district.

Employees who have not obtained the required credentials by their official start date shall not receive the hard-to-fill incentive of up to 10% until such qualifications have been obtained.

Salary – (The 2025-2026 base salary was $41,316)

1. The previous base salary will be increased by 4% to ($42,969) and each current teacher will receive 2.0% of the new base for experience the first year (2026-2027).

2. The base salary will be increased by 4% to ($44,687) and each current teacher will receive

2.0% of the new base for experience the second year (2027-2028).

3. The base salary will be increased by 4% to ($46,475) and each current teacher will receive 2.0% of the new base for experience the third year (2028-2029).

4. The base salary will be increased by 3% to ($47,869) and each current teacher will receive 2.5% of the new base for experience the fourth year (2029-2030).

Teachers earning educational credits for advancement to a different lane as provided for herein will also receive 3% of the new base D.

Teachers shall be eligible for lane advancement upon demonstrating completion of the following educational degrees and/or additional college credits as set forth in the "hours requirement" section above:

BA/ BS	BA/BS + 8	BA/BS + 16	BA/BS + 24	MA/MS	MA/MS +8	MA/MS +16	MA/MS + 24	MA/MS +32

Any teacher whose lane advancement would subject the District to a potential TRS excess salary penalty shall forfeit the increase and not receive the salary increase from the lane advancement.

Pay Days - Employees shall receive their pay on alternate Fridays or the nearest school day prior thereto. The first pay will be issued on the second Friday of teacher attendance. During the summer, payroll check stubs will be mailed to the employee on or before the appropriate pay day. Prior to the first pay date, every employee is to complete a Direct Deposit Authorization Agreement with a checking or savings account number in which their pay will be directly deposited.

Tuition Reimbursement - Each teacher shall be reimbursed at a rate up to $1000 per contract year for qualified college courses.

In order to qualify for tuition reimbursement, the college course must be approved by the Superintendent. Up to eight (8) hours may be approved that are related to the teacher's assignment. Other reimbursable hours must be part of an approved Master's Degree program.

Once a Master's Degree has been obtained, to receive reimbursement and Superintendent approval, the course shall either improve the teaching ability of the employee, be directly related to the employee's teaching assignment, or be part of a college-qualified degree program in education.

Each teacher must obtain the Superintendent's approval prior to beginning the college course.

An official transcript must be received by the Superintendent prior to the Board authorizing payment at its next regular meeting.

Should a course overlap contract years (i.e., a fall course that begins in August and ends in December) the reimbursement shall be made at the rate in effect on the first day of class attendance for that course.

Insurance Benefits

Each employee shall be offered individual hospitalization and major medical insurance. Annually, during the opening institute days, each employee shall receive a basic list of all coverages. At no time shall existing coverages or benefits be modified without mutual agreement of the Association and the Board. Also, plan specifications and/or carrier selection shall be made by the Board of

Education after seeking input from the Association.

Teachers shall be covered beginning with the first day of the month following their first contract day, subject to limitations on pre-existing conditions as presently stated in the Plan/Policy, continuing until the first contract day of the following school year. If the employee's employment terminates prior to the completion of the school year, coverage will terminate on the last day of employment. To be eligible for insurance benefits, the teacher must be working under contract for 75% or more of the contract year, or 75% or more of the contract day.

In addition:

1. Annually, representatives from the Employee Health Committee shall meet at least quarterly with representatives of the Board of Education, the Superintendent, and an insurance consultant to review health benefit coverage and discuss and implement mutually agreed upon changes in benefits and costs for the coming year.

2. The certified staff shall comprise no less than two-thirds of Riverdale's Employee Health Benefit Board.

For employees hired prior to September 1, 2006, the Board of Education shall pay 95% of the premium for each individual employee and 75% of the additional cost for each employee electing employee/spouse, employee/dependent, and family coverage. For employees hired on or after September 1, 2006, the Board of Education shall pay 80% of the premium for each individual employee and 60% of the additional cost for each employee electing employee/spouse, employee/dependent, and family coverage. In each year the employee will pay the balance of the expense for employee/spouse, employee/dependent, and family, if such election is taken.

Where health insurance premium costs increase by more than 10%, all employees shall contribute 50% of the increased health insurance premium cost over that 10%.

Married couples, both of whom are employed as teachers in the Riverdale School District, shall pay the employee portion of the premium for one single coverage in order to receive dependent coverage. For all employees hired on or after September 1, 2006, a spouse who is not employed as a teacher in the Riverdale School District but is employed elsewhere must elect coverage through his/her employer's health insurance plans if such coverage is available.

For teachers on an approved leave of absence, the teacher may elect to continue such coverage provided the teacher pays the premium.

Flexible Spending Account

The Board agrees to implement separate flexible spending accounts (FSA) for medical care and dependent care. The expense of developing and installing the plan will be the Board's responsibility. Those employees who wish to participate in the plan shall pay the monthly administrative fee. The FSA year shall begin on January 1 and end on the following December 31.

Term Life Insurance

The Board shall provide, at no cost to the employee, fifty thousand dollars ($50,000) term life insurance for each employee.

Insurance Claims - Health insurance claim forms shall be made available in each building office.

Other Payroll Benefits and Deductions -

1. Deductions for family health insurance premiums can be made from the payroll.

2. Deductions can be made for professional dues such as NEA, IEA, and RTA. These dues will be submitted to the organization ten (10) days after deduction.

3. Payroll deductions for United Way and/or the Riverdale Education Foundation may be arranged by the employee through the Administration Office.

4. Employee Investment Plan (i.e., tax sheltered annuities) deductions may be made from an employee's pay. Arrangements and changes can be made at any time during the contract year. Changes, unless otherwise specified by the employee, will be made at the next possible payroll period.

5. Credit Union Savings deductions shall be made in equal amounts from each pay earnings and deposited in the Credit Union (as selected by the RTA) so as to be credited to the employee's account the same day as other employees receive their payroll check stubs. Arrangements for the amount to be deposited can be made at any time during the contract year. Changes, unless otherwise specified by the employee, will be at the next possible payroll period. The RTA shall select and notify the District Treasurer as to which credit union shall be utilized.

6. A copy of pay requests for extra duty assignments will be included in teachers' pay envelope.

7. Employees may enter into a salary reduction agreement for the purpose of making deposits into their flexible spending account(s).

Mileage - Teachers with teaching assignments requiring travel between buildings will be paid a stipend of $50.00 per year. Teachers traveling on approved school business, and using their own vehicle, will be allowed two cents ($0.02) per mile below the maximum IRS allowance. An itemized statement of expenses should be presented (for reimbursement) to the Business Office by the end of each month, quarterly, or bi-annually, per stipulation with the Superintendent/Business Office.

Retirement Incentive

A teacher who has 20 or more years of service with the District at the time of retirement, and has 35 years or less of credible service, who notifies the District by June 1 of the three years prior to retirement of an irrevocable intent to retire within those three years may elect to receive the following incentive:

A total increase of 5% per year over his/her salary in the previous year for the remaining years of employment prior to retirement.

For the purposes of this provision the term "salary" shall include stipends and all other payments considered by TRS to be part of credible earnings.

Early Retirement Options

1. Any teacher reaching an eligible age, as defined by TRS, shall be eligible for one

of the retirement options listed below. Teachers wishing to apply for Early Retirement Incentive a-c must do so by January 15 of their last full year of teaching. Any post-retirement stipend paid under each early retirement incentive option shall be paid no earlier than the September 1 and no later than the September 30 immediately following the employee's final contractual year of employment.

a. Any teacher reaching an eligible age, as defined by TRS, who elects to retire on the discounted annuity plan shall receive a one-time post-retirement stipend of $5,000 from the Board of Education.

b. Teachers having earned 35, 36, or 37 years of creditable experience, at least five of which have been consecutive years of experience in the District immediately prior to retirement, and who are retirement age eligible as defined by TRS, may elect to retire with the Board paying a one-time post-retirement stipend of $5000.

c. Teachers with 10 or more years of experience, or who are retirement age eligible as defined by TRS, may elect to retire with the Board paying a one-time post-retirement stipend of $5000.

2. A teacher who has fifteen (15) or more years of service with the District (and who does not wish to apply for Early Retirement Incentives a-c), and notifies the District by January 15, providing an irrevocable intent to retire at the end of that same school year, will receive a one-time post-retirement bonus of $15,000.

Post-Retirement Loyalty Payment -

A. Eligibility

To be eligible for the Post-Retirement Loyalty Payment, a certified employee must meet the following criteria at the time of retirement:

1. The teacher must have completed a minimum of fifteen (15) years of continuous service within the Riverdale Community School District #100 immediately prior to retirement.

2. The teacher must submit an irrevocable written notice of intent to retire to the Superintendent no later than January 15 of their final school year of teaching.

B. Benefit Structure

Eligible teachers shall receive a one-time, post-retirement lump sum loyalty payment based on their total completed years of service within the District at the time of official retirement, structured as follows:

- 15 to 19 Years of Service: A lump sum payment of $1,000.

- 20 to 24 Years of Service: A lump sum payment of $1,500.

- 25 to 29 Years of Service: A lump sum payment of $2,000.

- 30 or More Years of Service: A lump sum payment of $2,500.

C. Payment and TRS Guidelines

Timing of Payment: This lump sum loyalty payment shall be paid to the retiree no earlier than September 1 and no later than September 30 immediately following the employee's final

contractual year of employment

Non-Creditable Earnings Status: The parties explicitly agree that this post-retirement loyalty payment constitutes a post-retirement severance benefit. It shall not be factored into the employee's regular contractual salary, nor shall it be reported as TRS creditable earnings.

TRS Cap Protection: Under no circumstances will the Board be required to execute any payment or structure this benefit in a manner that would result in the imposition of a financial penalty to the District by the Illinois

Teachers' Retirement System. Any teacher whose receipt of such payment would subject the District to a potential TRS excess salary penalty shall forfeit the payment.

Residency - As an incentive for Riverdale employees to purchase a home and reside within the District and thereby generate revenues for the District, the parties agree that the Board will pay a one-time, conditional bonus of $5,000 (less withholding and payroll taxes) to any employee who pays rent for their primary residence within the District or one who did not own and occupy their primary residence in the District prior to the date of this contract and who subsequently commits to purchase a home (or land upon which to build a home) and to reside there within the District. This payment will be made upon receipt by the District of a fully signed purchase agreement for a home (or land upon which to build a home) within the District on the condition that the employee commits to begin residing in the home or on the land within 12 months of receiving the bonus and to continue residing there for a minimum of two years. Only one employee per family or household shall be entitled to receive this benefit. No employee may receive this benefit more than once. This bonus payment would be considered creditable TRS earnings; therefore, employees taking advantage of a retirement option would be subject to the six (6) percent total increase. The District will incur no penalties for any incentive. If an employee who receives the bonus fails to take up residence for two years, the Board shall be entitled to recoup the payment in its entirety from the employee's salary or through legal action. Exceptions may be made in hardship or other extraordinary situations by agreement between the Board and Association.

Hiring Bonus –

Eligibility and Structure:

For all newly hired certified teachers, the Board of Education shall provide a hiring bonus totaling up to $5,000, distributed in annual installments over the teacher's first five (5) years of service.

*Any certified employee hired for the 26-27 school year who has signed an employment contract but has not yet begun employment shall be considered eligible for the hiring incentive

*Employees who become eligible for a hiring incentive shall retain eligibility for all remaining payments associated with that incentive, even if the language is modified or removed in a successor contract.

Payment Schedule:

Subject to the conditions set forth, the Board shall make a payment of $1,000 to the employee upon the successful completion of each full year of continuous, full-time employment. Payments shall be processed and issued within thirty (30) days following the final day of the applicable school year.

Continuous Service Requirement:

- Definition: To be eligible for an annual installment, the teacher must have completed a "full

year of employment" as defined by the school calendar and remain in "active" status through the final day of the term.

● Continuity: Eligibility for subsequent installments is contingent upon continuous service. Any voluntary resignation or termination for cause shall result in the immediate forfeiture of any remaining unpaid installments.

● Leaves of Absence: Approved leaves of absence shall not be considered a break in service for the purposes of "continuous service," though the bonus payment may be prorated or deferred based on the duration of the leave, pursuant to Board policy and the Illinois School Code.

Tax and Pension Treatment:

All bonus payments are subject to applicable federal and state tax withholdings. These payments shall be reported to the Teachers' Retirement System (TRS) as creditable earnings.

Dual Credit Instruction Stipend - If any full-time teacher is the primary instructor for a college credit (dual enrollment course or AP) that may or may not include an extended instructional period, the teacher will receive a stipend of $1500 per semester taught with a maximum of $3000 per year.

Activity Pass - Upon employment by the Board, a teacher and his/her guest shall be admitted to all school-sponsored activities at no charge. Any retiring teacher shall be issued an activity pass at his/her request. A teacher shall be issued an activity pass upon request for his/her family. This pass will be issued no later than one day before the first extra-curricular activity of each new school year.

Extended Work Year Option - The Extended Work Year Option may be offered with approval of the Superintendent after being submitted by the building administrator subject to the availability of budgeted funds. Such work, if offered, shall be limited to curriculum development, program development, or other District-approved instructional initiatives. Participation shall be voluntary and contingent upon available funds, and no teacher shall have a right or expectation to such work beyond what is expressly authorized.

Saturday School Supervision - A voluntary sign-up for Saturday School supervision will be held at the start of each school year. Saturday School supervision begins at 7:45 a.m. and ends at 12:15 p.m. Pay for this duty will be $110 per Saturday School.

Detention Hall Supervision - A voluntary sign-up for Detention Hall supervision at the High School and Middle School will be held at the start of each school year. Detention Hall will last for 30 minutes either before or after school according to the building's time schedule. Pay for this duty will be $20 per session. In the case that there are not enough teacher volunteers to cover all sessions, teachers in the specific building will share equally in supervising the remaining detention halls.

Claims for Credit - Any pay, benefit, reimbursement, or stipend must be claimed in the year that it was earned. The deadline for claims or corrections to a teacher's contract is June 30th of the current school year. Teachers are responsible for checking for proper financial and personal information on all payroll and other office information. Employees will not be penalized for any office or administrative error.

Contract Days Beyond 180 – The following formula will be used to calculate extended work year for the listed positions: (1/180 of current salary x the number of days).

District Activities Director – 195 days

Nurse – 183 days
High School Counselor – 185 days
Middle School Counselor – 185 days

Any other positions receiving extended work year must be mutually agreed upon by the Superintendent and Association President. Should the Superintendent and the Association President fail to agree, the parties will submit the issue to collective bargaining negotiations.

Under no circumstances will the Board be required to increase a Teacher's creditable earnings above the amount which would result in the imposition of a penalty by TRS.

EMPLOYEE LEAVES

Sick Leave - Sick leave shall be governed by the Illinois School Code, Sec. 24-b. Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, quarantine at home, or serious illness, or death in the immediate family or household. For the purpose of sick leave and bereavement leave discussed below, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, step-brothers, step-sisters, step-children, step-grandparents, step-grandchildren, parents-in-law, brother-in-law, sister-in-law, children-in-law, and legal guardians

The Board shall grant its full-time certified employees fourteen (14) days of sick leave at full pay in each school year until a teacher has completed twenty (20) years teaching in the District. Thereafter, the Board shall grant twenty (20) days of sick leave at full pay in each school year. If any employee does not use the full amount of the annual sick leave allowed, the unused amount shall be accumulated to a maximum available leave of four hundred (400) days at full pay. Sick leave shall be pro-rated by the Board for personnel employed less than full time or full days.

After an absence of three (3) or more days for personal illness, a Teacher may be required to furnish a physician's certificate of treatment at Teacher's expense. If the Board requires a physician's certificate of treatment after an absence of less than three (3) days, the Board shall pay the expenses incurred by the Teacher in obtaining the certificate.

The District shall furnish each Employee with a written statement at the beginning of each school year setting forth the total accumulated sick leave credit.

Sick Leave Bank

1. The necessity for further employee contributions will be reviewed annually. Contributions to the Bank must be made no later than September 15. This stipulation does not affect the Bank's depletion request clause.

2. Teachers new to the District. Teachers who have no accumulated sick leave, may donate one sick leave day from their current year to be eligible for coverage by the Bank. Teachers who join the District later in the school term will be given an opportunity to join the Bank on an equal basis, after two (2) weeks of employment.

3. A Professional Council composed of two (2) Board members, one (1) administrator and two (2) teachers will be formed.

    a. Board Professional Council members shall be appointed by the Board (annually).

    b. Administrative Professional Council member shall be the Superintendent or designee.

c. Teachers Professional Council members shall be designated as the Association President and the Association Building Representative from the applicant's building.

The Professional Council will be responsible for determining teacher eligibility to benefit from the Sick Leave Bank in accordance with the sole purpose for which it is established, which is to provide insurance against excessive loss of pay because of catastrophic illness or injury (excluding normal pregnancy).

4. In order to be eligible to draw from the Sick Leave Bank, a teacher shall:

a. Be a current contributor to the Bank.

b. Present a doctor's certification of continuing illness.

c. Have used all his/her accumulated sick leave.

d. Have already had deducted from his/her pay two (2) consecutive full days of teaching salary.

5. The Association may request the contributing members donate an additional sick leave day to the Sick Leave Bank if the reserve becomes depleted to less than ninety (90) days.

6. An employee who has contributed to the Bank shall be allowed to withdraw a maximum number of ten (10) days for each extended illness of the number approved by the Professional Council. The original application, which should be made to the Building Administrator, must be made no later than fourteen (14) days after the employee becomes eligible for the benefits of the Sick Leave Bank. Successive applications for extensions must be made to the same administrator within seven (7) calendar days of eligibility. The Building Administrator shall be notified by the Superintendent's office when an employee has used all of his/her sick leave. The Building Administrator who has received the request for use of the Sick Leave Bank will be responsible for notifying the Professional Council of the application. The appropriate Building Administrator will call and chair the meeting of the Professional Council.

7. A maximum of five (5) days will be allowed for catastrophic illness within the immediate family as defined in the School Code.

8. The Professional Council may grant an extension of sick leave days beyond the maximum limit only for catastrophic illness of the member or in the immediate family upon review of the circumstances.

9. The Sick Leave Bank shall have an accumulative ceiling of one hundred eighty (180) days. New teachers may each contribute one day to the Sick Leave Bank at the start of their first year even if their contributions cause the number of days in the Bank temporarily to exceed its maximum.

a. Retiring teachers may contribute any excess and unused portion of sick days to the Sick Leave Bank. Contributed days cannot exceed the 180 cumulative ceiling of the Bank. A signed and dated letter, stating the number of days to be contributed must be submitted to the Superintendent's office no later than the retiring teacher's last scheduled work day.

10. Reports on the status of the Sick Leave Bank, including number of days remaining, will be provided to the Association President within five (5) days of his/her request for this information.

Bereavement Leave - Each employee shall be entitled to a maximum of three (3) days per occurrence of bereavement leave for a death in the immediate family. Bereavement leave for immediate family is exclusive of sick leave and personal leave. Alternatively, eligible employees may use up to ten (10) workdays of unpaid bereavement leave to:

a. Attend the funeral or service of an immediate family member;

b. Make arrangements necessitated by the death of an immediate family member; or

c. Be absent from work due to a miscarriage, unsuccessful round of intrauterine insemination or assisted reproductive technology procedure, a failed or unfinalized adoption, a failed surrogacy agreement, a diagnosis that negatively impacts pregnancy or fertility; or a stillbirth.

To be eligible, an employee must have worked at least 1,000 hours with the District during the prior 12-month period. If an employee has paid sick leave or personal days available, the paid leave must be substituted for the unpaid leave. Bereavement leave must be completed within 60 days after the date on which the employee receives notice of death or the date on which an event listed above occurs. Employees shall provide at least 48 hours' advance notice of the intention to take bereavement leave, unless such notice is not practicable. The District may require reasonable documentation of the need for the leave. Administration of the leave shall be consistent with the Family Bereavement Leave Act and may not exceed unpaid leave time allowed under the Family Medical Leave Act.

Each employee shall be entitled to a one (1) day per occurrence of bereavement leave for a death in the extended family and/or close friend. This day will be deducted as sick leave or personal leave.

The maximum limits may be extended upon application and approval by the Superintendent. Additional days will be charged against sick leave.

Bereavement leave need not be successive days. Such bereavement leave shall include leave for any business-related responsibilities.

Personal Leave - Each teacher may elect to use three (3) days of personal leave, and up to five (5) days of personal leave if accumulated, during the school year. No reason for said leave needs to be given. Personal leave shall not be used to receive remuneration, and is subject to the following stipulations and limitations:

1. Personal leave shall be allowed to accumulate to five (5) days.
2. A request for the use of personal days must be presented to the Building Administrator not less than three (3) days prior to the start of such leave. The teacher shall not be required to give a reason for such request. Appropriate response will be given by the Administrator within 24 hours.

3. Should an emergency situation arise, the Administrator may grant a leave request with less than three (3) days prior notice. In such circumstances, the teacher shall state verbally the reason for the request.

4. Personal leaves are subject to the Administrator's approval and may be denied if

unusual staffing problems are found to exist.

5. Should leave requests exceed 10% of the building staff on a given day, the administrator may deny any further leave for that day.

6. Leave days shall not be used in units of less than one-half day.

7. Any unused personal leave in excess of five (5) days shall be applied to the individual's accumulated sick leave.

8. Any personal days used in excess of those earned will be without pay.

9. A teacher with child(ren) who attend school within the District shall be able to attend one (1) field trip per child without expending a personal day in order to participate and assist as a chaperone on the field trip. To do so, a teacher must request to attend the field trip at least three (3) days prior to the field trip and the request must be approved by the building administrator.

Military Leave - Teachers employed by the District who are granted a leave of absence for military service will receive credit equal to their length of duty, not to exceed three (3) years as defined in the Illinois School Code, 24.13.

Unpaid Leave of Absence - The Board shall grant leave in compliance with the Family and Medical Leave Act. The Board, at its discretion, may grant leaves for other reasons. The beginning date and ending date of leave for medically related reasons shall be determined by the employee and physician. The beginning and ending dates for all other leaves shall be determined by the Board, but in no case shall extend beyond a twenty-four (24) month period. An employee who returns from leave shall be reinstated to the employee's former position or its equivalent.

EMPLOYEE APPRAISAL

A. Full Knowledge of Observations - All active monitoring of the work of each teacher shall be conducted in person and with the full knowledge of the teacher.

B. Notification of the Appraisal Process - Within two (2) weeks after the beginning of each school term, the Building Principal or immediate Supervisor shall conduct a workshop to fully inform each teacher under his/her supervision of the evaluation procedures, standards, and instruments to be used as well as who will observe and evaluate his/her performance. The District will develop one evaluation instrument that shall be used throughout the District for the formal evaluation of employees. It is agreed and understood that the District may change the instrument between school years in cooperation, and after consultation, with the Association; however, the evaluation instrument shall not be changed during the school year except by mutual agreement between the District and Association.

   A new teacher or a teacher reassigned after the beginning of the school term shall be notified by the Building Principal or immediate Supervisor of the evaluation procedures in effect. Such notification shall be within two (2) weeks of the first day in the new assignment.

C. Evaluation of Traveling or Unassigned Employees - The Superintendent shall designate a Building Principal or immediate Supervisor of a teacher not assigned to one building to be responsible for the notification and evaluation of those teachers, even those on a part-time or temporary basis.

D. Evaluation Process -

1. Probationary teachers will be evaluated at least annually. Probationary teachers shall receive a first formal observation by December 1, and a second by March 1. Probationary teachers will receive a final summative evaluation annually.

2. Tenured teachers whose performance is rated as either “excellent” or “proficient” shall be formally evaluated at least once in the course of the three (3) school years after receipt of the rating. Each tenured teacher whose performance is rated as either “excellent” or “proficient” shall be informally observed at least once in the course of the two (2) school years after receipt of the rating. Any tenured teacher whose performance is rated at either “needs improvement” or “unsatisfactory” must be evaluated at least once in the school year following the receipt of such rating. Tenured teachers will receive at least one formal observation as part of their evaluation, and a final summative evaluation.

3. Each formal observation will be initiated by a pre-observation conference between the evaluator and the teacher to be evaluated and shall include a review of the expectations of the parties.

E. Post Observation Summative Review Conference and Procedure - Within ten (10) school days following the completion of the written (summative) evaluation, the Administrator shall hold an individual post-conference and shall provide the teacher with a copy of the summative evaluation. Summative evaluations, including post-conference, shall be completed no later than April 1st. Each written summative evaluation shall contain specific statements indicating strengths and/or weaknesses to support the overall rating. Following the conference, the teacher shall sign the original document and be given a copy of the signed evaluation. In no case shall the teacher's signature be construed to mean that he/she necessarily agrees with the contents of the evaluation.

F. Teacher's Right to Respond - A teacher may submit, within ten (10) school days of the conference, additional comments to the written evaluation if he/she so desires. The written comments shall be attached to the summative evaluation and be placed in the teacher's personnel file. The immediate Supervisor will sign the response to acknowledge that he/she read the material. A copy of the response will be provided to the immediate Supervisor.

G. Consulting Teacher - Any teacher who voluntarily accepts the role of consulting teacher, shall be provided with release time or a stipend based upon the per diem salary of the consulting teacher; and clerical assistance necessary to perform in this function without loss of preparation period. The amount of release time or stipend involved in each consulting teacher assignment shall be stated in writing and given to the teacher prior to his/her acceptance of the role of consulting teacher.

H. Evaluation Process Committee - A Joint Committee will be constituted with equal representation of the Association (appointed by the President) and the Administration/Board to review the evaluation process and ensure that it functions effectively. The first meeting will occur within one month of the start of each school term in the fall. The members will elect joint chairs with responsibility for calling subsequent meetings. The Committee will determine its own agenda and the frequency of meetings.

If any changes to the current law affect evaluation procedures, evaluation instruments, and/or guidebook used, the Evaluation Process Committee will make any necessary adjustments required by the new legislation.

GRIEVANCE PROCEDURE

A grievance is a claim by the Association, employee, or group of employees that:

A. There has been an alleged violation, misinterpretation, or misapplication of the terms and conditions of this Agreement;

B. An employee has been treated inconsistently under the terms and conditions of this Agreement;

C. There exists a condition which seriously affects the health and safety of any employee.

EXCEPTIONS

1. A grievance arising from the misapplication of the personal leave clause shall be initiated at either Step 2 or Step 3.

2. Any grievance that involves an administrator above the building level may be initially filed by the Association at either Step 2 or Step 3, whichever is applicable.

TIMELINES

Absence of a response by the designated Administrator or the Board to a grievance within specified time period shall be deemed a denial of the grievance at that level and shall begin the time period for the next step. Absence of an appeal by the Association within the designated time period shall be deemed a decision not to appeal.

Step 1:

A. An employee with a grievance has ten (10) working days from the date of the alleged grievance to make his/her initial verbal presentation. All timelines shall be counted from the date of the verbal presentation. For this Article, working days shall be defined as contractual days when teachers are present, excluding snow days as they occur.

B. The grievance is made directly by the employee involved to the immediate Administrative Superior and Superintendent. Employees affected shall have the right to representation on this or any succeeding steps. (Limit 2)

C. The decision rendered must be given within three (3) working days to the teacher. The time limit may be extended for persuasive reasons with the consent of the parties concerned.

Step 2:

If no satisfactory resolution is reached after the designated time above, the employee may make a written appeal (Appendix A) of the decision (or lack thereof), to the same Administrators as Step 1, within the next ten working days.

A. Notify the Administrative Officer in Step 1 above of the employee's decision to appeal.

B. This appeal must be a brief, written statement of the facts concerning the grievance.

C. The Administrative Officer must render a decision within three (3) working days to the employee.

Step 3:

If there is no mutual agreement at Step 2, the employee may appeal his/her grievance to the Board of Education.

The procedure to be followed is:

A. After mutual agreement, the Superintendent shall set aside time at the next regular or special Board meeting for the appeal to be heard.

B. All parties involved and their representatives (not to exceed two) must meet with the Board in executive session on all personnel grievances.

C. The Board of Education will render, no later than the next regularly scheduled meeting, a decision in writing to the parties involved.

Step 4:

The employee, through the Association, may submit the grievance to final and binding arbitration. Should arbitration become necessary, a list of seven (7) qualified arbitrators will be requested from the Federal Mediation and Conciliation Service. From such list, the party initially requesting the arbitration shall strike three (3) names and the other party shall then strike three (3) names. The person whose name remains shall be the arbitrator. If no arbitrator is available, then the Association may submit the grievance to final and binding arbitration to an alternative mediation service as identified by the Board. If the demand for arbitration is not filed within twenty-one (21) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn.

A. The arbitrator shall set the time and place of the hearing and shall have the authority to conduct the hearing.

B. Each Party shall bear the full costs for its representation in the grievance procedure.

C. The cost of arbitration will be shared equally by the Board and Association.

D. Neither the Board of Education nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which has not previously been disclosed to the other party.

E. The arbitrator shall not have the power to add to, subtract from, alter or modify any of the terms or conditions of the Agreement.

EMPLOYEE DISCIPLINE and TERMINATION

The District shall take no disciplinary action against any teacher without just cause provided, however, that the Board retains all of its statutory rights with respect to the termination of non-tenured teachers.

Tenured employees shall be given written warning, specifically identifying the behavior(s) or action(s) which, if not remediated, could be the basis for termination where the conduct at issue is remediable.

Prior to the Board's issuance of a written notice of termination of a tenured teacher, or of a non-tenured teacher before the end of the school term, the appropriate Administrator will hold a conference with the employee, including a review of the employee's personnel file. If requested by the employee, an Association representative may be present at the conference. The Board will follow the procedures in the School Code related to the termination of a tenured teacher.

No part of this article which is mandated by the School Code shall be grievable.

MANAGEMENT RIGHTS

Except as limited by the provisions of this Agreement, the Board retains traditional rights to manage and direct the affairs of the District in all of its various aspects and to manage and to direct its employees including but not limited to the following: to plan, direct, control and determine the operations and services of the District; to direct the working forces; to establish the qualifications for employment and to employ employees; to schedule and assign work; to establish work; to determine methods, means, organization, and number of personnel by which such operations and services shall be made; to make and enforce reasonable rules and regulations; to discipline, suspend, and discharge employees for just cause; to change or eliminate existing methods, equipment, or facilities; provided, however, that the exercise of any of the above rights shall not conflict with any of the provisions of this Agreement and shall not abridge or lessen any employee or Association rights under Illinois law.

EFFECT OF AGREEMENT

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

2. Individual Contracts - The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.

3. Savings Clause - All parts of this agreement must be in compliance with the School Code of Illinois. Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

4. The Association is prohibited from calling or initiating any strike action during the duration of the contract.

5. Terms of Agreement - This Agreement shall be effective August 3, 2026, and shall continue in effect until August 2, 2030.

This Agreement is signed this _____day of _____, 2026.

In witness thereof:

For R.T.A.	For the Board of Education School District #100
_____	_____
(President)	(President)
_____	_____
(Secretary)	(Secretary)

GRIEVANCE REPORT

_____
Date Filed

_____School District Distribution of Form (check if sent to)

_____Building(s)

_____1. R.T.A.
_____2. Employee
_____3. Bldg. Principal
_____4. Superintendent
_____5. Board of Education

Names of Aggrieved Person(s): _____

_____

LEVEL II

A. Date Violation Occurred _____

B. Section(s) of Contract Violated _____

_____

C. Statement of Grievance* _____

_____

_____

_____

D. Relief Sought* _____

_____

_____

_____ _____
Signature of Aggrieved Person(s) Date

_____ _____
Signature of R.T.A. Representative Date

*If additional space is needed, attach additional sheets

GRIEVANCE REPORT

E. Disposition by Administrator* _____

_____

_____

_____

_____ _____
Signature of Administrator Date

LEVEL III

A. _____ _____
Signature of Aggrieved Person(s) Signature of R.T.A. Representative

B. _____ _____
Date submitted to Superintendent Date Received by Superintendent

C. Disposition by Superintendent or Designee* _____

_____

_____

_____

_____ _____
Signature of President of the Board of Education Date

*If additional space is needed, attach additional sheets

TRS PAYMENT AND ITRS HEALTH INSURANCE SUPPLEMENT

The Riverdale Board of Education agrees to contribute on behalf of each teacher/certified employee to the Illinois Teachers' Retirement System and Teacher Health Insurance. The TRS factor of 1.098901 (9.8901%) will be applied to each teacher/certified employee's current base salary position as it appears in Schedule A. The ITRS Health Insurance contribution (.5%) will then be applied according to TRS guidelines.

The Riverdale Board of Education and the Riverdale Teachers' Association as well as all certified employees covered by this agreement/salary schedule recognize and agree that the above-entitled "Salary Schedule A" "Illinois Teachers' Retirement System Contribution" and the "Riverdale Differential Schedule" for the current school year represents the total compensation for each teacher's/certified employee's assignment including salaries paid the teacher/certified employee by the Board and contributions paid by the Board to the Illinois Teachers' Retirement System on behalf of the teacher/certified employee.

All certified employees covered by this contract must participate to the above described program for Board contributions to the Illinois Teachers' Retirement System on the basis of the following legal authority:

A. The Pension Reform Act of 1974 (E.R.I.S.A.) Section 414(h) (2) of the Internal Revenue Code;

B. The Opinion of the Illinois Attorney General, No. S-1250, issued June 9, 1977; and

C. The May 31, 1977 opinion of A. D. Fields, Chief, Employee Plans Technical Branch, to Mr. William R. Wallin, Assistant Attorney General, State of Illinois.

Notwithstanding said legal authority, the Board and Association recognize that neither can, nor does, guarantee or assure any eligible teacher/employee that contributions paid by the Board to the Illinois Teachers' Retirement System, in whole or in part, are, or will be considered to be, excludable from the gross income of the individual for federal income tax purposes. It is further agreed that if a court of competent jurisdiction declares that the (Riverdale) Board of Education contributions to the Illinois Teachers' Retirement System are illegal or not excludable for tax purposes, the Computed Annual Salary Rate as shown in Schedule B shall become the Base Salary Rate of the District effective immediately. Such salary rate shall not be retroactive for the period during which the teacher/certified employee was paid under Schedule A.

The Riverdale Teachers' Association agrees to indemnify and hold harmless the Riverdale Board of Education against any claim for back taxes or penalties incurred as a result of compliance with this section, provided the Riverdale Teachers' Association is promptly served notice of any action brought against the Board by virtue of its compliance.

SALARY SUMMARY NOTIFICATION
RIVERDALE COMMUNITY UNIT #100
CERTIFICATED PERSONNEL
2026-2027 SCHOOL YEAR

Name:
Tenure Status:
Base: $_____
Educational Level:
Semester Hours:

FY26 Salary
FY27 Base Increase
FY27 2.0% of New Base
FY27 4% of Base Lane Change
FY27 Total Salary

FY27 Stipend
FY27 Stipend Longevity
FY27 Total Stipends

FY27 Total Wages
FY27 Board Paid TRS
FY27 Board Paid THIS
TOTAL COMPENSATION:

EXTRACURRICULAR ACTIVITIES 2026-2030

The Board of Education may assign Employees to perform duties relating to student activities. Duty stipends shall be paid as a percentage of the base salary or as a fixed dollar amount.

The maximum number of coaches assigned to a sport is set by this Agreement. The Superintendent and the Association President may, however, agree to vary the number of coaches below this maximum number. Should the Superintendent and the Association President fail to agree, the parties will submit the issue to collective bargaining negotiations.

All coaches and activity sponsors who hold a stipend position shall be evaluated yearly. Evaluations should be completed no later than 30 days after the completion of the last game/event of the season. Those activities which run the extent of the school year, shall have evaluations completed by April 1st.

Area of Responsibility:

Football	
Varsity Head	18%
Assistant	14%
Assistant	13%
Assistant	13%
9th Grade	11%
Volleyball	
Varsity Head	18%
Assistant	14%
9th Grade	11%
8th Grade	8%
7th Grade	8%
Cross Country	
Varsity Head	13%
Assistant	8%
Soccer	
Varsity Head	13%
Assistant	8%
Basketball	
Varsity Head (Boys)	18%
Varsity Head (Girls)	18%
Assistant (Boys)	14%
Assistant (Girls)	14%
9th Grade (Boys)	11%
9th Grade (Girls)	11%
8th Grade (Boys)	8%
8th Grade (Girls)	8%
7th Grade (Boys)	8%
7th Grade (Girls)	8%

Wrestling	
Varsity Head	18%
Assistant	14%
Middle School Head	9%
Middle School Assistant	8%
Track	
Varsity Head (Boys)	15%
Varsity Head (Girls)	15%
Assistant (Boys)	10%
Assistant (Girls)	10%
Middle School (Boys)	7%
Middle School (Girls)	7%
Middle School Assistant*	4%
Middle School Assistant+	4%

*If numbers exceed 50 students participating

+If numbers exceed 75 students participating

Golf	
Varsity Head (Boys)	13%
Varsity Head (Girls)	13%
Assistant (Boys)	8%
Assistant (Girls)	8%

Baseball	
Varsity Head	15%
Assistant	10%
Softball	
Varsity Head	15%
Assistant	10%
Vocal Music Director	8%
Instrumental Music Director	15%
Speech Team Coach	8%
Theater Production	
Play Director	7%
Assistant	4%
Set/Costume Assistant	2.5%
Musical Producer/Director	9%
Assistant	4%
Set/Costume Assistant	2.5%
Accompanist	1%
Senior High Yearbook	6%
Middle School Yearbook	6%
Elementary School Yearbook	6%
National Honor Society	5%
S02cholastic Bowl Team	8%
Assistant (at least 12 active participants)	6%
Middle School Scholastic Bowl Coach	4%
Freshman Class Sponsor	$1,000
Sophomore Class Sponsor	$1,000
Junior Class Sponsor	$1,000
Senior Class Sponsor	$1,000
FFA Sponsor	10%
Cheerleading	
Varsity Head Football	6%
Assistant Football	4%
Varsity Head Basketball	6%
Assistant Basketball	4%
Middle School	
Basketball/Wrestling (Boys)	3%
Basketball (Girls)	3%
Junior Class (Prom)	3.5%
Rotary Interact	4%

Student Council (Senior High)	8%
Student Council (Junior High)	4%

Weight Room Supervisors (1% x 12 months)	15%

Job Description to be compiled by Agreement
3x1% additional weight room open (a.m. & p.m.) for June, July, and August

Robotics	12%
(If becomes a class)	6%
District Activities Coordinator	14%
High School Athletic Director	40%

$100 for 8th or better - State Team Competition
$100 League Conference Championship (Team)
$100 Individual State qualifiers for all sports/activities

$150 or 7% of the stipend for the position, whichever is greater, after 3 consecutive years at Riverdale within the same activity

$250 or 10% of the stipend for the position, whichever is greater, after 6 consecutive years at Riverdale within the same activity

$350 or 15% of the stipend for the position, whichever is greater, after 8 consecutive years at Riverdale within the same activity

$450 or 20% of the stipend for the position, whichever is greater, after 10 consecutive years at Riverdale within the same activity

Post all ticket taking, scorers, judges, and clock workers' openings in all three buildings via e-mail.

New Extracurricular Activities – Any new extracurricular activities, including clubs and organizations, must be approved by the Board of Education prior to a first official meeting of the group. If a coach or sponsor stipend is requested, and is included in the Board's approval, the stipend shall be negotiated by the Association President and two of his/her appointed designees and the stipend will be set prior to a first official meeting of the new group.