

GLENBARD TOWNSHIP HIGH SCHOOL DISTRICT #87



PROFESSIONAL AGREEMENT
Between the
Board of Education, Glenbard Township High School District #87
and the
Glenbard Education Association
July 1, 2026
and shall continue in effect through June 30, 2031

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ARTICLE 1 RECOGNITION

The Board of Education recognizes the Glenbard Education Association as the exclusive and sole negotiation agent for contractually certified employees, which includes teachers, nurses, school counselors, speech pathologists, psychologists, social workers, and library/media personnel, of Glenbard Township High School District #87 in matters defined as negotiable, except the following classifications: Superintendent, Assistants to the Superintendent, Building Principals, Assistant Building Principals, Deans, Administrative Assistants, and other non-teaching Administrative personnel. The Board of Education and Glenbard Education Association agree that, while individuals who serve as Department Chairs are included with the Glenbard Education Association for purposes of their traditional teaching duties, that individual's supervisory and administrative duties as a Department Chair are excluded from the jurisdiction of the Glenbard Education Association. A Department Chair's supervisory and administrative duties are those obligations not typically held by a teacher, nurse, school counselor, speech pathologists, psychologists, social workers, and library/media personnel, including but not limited to: teacher class and extracurricular assignments; substitute teacher arrangements; leave of absence request administration; curriculum recommendations and administration; staff evaluations; Instructional Council and Resource supervision obligations; staff supervision; budget creation and administration. The term "educator" when used in this Agreement shall refer to all employees represented by the Glenbard Education Association in Article 1. Department Chairs do not waive their rights to raise contractual concerns to the GEA arising out of their participation in the above listed supervisory meetings, but they can do so only in their capacity as a teacher. When functioning as an educator, DCs enjoy the full protection of the collective bargaining agreement.

ARTICLE 2 DEFINITION OF RESPONSIBILITY AND RIGHTS

2.01 Good Faith Negotiations

Both parties agree to participate in good faith negotiations through duly designated representatives. Good faith requires a sincere and honest effort to reach Agreement, but it does not require one to compromise principle in order to come to Agreement on any terms or at any price. Good faith negotiations cannot require Agreement, but may necessitate compromise on issues rather than on principles.

2.02 Authority

It is the mutual responsibility of the Board of Education and the Glenbard Education Association 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. It is recognized that no final Agreement between the parties may be executed without ratification by the Board of Education and by the Glenbard Education Association.

2.03 Rights

2.03.01 Educator Organizations Rights

Educators shall have the right to form, join and actively participate in all legal functions of educators' organizations. As members of the Glenbard Education Association, they may participate in professional negotiations with the Board of Education through representatives of their own choosing. Educators shall also have the right to refrain from any or all such activities.

2.03.02 Board of Education & Glenbard Education Agreement

The Board of Education and Glenbard Education Association undertake and agree that each will not directly or indirectly discourage or deprive or coerce any educator in the enjoyment of any rights conferred by the Laws of Illinois or the Constitutions of Illinois and the United States. The Board of Education undertakes and agrees that it will continue not to discriminate against any educator with respect to salaries, economic fringe benefits, grievance adjustment, included in this Agreement, by reason of their membership in the Glenbard Education Association.

2.04 **Communications**

The Glenbard Education Association will be provided with bulletin board space in each Building. The regular Glenbard Township High School District #87 inter-school mail service, the Glenbard Township High School District #87 e-mail system and the educators' mail boxes shall be made available to the Glenbard Education Association for the purpose of communications. General communications are to be identified by the local Glenbard Education Association and copies of all Glenbard Education Association authorized materials so distributed shall be furnished to the Building Principal. Only Glenbard Education Association officers may authorize and identify these communications.

2.05 **Meetings**

The Glenbard Education Association shall have the right to hold general membership meetings on Glenbard Township High School District #87 property, provided that the speakers or that the audience shall not include more than three (3) individuals who are not educators and provided that such meetings in no way interfere with any aspect of the instructional program, and provided that such meetings entail no additional maintenance or custodial expense. Requests to use school facilities shall be made to the Building Principal or their designated representative.

2.06 **Public Information**

The Glenbard Education Association shall be furnished all regularly and routinely prepared public information concerning the financial condition of Glenbard Township High School District #87 including annual financial statement and adopted budget. In addition, the Board of Education and the Administration will grant reasonable requests for any other readily available and pertinent information which may be relevant to negotiations. Nothing herein shall require Glenbard Township High School District #87, Building Administrative Staff, or Glenbard Education Association, to research and assemble information. The Glenbard Education Association will furnish copies of any pertinent information as reasonably requested by the Superintendent or by the Board of Education.

2.07 **Educator Performance**

Educator observation by Supervisors of the work performance of an Educator shall be conducted in a professional manner.

2.08 **Human Resource Records**

2.08.01 Personnel File

A master file of all materials relating to an educator shall exist at the Glenbard Township High School District #87 Human Resources Office. Copies of such materials may be available in the Building Principal's Office.

2.08.02 Inspection of Personnel File

All materials placed in the educator's file and originating with the school system shall be available to the educator at his/her request for inspection, except as provided in Section 2.08.04, in the presence of the person(s) responsible for keeping the files.

This inspection may be provided and shared electronically.

2.08.03 Critical of Performance Documents

No material critical of the performance of an educator may be placed in their file without first giving a copy to the employee. The educator shall initial the file copy to show receipt thereof. The educator shall have the right to answer any material filed, and his/her answer shall be submitted to the Building Principal and forwarded to the Glenbard Township High School District #87 Human Resources Office, where it shall be attached to all file copies. Any such answer shall be submitted to the Building Principal within ten (10) school days of the receipt by the educator of the material being answered.

2.08.04 Reference Documents

All references and information originating outside the school system on the basis of confidentiality, and information obtained within the school system in the process of recommending the educator for employment outside Glenbard Township High School District #87 shall not be subject to this procedure, and therefore, shall not be available for inspection by the educator.

2.08.05 Educator Supplied Documents

The educator shall have the right to place pertinent material in their file. This material shall be submitted to the Building Principal, forwarded to the Glenbard Township High School District #87 Human Resources Office, where it shall be placed in the educator's file.

2.08.06 Miscellaneous Documents

All memos and letters which originate with the school system and which are to have a copy placed in the educator's file shall so indicate on the document. A copy of any such memo or letter shall be given to the educator.

2.08.07 Disciplinary Documents

Disciplinary reports, letters of reprimand, or other records of disciplinary action or records of evaluation of performance which are more than four (4) years old shall not be used against the educator, except to show a pattern of conduct.

2.08.08 Licensure/Certification Documents

The Glenbard Township High School District #87 District Office must be notified by December 1st of each school year of any new educator licenses/certificates, endorsements/qualifications, or approvals.

2.09 **School Property**

The school maintains ownership of any desk and file cabinet assigned to an educator. The contents are to be respected as property of the educator, and only in emergency situations will Supervisors exercise the right to open the desk or file cabinet. In case of termination of an educator, contents of the desk or file cabinet must be held for a period of thirty (30) days during which time an attempt shall be made to contact the educator.

2.10 **Educational Environment**

Educators have academic freedom to raise issues in the educational environment of Glenbard Township High School District #87. Issues raised in the classroom shall be consistent with the established content and objectives of the course, which are appropriate to the various levels of student ability and maturity. Such issues shall be presented in an objective manner. This does not exclude the right and obligation of the Supervisors to question, consult and advise whenever

necessary.

2.11 Parent-Student Complaints Procedure

2.11.01 Building Resolution Process

The Building Principal shall attempt to resolve complaints by a parent of a student directed toward an educator. Before any such complaint is placed in the educator's file, the complaint shall be investigated by an Administrator who shall attach a statement to the complaint noting the results of the investigation.

2.11.01.A If the complaint is resolved, the Building Principal shall inform the educator of the complaint and its resolution if the complaint reasonably could be anticipated to affect the educator-pupil or parent-educator relationship.

2.11.01.B If the complaint cannot be resolved and, in the judgment of the Building Principal, it is serious, the complaint shall be channeled through the educator, and no disciplinary action against an educator shall be initiated by the Administration until a scheduled parent- educator conference has taken place, except in emergency matters which could result in criminal prosecution or civil complaint. The educator shall notify the Building Principal in advance of such conference. The educator or Building Principal may request the presence of members of the Administrative Staff at such conference.

2.11.02 Unresolved Complaints Process

If the parent or the educator is not satisfied with the results of this conference, or if the parent refuses to have a conference, the following sequence of conferences shall be employed as needed to seek resolution of the problem:

2.11.02.A Parent-educator-Building Principal,

2.11.02.B Parent-educator-Superintendent or designee, and

2.11.02.C Parent-educator-Board of Education.

2.11.03 GEA Representation

The educator, at their request, may request a Glenbard Education Association representative at the conference with the Superintendent and/or the Board of Education. The educator may not refuse to be present at the initial conference with the parent and/or student, except with the approval of the Building Principal.

ARTICLE 3 MANAGEMENT RIGHTS

Except as expressly provided otherwise in this Agreement, the determination and Administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the Board of Education representing the electors of Glenbard Township High School District #87.

ARTICLE 4 NO-STRIKE CLAUSE

While the terms of this Agreement are in effect, the Glenbard Education Association, the Board of Education, and any Glenbard Education Association member of the teaching staff shall not participate in picketing, strikes, or lockouts against any Glenbard Township High School District #87 school or Administrative Office of the Board of Education.

ARTICLE 5 NEGOTIATION PROCEDURES

5.01 **Negotiating Representatives**

Each party to negotiations shall select its negotiating representatives provided that the Board of Education shall not select an educator.

5.02 **Negotiations Timeline**

Unless both parties agree to an alternate date, negotiations shall begin no later than the first (1st) week of April. If either party chooses to propose changes in the existing contract, such must be presented at the initial negotiating session. In subsequent sessions only items proposed at the initial meeting can be discussed. The parties shall negotiate in good faith thereafter in an attempt to reach a new Agreement by the Friday before the last scheduled day of the spring semester. If Agreement is not reached by the last scheduled day of the spring semester, negotiations shall be recessed and no negotiations shall be held until August 15th, whereupon the parties shall resume negotiations.

5.03 **Tentative Agreement**

When the Glenbard Education Association and the Board of Education reach tentative Agreement on all matters being negotiated, they will be reduced to writing and shall be submitted to the membership of the Glenbard Education Association and to the Board of Education for ratification. Upon ratification by both parties, said matters shall become a part of this Agreement and Appendices.

5.04 **Mediator Costs**

Any costs for the mediator shall be shared equally by the Board of Education and the Glenbard Education Association.

ARTICLE 6 MAINTENANCE OF STANDARDS

During the year(s) in which this contract is in effect, all working conditions described in this Professional Agreement will be maintained at not less than the highest minimum standards in effect in Glenbard Township High School District #87 at the time this Agreement is signed.

ARTICLE 7 GRIEVANCE PROCEDURE

7.01 Definition

A grievance shall be a claim by the Glenbard Education Association, an educator or group of educators that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.

7.02 Basic Principles

7.02.01 Educator Rights

Every educator covered by this Agreement shall have the right to present grievances in accordance with these procedures.

7.02.02 Discipline/Reprisal Consequences

An educator who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation. In turn, the Administration or immediate Supervisor should not be subjected to reprisal or harassment as a result of a grievance decision or hearing.

7.02.03 Hearing & Conference Scheduling

Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses, requested to be present. Hearings and conferences will be held, insofar as possible, after regular school hours or during non-teaching time of personnel involved. When the Administration chooses to hold such hearings and conferences during school hours, all employees whose presence is required, shall be excused, with pay, for that purpose. Investigation or processing of any grievance by the grieving educator shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program.

7.02.04 Failure to Follow Time Limits

The failure of either party to act within the prescribed time limits shall be interpreted as concession and forfeiture of the case to the opposing party without prejudice.

7.02.05 Grieving Educator Attendance

The grieving educator shall be present at every grievance hearing. Illness, other incapacity, or professional absence of either party shall be grounds for any necessary extension of grievance procedure time limits.

7.02.06 Class Grievance/District Administrator Grievance Procedure

Class grievances involving one (1) or more educators or one (1) or more Supervisors, and grievances involving an Administrator above the Building level may be initially filed by the Glenbard Education Association at Step Three (3).

7.02.07 Educator Representation During Grievance

The Board of Education acknowledges the right of the Glenbard Education Association's grievance representatives to participate in the processing of a grievance after Step One (1) when requested by the educator, and no educator shall be required to discuss any grievance if a Glenbard Education Association's representative is not present as requested.

7.02.08 GEA Observation Rights

When an educator is not represented by the Glenbard Education Association, the Glenbard Education Association may be present as an observer at all hearings after Step One (1) and shall receive copies of the grievance and decisions.

7.02.09 Document Filing Procedure

All documents, communications, and records dealing with the processing of a grievance shall be filed in the Office of the Superintendent separately from the personnel files of the participant.

7.02.10 Grievance Withdrawal

A grievance may be withdrawn at any level.

7.02.11 Time Limits

All time limits shall consist of school 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 all weekdays in order that the matters may be resolved before the close of the school term or as soon thereafter as possible. School days for the purpose of the grievance procedure shall mean educator employment days.

7.02.12 Educator Rights Under State & Federal Constitution & Laws

Nothing contained herein shall deny to any educator his/her rights under State or Federal Constitution and Laws.

7.03 **Procedure**

7.03.01 Step One (1)

The parties hereto acknowledge that it is most desirable for an educator and his/her immediately involved Supervisor to resolve problems through free and informal discussion. Thus, an attempt shall be made to resolve any grievance between grievant and his/her immediate Supervisor of the activity involved. If at any time the grievance is resolved, such resolution shall not be inconsistent with the terms of this Agreement and the Glenbard Education Association will be afforded the opportunity to be present when the resolution is presented.

7.03.02 Step Two (2)

7.03.02.A If a grievance cannot be resolved at the first (1st) step, the educator may present the grievance in writing to the Supervisor involved who shall arrange a meeting that shall take place with the Building Principal within five (5) days after receipt of the grievance. The grieving educator and the immediate Supervisor involved shall be present at the meeting. When requested by the educator, a member of the Glenbard Education Association may represent the educator to assist in the resolution of the grievance.

7.03.02.B The "Statement of Grievance" shall name the educator involved, shall state the facts giving rise to the grievance, shall identify by appropriate reference all the provisions of this Agreement alleged to be violated, shall state the contention of the educator with respect to those provisions, and shall indicate the specific relief requested. Copies of the "Statement of Grievance" shall be forwarded to the Office of the Superintendent and to the Glenbard Education Association President.

7.03.02.C The filing of any grievance must be within thirty (30) days after the grievant had knowledge or should have had knowledge of the asserted violation of the Agreement giving rise to the grievance.

7.03.02.D Within five (5) days after the meeting, the Building Principal shall communicate his/her answer, including reasons, in writing to the grievant. Copies of the answer shall be forwarded to the Office of the Superintendent and to the Glenbard Education Association President.

7.03.03 Step Three (3)

- 7.03.03.A If the grievance is not resolved to the satisfaction of the aggrieved at the second (2nd) step, the aggrieved may file an appeal to the Superintendent within five (5) days of receipt of the Building Principal's decision.
- 7.03.03.B Within ten (10) days of receiving the appeal, the Superintendent shall arrange and hold a meeting between those present at the previous step and the Superintendent or his/her designee in an attempt to resolve the grievance.
- 7.03.03.C Within five (5) days of said meeting, the Superintendent shall file a written decision, including reasons, on the grievance and communicate it to the aggrieved, the Building Principal, and the Glenbard Education Association President.

7.03.04 Step Four (4)

- 7.03.04.A Within the (10) days after the decision of the Superintendent, an appeal of his/her decision may be made to the Board of Education. It shall be in writing and accompanied by a copy of all previous decisions made at Steps One (1), Two (2), and Three (3).
- 7.03.04.B Within fifteen (15) days after receiving the appeal, the Board of Education shall hold a hearing on the grievance at a meeting open to the public at the request of either party.
- 7.03.04.C Within five (5) days of the hearing, the Board of Education shall communicate to the Glenbard Education Association and the aggrieved its decision, in a written statement which shall include reasons for its decision.

7.03.05 Step Five (5)

- 7.03.05.A If the grievance is not settled at Step Four (4), the Glenbard Education Association (but not the educator) may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA), which shall act as the Administrator of the proceedings, provided there is an Illinois statute obligating the Board of Education to make binding arbitration the terminal step of any grievance procedure. If the request for arbitration is not filed within thirty (30) days of the Board of Education's decision, the grievance shall be deemed withdrawn.
- 7.03.05.B Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and the AAA shall be divided equally between the parties.
- 7.03.05.C If either party requests a transcript of the proceedings, that party shall bear full costs for the transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the parties.
- 7.03.05.D Powers of the Arbitrator: It shall be the function of the arbitrator – and he/she shall be empowered, except as his/her powers are limited by law, after due investigation – to make a recommendation in cases of alleged violations of the specific Articles and Sections of this Agreement.
 - 7.03.05.D.1.1 Neither the Board of Education nor the Glenbard Education Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.
 - 7.03.05.D.1.2 The arbitrator shall have no power to alter or add to the terms of this Agreement. His/her authority shall be strictly limited to deciding only the issue presented to him/her in

ARTICLE 8 CONDITIONS OF EMPLOYMENT

8.01 Vacancies, Transfers and Promotions

8.01.01 Assignment of Educators

The assignment of educators to positions in the schools and departments of Glenbard Township High School District #87 shall be made by the Superintendent, assisted by his/her Administrative Staff and Building Principals.

8.01.02 Vacancies

All vacancies in Administrative, Supervisory or Teaching positions caused by death, retirement, discharge, resignation, or by the creation of a new Administrative or Supervisory position shall be publicized to educators and applications solicited pursuant to the following procedure:

- 8.01.02.A Such vacancies shall be publicized to the faculty by posting on the District's website at the District-wide site, the East, West, North, and South school sites and the GEA President or his/her designee for posting on the GEA website. This shall occur for the following school term by the 1st Tuesday of March of the current term. Applications will be solicited for at least ten (10) days in advance of the date of filling such vacancy. Notice of this vacancy may be withheld upon the request of the resigning Administrative, Supervisory or Teaching employee until the Board of Education has accepted the resignation. Online postings shall be archived on the District's websites for at least one year after the position has been filled.
- 8.01.02.B Said notice of vacancy shall set forth the qualifications of the job and the salary range thereof.
- 8.01.02.C Educators who desire to apply for such vacancies shall file their applications in writing with the Superintendent within the time limits specified in the notice.
- 8.01.02.D Vacancies shall be filled on the basis of qualifications, merit and ability, and relevant experience of the applicant without discrimination with respect to sex, race, creed, or other criteria as cited in Board policy.
- 8.01.02.E Vacancies which occur on or after August 1st through September 10th for 1st semester or on or after January 1st through January 20th for 2nd semester shall be posted on the Glenbard Township High School District #87 website for two (2) work days and may be filled after this two (2) day posting period.
- 8.01.02.F If any vacancies occur after the close of the regular school year and before the opening of the next regular school year, notice of any vacancies will be emailed to educators.

8.01.03 Transfer of Educators

Transfer of educators from one Building to another shall be made by the Superintendent assisted by his/her Administrative Staff and Building Principals.

- 8.01.03.A Requests for transfer shall be made in writing to the Superintendent by the educator on or before February 1st. Such requests shall indicate the transfer desired. Such requests represent consent only to transfer to the specific Building and subject area requested. Request for transfer must be made each year.
- 8.01.03.B The Superintendent will give consideration to the preference requested but may deny transfer if, in his/her opinion, it is in the best interest of Glenbard Township High School District #87. The reason for the denial will be made known to the applicant.
- 8.01.03.C The parties recognize that in order to meet the staffing needs of Glenbard Township High School District #87, it may be necessary to transfer an educator involuntarily. No involuntary transfer shall be made without immediate notification to the educator and he/she shall be released from his/her employment contract by the Board of Education if he/she so requests. If the educator accepts involuntary transfer and requests, as defined in Section 8.01.03.A, transfer in following year, he/she shall receive priority consideration for future vacancies. If Glenbard Township High School District #87 decides that an involuntary transfer is necessary, then:
 - 8.01.03.C.1 The Building Principal of the Building from which the transfer is to occur shall ask for volunteers from the department affected.
 - 8.01.03.C.2 The Building Principal shall transfer a volunteer who meets the needs of Glenbard Township High School District #87 or if there is more than one (1) volunteer; the volunteer who best meets the needs as evidenced by his/her qualifications, merit and ability, and relevant experience.
 - 8.01.03.C.3 If there are no volunteers, the Building Principal shall select the educator to transfer, based on the needs of Glenbard Township High School District #87, where the educator's ability to fill those needs as evidenced by his/her evaluations, certificates, qualifications, merit and ability, relevant experience, degrees, major and minor fields of study, subjects taught, areas of responsibility, extracurricular activities and/or similar criteria. If all other factors between educators are equal, the least senior shall be chosen.
- 8.01.03.D Vacancies shall be filled from the present staff whenever possible if, in the judgment of the Superintendent, it is in the best educational interest of Glenbard Township High School District #87.

8.01.04 Schedule B Vacancies

All extracurricular vacancies (as listed in Appendix B) known by the Board of Education on March 1st for the following school term shall be publicized to educators by the first Tuesday in March and applications solicited. All vacancies, including those which occur after the initial posting, shall be publicized to educators by posting on the District's website at the District-wide site, the East, West, North and South school sites

and the GEA President or his/her designee for posting on the GEA website for a minimum of ten (10) working days. Notice of a vacancy may be withheld upon request of a resigning educator until the Board of Education/Administrator has officially accepted the resignation. Also, a notice shall be posted by the first Tuesday in March, requesting individuals to advise the Building Principal of their desire to be considered for appointment to any extracurricular position for the following school term.

- 8.01.04.A Said notice of vacancy shall set forth the qualifications necessary for the vacancy.
- 8.01.04.B Educators who desire to apply for such vacancies shall file their applications in writing with the Building Principal within ten (10) days of posting. Extracurricular Vacancies (as listed in Appendix B), which occur on or after August 1st through September 10th for 1st semester; or on or after January 1st through January 20th for 2nd semester; or within 10 days before or during a season shall be posted on the Glenbard Township High School District #87 website for two (2) work days and may be filled after this two (2) day posting period.
- 8.01.04.C Vacancies shall be filled on the basis of qualifications, merit and ability, and relevant experience of the applicant without discrimination with respect to sex, race, creed, or other criteria as cited in Board policy.
- 8.01.04.D The Superintendent will give consideration to the preference requested but may deny a Schedule B transfer if, in his/her opinion, it is in the best interest of Glenbard Township High School District #87. The reason for the denial will be made known to the applicant.

8.02 Responsibilities & Duties of Educators

8.02.01 Educator Responsibilities

Each educator shall be under the general direction of the Superintendent and immediately responsible to the Building Principal for carrying out the policies of the Board of Education as they relate to the school system, to the school, to the classroom, and to the immediate contact with students and parents. The educator's specific responsibility shall be:

- 8.02.01.A To provide guidance to the student which will promote his/her welfare and his/her proper educational development.
- 8.02.01.B To monitor student progress and use data-based decisions regarding student response to instruction and intervention.
- 8.02.01.C To use assessments to screen, diagnose and progress monitor student response to instruction.
- 8.02.01.D To direct and evaluate the learning experiences of the students, and to encourage and motivate the students in their learning.
- 8.02.01.E To be responsible for student accounting.
- 8.02.01.F To keep parents informed of student progress and/or difficulties.
- 8.02.01.G To engage in planning through cooperation with the Administrative Staff the continuous improvement of the curriculum, instruction, and evaluation of the school program.
- 8.02.01.H Faculty are expected to attend faculty meetings, department meetings, and institutes during the normal school year.

- 8.02.01.I Educators newly hired to Glenbard Township High School District #87 for the next school year will be required to participate in four (4) induction days and engage in a state-approved mentoring/PD program.
- 8.02.01.J To provide for the care and protection of school property.
- 8.02.01.K To maintain cordial working relationships with colleagues.
- 8.02.01.L To participate in professional organizations, professional study committees, and attend professional meetings.
- 8.02.01.M To perform other educational duties as designated in Section 8.02.02 and 8.02.03.
- 8.02.01.N To supervise mandated student testing on days that are defined as counting towards student attendance days on the annual school calendar. Any test administration supervision greater than 5 hours in a day shall be compensated at the internal substitution rate.

8.02.02 Professional Learning Communities

- 8.02.02.A Improving the academic performance of students is continuous job- embedded learning for educators in a collaborative structure or a Professional Learning Community (PLC). Educators will participate in PLCs and develop an interdependent culture focused on learning, collaboration and results. These collaborative teams also will use data, professional experience and best practice to ensure the success of all students.
 - 8.02.02.A.1 PLCs will operate under the fundamental assumption that it is critical to maintain a culture of continuous improvement as well as an open and transparent team environment. The Board of Education will ensure that educators are given an opportunity to collaborate within the traditional school schedule.
 - 8.02.02.A.2 Results rather than intentions drive the work of the PLC. Feedback on the effectiveness of implementation and results are expected by each PLC. Evaluation, guidance and support of the program will occur through consultation and collaboration with the District Wide Leadership Team, GEA and the administration. The GEA representatives will be designated by the GEA Executive Board.
 - 8.02.02.A.3 PLCs will focus on Four Critical Questions
 - 8.02.02.A.3.a What do students need to know and be able to do?
 - 8.02.02.A.3.b How will we know when they have learned it?
 - 8.02.02.A.3.c What will we do when they haven't learned it?
 - 8.02.02.A.3.d What will we do when they already know it?
 - 8.02.02.A.4 Support and training are important aspects of successful PLCs. The Board is committed to providing these

resources.

8.02.03 Resource Period

The resource period is a time for educators to engage in professional activities that will create a better learning environment for the students of District 87. Educators have the discretion to choose the activities in which they engage, which may include the following:

Communication with parents

Peer observations

Meeting with staff regarding students

Professional collaboration (PLC., department, building, district)

Articulation with sender schools

Building and district committee work

Equipment maintenance

Required professional paperwork

Caseload management

Student progress monitoring

Review new materials, processes, and/or ideas

Attending non-mandatory meetings and information sessions

IEP Meetings

Resource is not meant to create an additional preparation for the educator. It is recognized that there may be rare times in which staff will be required to attend meetings during their resource period. These meetings will not be regularly scheduled and should impact staff equitably. Any group mandatory meetings more than once a semester will be jointly scheduled by the building principal and the building GEA chairperson.

8.02.04 Glenbard Hour

The Glenbard Hour offers opportunities for both students and educators to engage in a more enhanced educational experience for students. All educators will be scheduled for two (2) periods of Glenbard Hour duty each week with students – on Monday and Friday. The Glenbard Hour shall consist of two components: Student Agency and Advisory.

8.02.04.A Student Agency

The student agency component of the Glenbard Hour will provide the option for students to meet with their own educators during the school day to receive assistance in their classes. A minimum of two-thirds (2/3) of the total Glenbard Hour slots in each semester will be classified as student agency.

8.02.04.A.1 The student agency periods are primarily a time for students to interact with educators.

8.02.04.A.2 Educators, PLCs, and department chairs will collaborate to determine specific locations and days for Glenbard Hour assignments.

8.02.04.A.3 Educator availability and location by period will be provided to all staff in order to keep students informed about the

locations of their teachers.

8.02.04.A.4 The student agency period will not require an additional preparation for the teacher.

8.02.04.A.5 All students will have access to staff members during the Glenbard Hour. If demand exceeds space and/or staff availability according to the GEA building chair and/or the building administration, they will limit admission to certain areas. Therefore, there is no strict limit of students per educator during the Glenbard Hour, but admission to an area shall be limited when necessary for accessibility and safety. If the GEA building chair and the building administration cannot reach agreement on this issue, it will be forwarded to the GEA President and Assistant Superintendent for Human Resources, or designee(s), for resolution.

8.02.04.A.6 The administration will work with the GEA to develop a system that incorporates the ability for students to develop self-agency and schedule appointments with school personnel.

8.02.04.B Advisory

The advisory component of the Glenbard Hour will provide an opportunity for students to grow and learn the procedures of our high schools. A maximum of one-third (1/3) of the total Glenbard Hour slots in each semester will be classified as advisory.

8.02.04.B.1 Administration will be intentional in the placement of students into their advisory classrooms.

8.02.04.B.2 Educators will work with the administration on the location of their advisory assignment to ensure the educator has a reasonable amount of time to arrive at the location.

8.02.04.B.3 Educators will take attendance for their advisory periods.

8.02.04.B.4 The advisory period will not require the preparation of lessons by individual teachers. Any programming to be delivered will be provided by qualified personnel.

8.02.04.B.5 Appropriate activities for the advisory component of the Glenbard Hour may include the following:

- School Drills (fire, tornado, intruder)
- Completion of forms
- Presentation of uniform lessons
- Assemblies
- Athletic/extracurricular showcases
- Career Exploration Activities

8.02.04.C A Glenbard Hour Committee composed of administrative and GEA representatives will monitor the program regularly, and the committee may be called together by either entity. Evaluation, guidance, and support for the program will occur through consultation and collaboration with the GEA and administration. Changes will be made only when recommended by the Glenbard Hour Committee and approved by the Board of Education and the GEA, except as may be required by law.

8.02.05 Collaboration Period

The collaboration period is the block period each week that replaces where an educator's lunch occurs on a non-block day.

8.02.05.A The collaboration period is a time for educators to engage in professional activities that will create a better learning environment for the students of District 87. Educators have the discretion to choose the activities in which they engage, which may include the following:

Professional development

Parental communication

Peer observation

Meeting with staff regarding students

Professional collaboration PLC, department, building, district

Student make-up work

Tutorial work

Student-teacher conferences

Articulation with sender schools Building and district committee work

Course review and assessments

Equipment maintenance

Professional paperwork

Prepare lessons, demonstrations, and evaluations

Student progress monitoring

Review new materials, processes, and/or ideas

Non-Mandatory Meetings

The Collaboration Period is not meant to create an additional preparation for the teacher. It is recognized that there may be rare times in which staff will be required to attend meetings during their collaboration period. Any group mandatory meetings will be jointly scheduled by the building principal and the building GEA chairperson.

8.02.05.B Additionally, faculty members may be asked to assist with the supervision of student career exploration presentations or sessions. Supervision responsibilities may include monitoring student conduct, assisting with the orderly movement of students to and from the activity, providing general oversight to help ensure that the activity proceeds in a safe and orderly manner, and when requested by administration, assisting with basic logistical support for the presentation, such as welcoming or briefly introducing the presenter.

8.02.05.B.1 Educators who volunteer to supervise these activities shall be compensated at the prevailing internal substitution rate for one period when the supervision assignment is fifty (50)

minutes or less. Supervision assignments that exceed fifty (50) minutes shall be compensated at the equivalent of two internal substitution periods.

8.02.05.B.2 If an insufficient number of educators volunteer for a particular supervision assignment, the administration may assign educators to supervise in an equitable manner. Educators who are assigned to supervise shall be compensated in the same manner as those who volunteer.

8.03 **Work Schedule & Teaching Assignment**

8.03.01 Daily Full-Time Teaching Assignment

The daily full-time teaching assignment in a Glenbard Township High School District #87 high school will be a maximum of five (5) student teaching periods one (1) "Glenbard Hour" period, and a minimum of one (1) preparation period, and one (1) resource period. The preparation period and resource period each shall be no less than a full class period in length.

For every two days of block scheduling, each educator will be assigned to a maximum of five (5) student teaching periods, one (1) resource period, one (1) preparation period, and (1) collaboration period. All teaching, resource, preparation, and collaboration period will be of the same length. No educator shall be assigned to teach more than three (3) consecutive classes or be assigned a split preparation period for two (2) consecutive years without consultation with, and approval of, the educator involved prior to the second (2nd) year. No educator shall be assigned to teach four (4) classes on a block day. An educator who is assigned to two (2) attendance centers shall be provided adequate daily travel time outside of his/her preparation period. Any allegation that there has not been provided adequate travel time to any said teacher shall be resolved by the Superintendent or his designee.

8.03.02 School Day

Beginning in the 2023/2024 school year; the school day schedule will add a Glenbard Hour period twice a week. The schedule is in Appendix H.

Beginning in the 2024/2025 school year and forward; the school day schedule will add two days of block periods in which four (4) classes will meet each day. The schedule is in Appendix H.

8.03.02.A Educator school day will start ten (10) minutes before the start of first (1st) period and end five (5) minutes after the last period.

8.03.02.B Institute and educator work day will be 7:50 – 1:35.

8.03.02.C Special Education educators shall receive one on-site IEP writing day per school year. This day will be decided in consultation with the building Special Education Administrator and may also include training in IEP writing if deemed necessary.

8.03.03 Energy Emergency Days

If the State Superintendent of Education mandates an energy emergency as set forth in the Illinois School Code, educators will not be required to make up classroom contact time, preparation time, resource period or daily one-half (½) period assignment time lost due to abbreviated schedules used during the emergency period, except to the extent the daily schedules have been lengthened as a result thereof.

8.03.04 Lunch Period

All educators whose duties require attendance at a school for four (4) or more clock hours shall be entitled to a duty-free lunch period not less than forty-three (43) minutes in length. On days when the instructional program is shortened due to assemblies, in-service activities, or other approved schedule modifications, the duty-free lunch period may be proportionally reduced, provided that educators continue to receive a duty-free lunch period of reasonable length consistent with the adjusted schedule.

8.03.05 Principal Determined Daily Assignments

The Board of Education and the Glenbard Education Association agree that educators will assume the responsibility for a one-half (½) period daily assignment as determined by the Building Principal. This assignment may include, but not be limited to, the following: supervision; preparation; student conferences; club sponsorship; participation on curriculum, personnel, in-service, or other professional studies committees necessary to the educational program of Glenbard Township High School District #87. This assignment may not include supervision of the cafeteria during student lunch periods. On a voluntary basis, instead of being assigned a Supervisory post during the twenty five (25) minute time before or after school, at the request of the tenured educator and upon the approval of the Building Principal, a tenured educator could have a twenty five (25) minute assignment during his/her Resource Period. The Building Principal will determine appropriate Resource Period assignment needs.

8.03.06 Course Preparations

No teacher shall be required to take more than three (3) different preparations per semester without notification and consultation with the teacher before the previous semester ends. If a teacher is assigned more than three (3) preparations, upon request, the teacher may be assigned as a resource teacher for that teacher's one-half (½) period daily Supervisory assignment.

8.03.07 Extra Teaching Assignments

If a teacher shall teach more than the normal teaching assignment, the teacher shall receive additional compensation as follows:

8.03.07.A One (1) additional class for a semester; ten percent (10%) of the teacher's base salary.

8.03.07.B One (1) additional class for a school term; twenty percent (20%) of the teacher's base salary.

8.03.08 Educator Availability to Students

All educators shall be available to the students ten (10) minutes prior to and five (5) minutes subsequent to the educator's work day.

8.03.09 Extracurricular Duty Assignments

The Glenbard Education Association and the Board of Education agree that the assignments beyond regular classroom duties and departmental service are essential to the successful operation of a total school program. Individuals will be sought for these extracurricular duties. If there is no volunteer for any one (1) of these necessary duties, educators on a rotating basis will be appointed by the Building Principal or his/her designee to fill the position.

8.03.10 Preparation Period

During the preparation period, a teacher will have no other assignment except in an

emergency situation. It is recognized that the preparation period is a scheduled part of the teacher's work day and the teacher is expected to be in his/her respective Building. If the teacher must leave the Building during his/her preparation and/or lunch period, he/she must notify their direct supervisor.

8.03.11 Class Size Limits

The Board of Education agrees to observe reasonable class size and caseload limits subject to space availability, budgetary limitations, and availability of teachers or necessary funds. Classes of the same subject in a given Building during the same period should be of substantially the same size. All decisions on class size will be made in the best interests of pupils, teachers, and community-at-large.

8.03.11.A The Administration will consider class size when developing the master schedule and will seek to balance class enrollments across sections where feasible. For informational purposes, regular education class sections are generally scheduled with an upper limit of 29 to 31 students, except for band, orchestra, and choral classes. Physical Education/Driver Education sections are generally scheduled with an upper limit of 46 to 48 students. Class size calculations for purposes of this section shall be based on the Fall Housing Report, and individual students shall not be counted more than once when calculating total student loads.

8.03.11.B **School Counseling Caseloads**
The District recognizes the importance of maintaining counseling services that support students and school operations. The Administration will consider counseling caseloads when determining staffing and assignments. For informational purposes, counseling caseloads are generally expected to fall within a range of 270 to 315 students per counselor. For purposes of this section, the average counselor caseload shall be calculated by dividing the total building enrollment by the counseling department FTE assigned to that building, as reflected in the Fall Housing Report. If the resulting average caseload exceeds 315 students, each counselor assigned to that building shall receive a one-time stipend of \$750 during that school year.

8.03.11.C **School Psychologist / Social Worker Caseloads**
The District recognizes the important role that school psychologists and social workers play in supporting students. The Administration will consider student enrollment and program needs when assigning psychologists and social workers to buildings. For informational purposes, the District generally seeks to maintain a ratio within a range of 420 to 470 students per professional staff member. For purposes of this section, the ratio shall be calculated by dividing the total building enrollment by the combined FTE of school psychologists and social workers assigned to that building, as reflected in the Fall Housing Report. If the resulting ratio exceeds 470 students per professional staff member, each psychologist and social worker assigned to that

building shall receive a one-time stipend of \$1,000 during that school year.

8.03.11.D The Board of Education (Board) and the Glenbard Education Association (GEA) realize the importance of the services provided by the School Psychologists and Social Workers in our schools. To ensure that we can continue providing a high quality of services to our student population, the Board and the GEA agree to form a committee of an equal number of union members and administrators to examine surrounding schools and best practices for the purpose of making a recommendation around caseloads for school psychologists and social workers. This committee will begin no later than year three of the collective bargaining agreement and make recommendations prior to the commencement of negotiations for a contract beginning in 2031.

8.03.12 Educator Assignment Notification

Each educator will be able to review in the student management database his/her first (1st) semester class assignments prior to the last day of school. In general, the class and extracurricular assignments of any educator in Glenbard Township High School District #87 will not be altered after the last day of school in June, except in the case of emergencies caused by resignation, illness, death, or course enrollment fluctuations. In such cases when it becomes necessary to change these assignments, the Building Principal and/or Department Chair will consult with any educator involved. If this contact is not possible, the educator will be notified by certified mail, using the educator's summer mailing address. Notifications will also be sent to the Building Glenbard Education Association President.

8.03.13 Educator's Preparation Period

An educator's preparation period is considered to be a part of the normal school workday, and as such, an educator should be able to devote this time to lesson preparation, professional conferences and other functions leading to more effective teaching. Therefore, no regularly assigned educator shall be used as a substitute educator unless it is a scheduled part of the total teaching hours, except when a failure of a substitute to arrive on schedule or the inability of the Administration to secure a substitute occurs. In such cases when a regular educator has been assigned to substitute during a preparation period, the educator shall be compensated as specified in Appendix A. Each educator will substitute during his/her preparation period on the first two (2) occasions requested without compensation.

8.03.14 Evening Meetings

8.03.14.A Each Building will have a Parents' Open House evening meeting during the first (1st) semester of the school year.

8.03.14.B When all educators in a particular Building are required to return to the Building for an evening meeting, release time will be granted. The Building Administration, with input from the educators, will choose a method for educator release time from the following options:

8.03.14.B.1 Option One (1) - There will be an early dismissal of students after five (5) instructional clock hours and release time will be granted on the same day as the evening meeting.

8.03.14.B.2 Option Two (2) - On another day during the same week as

the evening meeting, there will be an early dismissal of students after five (5) instructional clock hours and release time will be granted. There will not be an early dismissal of students or release time granted on the day of the evening meeting.

8.03.14.B.3 Option Three (3) - A late arrival day for students and educators will be scheduled for the day after the evening meeting. There will not be an early dismissal of students or release time granted on the day of the evening meeting. There will be five (5) clock hours of instruction on the day of the late arrival.

8.03.14.C No educator shall be required to attend an evening meeting called by the Administration on any day preceding a school holiday or school recess.

8.03.15 Driver Education Instruction

Educators who are assigned by the Building Principal for instruction in driver education beyond the normal working hours for educators shall be compensated as specified in Appendix A.

8.04 **Suspension**

No educator shall be suspended without just cause.

8.05 **Supervision**

8.05.01 Student Teachers

8.05.01.A No teacher will be required to accept the responsibility of supervising student teachers; it is believed that professionally interested teachers will volunteer to do so from time to time.

8.05.01.B No more than one (1) full-time student teacher or two (2) part-time student teachers will be the responsibility of any teacher in one (1) school year.

8.05.01.C Applications for the supervision and training of student teachers will be accepted if, in the judgment of the Superintendent, such supervision and training will not be detrimental to Glenbard Township High School District #87's educational program. Glenbard Township High School District #87 will accept qualified student teachers without regard to race, color, creed, national origin, or sex.

8.05.01.D Any payments or tuition waivers accruing for the services of the supervising teacher shall be paid or assigned to that teacher.

8.05.02 Part-Time Educators

8.05.02.A Part-time educators will be hired as needed with the approval of the Board of Education. Recommendations for this employment will only be made when it is deemed to be in the best interest, educationally, for Glenbard Township High School District #87.

8.05.02.B Group insurance programs and other economic fringe benefits shall apply only to educators who are employed no less than a fifty five percent (55%) multiplier for part-time employees. If an educator drops below the fifty five percent (55%) multiplier for the second (2nd) semester, group insurance programs and economic

fringe benefits shall continue to apply during the second (2nd) semester.

8.05.02.C The following schedule will be used to determine salary multiplier.

Multiplier	Classes-Prep Periods	# Periods at School
12.5%	1 Class	1
20.0%	2 Classes	2
30.0%	3 Classes	3
32.5%	3 Classes + Preparation	4
32.5%	3 Classes + Resource	4
32.5%	3 Classes + Glenbard Hour	3/4
35.0%	3 Classes + Resource + Preparation	5
37.5%	3 Classes + Resource + Preparation + Glenbard Hour	5/6
42.5%	4 Classes + Preparation	5
42.5%	4 Classes + Resource	5
42.5%	4 Classes + Glenbard Hour	4/5
45.0%	4 Classes + Resource + Preparation	6
47.5%	4 Classes + Resource + Preparation + Glenbard Hour	6/7

Glenbard hour, preparation, and resource are all paid at 2.5% FTE.

8.05.02.D Part-time educators hired to teach a year-long, two (2) semesters, course or courses shall be offered two (2) consecutive one (1)-semester contracts at the time of their employment, provided that the second (2nd) consecutive semester contract may be made contingent upon necessary student enrollment.

8.05.02.E The parties agree that by amending Section 8.05.02, there is no intent by the Board of Education to give tenure to part-time educators and no admission by the Glenbard Education Association that the Board of Education may refuse to give tenure to part-time educators.

8.05.02.F All part-time staff must report a minimum of 10 minutes prior to their first instructional period and be available 5 minutes after their last instructional period.

8.05.03 Summer School Employment

8.05.03.A Summer school employment is recognized as separate and independent from the one hundred and eighty two (182) day regular school term.

8.05.03.B Priority for employment shall be given to Glenbard Township High School District #87 educators when the applicants have equal qualifications and ability in the judgment of the Administration.

Qualifications shall be based upon educational training and teaching experience in the subject area. Educator selection for summer school courses shall be made by the Superintendent based upon the recommendations of the Department Chair after consultation with department members.

- 8.05.03.C Interested District 87 educators must submit their applications for Summer School by May 1st at 4:00 p.m. Glenbard educators will be considered first to fill any summer school educator vacancy. Any District 87 educator applications submitted after May 1st will be considered but summer school positions will be filled based upon the available applicants.
- 8.05.03.D Summer school teaching compensation shall be as specified in Appendix A.
- 8.05.03.E The Board of Education shall grant educators sick leave during the summer session in the amount of two (2) days at full pay. Interpretation of sick leave will be the same as defined for the regular school term, with the exception of accumulation of sick leave days.
- 8.05.03.F The Board of Education shall notify the Glenbard Education Association prior to its elimination of the summer school program and shall give the Glenbard Education Association, upon request, an opportunity to discuss with the Board of Education alternatives to the elimination of the program.

8.05.04 Summer Curriculum

- 8.05.04.A The summer curriculum project salary schedule for all educators shall be as specified in Appendix A.
- 8.05.04.B Any educator applying for a summer curriculum project shall receive notice of action taken on the application by May 20th of each school year.
- 8.05.04.C The Building Principal or designee will determine where educators will perform summer curriculum work.

8.06 **Retirement Plans**

8.06.01 Tier 1 Retirement Plan

- 8.06.01.A.1 To be eligible, an individual must have completed at least ten (10) consecutive years of teaching full-time or part-time in Glenbard Township High School District #87 immediately preceding his/her retirement under the provisions of the Illinois Teachers' Retirement Act, the Teachers' Retirement System and this section. The individual must also have 35 years in Teachers' Retirement System or be 60 years old within six months of the last day of school so that there is no retirement penalty for the Board. To receive the retirement benefits including post-retirement insurance benefits, individuals must sign for retirement the first time they are eligible for a full annuity, including any sick-time projections Retirement Benefit: An eligible teacher who submits a timely letter of resignation will be paid a salary increase in each of his/her last year(s) of service equal to but never to exceed six percent (6%) of the amount otherwise due and

owing to the teacher above the previous year's TRS creditable earnings (defined as all compensation paid to the teacher, including payment of extracurricular activities, stipends and retirement benefits), inclusive of step and lane movement, for a maximum of four (4) years prior to retirement, as the case may be. To be eligible for continued payment for extracurricular activities or stipends during this period, the teacher must continue to work such activity or stipend.

8.06.01.A.2 Additional Benefit: An eligible teacher who submits a timely letter of resignation giving four years notice of retirement will be granted up to 340 sick days no later than June 15th of the year prior to the last four years of employment. This benefit is available for any individual who signs and gives four years notice while this contract is in effect. This benefit and the requirement to sign when first eligible will sunset at the end of this contract. Prior to the end of this contract, a committee shall be formed of an equal number of representatives from the association and administration to study the impact of the service credit enhancement.

8.06.01.A.3 Calculation of part-time teaching used toward the ten (10) year eligibility will be as follows:

8.06.01.A.3.a Only time served on a teaching contract initially approved by the School Board of Education on or before the first (1st) day of teacher attendance for that school year. Substitute and/or non-contractual teaching will not be counted.

8.06.01.A.3.b All full-time, full-year teaching that is substantiated by a contract in the Glenbard Township High School District #87's files counted as one (1) equivalent year without regard to whether the time was consecutive.

8.06.01.A.3.c All part-time, full-year teaching that is substantiated by a contract in the Glenbard Township High School District #87's files counted as one third (1/3) of an equivalent year.

8.06.01.A.4 The Regular Retirement Plan shall be available to an eligible teacher upon completion of the Irrevocable Notice of Retirement which must be completed in the Human Resources Office between April 1st and June 1st at least one year prior to retirement.

8.06.01.B Upon the death of the individual during the Agreement year, the unpaid portion of the Agreement shall be due and payable to the individual's designated beneficiary.

Teachers who submit their Irrevocable Notice of Retirement shall not have the option of continuing coverage on the District 87 group insurance programs. They will only have the option of participating in the State of Illinois Teachers' Retirement Insurance Program (TRIP)/Teachers' Choice Health Plan (THCP) instead of participating in the Glenbard Township High School District #87 Group Insurance Program. For retirees who elect to participate in TRIP/TCHP Insurance the Board of Education shall pay the full cost of the TRIP/TCHP Insurance program for the retired teacher and half of the cost of the same program for the eligible dependents of the retired teacher until the individual becomes eligible for Medicare.

8.06.02.A If the State of Illinois TRIP/TCHP program ceases to exist and no comparable plan replaces it, retirees will go back to the district insurance plan.

8.06.03 Tier 2 Retirement Plan

For those faculty members enrolled in TRS Tier 2, the Board of Education will match the employee's contribution to a Tax Sheltered Annuity/403b Plan through the district's third-party administrator up to the following amounts:

Year 1 of contributing \$1000

Year 2 of contributing \$1000

Year 3 of contributing \$1000

Year 4 of contributing \$1500

Year 5+ of contributing \$2000

Employees may choose to contribute higher amounts to their retirement accounts, but they will only be matched by the employer at the amounts specified above. Matching amounts will be paid on the June 20 payroll each year for those eligible employees who have made their appropriate contributions during that FY.

8.07 **Activities**

8.07.01 Professional Growth

Faculty are expected to follow the suggested professional development activities as provided by Glenbard District 87. This will not require more than four (4) activities spread over five (5) years. Faculty may request to attend formal training activities provided outside of the district in lieu of completing the suggested District 87 offerings with permission from the Teaching and Learning Department or designee.

8.07.02 Tutoring

8.07.02.A No teacher may tutor, for compensation, a student enrolled in his/her classes. (The only exception would be when a teacher assumes, at the request of the Building Principal or his/her assistant, the instruction of a student on homebound teaching.)

8.07.02.B No tutoring for which a teacher receives a fee will be conducted in a Glenbard Township High School District #87 school Building.

8.07.02.C Modifications of the above paragraphs may be made only in unusual circumstances with the express approval of the Building Principal of the school.

8.08 **Compensation & Related Benefits**

8.08.01 Employment Salary Guidelines

8.08.01.A Teachers entering the Glenbard High School system with

equivalent experience in other school systems will be given credit for outside teaching experiences as follows:

- | | | |
|-------------|-----------------|-----------------------|
| 8.08.01.A.1 | B.A. Degree | 6 th Step |
| 8.08.01.A.2 | B.A. +15 Degree | 7 th Step |
| 8.08.01.A.3 | M.A. or above | 10 th Step |
- 8.08.01.B Teachers with a Bachelor's Degree who join the staff of Glenbard High School for the first time beginning 1966-1967 contract year and any year thereafter may not advance on the salary schedule beyond the sixth (6th) step of the B.A. degree column or the seventh (7th) step of the B.A.+15 column.
- 8.08.01.C When a teacher, as described above, has been frozen at a particular step on the salary schedule and earns sufficient graduate credit hours to advance to the next salary lane, the teacher will recover the year(s) experience that he/she was held back on the salary schedule, but he/she may not recover the money withheld.
- 8.08.01.D In the event the Board of Education experiences a scarcity of candidates for certain teaching positions, it reserves the right to pay a salary above the basic schedule. The schedule is a minimum salary Agreement with teachers. The Glenbard Education Association shall be informed of each instance where a teacher is paid above the basic schedule.
- 8.08.01.E Teachers who have a Bachelor's Degree in non-teaching areas and re- enroll in a Master's Degree Program for teaching, will be placed at the Master's Degree level upon providing the Human Resources Office an official transcript showing the awarding of a Master's Degree. All teachers are required to have a teaching certificate prior to employment.
- 8.08.01.F Teacher salary schedules for 2026 - 2027 through 2030-2031 are listed in Appendix E.
- 8.08.01.F.1 Any faculty members who reach the end of the salary schedule at MA and above will receive a 1% non-compounding longevity bonus.

8.08.02 Nurses

- 8.08.02.A Work day for Nurses shall be established by the Building Principal and shall not exceed eight and one-half (8.5) hours including lunch.
- 8.08.02.B Each Nurse shall work a prescribed number of hours prior to fall registration plus fall registration. The Building Principal and the Nurse will determine when the summer hours will be worked.
- 8.08.02.C Each Building will have a bank of hours which shall be used by the Nurse to complete necessary paperwork (check in physicals, medical records and immunization records) prior to fall registration. Clerical assistance may be provided during this time, at the discretion of the Building Principal. If clerical time is provided, the Nurse's hours shall be reduced by the number of clerical hours used.
- 8.08.02.D Each Building's bank of hours will be determined by dividing the

number of incoming students by one hundred (100). The quotient will then be multiplied by eight (8) hours (100 students=8 hours).

8.08.02.E Nurses will be compensated for their summer work at the current summer curriculum rate of pay.

8.08.03 Extended Contracts

8.08.03.A Each Building will have a bank of days which shall be used for extended contracts for Counselors and Head Librarians

8.08.03.B The total number of days in each Building's bank will be determined by multiplying the number of full-time equivalent Counselors in each Building by five (5), plus ten (10) for each Head Librarian. The Building Principal and Guidance Department Chair will jointly determine extended contract allotment for Counselors based upon need and priority.

8.08.03.C Each teacher may be called upon to work up to five (5) extra days each year for special projects. Teachers will be called in appropriate departmental groups or subgroups only. Prior notification will be given (January 20th notification for both June and August extended days). The first two (2) days will be paid at the base salary per diem rate. The next three (3) days will be paid at the teacher's personal per diem rate.

8.08.04 Assistant Athletic Director, Assistant Activity Director and Head Librarian

8.08.04.A Each Assistant Athletic Director shall be guaranteed a minimum of one (1) release period. The actual assignment of the release periods shall be determined by the Building Principal after collaboration with the Assistant Principal for Athletics and Assistant Athletic Director.

8.08.04.B Each Assistant Activity Director shall be guaranteed a minimum of one (1) release period. The actual assignment of the release period shall be determined by the building principal after collaboration with the Assistant Principal for Student Services and Assistant Activity Director.

8.08.04.C Assistant Athletic Directors shall not be assigned a one-half period daily assignment.

8.08.04.D Each building will designate a head librarian. Each head librarian will receive an annual \$2,000 stipend.

8.08.05 Special Service Schedule

8.08.05.A Members of the Glenbard Township High School District #87 faculty, in addition to basic salaries provided in the regular salary schedule, may be entitled to additional increments as detailed below, subject to the following regulations:

8.08.05.A.1 If release time is granted for any of the special service duties, this time must be included in the total number of periods that has been allotted for the entire operation of a school.

8.08.05.A.2 Increments shall be in specified amounts set forth in Appendix B, "Extracurricular Increment Schedule".

8.08.05.A.3 Special service confirmations will be given for all extra assignments listed. These appointments are made on an annual basis upon the written evaluation and

recommendation of the Building Principal.

8.08.06 Advancement on Salary Schedule

8.08.06.A Horizontal Advancement

8.08.06.A.1 Educators who have earned or expect to earn graduate College credits or degrees from an accredited University/College which will qualify them for salary increase according to the salary schedule must submit their official transcripts to the Human Resources Office.

8.08.06.A.2 Credits earned during an academic year apply only to the salary schedule of the following year. The only exception to this regulation applies to the educator who has completed a Master's degree or advanced certificate from an accredited University/College by the end of the first (1st) semester. This educator will be placed on the appropriate salary lane for the second (2nd) semester. The educator must submit a University/College transcript as soon as possible.

8.08.06.A.3 Starting with the 2028-2029 School Year, in order to qualify for salary lane placement above the Master's degree, an educator must earn semester hours after the Master's degree has been conferred. Such credits must be graduate-level hours earned from a college or university listed on the Illinois State Board of Education website of approved programs:
<https://www.isbe.net/Pages/IHE.aspx>.

8.08.06.A.3.a Credits that are not graduate-level hours or are not earned from an institution listed on the ISBE approved programs website must receive prior written approval from the Superintendent or designee before the coursework is undertaken in order to qualify for lane movement.

8.08.06.A.3.b If a program of study is denied approval, the staff member may appeal the decision. The appeal committee shall consist of two administrators and two representatives designated by the Association. In reviewing appeals, the committee may consider the following factors: whether the institution is accredited, whether the coursework is graduate-level, and whether the coursework would be accepted for graduate credit by a recognized local university from the ISBE list of approved programs:
<https://www.isbe.net/Pages/IHE.aspx>.

If the committee is unable to reach a majority decision, the Superintendent or

designee shall make the final determination.

- 8.08.06.A.4 In order to qualify for a salary lane above the Bachelor's degree, an educator must acquire the semester hours after the Bachelor's degree has been granted and if credits are not graduate hours, they must be approved by the Superintendent before they are earned.
- 8.08.06.A.5 In-service educational programs may be offered by Glenbard Township High School District #87 and may include opportunities for educational advancement which may be applied to salary schedule advancement.
- 8.08.06.A.6 Courses and workshops not taken for academic credit which qualify under the following will enable an educator to receive credit toward additional advancement on the salary schedule up to a maximum of five (5) semester hours in any five (5) year period.
 - 8.08.06.A.6.a An educator shall make timely application in writing on forms provided by Glenbard Township High School District #87 to his/her Building Supervisors showing how the course or workshop is directly related to the educator's then current teaching assignment. To qualify, there must be a minimum of twelve (12) contact hours in any course or workshop. Only full semester hours will be eligible for qualification. Fractions or portions of a semester hour will not be granted. One (1) semester hour shall equal twelve (12) contact hours.
 - 8.08.06.A.6.b If the application is approved by the Building Supervisor, it shall be promptly forwarded to the Superintendent for final approval. Said approval must be given prior to the start of the course or workshop.
 - 8.08.06.A.6.c At the completion of the course or workshop, the educator shall submit, in writing, how the course or workshop will be used in his/her then current teaching assignment.
- 8.08.06.A.7 From time to time, the District may identify specific endorsement areas that support District instructional priorities. In such cases, the District may offer opportunities for educators to obtain identified endorsements.
 - 8.08.06.A.7.a When the District offers such opportunities, the District may pay the cost of tuition, required fees, books, and materials associated with the coursework. The District shall determine the program

provider and establish eligibility requirements for participation.

8.08.06.A.7.b Educators who apply and are approved to participate in these programs shall be eligible to receive lane movement credit upon successful completion of the coursework.

8.08.06.A.7.c An educator who completes a district-funded program of study and has already reached the MA+45 salary lane shall receive an annual stipend of \$750 for each year the educator remains employed by the District and remains properly endorsed in the identified endorsement area.

8.08.06.A.7.d The annual stipend of \$750 also applies to educators who already completed coursework but were at the MA+45 salary lane if they use the skills they acquired to participate in a new job function in a district identified area of need. This may include, but is not limited to, teaching dual credit classes, teaching heritage language classes, or serving as an ML representative at IEP meetings. This grandfathering also includes educators who were at the MA+45 salary lane and chose to return to school separately from a Glenbard program to acquire additional qualifications to teach dual credit courses within the district. If the educator begins using the skills they acquired in a future year, they will begin receiving the \$750 payment from that year forward.

8.08.06.A.7.e The District may require repayment of tuition, fees, books, and materials paid on behalf of the educator if the educator voluntarily separates from District employment within a specified period of time, consistent with the terms outlined in the applicable endorsement agreement.

8.08.06.B Vertical Advancement

8.08.06.B.1 The basic salary schedule is designed to recognize the levels of the academic professional preparation and years of successful teaching experience which will benefit the students in Glenbard Township High School District #87.

8.08.06.B.2 Each of the several scales of the salary schedule shall be graduated upward to a definite maximum, and each step of graduation shall correspond, in general, to a year of creditable teaching service.

8.08.06.B.3 An increment may be withheld from an educator because

of chronic violation of the rules and regulations or because of unacceptable performance as determined by formal evaluation. It should be understood that all educators advance on a salary scale only upon the recommendation of the Building Principal and the Superintendent, and with the approval of the Board of Education an educator who is not to be recommended for a vertical advancement on the salary scale shall have at least one (1) meeting with his/her Building Principal and will be notified by registered mail sixty (60) days prior to the end of the second (2nd) semester by the Building Principal specifying the nature of the unacceptable teaching performance and the specific area or areas in need of improvement.

8.08.06.B.4 Failure to receive an increment as outlined above shall place an educator on probation for one (1) year. If during that time the educator makes satisfactory improvement, the following year he/she may recover the year he/she was held back on the salary schedule, but he/she may not recover the money which was withheld the one (1) year.

8.08.07 Direct Deposit

8.08.07.A We agree that the salaries for all educators will be paid by direct deposit. All educators will have completed the required Glenbard Township High School District #87 direct deposit form by January 1, 2004.

8.08.07.B Participation in direct deposit may be affected by documents required in the Human Resources Office.

8.08.07.C Educators will be paid twice a month over twelve months.

8.08.08 Payroll Deductions

8.08.08.A Upon receipt of a lawfully executed written authorization form from an educator prior to October 1st, the Board of Education shall deduct from his/her paycheck the dues for annual membership in the unified organization (National Education Association, Illinois Education Association, and Glenbard Education Association) in accordance with the provisions contained on the form. The amount specified by the employee and/or the Glenbard Education Association will be prorated and deducted from the next seventeen (17) semi-monthly payrolls beginning with the October 20th payroll and to be completed with the June 20th payroll.

8.08.08.A.1 The authorizations provided for by this Section shall conform to all applicable Federal and State laws. The Glenbard Education Association shall refund to the Board of Education or to the employee any overpayment of dues which may have been erroneously deducted.

8.08.08.B All dues deducted by the Board of Education shall be remitted to the treasurer of the Glenbard Education Association monthly beginning with the month of November and all deducted monies shall be remitted no later than June 30th.

8.08.08.C The Glenbard Education Association agrees to indemnify and hold the Board of Education harmless against any and all claims, suits,

orders, or judgments against the Board of Education resulting from any action taken or not taken by the Board of Education pursuant to any written communication from the Glenbard Education Association under provisions of this Section.

8.08.09 Professional Dues

The Board of Education will make available annually to each full-time educator an amount equal to fifty dollars (\$50.00). This money shall be used by the educator to join professional organizations and/or subscribe to professional periodicals in his/her teaching area or field. NEA, IEA, AFT, IFT, IPE, and local association dues and/or periodicals will not be paid by the Board of Education. Payment for qualified organizations' dues and/or professional periodicals will be made after presentation to the Glenbard Township High School District #87 District Office for verification of expenses. In order to be eligible to receive payment hereunder, all said requests must be received by the Glenbard Township High School District #87 District Office before May 1st of each school year.

8.08.10 Glenbard Education Association Release Time

8.08.10.A The Board of Education will grant Glenbard Education Association representatives requested by the President of the Glenbard Education Association release time to attend State and/or National Association workshops, conferences, conventions, and other Glenbard Education Association business up to a total of twenty (20) days per school year. The Glenbard Education Association shall be required to reimburse the Board of Education the cost of a substitute at the prevailing rate for days in excess of eight (8). No one individual may be released for more than three (3) days during any school year.

8.08.10.B The Board of Education will grant the Glenbard Education Association at a minimum, an equivalent of five-fifths (5/5) of release time from teaching duties. The determination of distribution of release time shall be made by the Association prior to March 15th each school year. Released educators shall be encouraged, but not required, to attend faculty meetings, workshops, conferences or institutes held during such release time. Both shall be paid according to the salary schedule as full-time educators and shall be considered full-time educators with respect to the Illinois Teachers' Retirement System, all fringe benefits, tenure and salary schedule advancement. If a person serves in the capacity of Glenbard Education Association President or Chair of the Professional Negotiations Committee for more than one (1) year, he/she shall be assured of the above provision on a yearly basis

8.08.11 Travel Expenses

8.08.11.A All educators who must use their automobile or otherwise provide their own transportation when on school business as approved by the Building Principal or who must use their automobile to travel from one (1) school to another school within Glenbard Township High School District #87 because they have a regular teaching assignment in two different schools shall be reimbursed by the Board of Education at a rate per mile equal to the then current rate approved by the Internal Revenue Service. Such reimbursement shall not include routine travel to and from the educator's home and the school.

8.08.11.B Itinerant educators who travel between Buildings will be paid mileage

once (1) per academic year, in the month of October. The computation will be based upon the mileage between the Buildings served, times length of the current school year, times the current Internal Revenue Service mileage rate.

8.08.12 Insurance

8.08.12.A Group Insurance Programs

- 8.08.12.A.1 Hospitalization and major Medical Programs shall be provided by the Board of Education for all educators who meet the eligibility requirements of the group insurance program. Beginning with the 2023-24 school year, the Board of Education shall pay eighty seven percent (87%) of the cost of the Health Insurance program for all eligible educators and the Board of Education will pay fifty seven percent (57%) the cost of the same program for the eligible dependents of all eligible educators. The remaining cost of Health Insurance for eligible dependents shall be funded by salary reduction elections made by each educator. These elections must be made on an annual basis on election forms provided by the Board of Education, which are consistent with the health plan adopted by the Board of Education to give effect to this provision in compliance with Section Eighty-Nine (89) of the Internal Revenue Code. Changes may be considered only when as recommended by the Insurance Committee per 8.08.12.A.3, or during collective bargaining of the contract except as may be required by law.
- 8.08.12.A.2 The Board of Education, AFSCME, SEIU, and the GEA shall participate in an Insurance Committee. The Insurance Committee is an advisory committee of the Board of Education. The committee will meet as needed, but at least twice yearly to make recommendations to the Board. The composition of the committee will be as follows; two (2) representatives from the Board of Education, five (5) representatives from GEA, two (2) representatives from AFSCME, one (1) representative from SEIU, one (1) administrator, and one(1) confidential employee. The committee will be co-facilitated by the Assistant Superintendent for Finance and Operations and the Assistant Superintendent for Human Resources.
- 8.08.12.A.3 In any year that the projected increase to premiums is greater than four percent (4%) the Insurance Committee is empowered to recommend changes to the plan to reduce the expected increase to no more than four percent (4%). Any recommended changes to the plan must get the majority of the votes from voting members of the IAC. Votes are assigned as follows: five (5) votes for GEA, two (2) votes for AFSCME, one (1) vote for SEIU, one (1) vote for the administration, and one (1) vote for confidential.
- 8.08.12.A.4 A dental program will be provided by the Board of Education for all educators who meet the eligibility requirements of the group insurance program. The plan design of the dental program will be reviewed on an annual

basis by the Insurance Committee. The Board of Education will pay the single premium for each eligible educator. Eligible educators may purchase dependent coverage through salary reduction elections. Changes may be considered only when recommended by the Insurance Committee per 8.08.12.A.2, except as may be required by law. The chart below is for illustrative purposes as the insurance committee may make changes to the above per Section 8.08.12.A.3.

8.08.12.A.5

PLAN YEAR 1/1/2026	PPO	Premier	Non-Network
Annual Maximum	\$2,000	\$2,000	\$2,000
Deductible – Single	None	\$25	\$50
Deductible – Family	None	\$75	\$150
Coinsurance			
Preventative Care	100%	100%	100%
Basic Services	80%	80%	80%
Major Services	80%	60%	50%
Endodontics	Basic	Basic	Basic
Periodontics	Basic	Basic	Basic
Orthodontia	50%	50%	50%
Ortho Lifetime Max	\$2,000	\$1,500	\$1000

8.08.12.A.6 So long as the members of the Glenbard Education Association are willing to fund the costs of the program, a voluntary vision insurance program will be provided to eligible Glenbard Education Association members as recommended by the Insurance Committee and mutually approved by the Board of Education and the GEA.

8.08.12.A.7 A group term life insurance program shall be provided by the Board of Education for all educators. The Board of Education will pay the premium on sixty thousand dollars (\$60,000.00) of term insurance for each educator.

8.08.12.A.8 An IRS Section one hundred twenty five (125) Flexible Spending Account Program will be made available to the signatories of this Agreement. The program will provide up to two (2) accounts from which health care services and supplies may be purchased, and two (2) accounts from which dependent care services and supplies may be purchased by using the money deposited into the account at pre-tax levels.

8.08.12.A.9 The Glenbard Education Association will protect, indemnify and save harmless the Board of Education, its members, and all of its agents and employees from any and all claims, demands, suits and other forms of liability (including, but not limited to, the cost of the defense thereof) by reason of the payment of any family coverage premiums in excess of premiums for single family coverage. No claim, demand, action, or suit shall assert

liability of the Board of Education and/or the Glenbard Education Association or shall be settled or compromised in any manner without the express written consent of both parties.

8.08.12.A.10 The usual and customary procedures shall be used to communicate changes in insurance coverage or procedure, originated by the insurance carrier, to the educators covered by the carrier by November 1st of each school year.

8.08.12.A.11 The Board will offer civil union partner benefits as defined by Illinois state law.

8.08.12.B Liability Insurance

8.08.12.B.1 The Board of Education shall provide liability insurance to protect and indemnify all educators in accordance with provisions of Section 10-22.3 of the School Code.

8.08.12.B.2 In case of an accident, the educator shall report the accident to the School Nurse immediately in detail on forms to be provided by the school health office. The School Nurse, in turn, shall report the accident to the Building Principal and the Glenbard Township High School District #87 Business Office.

8.08.12.C Staff Tax Sheltered Accounts

8.08.12.C.1 The Board of Education approves the participation of educators in tax-sheltered accounts.

8.08.12.C.2 The Board of Education accepts the responsibility for making payroll deductions, as authorized by the individual educator by November 1st of each year, for any company that has five (5) or more educators participating.

8.09 Absences & Leaves

8.09.01 General Responsibilities of the Educator

8.09.01.A Personal leave or professional leave must be arranged through the proper Building Administrator and entered in the digital substitute notification system.

8.09.01.B In case of illness or other unexpected absence--the educator should follow the Faculty Handbook protocol.

8.09.02 Sick Leave

8.09.02.A The Board of Education shall grant each educator sick leave in the amount of fifteen (15) days at full pay in each school year. If any such educator does not use the full amount of annual leave thus allowed, the unused amount shall accumulate to a maximum available leave of three hundred seventy (370) days at full pay, including the leave of the current year.

8.09.02.B Sick leave shall be interpreted to mean personal illness, quarantine at home, pregnancy related disability as required by Federal law, or serious illness or death in the immediate family or household. The immediate family for purposes of this section shall include: parents, spouse, civil union partner (defined in 8.09.02.B.1) brothers, sisters, children, grandparents,

grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. The Board of Education may require a physician's certificate or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of five (5) days for personal illness or as it may deem necessary in other cases of absence caused by physical or emotional illness.

- 8.09.02.B.1 A civil union is a legal relationship between two (2) people – either of the same or different sex, providing all the legal obligations, responsibilities, protections and benefits that the law of Illinois grants to married couples.
- 8.09.02.C Sick leave may be used for the adoption process as allowed by Illinois State law.
- 8.09.02.D The sick leave bank plan will be established and will be subject to the following guidelines:
 - 8.09.02.D.1 All educators will participate in the sick leave bank.
 - 8.09.02.D.2 The Superintendent or his/her designee will administer the sick leave bank.
 - 8.09.02.D.3 Each educator covered by the Agreement shall contribute yearly two (2) irredeemable days to the sick leave bank. The Board of Education shall contribute two hundred (200) days yearly to the sick leave bank. If the bank contains one thousand five hundred (1,500) or more days at the beginning of the school year, educators' and the Board of Education's contributions for the year shall not be made.
 - 8.09.02.D.4 Upon depletion of his/her regular accumulated sick leave, an educator will receive his/her regular salary minus the minimum cost per day for a substitute educator for a period of a total of ten (10) days prior to eligibility for use of the sick leave bank.
 - 8.09.02.D.5 No educator will be able to withdraw day(s) from the sick leave bank until his/her own accrued sick leave days have been depleted; the ten (10) days in Section 8.09.02.D.4 have been used; and a request has been presented for sick leave bank withdrawal accompanied by a doctor's written verification of the educator's illness. Upon approval of the Superintendent, or his/her designee, the granting of sick leave bank withdrawal will be effective as of the date of eligibility as indicated on the request and verification. Recurring absences due to the same illness or disability, indicated by a doctor's written verification, do not have to be consecutive.
 - 8.09.02.D.6 Each educator will be eligible to withdraw a maximum of fifty (50) working days in any one (1) school year. Summer school employment is excluded.
 - 8.09.02.D.7 Any days remaining in the bank at the end of a school year will be placed in the next school year's bank.
 - 8.09.02.D.8 In the event the sick leave bank is depleted of benefits before the end of the school year, the bank will cease to furnish benefits for the remainder of that school year.

8.09.02.D.9 The bank shall be applicable only to educator illness or accident and is not to be used for maternity leave, leave of absence, or sabbatical leave. Further, the bank may be used for illness defined as pregnancy as required by Federal law.

8.09.02.D.10 When an employee files an application for disability payments with the Illinois Teacher's Retirement System, Social Security Administration, Veteran's Administration, or from Worker's Compensation, such application shall be deemed notice to the Board of Education of relinquishment of all future participation in the bank with respect to such illness or disability, effective with the implementation of such payments.

8.09.02.D.11 The Board of Education will administratively change the method of calculation for sick leave to enable an educator to be absent for one (1) or more periods.

8.09.02.E Exceptions to above guidelines: During the last year of employment, a retiring educator who completes an Irrevocable Notice of Retirement in the Office of the Assistant Superintendent for Human Resources between April 1st and June 1st of the year prior to retirement will have access to all benefits of the sick leave bank plan when the educator's accumulated sick leave has fallen to three hundred and forty (340) days. Under this special provision, when the educator's accumulated sick leave has been depleted to three hundred and forty (340) days, the educator will receive his/her regular salary minus the minimum cost per day for a substitute educator for a period of a total of ten (10) days prior to eligibility for use of the sick leave bank. The retiring educator must have begun the penultimate year of employment with one hundred ninety (190) days of accumulated sick leave in order to be eligible for this provision. All other provisions for withdrawing sick leave from the bank shall apply.

8.09.03 Personal Leave

Three (3) days per year will be allowed for personal leave. These may be used for personal business which cannot be conducted on other than a school day according to the following provisions:

8.09.03.A Personal leave is to be used for sound, pressing, and unavoidable reasons only. The educator taking such leave is not required to state the reason for taking such leave for his/her signature on the notification form shall attest that the leave is being taken under conditions of this policy.

8.09.03.B Personal leave days are not to be used immediately before or after a holiday, vacation period, or during the first or last week of the school year except in an extreme emergency.

8.09.03.C Should personal leave be used improperly, it will result in the loss of salary for the day or days in question.

8.09.03.D An educator whose religion requires special observances or his/her attendance during school hours at religious services, as specified on the liturgical calendar, may have two (2) additional days of personal leave for this purpose. If the service for the teacher does not require attendance for the entire day, the teacher

is expected to report to school for the remainder of the school day.

8.09.03.E Beginning at the end of the 2022-2023 school year, up to one (1) unused personal leave day may be carried over into the next school year; however, in no case shall personal leave accumulate to more than four (4) days. All other unused personal leave days shall be added to the individual's accumulated sick leave

8.09.03.F The Board of Education will administratively change the method of calculation for personal leave to enable a teacher to be absent for one or more periods for personal leave.

8.09.04 Leaves of Absence

8.09.04.A The number of educators granted a leave of absence shall not exceed a total of one and one-half percent (1½%) of Glenbard Township High School District #87's total educators. The number of people per department who may be granted leaves may not exceed one (1) individual from a department whose total number is thirty (30) or less and may not exceed two (2) individuals from a department whose total number is thirty- one (31) or more. To determine the total number in a department, it shall be on a Glenbard Township High School District #87 basis rather than a single attendance center.

8.09.04.B An educator may receive a one (1) year leave of absence for continued study after four (4) years of proficient teaching in Glenbard Township High School District #87.

8.09.04.B.1 Compensation will not be granted for any leave of absence.

8.09.04.B.2 Contribution to the Teachers' Retirement System during such leave of absence will be paid by the educator on leave and not by the Board of Education an educator may gain credit in the retirement system by making the required payment based on a salary for full-time teaching the preceding year.

8.09.04.B.3 An educator, who is on an Unpaid Leave of Absence, will not be granted a Schedule B assignment. If an educator is, through error, issued a Schedule B assignment, the Board of Education will cancel that assignment by paying that educator for the portion of the assignment completed to the date the error was detected.

8.09.04.C Application: Individuals desiring consideration for a leave of absence must make application, in writing, on forms provided by Glenbard Township High School District #87. The application must be made by March 1st of the year prior to the requested leave of absence. This shall specify the purpose of the leave, the plans the educator has for this leave and, in general, the manner in which the leave shall be used an educator's application must be approved by the Building Principal and Department Chair after which it will be forwarded to the Superintendent.

8.09.04.C.1 Priority will be given to educators requesting leave according to its purpose as follows:

8.09.04.C.1.a Medical: Any educator requesting a medical leave of absence shall have

completed by his/her Illinois licensed physician, and on the Glenbard Township High School District #87 form, certification of the educator's disability and inability to teach for the duration of the requested leave time, prior to submission to the Board of Education for approval.

- 8.09.04.C.1.b Program of study toward approved degree.
- 8.09.04.C.1.c General program of study.
- 8.09.04.C.1.d Research and/or writing.
- 8.09.04.C.1.e Travel.
- 8.09.04.C.2 Also taken into consideration will be:
 - 8.09.04.C.2.a Seniority on teaching staff.
 - 8.09.04.C.2.b Previous leaves
- 8.09.04.D Selection: Recommendations for the granting of leaves of absence will be made by the Superintendent to the Board of Education for its action before April 1st.
- 8.09.04.E Individuals approved for a leave of absence may withdraw for a period of fifteen (15) calendar days following Board of Education approval. If an educator changes his/her plans after this fifteen (15) calendar day period has elapsed, the educator loses his/her contractual rights for that year and would not be re-employed prior to termination of the leave of absence unless the Board of Education found it possible to employ him/her for a vacancy.
- 8.09.04.F An educator granted a leave of absence is assured of a basic teaching position in Glenbard Township High School District #87 if conditions listed in this section are fulfilled. The basic teaching position will not necessarily be at the same attendance center nor for any special service assignment or appointment.
- 8.09.04.G A educator granted a leave of absence who has indicated in writing to the Superintendent by March 1st (November 1st if the leave was only for the first semester) of the year of the leave of absence that he/she desires to return to teaching in a Glenbard Township High School District #87 school the following school year, shall be reinstated an educator granted a leave of absence who does not timely indicate in writing to the Superintendent by March 1st of the year of the leave of absence whether he/she plans to return to teach in a Glenbard Township High School District #87 school the following school year, shall be treated as having resigned from Glenbard Township High School District #87; however, at the written request of the educator before the end of the year of the leave, and at the option of the Board of Education, said educator may be reinstated if a vacancy exists in a job for which the Board of Education finds the educator is qualified.

8.09.05 Maternity and Parental Leave

- 8.09.05.A An educator who is expecting a child shall be granted, upon his/her request, a leave of absence without pay and with no credit for advancement on the salary schedule. Educators in their second

(2nd), or third (3rd) probationary years may receive eighteen (18) weeks of leave in addition to twelve (12) weeks of FMLA leave, if available.

- 8.09.05.B A educator may continue to teach as late into her pregnancy as she is able to perform her required functions and her physician has informed the Human Resources office in writing that her physical condition warrants continued duty.
- 8.09.05.C A educator may use her available sick leave for any medical disability due to pregnancy prior to the effective date of the maternity leave.
- 8.09.05.D A educator who is the parent to a newborn or newly adopted child below the age of seven (7) shall be granted, upon his/her request, a leave of absence without pay and with no credit for advancement on the salary schedule. The leave must end at the end of a semester.
- 8.09.05.E A educator must advise in writing the Office of the Superintendent of his/her desire to be granted maternity or parental leave a minimum of sixty (60) days prior to the date leaving the position, except in cases of emergency. The educator must specify the date on which the maternity leave is to begin.
- 8.09.05.F A educator who notified the Office of the Superintendent in writing of his/her desire to return to active employment within two (2) months of the termination of pregnancy or the commencement of the leave (whichever is later), but not later than March 1st shall, at the beginning of the following fall school term, be assured of a basic teaching position in Glenbard Township High School District #87--not necessarily at the same attendance center, nor for any special service assignment or appointment, such as Department Chair or coaching. If said notification is received not later than November 1st, the educator shall, at the beginning of the following second (2nd) semester, be assured of said same basic teaching position in Glenbard Township High School District #87.
- 8.09.05.G If an educator notified the Office of the Superintendent in writing of his/her desire to return to active employment after the expiration of the two (2) month period but within the first year of the child's life, the educator shall be assigned during the following year to the first available vacant position for which the educator is qualified.
- 8.09.05.H While on leave, an educator shall have the option to remain an active participant in the state educator retirement system and/or other fringe benefit programs by paying the full cost thereof to Glenbard Township High School District #87 in accordance with the rules for payment promulgated by the Board of Education.

8.09.06 Family & Medical Leave

Eligible employees may use unpaid family and medical leave, guaranteed by the Federal Family and Medical Leave Act of 1993, (FMLA) as amended, for up to a combined total of twelve (12) weeks each 12-month period. The 12-month period shall be measured forward from the beginning date of any employee's first FMLA leave in accordance with Glenbard Policy 5:185. Time on leaves for any of the reasons defined in the Federal Family and Medical Leave Act of 1993, as amended, shall be counted against the leave time which may be taken under FMLA.

8.09.06.A Special rules concerning instructional personnel of educational agencies include:

8.09.06.A.1 When educators request a leave close to the end of an academic term additional rules apply. Depending upon staffing and educational needs, the District may elect to implement any or all of the special rules of FMLA as deemed necessary under the following conditions.

8.09.06.A.1.a If an educator begins leave more than five (5) weeks before the end of an academic term, the employer may require the employee to continue taking leave until the end of the term if:

8.09.06.A.1.a.1 The leave is at least three (3) weeks, and

8.09.06.A.1.a.2 The return would take place during the last three (3) week period of the school term.

8.09.06.A.1.b If an educator begins leave during the five (5) weeks before the end of an academic term for the birth or placement of a child or for the serious health condition of a child, parent or spouse, or to care for a covered service member, the employer may require the employee to continue taking leave until the end of the term if:

8.09.06.A.1.b.1 The leave is longer than two (2) weeks and

8.09.06.A.1.b.2 The return would take place during the last two (2) week period of the school term.

8.09.06.A.1.c If an educator begins leave less than three (3) weeks before the end of an academic term for the birth or placement of a child or for the serious health condition of a child, parent or spouse, or for a covered service member, and the leave is for more than five (5) working days, the employer may require the employee to continue taking leave until the end of the term.

8.09.07 Military Leave

The leave is longer than two (2) weeks and the return would take place during the last two (2) week period of the school term.

8.09.07.A If a special situation arises which requires active military service during the regular school year, the educator will receive his/her regular salary, including insurance and other compensation less the amount received from the government for the first sixty (60) days. This period may be extended at the sole discretion of the

Board of Education.

8.09.07.B After the period of compensatory benefits described above, the Board of Education shall continue to provide dependent coverage for an additional sixty (60) days.

8.09.08 Jury Duty

An educator called for jury duty, summons or subpoena (due to an action you are not responsible for or due to an action brought by the GEA) while school is in session shall be compensated for the difference between the teaching pay for the period of time of such duty and the pay received for the performance of such obligation.

8.09.09 Disaster Leave

In the event of a major regional disaster such as a tornado, fire, or flood, etc., an educator's absence from school shall not be counted as sick or personal leave. The educator shall receive his/her regular pay for this period. The maximum number of days allowed shall be determined by the Superintendent and the educator in relation to the severity of the disaster.

8.10 **Substitute Educators**

Substitute educators employed by Glenbard Township High School District #87 must have a valid registered Illinois teaching license.

ARTICLE 9 REDUCTION OF EDUCATORS

In the event of a Glenbard Township High School District #87 staff reduction, the following guidelines shall be followed.

9.01 Guidelines

9.01.01 Notice

The Board will notify the Association prior to when a reduction is to be made in the number of total certified teaching personnel employed. "Teacher" as used in this collaborative agreement shall mean both tenured and non-tenured teacher.

9.01.02 Procedure

If removal or dismissal results from a decision of the Board to decrease the number of teachers employed by the Board or discontinuation of some particular type of teaching service, such removals or dismissals will be accomplished in accordance with Section 24-12 and other applicable sections of the Illinois School Code.

9.01.02.A Annually, the District will establish an Honorable Dismissal List based on a categorization of each teacher into one or more positions for which the teacher is qualified to hold, based upon legal qualifications, certifications, endorsements, and any other qualification established in a district job description, on or before May 10th prior to the school year during which the sequence of dismissal is determined. Copies of the list will be distributed to the Association at least seventy-five (75) calendar days before the end of the school term.

9.01.02.B On the Honorable Dismissal List, teachers will be "grouped" as follows:
Group 1. Group 1 will consist of each non-tenured teacher who has: (1) not received a summative performance rating; (2) is employed for one school term or less to replace a teacher on leave, or (3) is employed on a part-time basis.
Group 2. Group 2 will consist of teachers with a "Needs Improvement" or "Unsatisfactory" summative performance evaluation rating on either of the teacher's last two (2) summative performance evaluation ratings;
Group 3. Group 3 will consist of each teacher with a summative performance rating of at least "Satisfactory" or "Proficient" on both of the teacher's last two (2) summative performance evaluation ratings, if two (2) ratings are available, or on the teacher's last summative performance rating, if only one rating is available, unless the teacher qualifies for placement into Group 4.
Group 4. Group 4 will consist of each teacher whose last two (2) summative performance evaluation ratings were "Excellent" as well as each teacher with two (2) "Excellent" summative performance evaluation ratings out of the teacher's last three (3) summative performance evaluation ratings with a third rating of "Satisfactory" or "Proficient."

9.01.02.C Order of Dismissal

Among teachers qualified to hold a position, teachers must be dismissed in the order of their groupings, with teachers in Group 1 dismissed first and teachers in Group 4 dismissed last.

Within Group 1, the sequence of dismissal is at the sole discretion of the

District. Within Group 2, the sequence of dismissal is based on the average of the last two summative performance evaluation ratings, if two ratings are available, or the teacher's last summative performance evaluation rating if only one rating is available. The average is calculated using the following numeric values: 4 for "Excellent"; 3 for "Proficient"; 2 for "Needs Improvement"; and 1 for "Unsatisfactory." Within Groups 3 and 4, the sequence of dismissal is based on licenses, qualifications and seniority, with the teachers that have a shorter length of continuing service with the District dismissed first.

The flipping of a coin to break a tie in seniority will only be used when two (2) tenured teachers are involved. When more than two (2) tenured teachers are involved, each teacher's name will be placed on an identical piece of paper and placed in a container. The tie will be broken by selecting one (1) piece of paper from the container.

9.01.03 Educator on a Leave of Absence

Teachers who have entered upon contractual continued service and who are on an approved leave of absence will be subject to the foregoing reduction in force requirements.

9.01.04 Recall

Any teacher whose active employment has been terminated pursuant to 9.01.02 and 9.01.03 above will have recall rights as follows:

- 9.01.04.A If the Board has any vacancies for the following school term or within one calendar year from the beginning of the following school term, the positions thereby becoming available will be tendered to the teachers who were in Group 4 and then in Group 3 and then teachers in Group 2 as required by the then current School Code provisions and who are qualified to hold such a position, based upon legal qualifications and any other qualifications established by the District job description on or before May 10th prior to the date of the position becoming available.
- 9.01.04.B Teachers from Group 4 will be eligible for recall in reverse order of termination. Then teachers from Group 3 will be eligible for recall in reverse order of termination. Then teachers who are Group 2 will be eligible for recall in the reverse order of their termination.
- 9.01.04.C All teachers terminated in a reduction in force are responsible for keeping the Superintendent's office informed of the current contact information.
- 9.01.04.D If a decision is made to recall a teacher, the affected teacher will have ten (10) business days to respond, with the timeline beginning on the date the notification was sent by certified mail to the teacher.
- 9.01.04.E Any teacher who fails to respond to a position by a proper notice will be removed from the recall list.
- 9.01.04.F A recalled teacher will be reinstated with no loss of seniority, tenure rights, accumulated sick leave, or salary schedule position.

ARTICLE 10 CERTIFIED STAFF EVALUATION

10.01 Philosophy

The Glenbard Evaluation is based upon the belief that an evaluation of all educators is beneficial to its educational program. A program of evaluation aids each educator in a continuous self-appraisal of his/her performance and provides meaningful goals for self-improvement. Simultaneously, it helps maintain, improve, and enhance the quality of instructional and supportive services. Such a program also stimulates a cooperative effort to provide the best possible education which adheres to and complements the philosophy of Glenbard Township High School District #87.

10.02 Supervisory Evaluations

10.02.01 Non-Tenured

All non-tenured educators will receive a written evaluation adheres to the Glenbard Evaluation Plan and Illinois School Code, until receiving tenure, or more often as deemed necessary by the teacher or their Supervisor(s). This written evaluation will become part of the permanent file of the teacher.

10.02.02 Tenured

All tenured teachers will receive a written evaluation at least once (1) every three (3) years or more often as deemed necessary by the teacher or their Supervisor(s). This written evaluation will become part of the permanent file of the teacher.

10.02.03 Teachers Assigned to More Than One (1) Building

Formal evaluation for non-tenured teachers will be accomplished by one (1) formal evaluation being made by each of the involved Supervisors, minimum of a total of two (2). Tenured teachers will be formally evaluated by their home school Supervisors as indicated in Section 10.03.02. In addition, tenured teachers shall be evaluated upon teacher/Supervisor request in schools other than the home school.

10.03 Evaluation Process

10.03.01 Evaluation Plan Guidelines

All criteria, forms, and procedures for the evaluation process shall be a part of the Glenbard Evaluation Plan. There shall be no procedural changes made to the Glenbard Evaluation Plan except as agreed upon as a result of the negotiation process. All criteria and forms shall not be changed except by mutual Agreement of the Evaluation Committee, except as required by law.

10.03.02 Written Evaluation Deadline

Each educator will receive at a minimum a written copy of each formal observation within five (5) working days of the formal observation.

10.03.03 Written Evaluation Rating Deadline

Each educator will receive a written copy of the each formal evaluation including the rating, within thirty (30) working days of the last formal observation.

10.04 Change in Employment Status of Tenured Educators

10.04.01 Notification of Not Recommending Tenured Educators

In all cases in which the Building Principal or his/her designee is considering not recommending a tenured educator for continued employment or vertical advancement, the educator involved shall be so advised in a conference with the Building Principal and furnished a written statement of the reasons no later than April 15th of the current school year.

10.04.02 Termination of Tenured Educators

A tenured educator whose services are being terminated will be terminated in accordance with the regulations as printed in the current School Code.

ARTICLE 11 EFFECT OF AGREEMENT

11.01 **Acknowledgement**

The parties acknowledge that during the negotiations which result in this Agreement each has the unlimited right and opportunity to make proposals with respect to any subject or matter not removed by laws from the area of collective bargaining and that the understandings and Agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

11.02 **Board of Education Policies**

This Agreement shall be incorporated into the Board of Education's Policies.

11.03 **Individual Agreements/Contracts**

Any individual Agreement/contract between the Board of Education and an educator shall conform to the negotiated Professional Agreement.

11.04 **Provisions**

If any provision of this Agreement or any application of the Agreement to any educator or group of educators should be found contrary to the law/School Code by a court of last resort or court of competent jurisdiction and no appropriate appeal has been made to said law/School Code within the time limits provided for doing so, then such provision or application shall be deemed invalid except to the extent permitted by such law, but all other provisions hereof not affected by said invalidation shall continue in full force and effect.

ARTICLE 12 FAIR SHARE AGREEMENT

12.01 **Fair Share Fee**

12.01.01 Glenbard Education Association Joining Fee

Each teacher, as a condition for employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Glenbard Education Association or pay a fair share fee to the Glenbard Education Association to reflect the cost of representation and of negotiation and Administration of this Agreement in accordance with the established procedures of the Glenbard Education Association.

12.01.02 Deduction of Fair Share Fee

In the event that a teacher does not pay the fair share fee directly to the Glenbard Education Association by a certain date as established by the Glenbard Education Association, the Board of Education shall deduct the fair share fee from the wages of that teacher. No teacher shall be disciplined or discharged if a teacher does not pay the fair share fee.

12.01.03 Dues Deduction Payments to Glenbard Education Association

Such fee shall be paid to the Glenbard Education Association by the Board of Education no later than ten (10) days following deduction.

12.01.04 Indemnification & Hold Harmless Clause

The Glenbard Education Association shall indemnify and save the Board of Education harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of any action taken or not taken by the Board of Education for the purpose of complying with this Article, or in reliance upon any list or notice furnished pursuant to this Article.

ARTICLE 13 DURATION & ACCEPTANCE OF AGREEMENT

13.01 Effective Date

13.01.01 Length of Agreement

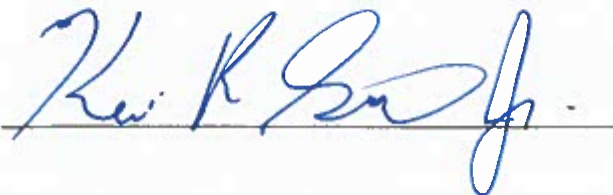
This Agreement shall be effective as of July 1, 2026 and shall continue in effect through June 30, 2031. For the remainder of the 2025-2026 school year, all terms, conditions and compensation will be continued from the February 21, 2017- June 30, 2026 Professional Agreement. This Agreement shall remain in force from year to year after June 30, 2031, unless notice is given by the first (1st) Tuesday of March of any subsequent year, by either party, of its desire to terminate, modify, or amend this Agreement. Upon receipt of such notice, arrangements shall be made for negotiations to commence promptly per Section 5.02.

13.01.02 Date of Signing

This Agreement is signed this the 11th of May, 2026

In witness thereof:

For the Glenbard Education Association,



For the Board of Education,
Glenbard Township High School District #87
DuPage County, Illinois



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APPENDIX A – SPECIAL PAYMENT SCHEDULE

APPENDIX A - SPECIAL PAYMENT SCHEDULE

These rates are for licensed staff covered under this collective bargaining agreement.

Athletic Contest Workers

Positions, appointed by the Building Principal, will be paid on an hourly basis for services only at home/host school. All non-skilled positions will be paid at the twenty dollars (\$20.00) per hour figure. All skilled positions will be paid at the twenty-two dollars (\$22.00) per hour figure.

Non-Skilled Positions	Skilled Positions
Basketball Crowd Control	Basketball Announcer
Basketball Ticket Seller	Basketball Scorer
Football Crowd Control	Basketball Timer
Football Ticket Seller	Football Announcer
Gymnastics Crowd Control	Football Sideline Official
Gymnastics Ticket Seller	Football Timer
Soccer Ticket Seller	Gymnastics Announcer
Track Worker	Gymnastics Scorer
Volleyball Crowd Control	Soccer Announcer
Volleyball Ticket Seller	Soccer Scorer & Timer
Wrestling Crowd Control	Track Announcer
Wrestling Ticket Seller	Volleyball Scorer
	Wrestling Scorer
	Wrestling Timer

Supervision (Duties which do not require a PEL)

Positions, appointed by the Building Principal, will be paid at \$20 per hour.

Additional Positions

Position	Percentage of BA1 per Hour/Period
Driver Education	.000758
Internal Substitution (Regular Period)	.000758
Internal Substitution (90 minute Block)	.001418
STRIVE	.000758
Summer Curriculum	.000758
Summer School	.000834
Staff Dev. Trainer	.000834

*Staff Development Participant

When staff development is provided by District 87; teachers will be eligible for CPDUs and salary schedule credit for every 12 hours of training up to a maximum of five (5) semester hours in any five (5) year period. This applies to evening, weekend and summer staff development opportunities. Teachers will not be paid for these hours.

The district may create an exception from the above and pay for up to 8 hours of staff development per day for days outside of the contractual 182 days when there is a demonstrated need to provide specialized programming for students (AVID, Multi-Variable). This exception is not for Critical Endorsement Agreements under which the District is providing tuition. Any hours subject to this exception must be approved by the Teaching and Learning Department and the Building Principal prior to beginning the program.

** Long-Term Internal Substitution

When a GEA member performs an extended internal substitution (10 or more consecutive days for the same teacher in the same period and assumes the responsibilities for lesson planning and grading) the member shall be compensated for each period subbed at twenty percent (20%) of the member's per diem. This rate shall supersede any other rate.

APPENDIX B – EXTRACURRICULAR INCREMENT SCHEDULES

Newly hired educators shall be required to perform an extracurricular assignments for four (4) of their initial five (5) years of employment. This obligation will commence with the educator's second year of employment unless the educator requests to perform an extra duty assignment in their first year of employment.

Prior to being assigned each newly hired teacher will be given an opportunity to indicate all of the extra duty assignments that they are willing and able to perform. The District will seek to assign the educator to one of their indicated choices.

Upon successful completion of an extra duty assignment, an educator may request to be transferred to a different extra assignment on their choice.. If that position is available, the educator will be reassigned as soon as a replacement is found for the original assignment.

Educators who are assigned to the following extra-curricular assignments are required to perform these duties for only three (3) years, rather than for the four (4) year commitment required of educators performing other extracurricular assignments.

Dance/Pom Pon-Head
Forensics-Head
Newspaper-Head
Tech Director
Yearbook-Head

Educators who are assigned to one of the above extra-curricular duties, but then elect to take a different assignment, will have their work credited as follows:

- a. Complete one (1) year: An educator must complete three (3) more years of an

extracurricular assignment to fulfill their “four (4) out of the first five (5) years” obligation.

- b. Complete two (2) years: An educator must complete one (1) more year of an extracurricular assignment to fulfill their “four (4) out of the first five (5) years” obligation.c.
 STRIVE shall be considered an extra-curricular activity. A minimum of 50 hours in a given school year is required.

Extracurricular Increment Schedule 2026 - 2027

The index is based upon BA-1 step of the 2026-2027 Salary Schedule – See Appendix E.

67,258	I	II	III	IV	V	VI	VII	VIII
1-3	10.00%	9.00%	8.00%	7.00%	6.00%	5.00%	4.00%	2.00%
4-9	15.00%	13.00%	11.00%	9.65%	8.00%	7.00%	6.00%	2.00%
10-15	20.00%	18.00%	14.50%	12.65%	10.00%	8.00%	7.50%	2.00%
16-20	22.00%	20.00%	16.50%	14.00%	11.00%	9.00%	8.50%	2.00%
21-24	23.00%	21.00%	17.50%	15.00%	12.00%	10.50%	9.50%	2.00%
25+	24.00%	22.00%	18.00%	16.00%	13.00%	11.50%	10.50%	2.00%
1-3	\$6,726	\$6,053	\$5,381	\$4,708	\$4,035	\$3,363	\$2,690	\$1,345
4-9	\$10,089	\$8,744	\$7,398	\$6,490	\$5,381	\$4,708	\$4,035	\$1,345
10-15	\$13,452	\$12,106	\$9,752	\$8,508	\$6,726	\$5,381	\$5,044	\$1,345
16-20	\$14,797	\$13,452	\$11,098	\$9,416	\$7,398	\$6,053	\$5,717	\$1,345
21-24	\$15,469	\$14,124	\$11,770	\$10,089	\$8,071	\$7,062	\$6,390	\$1,345
25+	\$16,142	\$14,797	\$12,106	\$10,761	\$8,744	\$7,735	\$7,062	\$1,345

The following shall be the guidelines for placement on the index:

- A. Educators with no paid experience in a Schedule B activity (either at Glenbard or elsewhere) will be placed on step one (1) of Schedule B.
- B. Educators with prior paid experience with a Schedule B activity but no paid experience in a Schedule B activity at Glenbard will receive 100% experience credit not to exceed placement at step ten (10).
- C. Educators with Schedule B service in Glenbard will receive experience credit for each year they have sponsored an activity, whether that sponsorship is continuous or broken. When sponsorship is broken, placement will continue from the step they were at when they last coached or sponsored an activity.

Paid experience must be with a public or parochial school (K-12) or a college or university which has a one hundred seventy (170) day minimum calendar and experience that a contract or evidence of a contract is available to substantiate.

The above conditions are in effect only for employees accepting a new Schedule B assignment for the 2026-2027 school year or thereafter.

* Coaches and sponsors currently serving in years 4 through 14 (four through fourteen) will receive one additional year of coaching/sponsoring credit for the 2026-2027 school year. This is a one time adjustment.

Extracurricular Increment Schedule 2027-2028

The index is based upon BA-1 step of the 2027-2028 Salary Schedule – See Appendix E.

68,623	I	II	III	IV	V	VI	VII	VIII
1-3	10.00%	9.00%	8.00%	7.00%	6.00%	5.00%	4.00%	2.00%
4-9	15.00%	13.00%	11.00%	9.65%	8.00%	7.00%	6.00%	2.00%
10-15	20.00%	18.00%	14.50%	12.65%	10.00%	8.00%	7.50%	2.00%
16-20	22.00%	20.00%	16.50%	14.00%	11.00%	9.00%	8.50%	2.00%
21-24	23.00%	21.00%	17.50%	15.00%	12.00%	10.50%	9.50%	2.00%
25+	24.00%	22.00%	18.00%	16.00%	13.00%	11.50%	10.50%	2.00%
1-3	\$6,862	\$6,176	\$5,490	\$4,804	\$4,117	\$3,431	\$2,745	\$1,372
4-9	\$10,293	\$8,921	\$7,549	\$6,622	\$5,490	\$4,804	\$4,117	\$1,372
10-15	\$13,725	\$12,352	\$9,950	\$8,681	\$6,862	\$5,490	\$5,147	\$1,372
16-20	\$15,097	\$13,725	\$11,323	\$9,607	\$7,549	\$6,176	\$5,833	\$1,372
21-24	\$15,783	\$14,411	\$12,009	\$10,293	\$8,235	\$7,205	\$6,519	\$1,372
25+	\$16,470	\$15,097	\$12,352	\$10,980	\$8,921	\$7,892	\$7,205	\$1,372

The following shall be the guidelines for placement on the index:

- A. Educators with no paid experience in a Schedule B activity (either at Glenbard or elsewhere) will be placed on step one (1) of Schedule B.
- B. Educators with prior paid experience with a Schedule B activity but no paid experience in a Schedule B activity at Glenbard will receive 100% experience credit not to exceed placement at step ten (10).
- C. Educators with Schedule B service in Glenbard will receive experience credit for each year they have sponsored an activity, whether that sponsorship is continuous or broken. When sponsorship is broken, placement will continue from the step they were at when they last coached or sponsored an activity.
- D. Paid experience must be with a public or parochial school (K-12) or a college or university which has a one hundred seventy (170) day minimum calendar and experience that a contract or evidence of a contract is available to substantiate.

The above conditions are in effect only for employees accepting a new Schedule B assignment for the 2027 – 2028 school year or thereafter.

Extracurricular Increment Schedule Groups

Payment shall be made according to this schedule for any educators assigned to any of the following positions. These positions shall be filled only through assignment by the Building Principal or Designee. All positions are at-will, and the district determines if a position is filled.

GROUP I	GROUP II	GROUP III
Athletic Director-Assistant Activity Director-Assistant	Band-Director	Badminton-Head
Athletic Trainer-ATC (fall)	Baseball-Head	Basketball-Assistant
Athletic Trainer-ATC (spring)	Field Hockey-Head	Bowling-Head
Athletic Trainer-ATC (winter)	Forensics/Debate Director	Cross Country-Head
Basketball-Head	Gymnastics-Head	Dramatics-Musical Director
Cheerleading Coach-Head (winter)	Lacrosse-Head	Football-Assistant
Dance/Pom Pon-Head (winter)	PBIS Internal Coach	Golf-Head
Football-Head	Soccer-Head	Orchestra Director
Track-Head	Softball-Head	Tennis-Head
Wrestling-Head	Track-Assistant	Wrestling-Assistant
Yearbook Advisor	Volleyball-Head	Flag Football-Head
Newspaper Advisor	Vocal Music Director	Swimming-Head
GROUP IV	GROUP V	GROUP VI
Baseball-Assistant	Badminton-Assistant	Cheerleading Sponsor-Asst. (fall)
Field Hockey-Assistant	Bowling-Assistant	Technical Director-Play
Forensics/Debate Assistant	Cheerleader Coach-Asst. (winter)	Dance/Poms Sponsor-Head (fall)
Gymnastics-Assistant	Cheerleader Sponsor-Head (fall)	Events Coordinator (Fall)
Lacrosse-Assistant	Chess Team Advisor	Events Coordinator (Spring)
Equity and Inclusion	Cross Country-Assistant	Events Coordinator (Winter)
Music Director-Assistant	Dance/Pom Coach-Asst. (winter)	Social Media Club Advisor
Newspaper Advisor-Assistant	Golf-Assistant	Special Olympics-AAD
Soccer-Assistant	Internet Tech Production Advisor	
Softball-Assistant	Math Team Advisor-Head	C/Extra Frosh Level Coaches (12 Max)
Dramatics-Play Director	Flag Football-Assistant	
Volleyball-Assistant	Scholastic Bowl Advisor-Head	
Yearbook Advisor-Assistant	Tennis-Assistant	
Student Council	Swimming-Assistant	
Pep Club - Winter	Pep Club - Fall	
	Dramatics-Assistant Fall	
	Dramatics-Assistant Winter	
	Dramatics-Assistant Spring	
	Technical Director-Musical	

GROUP VII	Group VIII (2% of BA+1)	Policy 7:330 Supervision (.78% of BA+1)		
Best Buddies Advisor	Twenty (20) positions per building. No splitting or combining of Group VIII positions.	Student groups meeting on school premises during non-instructional time for religious, political, purposes philosophical, or other speech related purposes.		
Class Sponsor				
Dance/Poms Sponsor-Asst. (fall)				
Future Teachers of America Advisor				
Key Club/Interact Advisor				
Math Team-Assistant				
Model UN Advisor			Buildings may apply for extra positions to meet needs aligned with District goals.	
Bass Fishing-HC				
NHS Advisor				
Prom Coordinator				
Scholastic Bowl-Assistant				Any club that has run as a year to year request prior to the 26-27 school year and is not listed will be run as a full group 8 in 26-27 and may apply for placement for the 27-28 school year
Science Olympiad Advisor				
SFS Advisor				
Special Olympics-Coach*				
Link Crew				
Leadership Advisor				
DECA				
Asian American Student Groups, Black Student Groups, Prism, Latino Student Groups, Indian Student Groups, International Club				
Literary Magazine				
Mock Trial				
Stem Club	For non-IHSA activities, onboarding ramp illustration:			
Assistant Technical Director-Play/Musical Assistant				
Director/Musical Choreographer				
Director/Music Director for the Musical				
Future Medical Careers		25-26 Base Salary = \$63,972 2% of Base = \$1279.44 Year One - Volunteer Year Two - 50% (\$639.72) Year Three - 100% (\$1279.44)		
- Positions with * may be split max 2 parts (50%)				
- All other positions may be split in consultation with GEA				
- Buildings May add 3 Group 7's				
- These three may be split into ¼'s				
			After three years of sponsoring the same non-IHSA activity, a sponsor may apply for a group change (from Group 8) and will begin at year/step four of that group for that activity only.	

Extended Season Recognition

Extended season recognition will be paid at the rate of \$250 per week. The head coach will earn an additional \$50 per week. This rate will be paid for each week of the extended season even if the season ends prior to the last day of that week.

Criteria:

1. Must qualify for post-season play through state or national competition sponsored by the Illinois High School Association (IHSA). Post-season activities by invitation shall not qualify.
2. The activity/organization must fall into one of the following groups:
 - a. Activity sponsored by the IHSA.
 - b. Non-IHSA activity that perform/participate as a result of another organization qualifying for post-season competition. Organizations include: Illinois Music Educators Association (ILMEA), Illinois Council of Teachers of Mathematics (ICTM) Illinois State Bar Association (ISBA), and Illinois Theater Association, (ITA).
 - c. Qualifying coaches /sponsors are listed below.

In all sports/activities, with the exception of football, individuals and teams automatically qualify for the IHSA state series. Schedule B stipends include compensation for the first level of state competition.

Eligible coaches/sponsors shall receive extended season pay for the normal practice schedule, including the competition/contest, for each level of competition beyond the qualifying round.

Requests for extended season pay shall be processed on a pay-voucher form signed by the Assistant Principal for Athletics or Assistant Principal for Student Services.

Employees that have signed and have in effect an Irrevocable Notice of Retirement and hourly employees (AFSCME) are not eligible for extended season recognition.

Qualifying Positions:

Athletics:

- Varsity Coach-Head
- Varsity Coach-Assistant

Activities:

- Band Director
- Chess Club Sponsor
- Dance/Pom Pon Sponsor
- Forensics & Debate Director
- Math Team Advisor
- Mock Trial Advisor
- Orchestra Director
- Scholastic Bowl Advisor
- Science Olympiad Advisor
- Vocal Music Director

APPENDIX C – CREATION OF EXTRACURRICULAR POSITIONS

- A. The following factors must be included when considering the compensation classification to be established for an extracurricular duty: time, community expectations, planning, instruction, organizational skills, leadership of assistants, number of students and equipment/materials responsibility.
- B. The classification of extracurricular duty assignments shall be provided in Appendix C, except the Superintendent or designee may establish classifications of newly created assignments. The classifications for newly created assignments will be requested by the building Principal or designee and sent to the Superintendent for consideration.

APPENDIX D – SALARY SCHEDULE INDEX

APPENDIX D - SALARY SCHEDULE INDEX

YEARS	BA	BA+15	MA	MA+15	MA+30	MA+45
1	1.00	1.03	1.10	1.11	1.15	1.18
2	1.04	1.07	1.14	1.17	1.21	1.24
3	1.08	1.11	1.21	1.23	1.27	1.30
4	1.13	1.16	1.27	1.30	1.33	1.36
5	1.18	1.21	1.33	1.36	1.40	1.42
6	1.23	1.26	1.39	1.42	1.46	1.49
7		1.31	1.45	1.48	1.52	1.55
8			1.51	1.54	1.58	1.61
9			1.57	1.60	1.64	1.67
10			1.63	1.66	1.70	1.73
11			1.69	1.72	1.76	1.79
12			1.75	1.78	1.82	1.85
13			1.81	1.84	1.88	1.91
14			1.87	1.90	1.94	1.98
15			1.94	1.97	2.01	2.05
16			1.99	2.02	2.06	2.12
17			1.99	2.02	2.11	2.19
18			1.99	2.02	2.11	2.26
19			1.99	2.02	2.11	2.33
20			2.04	2.17	2.26	2.40

APPENDIX E – SALARY SCHEDULES 2026 - 2031

Appendix E: Salary Information and Schedules

The Board will not reduce its levy in any year of this agreement in order to impact salaries, and any reduction in the levy will not impact salaries.

Salary schedule increases are subject to a ceiling of 4.75% and a floor of 1.8% for the duration of this agreement.

2026-2027 Salary Schedule (funded from the 2025 Levy)

The 2026-2027 salary schedule base will be increased by 75% of the CPI for the 2024 calendar year that is used for the Tax Cap Act purposes and become the 2026-2027 salary schedule. The 2024 CPI is 2.9%. The factor on the base will be 2.18%.

Provided however, if the State enacts a property tax freeze that negatively impacts the 2025 levy for the 2026-2027 school year, there will be no increase in the base for the 2026-2027 salary schedule. Available step movement and lane changes will take place.

If, along with a property tax freeze, the State provides additional money to mitigate the loss of property tax

revenue, the base will increase by the proportionate percentage of dollars provided in mitigation. “Additional money” shall include any public dollars from the State, including Federal dollars sent to the State, for which supplantive allocation to teachers’ salaries is not prohibited. The phrase “for which supplantive allocation to teachers’ salaries is not prohibited” means that the District will not be forced to apply monies to all teachers’ salaries if the application of said monies would cause the District to lose them.

Example: CPI is 2%, a property tax freeze reduces revenue by \$2,300,000 and the State provides \$460,000 in additional Evidence Based Funding in mitigation. The \$460,000 increase is 20% of the lost \$2,300,000. The base increase would be 20% of the 2% CPI = 0.4%. The base would increase 0.4%.

The 2026-2027 Salary Schedule Matrix will be published by May 1, 2026.

YEARS	BA	BA+15	MA	MA+15	MA+30	MA+45
1	67,258	69,276	73,983	74,657	77,346	79,364
2	69,948	71,966	76,674	78,692	81,382	83,400
3	72,639	74,657	81,382	82,727	85,417	87,435
4	76,001	78,020	85,417	87,435	89,453	91,471
5	79,364	81,382	89,453	91,471	94,161	95,507
6	82,727	84,745	93,489	95,507	98,197	100,214
7	82,727	88,108	97,524	99,542	102,232	104,250
8	82,727	88,108	101,560	103,577	106,267	108,285
9	82,727	88,108	105,595	107,613	110,303	112,320
10	82,727	88,108	109,630	111,648	114,338	116,356
11	82,727	88,108	113,666	115,684	118,373	120,392
12	82,727	88,108	117,701	119,719	122,410	124,428
13	82,727	88,108	121,737	123,754	126,445	128,463
14	82,727	88,108	125,772	127,790	130,481	133,171
15	82,727	88,108	130,481	132,498	135,188	137,879
16	82,727	88,108	133,844	135,861	138,551	142,587
17	82,727	88,108	133,844	135,861	141,915	147,295
18	82,727	88,108	133,844	135,861	141,915	152,003
19	82,727	88,108	133,844	135,861	141,915	156,711
20	82,727	88,108	137,206	145,950	152,003	161,419

2027-2028 Salary Schedule (funded from the 2026 Levy)

The 2027-2028 salary schedule base will be increased by 75% of the CPI for the 2025 calendar year that is used for the Tax Cap Act purposes and become the 2027-2028 salary schedule. The 2025 CPI is 2.7%. The factor on the base will be 2.03%.

Provided however, if the State enacts a property tax freeze that negatively impacts the 2026 levy for the 2027-

2028 school year, there will be no increase in the base for the 2027-2028 salary schedule. Available step movement and lane changes will take place.

If, along with a property tax freeze, the State provides additional money to mitigate the loss of property tax revenue, the base will increase by the proportionate percentage of dollars provided in mitigation. “Additional money” shall include any public dollars from the State, including Federal dollars sent to the State, for which supplantive allocation to teachers’ salaries is not prohibited. The phrase “for which supplantive allocation to teachers’ salaries is not prohibited” means that the District will not be forced to apply monies to all teachers’ salaries if the application of said monies would cause the District to lose them.

Example: CPI is 2%, a property tax freeze reduces revenue by \$2,300,000 and the State provides \$460,000 in additional Evidence Based Funding in mitigation. The \$460,000 increase is 20% of the lost \$2,300,000. The base increase would be 20% of the 2% CPI = 0.4%. The base would increase 0.4%.

The 2027-2028 Salary Schedule Matrix will be published by May 1, 2027.

YEARS	BA	BA+15	MA	MA+15	MA+30	MA+45
1	68,623	70,682	75,485	76,172	78,916	80,975
2	71,368	73,427	78,230	80,289	83,034	85,093
3	74,113	76,172	83,034	84,406	87,151	89,210
4	77,544	79,603	87,151	89,210	91,269	93,327
5	80,975	83,034	91,269	93,327	96,072	97,445
6	84,406	86,465	95,386	97,445	100,190	102,248
7	84,406	89,896	99,503	101,562	104,307	106,366
8	84,406	89,896	103,621	105,679	108,424	110,483
9	84,406	89,896	107,738	109,797	112,542	114,600
10	84,406	89,896	111,855	113,914	116,659	118,718
11	84,406	89,896	115,973	118,032	120,776	122,835
12	84,406	89,896	120,090	122,149	124,894	126,953
13	84,406	89,896	124,208	126,266	129,011	131,070
14	84,406	89,896	128,325	130,384	133,129	135,874
15	84,406	89,896	133,129	135,187	137,932	140,677
16	84,406	89,896	136,560	138,618	141,363	145,481
17	84,406	89,896	136,560	138,618	144,795	150,284
18	84,406	89,896	136,560	138,618	144,795	155,088
19	84,406	89,896	136,560	138,618	144,795	159,892
20	84,406	89,896	139,991	148,912	155,088	164,695

2028-2029 Salary Schedule (funded from the 2027 Levy)

The 2028-2029 salary schedule base will be increased by 85% of the CPI for the 2026 calendar year that is used for the Tax Cap Act purposes and become the 2027-2028 salary schedule. The 2026 CPI is TBD. The factor on the base will be TBD.

Provided however, if the State enacts a property tax freeze that negatively impacts the 2027 levy for the 2028-2029 school year, there will be no increase in the base for the 2028-2029 salary schedule. Available step movement and lane changes will take place.

If, along with a property tax freeze, the State provides additional money to mitigate the loss of property tax revenue, the base will increase by the proportionate percentage of dollars provided in mitigation. "Additional money" shall include any public dollars from the State, including Federal dollars sent to the State, for which supplantive allocation to teachers' salaries is not prohibited. The phrase "for which supplantive allocation to teachers' salaries is not prohibited" means that the District will not be forced to apply monies to all teachers' salaries if the application of said monies would cause the District to lose them.

Example: CPI is 2%, a property tax freeze reduces revenue by \$2,300,000 and the State provides \$460,000 in additional Evidence Based Funding in mitigation. The \$460,000 increase is 20% of the lost \$2,300,000. The base increase would be 20% of the 2% CPI = 0.4%. The base would increase 0.4%.

The 2028-2029 Salary Schedule Matrix will be published by May 1, 2028.

2029-2030 Salary Schedule (funded from the 2028 Levy)

The 2029-2030 salary schedule base will be increased by 95% of the CPI for the 2027 calendar year that is used for the Tax Cap Act purposes and become the 2029-2030 salary schedule. The 2027 CPI is TBD. The factor on the base will be TBD.

Provided however, if the State enacts a property tax freeze that negatively impacts the 2028 levy for the 2029-2030 school year, there will be no increase in the base for the 2029-2030 salary schedule. Available step movement and lane changes will take place.

If, along with a property tax freeze, the State provides additional money to mitigate the loss of property tax revenue, the base will increase by the proportionate percentage of dollars provided in mitigation. "Additional money" shall include any public dollars from the State, including Federal dollars sent to the State, for which supplantive allocation to teachers' salaries is not prohibited. The phrase "for which supplantive allocation to teachers' salaries is not prohibited" means that the District will not be forced to apply monies to all teachers' salaries if the application of said monies would cause the District to lose them.

Example: CPI is 2%, a property tax freeze reduces revenue by \$2,300,000 and the State provides \$460,000 in additional Evidence Based Funding in mitigation. The \$460,000 increase is 20% of the lost \$2,300,000. The base increase would be 20% of the 2% CPI = 0.4%. The base would increase 0.4%.

The 2029-2030 Salary Schedule Matrix will be published by May 1, 2029.

2030-2031 Salary Schedule (funded from the 2029 Levy)

The 2030-2031 salary schedule base will be increased by 90% of the CPI for the 2028 calendar year that is used for the Tax Cap Act purposes and become the 2030-2031 salary schedule. The 2028 CPI is TBD. The factor on the base will be TBD.

Provided however, if the State enacts a property tax freeze that negatively impacts the 2029 levy for the 2030-2031 school year, there will be no increase in the base for the 2030-2031 salary schedule. Available step

movement and lane changes will take place.

If, along with a property tax freeze, the State provides additional money to mitigate the loss of property tax revenue, the base will increase by the proportionate percentage of dollars provided in mitigation. "Additional money" shall include any public dollars from the State, including Federal dollars sent to the State, for which supplantive allocation to teachers' salaries is not prohibited. The phrase "for which supplantive allocation to teachers' salaries is not prohibited" means that the District will not be forced to apply monies to all teachers' salaries if the application of said monies would cause the District to lose them.

Example: CPI is 2%, a property tax freeze reduces revenue by \$2,300,000 and the State provides \$460,000 in additional Evidence Based Funding in mitigation. The \$460,000 increase is 20% of the lost \$2,300,000. The base increase would be 20% of the 2% CPI = 0.4%. The base would increase 0.4%.

The 2030-2031 Salary Schedule Matrix will be published by May 1, 2030.

The above schedule pertains to a full 1.0 FTE.

APPENDIX F – BLUE CROSS / BLUE SHIELD PPO PLAN DESIGN

BEGINNING PLAN YEAR	01/01/2027 Tier 1
Deductible – Single	\$500.00
Deductible – Family	\$1,500.00
Out of Pocket – Single	\$1,000.00
Out of Pocket – Family	\$3,500.00
Office Visit Co-Pay	\$20 / \$40 / \$150 (ER)
RX Co-Pay	\$15 / \$40 / \$60
RX Out of Pocket Max	\$3500/\$7000
Wellness Screening Participation	\$100 Deductible Credit

The chart above is for illustrative purposes, the insurance committee may make changes to the above per Section 8.08.12.A.3

APPENDIX G – DEPARTMENTS

Beginning in the 2013-2014 school year and forward; each building will have departments as listed below.

Departments

Business + FACS

English/Language Arts

Mathematics

Music + Art + Speech Arts

PE/Health + Drivers Ed

Science + Tech/Engineering

(formerly referred to as “industrial tech”)

School Counseling

(formerly referred to as “guidance”)

Social Sciences

(formerly referred to as “social studies”)

Special Education

World Languages + EL

APPENDIX H – SCHOOL DAY

Glenbard Bell Schedule, with A-B-C Lunch times

MONDAY		TUESDAY		WEDNESDAY		THURSDAY		FRIDAY	
PERIOD	LENGTH	PERIOD	LENGTH	PERIOD	LENGTH	PERIOD	LENGTH	PERIOD	LENGTH
1	8:00 - 8:43	1	8:00 - 8:43	1	8:00 - 9:30	4	8:00 - 9:30	1	8:00 - 8:43
2	8:48 - 9:31	2	8:48 - 9:31					2	8:48 - 9:31
GLENBARD HOUR	9:34 - 10:14	3	9:36 - 10:19	3	9:35 - 11:05	2	9:35 - 11:05	GLENBARD HOUR	9:34 - 10:14
3	10:17 - 11:00	4	10:24 - 11:07					3	10:17 - 11:00
4	11:05 - 11:48	5	11:12 - 11:55					4	11:05 - 11:48
5	11:53 - 12:36	6	12:00 - 12:43	A LUNCH 11:10 - 11:50	11:10-1:25	A LUNCH 11:10 - 11:50	11:10-1:25	5	11:53 - 12:36
6	12:41 - 1:24	7	12:48 - 1:31	B LUNCH 11:58 - 12:38	(includes lunch in A, B or C)	B LUNCH 11:58 - 12:38	(includes lunch in A, B or C)	6	12:41 - 1:24
7	1:29 - 2:12	8	1:36 - 2:19	C LUNCH 12:45 - 1:25		C LUNCH 12:45 - 1:25		7	1:29 - 2:12
8	2:17 - 3:00	EARLY RELEASE/PLC	2:23 - 3:05	5	1:30 - 3:00	6	1:30 - 3:00	8	2:17 - 3:00

APPENDIX I – SCHOOL DAY

The purpose of this appendix is to establish a collaborative group to review and provide feedback regarding the District's Career Exploration Collaboration Hour Presentation Activities.

Study Group Purpose

The study group shall review the current structure and implementation of the Career Exploration Collaboration Hour Presentation Activities and identify opportunities to improve the effectiveness, organization, and overall experience for students, staff, and presenters.

Membership

The study group shall include representatives from both the District and the Association. Membership may include teachers, administrators, and other staff as appropriate. The District and Association will each designate their respective representatives.

Responsibilities

- Review current program procedures and practices
- Identify strengths and areas for potential improvement
- Consider feedback from participating staff and students, when appropriate
- Develop recommendations intended to support the continued improvement of the program

Annual Recommendations

The study group may prepare a summary of its findings and recommendations each school year. Recommendations will be shared with the Superintendent or designee for consideration.

Duration

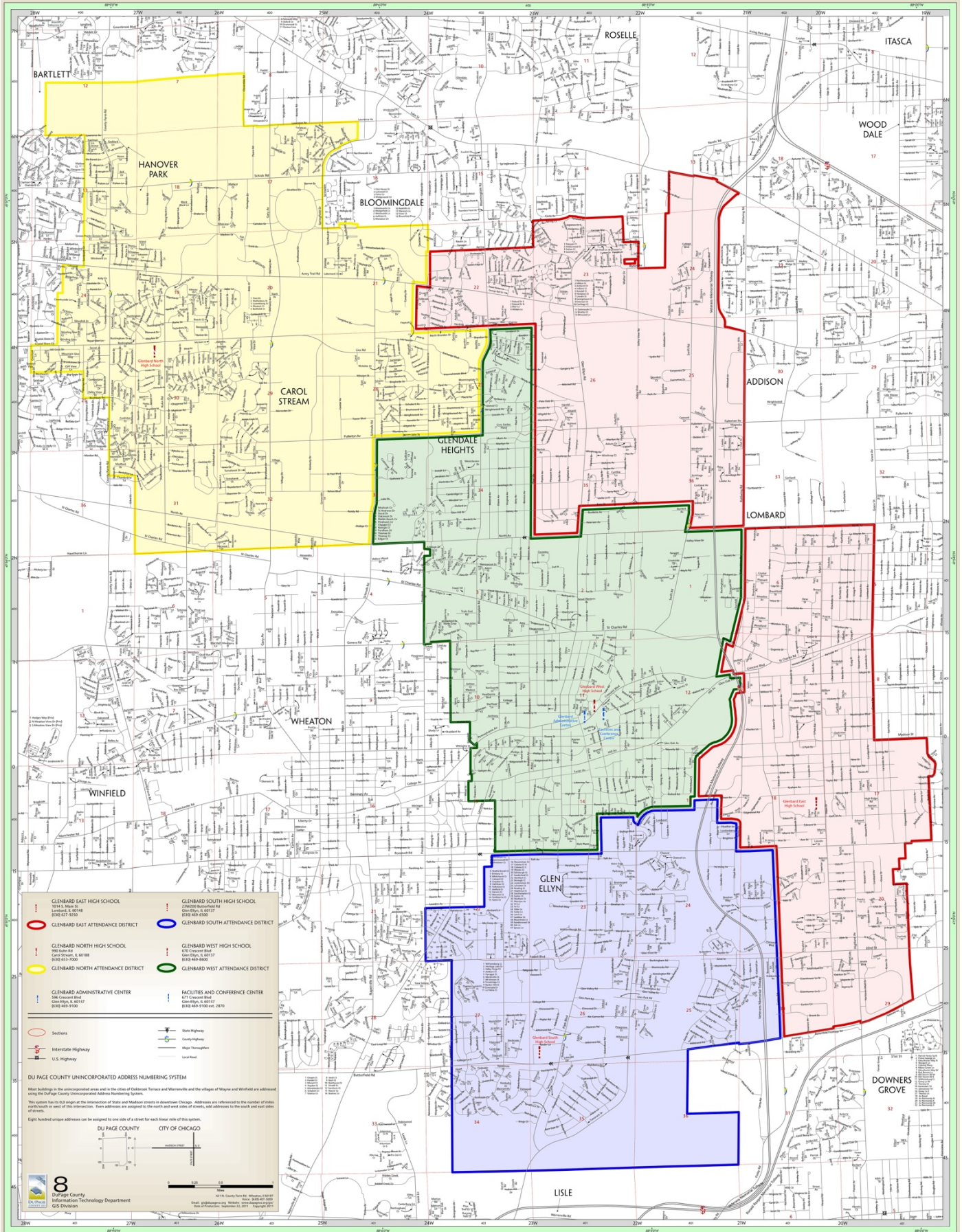
This MOU shall take effect upon signature by both parties and shall remain in effect through June 30, 2031, unless modified or extended by mutual agreement of the parties.

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GLENBARD TOWNSHIP HIGH SCHOOL DISTRICT 87



GLENBARD EAST HIGH SCHOOL 111 S. Lincoln St. Lombard, IL 60148 (630) 467-9200	GLENBARD SOUTH HIGH SCHOOL 20070 S. Woodfield Rd. Glen Ellyn, IL 60137 (630) 469-6200
GLENBARD NORTH HIGH SCHOOL 490 South Rd. Carol Stream, IL 60188 (630) 513-7000	GLENBARD WEST HIGH SCHOOL 871 Crescent Blvd. Glen Ellyn, IL 60137 (630) 469-6000
GLENBARD ADMINISTRATIVE CENTER 594 Crescent Blvd. Glen Ellyn, IL 60137 (630) 469-9100	FACILITIES AND CONFERENCE CENTER 671 Crescent Blvd. Glen Ellyn, IL 60137 (630) 469-9100 ext. 2810

DU PAGE COUNTY UNINCORPORATED ADDRESS NUMBERING SYSTEM

Most buildings in the unincorporated areas and in the cities of Oakbrook Terrace and Wheaton and the villages of Mayme and Winfield are addressed using the DuPage County Unincorporated Address Numbering System.

This system uses the 200' edges of the intersection of front and foundation streets in unincorporated Chicago. Addresses are referenced to the number of miles north/south or east of the intersection. Even address are assigned to the north and west sides of streets, odd addresses to the south and east sides of streets.

Eight hundred unique addresses can be assigned to one side of a street for each four mile mile of this system.

DU PAGE COUNTY	CITY OF CHICAGO
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DuPage County
Information Technology Department
GIS Division

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