

## **Collective Bargaining Agreement**

**Between**

**Southern Will County Cooperative for Special Education**

**And**

**SOWIC Council AFT / IFT Local 604**

**2024-2028**

**Member Districts:**

**I CHANNAHON 17 | TROY 30C | LARAWAY 70C | UNION 81 | ROCKDALE 84 |  
I BEECHER 200U | ELWOOD 203 | PEOTONE 207U | WILMINGTON 209U | REED-CUSTER 255U |**

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## **ARTICLE I INTRODUCTION**

### ***1.1 Preamble***

This Agreement is entered into this 1<sup>st</sup> day of July 2024, between the Governing Board of the Southern Will County Cooperative for Special Education (SOWIC), as approved by the Board of Education of the Administrative District for the Southern Will County Cooperative for Special Education, Will County, Illinois (hereinafter referred to as the “Board,” and the SOWIC Council of A.F.T. – Local 604 (hereinafter referred to as the “Union”).

### ***1.2 Recognition***

The Board recognizes the Union as the sole and exclusive bargaining representative with respect to rates of pay, wages, hours and the terms and conditions of employment for all full-time and regularly employed part-time licensed teachers, licensed speech-language pathologists, licensed psychologists and licensed social workers (hereinafter referred to as “Certified Staff” specifically excluding the Executive Director and Assistant Directors, Coordinators/Program Administrators, Secretarial Staff and Teacher Aides/Assistants.

### ***1.3 Scope of Agreement***

- A. It is the intention of this Agreement to provide for all the rates of pay, wages, hours and other terms and conditions of employment of the aforesaid Certified Staff.
- B. This Agreement and its provisions shall supersede any and all prior contracts of employment agreements and policies regarding rates of pay, wages, hours and other terms and conditions of employment as set forth herein.

## **ARTICLE II GRIEVANCE**

### ***2.1 Definitions***

- A. A grievance shall mean a complaint that there has been an alleged violation, misinterpretation or misapplication of any of the provisions of this Agreement.
- B. All time limits contained herein shall consist of business days, meaning days on which the SOWIC Central Office is open to the public for business and shall be computed by excluding the first day and including the last day .

## **2.2 General Provisions**

- A. A grievance may be initiated and/or conducted by:
  - 1. An employee in his or her own behalf,
  - 2. An employee accompanied by a Union representative or
  - 3. The Union as the sole and exclusive representative of the employee or employees.
- B. Every Certified Staff covered by the Agreement shall have the right to present grievances in accordance with these procedures. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual employee from discussing a problem with the Administration and having it adjusted without representation of Union representatives.
- C. The failure of a Certified Staff or the Union to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and the administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- D. Any Certified Staff has the right to be represented in the grievance procedure. The Certified Staff shall be present at any grievance discussion when the Administration and/or the Union deem it necessary. When the presence of a Certified Staff at a grievance hearing is requested by either party, illness or other incapacity of the Certified Staff shall be grounds for any necessary continuance of said hearing.
- E. In any instance where the Union is not represented in the grievance procedure, the Union will be notified of the final disposition of the grievance, which shall not be in conflict with any of the terms or conditions of this Agreement.
- F. Hearings and conferences under this procedure shall be conducted at a time which shall afford an opportunity for all persons, including witnesses entitled to be present to attend and will be held insofar as possible after regular school hours, or during non-teaching time of personnel involved. When such hearings and conferences are held, at the option of the Administration during school hours, all employees whose presence is required shall be excused with pay for that purpose.

- G. It is agreed that any investigation or other handling or processing of any grievance by the grieving Certified Staff or Union shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff. The Union is responsible for the elimination of nuisance grievances.
- H. No materials relevant to grievances shall be inserted in the employee's personnel file.

### **2.3 Grievance Procedure**

- A. Step 1: An attempt shall be made to resolve any grievance through informal verbal discussion between the grievant and the person or persons against whom the grievance is lodged.
- B. Step 2: In the event that the matter is not resolved informally, the grievant or the Union shall file a written grievance within twenty-one (21) days of the alleged violation of this Agreement. The written grievance shall state the nature of the grievance, the specific clause or clauses of this Agreement which are alleged to have been violated and the remedy which is sought. The Director or their designee shall, within fourteen (14) days of receipt of the grievance, confer with the grievant and/or the designee shall render his or her written decision. Nothing contained herein shall prohibit the Director and the Union from meeting prior to the conference for the purpose of disclosing to each other the evidence upon which each intends to rely.
- C. Step 3: If the grievant or the Union is dissatisfied with the Director's decision at Step 2, the decision may be appealed in writing to the Governing Board within ten (10) days of the receipt of the Director's decision. The appeal must be filed with the Director and the Governing Board must provide the appealing party with a written decision within the later of forty-five (45) days or within 2 days of the second Governing Board Meetings of the Director's receipt of the appeal.
- D. Step 4: Within thirty (30) days of the date of the Director's decision the Union may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of American Arbitration Association (AAA). The Arbitrator shall follow the standard rules of the AAA and his or her decision shall be binding upon the parties; provided however, that the Arbitrator shall not have the authority to amend, modify, nullify, ignore or add to the provisions of the Agreement. The Arbitrator's authority shall be strictly limited to rendering a decision on the issue or issues presented to him or her, and the Arbitrator's decision must be based solely upon his or her interpretation of the meaning or application of the express language of this Agreement. Expenses for the Arbitrator which are common to both parties to the arbitration shall be borne equally by the Board and the Union. Each party shall be responsible for compensating its own representatives and witnesses.

**ARTICLE III  
WORKING CONDITIONS**

**3.1 Teaching Assignments**

Certified Staff shall be given notice by June 15 of their tentative assignments for the forthcoming school year. The Director shall not make any further change in assignment until he/she has made an effort to meet and consult with the Certified Staff so affected and the Union President, if requested by the Certified Staff.

**3.2 Teaching Hours**

- A. Certified Staff shall maintain the same daily schedule as is the policy of the school district and school building where the classes are located. However, the work day of a Certified Staff will not be less than 7.5 hours daily, which is inclusive of a 7-hour work day and a 30 minute duty free lunch.
- B. Teachers/speech pathologists will work the same number of days as the other teachers/speech pathologists do in their assigned building(s). In the event that any teacher/speech pathologist is required to work more than 181 days in his/her assigned buildings(s), he/she shall be paid for each additional day on a per diem basis.
- C. SOWIC Psychologists and Social Workers will work 190 days per school year. SOWIC Psychologist and Social Worker's annual number of days required to work may also be reduced at the request of the employee but not less than 185 days upon approval of the Executive Director.
- D. Certified Staff shall be required to attend up to two (2) SOWIC meetings each school year during the term of this agreement. The meetings shall be after the regular school day as scheduled by the Director or designee. Such notification for each meeting shall be provided to the affected staff at least two (2) weeks in advance of the scheduled meeting. Meetings shall not exceed 60 minutes in length and will be an online platform meeting when available at the Director's discretion.
- E. Each Certified Staff shall be provided a thirty (30) minute, duty-free lunch period equal to that provided to other Certified Staff employed in his/her respective school building. At the discretion of the administrator, Certified Staff that miss lunch due to unforeseen circumstances will receive a replacement lunch the same day or leave early by thirty (30) minutes. No Certified Staff may make the determination to miss their lunch for any reason and be entitled to receive a replacement lunch or leave early by 30 minutes.

- F. Each teacher shall be provided with a planning period equal to that which is provided to other teachers employed in his/her respective building. If a teacher is employed in a SOWIC tuition program (i.e., SOWIC Education Center, Joseph E Fisher, Education and Life Skills Programs, Communications and Adaptive Behavior Program, Early Childhood) he/she will be provided one (1) planning period per day of not less than 30 minutes.
- G. Whenever a teacher is required to give up his/her planning period, the affected teacher will be paid \$35 prorated to the quarter hour. Teachers shall not be pulled from their regular assignment for substitution, except in cases of emergency.
- H. Administratively scheduled, non-mandatory training outside of the regular school day shall be paid at the regular rate of pay.

### **3.3 Responsibilities**

- A. Certified Staff shall assume non-classroom duties on the same or equitable basis as all other Certified Staff in their respective school building. Any Certified Staff assigned additional duties beyond the Certified Staff work day shall be compensated by the respective school district in accordance with the housing district's policy and on the same or equitable basis as all the other Certified Staffs in his/her respective school building.
- B. Attendance Recording
  - 1. Teachers will accurately record daily student attendance forms provided by the Director. The monthly report should be sent to the SOWIC office the last school day of each month or as requested by the Director.
  - 2. The teacher shall report the absences of any student who is absent three (3) to five (5) consecutive days to the building principal.
  - 3. As soon as is possible, the teacher is required to report to the SOWIC office the day a student enters or withdraws from class.



### **3.4 Seniority**

- A. Seniority shall commence on the date that the employee in question is officially hired by the Board and is defined as the length of continuous service. For all purposes except placement on the salary schedule, no employee transferring into or becoming employed shall be placed higher on the seniority list than an employee already having seniority.
- B. In the event that seniority between two (2) or more employees is equal, then seniority shall be determined by the following steps:
  - 1. Computing the employee's advanced educational training for which credit is allowed on the salary schedule
  - 2. Computing the employee's prior teaching experience outside the Cooperative
  - 3. Drawing lots
- C. Each school year, a list shall be prepared by the Director, categorized by position, showing the length of continuous service of each Certified Staff who is qualified to hold any such position. Copies of the list shall be distributed to the Union by February 1 of each school year for verification.

### **3.5 Vacancies**

A list of Cooperative vacancies, including the location, if known, shall be available to all members of the Certified Staff via the Cooperative website. The Certified Staff shall have five (5) days from first posting to submit a letter of application prior to external candidates being interviewed and hired. Any Certified Staff employee may apply for a vacancy which they are qualified and certified to fill. All employees applying for vacancies shall receive written notification that their application was received. Employees may submit a letter of application up until the position is filled.

### **3.6 Transfer / Reassignment**

- A. Certified Staff requests for transfer to another building shall be submitted in writing to the Director no later than April 30.
- B. Certified Staff requests for reassignment to teach a different grade level or subject area shall be submitted in writing to the Director no later than April 30.

### **3.7 Pregnancy-Related Disability Leave**

- A. Any Certified Staff who becomes pregnant shall receive, upon request, a pregnancy-related disability leave of absence. The request to the Director shall include a physician's statement certifying the pregnancy.
- B. Certified Staff will be subject to continuing status reports by the Certified Staff's physician as to her health and ability to continue teaching for a specific amount of time prior to the disability and, upon taking the disability leave and selecting a date to return or take a child care leave. Upon taking the disability leave and selecting a date to return or take a child care leave, said physician shall verify that the period of disability has ended (or is continuing beyond the anticipated date of return). The above procedure does preclude the Board's right to require a physician's certificate from a physician selected by the Board and the filing of timely reports as may be deemed necessary by the Board pursuant to Section 24-6 of the *Illinois School Code*. If a physical is required by the Board, such expense shall be paid by the Cooperative.
- C. The Certified Staff's seniority is not affected by the pregnancy-related disability leave during the period of time mentioned above. For probationary Certified Staff, however, disability leave in excess of accumulated sick leave may result in a loss of probationary service credit relating to accruing time toward tenure status if the length of the leave prevents a minimum employment period of seven (7) months and/or the evaluation process for a probationary Certified Staff cannot be adequately completed, as determined by the Director.
- D. The final decisions governing the granting of probationary years of credit and tenured status shall be determined by the Board upon recommendation of the Director.
- E. The pregnancy-related disability leave shall be for a period of time as certified by the employee's doctor.
- F. Employees may use accumulated sick leave during the period of pregnancy-related disability.
- G. General Conditions Affecting Pregnancy-Related Disability Leaves

Notification by the Certified Staff of her intent to return from a pregnancy-related disability leave must be according to the following timetable:

1. Prior to taking leave, the Certified Staff will inform the Director as to her anticipated date to be physically able to return to work, as verified in writing by her physician, if a child care leave hasn't been requested.
2. Confirmation of the actual date that a Certified Staff is released by her physician to return to work must be provided to the Director, in writing, prior to said date. Whenever possible, a five (5) working day notice of the specific date to return to work should be provided to the Director so as to ensure a continuity of instruction.
3. Certified Staff who are returning to work immediately following a pregnancy-related disability leave shall return to their regularly assigned position.

### **3.8 Child Care Leave**

Upon written request submitted to the Director by a Certified Staff, at least three (3) months before the leave is to begin (unless exceptions are granted by the Director), the Board will grant an unpaid child leave under the following conditions:

- A. Child care leave applies to newborn babies or newly adopted children under the age of four years.
- B. Child care leave shall be for a period of up to one full semester and any fraction of another semester. This fractional part of the semester must begin at the beginning of said leave. In the event, however, that the child care leave commences in summer months such leave may be for a period of one full year. If additional child care leave is necessary, the Certified Staff shall present in writing a request for such extension, listing reasons for the said request. Extension requests will be considered on an individual basis and determined at the discretion of the Director. Certified Staff are encouraged to return from child care leave for the fall semester.
- C. Salary, all fringe benefits and accumulation of seniority cease at the commencement of the child care leave; however, all insurance coverage may be kept in effect by the Certified Staff during the term of the child care leave, so long as the Certified Staff makes the required premium payments to the Cooperative during the leave period.
- D. For a probationary Certified Staff, however, a child care leave may result in a loss of probationary service credit as determined by the Director. Tenured status will be determined by the Board upon recommendation of the Director.

- E. Advancement on the salary schedule will be allowed according to the following:
1. If a Certified Staff works 120 or more days of the school year, that full year will be allowed on the schedule.
  2. If a Certified Staff works less than 120 days of a school year, no advancement on the schedule will be allowed.
- F. General Conditions Affecting Child Care Leaves
1. If a Certified Staff intends to return for the beginning of the second semester of a school year, written notification shall be made by the Certified Staff to the Director by October 31 of the same school year.
  2. If a Certified Staff intends to return for the beginning of the first semester of a school year, written notification shall be made by the Certified Staff to the Director by March 1 of the same calendar year.
  3. A Certified Staff granted a child care leave shall be entitled to a teaching position for which he/she is qualified and certified, upon his/her return from said leave.
  4. Failure of a Certified Staff to notify the Director of his/her intent to return according to the provisions of this section shall be considered a resignation.
  5. Child care leave under this section 3.8 is not available to Certified Staff who exercise their child care rights under any applicable law, including Section 24-6 of the School Code.

### **3.9 Leave of Absence**

- A. Leave of absence without pay for health, professional study or family care responsibilities may be granted to a tenured Certified Staff by the Board for a period of one (1) year or less upon recommendation of the Director. "Family" shall be defined as the immediate family, as covered in Article IV, 4.8, E, of this Agreement.
- B. A Certified Staff desiring a leave of absence shall notify the Director, in writing, of his/her desire to take such leave at least sixty (60) days prior to the date on which the leave is requested to begin; provided, however, that the Director may, in the exercise of his/her discretion, waive the sixty (60) day notice requirement in instances of emergency. The Director and Certified Staff shall mutually agree upon the date on which the Certified Staff is to return to work.

- C. A Certified Staff on leave of absence may keep his/her health insurance in effect by paying the full premium.
- D. All leaves of absence shall be granted with the full understanding that the Certified Staff may be assigned to any position for which he/she is qualified upon completion of leave. Consideration shall be given to returning the Certified Staff to his/her former position.
- E. The Board, in its sole discretion, may extend the leave for an additional school year upon written request from the Certified Staff and securing the recommendation to do so from the Director.
- F. A Certified Staff who is on leave of absence will advance on the salary schedule and accrue seniority in accordance with the following:
  - 1. If a Certified Staff works 120 or more days of a school year, that full year will be allowed on the schedule and for purposes of seniority.
  - 2. If a Certified Staff works less than 120 days, no advancement on the schedule shall be allowed and the Certified Staff will accrue no seniority.
- G. A Certified Staff on leave of absence retains any unused accumulated sick leave, usable upon return to regular employment, but does not earn additional sick leave until the Certified Staff returns to service.

### **3.10 Evaluation Procedures**

The Union and the Cooperative developed the evaluation system which conforms to state law which includes all the required components of the Performance Evaluation Reform Act.

The evaluation procedure will follow the timelines, guidelines and forms found in the official appraisal system. These timelines and guidelines can be found in Section 9: Year 1 Non-Tenured Appraisal Process; Sections 10: Year 2 Non-Tenured Appraisal Process; Section 11: Year 3 & 4 Non-Tenured Appraisal Process; Section 12A: Tenured Appraisal Process.

The Union and the Cooperative will meet annually to review the evaluation tool and procedure upon request of either the Union or Cooperative.

- A. Tenured Certified Staff who have received a rating of “Proficient” or “Excellent” will be evaluated every three (3) years unless at least 60 calendar days’ notice is provided to the staff member in consultation with the director.
- B. In the event that a Certified Staff is not satisfied with their evaluation, then they shall have the right to file a written rebuttal within ten (10) days of receiving the evaluation. This rebuttal will be attached to the evaluation

### **3.11 Personnel Files**

There shall be one (1) personnel file for each Certified Staff. This file shall provide the Certified Staff with a single point of reference at which he/she can find any and all evaluations, letters, reports, memoranda and any other documents or materials that exist in SOWIC or that have been initiated by SOWIC personnel relating to the nature and quality of his/her service and professional conduct. This personnel file shall be maintained in accordance with the following provisions:

- A. Upon written request, a Certified Staff will have the right to review materials in his/her personnel file. Letters and materials which are confidential in nature, which consist of letters of recommendation used by the Certified Staff to secure a position, will not be available to the Certified Staff. Such review may take place under the supervision of the Director or designee.
- B. No materials shall be placed in the personnel file unless the Certified Staff receives a copy of said material. A Certified Staff will have the right to answer such material, in writing, within twenty- one (21) calendar days and his/her answer shall be attached to the corresponding file material. A Certified Staff's written answer must specifically relate to the particular material in question.
- C. Each Certified Staff shall have the right to insert material relevant to his/her service in the Cooperative and add statements as to his/her qualifications as a Certified Staff. However, such material will be placed in the personnel file only if the Director determines it relevant. The insertion of such material in the personnel file does not indicate agreement with the content thereof by the Director or the Board.
- D. All materials to be placed in the official personnel file shall be inserted within thirty (30) calendar days of the discovery by the Board or Director of the event giving rise to the material.
- E. Neither a Certified Staff's personnel file nor any of its contents shall be copied or otherwise made available to unauthorized personnel without the Certified Staff's permission, either during or after his/her service in the Cooperative. However, it remains the responsibility of any Certified Staff leaving the Cooperative to keep the Cooperative informed as to his/her current address and, if not available, then the decision on the availability of specific contents of the file shall remain with the Director. Authorized personnel having access to the file for the purpose of review and copies include the Board of Education of the administrative district, the Governing Board of the Cooperative, its Director or designee and the Certified Staff's own Superintendent and/or principal(s) to which he/she is responsible, and counsel to either the Board of Education and/or the Governing Board.
- F. No person shall remove any materials from the Certified Staff's personnel file without the mutual consent of the Certified Staff and the Director.

### **3.12 Use of Mailboxes/Access to Information**

- A. The Union shall have the right to use SOWIC mailboxes for the purpose of communicating with SOWIC employees.
- B. Upon request, the Union shall be provided with the following information and/or statistical data:
  - 1. A copy of the Annual Audit and tentative and final budget.
  - 2. Names of employees, degrees held, years of experience and position on the salary schedule.
  - 3. Faculty lists, including home addresses and listed telephone numbers.
  - 4. Minutes and agendas of meetings of the Board of Directors.

### **3.13 Teacher Assistants**

Teachers will be notified of the interview time and place for the purpose of providing input when teacher assistants are interviewed. If a substitute is necessary, one will be provided so that the teacher can take part in the interview.

### **3.14 Workspace**

The Director in consultation with the building principal will make every reasonable effort to ensure some workspace is available for each Certified Staff to accomplish his/her assignment.

**ARTICLE IV  
COMPENSATION AND BENEFITS**

**4.1      *General Limitation on Compensation Increases***

The parties agree that under no circumstances will increases in creditable earnings for Certified Staff, who are within four (4) years of becoming eligible for retirement and could be eligible to retire under any TRS retirement program, exceed six percent (6.0%) from one year to the next. The parties agree that if, whether due to horizontal lane movement, extra duties, mentoring responsibilities, other sources of income that are considered creditable earnings, or for any other reason, the six percent (6.0%) cap might be exceeded, the Director will meet no later than April of each year with the affected Certified Staff to restructure the Certified Staff's final SOWIC compensation for that year so that the six percent (6.0%) cap will not be exceeded. The Union will be notified of the meeting and will participate in those discussions. The parties acknowledge that the purpose of any such change in a Certified Staff's final SOWIC compensation for a school year to assure that the six percent (6.0%) cap is not exceeded so as to avoid liability penalties to SOWIC.

**4.2      *Salary Schedule***

A. Placement

The salary schedule shall be as set forth in Appendix A, which is attached hereto and incorporated into this Agreement. For initial placement on the salary schedule, each year of outside experience granted by the Director shall equal one (1) step on the salary schedule unless unusual circumstances prevail as determined by the Director, with notification to the President of the Union within a reasonable length of time of hiring by the Board.

B. Advancement

Horizontal advancement on the salary schedule shall be granted for graduate studies satisfactorily completed so long as such studies relate to the Certified Staff's duties within the Cooperative and so long as the Certified Staff has secured prior written approval for such graduate studies from the Director. Horizontal advancement on the salary schedule shall be granted during the first pay period of the school year. In order to receive horizontal advancement, the affected Certified Staff must submit evidence of satisfactory of completed work in the form of certified transcripts from the college or university by August 1<sup>st</sup> of the upcoming school year.



C. Speech-Language Pathologists

1. Speech-Language Pathologists with a MA degree shall remain on the Teachers' Salary Schedule. However, only thirty-two (32) hours earned in the MA program will be counted for MA lane credit. Any hours over the thirty-two (32) will be available for credit towards the MA 15 and MA 30lanes.

2. Additional Compensation

a. Speech-Language Pathologists will receive an annual stipend of:

<u>2024-2025</u>	\$2,700
<u>2025-2026</u>	\$2,700
<u>2026-2027</u>	\$2,700
<u>2027-2028</u>	\$2,700

b. New Speech-Language Pathologists who complete one full year of employment with SOWIC will receive a one-time signing bonus which will be paid no later than the last day of the first school year of employment.

<u>2024-2025</u>	\$2,000
<u>2025-2026</u>	\$2,000
<u>2026-2027</u>	\$2,000
<u>2027-2028</u>	\$2,000

c. A one-time stipend will be paid to Speech-Language Pathologists at the end of each five (5) full years of employment in years 5, 10, 15, 20, and 25. This will be paid no later than the last day of the fifth school year of employment.

<u>2024-2025</u>	\$2,000
<u>2025-2026</u>	\$2,000
<u>2026-2027</u>	\$2,000
<u>2027-2028</u>	\$2,000

D. School Psychologists and Social Workers

1. For newly employed Social Workers with a Master’s degree, only 32 hours earned in the Master’s degree program will be counted for the MA lane credit. Any hours over 32 will be available for credit towards the MA15 and MA30 lanes.

2. Additional Compensation

a. New School Psychologists and Social Workers who complete one full year of employment with SOWIC will receive a one-time signing bonus which will be paid no later than the last day of the first school year of employment.

<u>2024-2025</u>	\$2,000
<u>2025-2026</u>	\$2,000
<u>2026-2027</u>	\$2,000
<u>2027-2028</u>	\$2,000

b. A one-time stipend will be paid to School Psychologists and Social Workers at the end of each five (5) full years of employment in years 5, 10, 15, 20, and 25. This will be paid no later than the last day of the fifth school year of employment.

<u>2024-2025</u>	\$2,000
<u>2025-2026</u>	\$2,000
<u>2026-2027</u>	\$2,000
<u>2027-2028</u>	\$2,000

E. Tuition-Based Program Teachers

1. Any teacher that had completed five (5) full years in a tuition-based program (SOWIC Ed Center, Fisher, CAB, ELS, SOWIC EC) by the end of the 2023-2024 school year will receive a one-time stipend of \$2000 to be paid no later than the last day of the 2024-2025 school year.
2. A new teacher in a tuition-based program (SOWIC Ed Center, Fisher, CAB, ELS, SOWIC EC) who complete one full year of employment with SOWIC will receive a one-time signing bonus which will be paid no later than the last day of the first school year of employment.

<u>2024-2025</u>	\$2,000
<u>2025-2026</u>	\$2,000
<u>2026-2027</u>	\$2,000
<u>2027-2028</u>	\$2,000

3. A teacher in a tuition-based program (SOWIC Ed Center, Fisher, CAB, ELS, SOWIC EC) will receive a one-time stipend at the end of each five (5) full years of employment in years 5, 10,15, 20, and 25. This will be paid no later than the last day of the fifth school year of employment.

<u>2024-2025</u>	\$2,000
<u>2025-2026</u>	\$2,000
<u>2026-2027</u>	\$2,000
<u>2027-2028</u>	\$2,000

F. Extended School Year (summer school). Certified Staff will be paid their hourly rate during extended school year hours.

**4.3 Payroll Procedure**

Certified Staff shall be paid on the basis of twenty-four (24) equal installments.

**4.4 Certified Staff Contribution**

According to authority granted by the Pension Reform Act of 1974, Section 414 (h)(2) of the Internal Revenue Code, the Board shall, as a benefit to the employees, withholding nine percent (9.0%) of each employee’s compensation provided herein for said employee’s contribution to the Teacher’s Retirement System of the State of Illinois and will shelter said contribution from the said employee’s taxable income as reported to the Internal Revenue Service and the Illinois Department of Revenue.

**4.5 Health Insurance**

A. The Board shall contribute 90% of the annual single premium rate for single or family coverage for purchase of said health and dental insurance for current full time employees. All employees hired after June 30, 2016 will be offered participation in HMO coverage only with the option to participate in a PPO program by paying the difference in the premium. Health insurance costs that exceed 5% from the previous year will be shared equally by the Board and the Union. In the event that the Board changes this group insurance policy or the carrier, then the Union will be so informed of the anticipated changes and shall have an opportunity to review such changes or their input prior to the final decision being made by the Board.

B. A Joint Health Insurance Committee, comprising representatives from the Union and the Administration, shall be formed to review SOWIC’s insurance plans if the Lincoln-Way Area Affiliation (Health Insurance Cooperative) is contemplating changes in existing coverage, benefits and/or related costs during the term of this Agreement. Any recommendations from the committee shall be submitted to the SOWIC Governing Board for their consideration prior to the Board endorsing an implementation of any changes. It is understood that the final decision on such changes shall remain an exclusive prerogative of the Board.

- C. The Board shall contribute 90% of the annual single premium rate for each current full-time employee of a married or civil union status if both employees work for SOWIC and apply this amount towards family coverage. The employees will be responsible for paying for the balance of the cost of the family policy
- D. The Board shall contribute 90% of the annual single premium rate in HMO only if hired after June 30, 2016, for each full time employee of a married or civil union status if both employees work for SOWIC and apply this amount towards family coverage. The employees will be responsible for paying for the balance of the cost of the family policy with the option to participate in a PPO program by paying the difference in the premium.

**4.6 Life Insurance**

The Board shall provide a term life insurance policy in the amount of \$30,000.00 for all full-time Certified Staff.

**4.7 Mileage Reimbursement**

Certified Staff shall be allowed to claim mileage reimbursement at the rate allowable by the IRS at the beginning of each school year when their personal automobile is used in the performance of assigned duties. Mileage reimbursement will be paid for the following duty assignments:

- A. Teachers -- travel between buildings where their students are located;
- B. Speech Pathologists, Psychologists, and Social Workers -- travel between the SOWIC schools to which they are assigned and travel from their assigned schools to facilities located outside SOWIC;and
- C. Certified Staff -- travel to and from professional conferences outside of SOWIC.
- D. Any Certified Staff required to travel from SOWIC or assigned school to events outside the work day, including but not limited to school dances, community events supporting students, home visits, or other events as required by administration or District Coordinator.

**4.8 Sick Leave**

- A. Certified Staff shall be granted the following annual sick leave, to be used in conformance with the law according to his/her employment with the Board. Sick leave days shall be granted in half or full days.

<u>Years</u>	<u>Days per Year</u>
1 – 2	11
3 – 5	14
6 – thereafter	15

- B. Unused sick leave will accumulate to a total of 340 days excluding the annual sick leave allotment.
- C. Certified Staff with over four (4) years of service who work 186 to 205 days per year shall have one (1) additional day of accumulated sick leave.
- D. Certified Staff with over four (4) years of service who work more than 205 days per year shall have two (2)

additional days of accumulated sick leave.

- E. Sick leave shall be interpreted as being personal illness, quarantine at home, or serious illness or death in the immediate family or household or birth, adoption or placement for adoption or acceptance of a child in need of foster care. The immediate family for purposes of this section shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, sons-in law, daughters-in-law, legal guardians and civil union partners.
- F. In the event that sick days must be used by Certified Staff, the Certified Staff shall report the necessity to the appropriate Administrator of the School District/SOWIC Program to which he or she is assigned in accordance with that School District's/SOWIC Program's policy. The Certified Staff must also notify the SOWIC Office through a phone message on the absence line or e-mail to [sickleave@sowic.org](mailto:sickleave@sowic.org).
- G. A teacher who exceeds his/ her sick leave shall be deducted 1/181 of the yearly salary for each day absent. A psychologist or social worker who exceeds his/her sick leave shall be deducted one (1) over the number of days in the work assignment per individual contract of the yearly salary for each day absent depending upon the individual's length of contract year.
- H. Certified Staff shall be notified in writing, reported on their paychecks, as to the current number of sick leave days they have accumulated.

#### **4.9 Sick Leave Bank**

- A. Any full-time Certified Staff shall be eligible to participate voluntarily in a "Sick Leave Bank." Certified Staff who desire to participate in the Sick Leave Bank shall submit a written notice of intent to participate on a provided form. Said notice shall be given to the Sick Leave Bank Committee, who will administer the provisions of the Sick Leave Bank, prior to October 1 of each year. Any Certified Staff on extended sick leave during the annual enrollment period is ineligible to join the Sick Leave Bank. Days awarded to a Certified Staff from the Sick Leave Bank shall not count toward district seniority credit or salary schedule advancement.
- B. Participating Certified Staff shall have deducted from accumulated sick leave one (1) day of credited sick leave each year for five (5) years as their principle contribution to the Sick Leave Bank. When the Sick Leave Bank Committee shall deem it necessary to replenish the Bank, participating members will contribute one (1) sick day from their accumulated sick leave. If a participating Certified Staff does not have a sick leave day to contribute for that year, then the sick leave day will be contributed at the beginning of the next school year without lapse in Sick Leave Bank eligibility. No Certified Staff who has submitted a notice of intent to retire will have a sick day automatically deducted.
- C. A participant may cancel membership by so indicating in writing directed to the attention of the chairperson of the Sick Leave Bank Committee. Cancellation of membership, regardless of reason, shall mean forfeiture of any claim to contributed days and benefits of membership.

- D. Authorized withdrawal by participating Certified Staff from the Sick Leave Bank shall be made only upon approval of the majority of members of the Sick Leave Bank Committee. The Sick Leave Bank Committee members shall be chosen by the Union. The Committee will consist of four (4) full-time Certified Staff. The Director or his/her designee will also serve on the Sick Leave Bank Committee.

The decisions of the Committee shall be final and are not subject to grievance and arbitration procedures set forth in Article II.

- E. A participating Certified Staff may not apply for a withdrawal from the Sick Leave Bank until the Certified Staff has, in fact, depleted his/her accumulated sick leave and personal leave and has been absent for a minimum of twenty (20) school days with a catastrophic illness. Each withdrawal shall be no more than twenty (20) school days. A Certified Staff may apply for additional withdrawal, if necessary, upon depletion of the initial withdrawal. Under no circumstances will a total number of days used by a participating Certified Staff exceed one hundred (100) days in any given year. Under no circumstances shall withdrawals from the Sick Leave Bank be used to extend a participant's sick leave beyond the school year in which the leave first commenced. A Certified Staff may not apply for future Sick Leave Bank withdrawals until he/she has completed one (1) year of active teaching service after use of the Bank.
- F. The Sick Leave Bank is available to Certified Staff who have exhausted all of their accumulated sick leave and personal leave and suffer from a personal illness, disability, or hospitalization of a "catastrophic" nature. Catastrophic refers to a life-threatening, extraordinary, or chronically debilitating medical condition and is not intended to include commonplace or ordinary medical conditions. Examples of catastrophic medical conditions include certain cancers and pregnancy/child-birth complications that are hazardous to the life of the mother and/or unborn child. In contrast, the flu, a broken leg, and routine pregnancies are not considered catastrophic medical conditions. Generally, catastrophic medical conditions must be considered both long-term in nature and require a long-term recuperation period. A physician's statement describing in reasonable detail the prognosis of the life-threatening, extraordinary or chronically debilitating illness, along with a treatment plan and an estimated return to work date, must be submitted with the Certified Staff's request to access the Sick Leave Bank.
- G. The SOWIC bookkeeper shall compile a roster of participating Certified Staff and shall submit its list to the Union President no later than thirty (30) days upon receipt of the information from the open enrollment period in any given year, or by November 1st. Additionally, the administration shall report any withdrawals to the Union President as days are withdrawn and awarded to a participating Certified Staff.
- H. The Sick Leave Bank Committee will meet prior to November 1 each year to review the status of the Sick Leave Bank.
- I. Any Certified Staff who is receiving disability benefits from the Teachers Retirement System or who is absent for illness or injury due to a work-related accident (which is compensable under the Illinois Worker's Compensation Act) may not avail himself/herself of any benefits of the Bank. Certified Staff who are on Board-approved leaves of absence, except for a temporary disability leave, shall be ineligible to withdraw days from the Sick Leave Bank.

#### **4.10 Bereavement Leave**

Certified Staff may use two (2) days, per incidence of death, per work year, for leave connected with the death of an "Immediate Family" member of the Employee without deduction from sick leave. ("Immediate Family" shall be defined as noted in Section 4.8 E Sick Leave.) Additional days may be granted by the Director, which shall be deducted from available sick days or, if sick leave is not available, deducted from salary.

#### **4.11 Personal Leave**

- A. Each Certified Staff may be granted, upon approval of the Director (2) personal leave days (with pay) each school year. Personal leave shall be non-cumulative; provided, however, that any unused personal leave days shall, at the end of the school year, convert to and be added to the Certified Staff's accumulated sick days. One (1) day of unused personal leave per year shall be rolled over to the following year. Any unused personal leave days that will result in any Certified Staff having more than three (3) personal leave days in any given year; will be rolled over to accumulated sick leave.

**Example:** Certified Staff A has three (3) personal leave days in 2020-2021 school year. In August of 2020, Certified Staff A is entitled to two (2) more personal leave days. Two (2) days will roll over to accumulated sick days and Certified Staff A still has three (3) leave days.

- B. Personal leave days will not be granted during the first five (5) work days of school, last five (5) work days, and for days immediately before or after a holiday or school vacations. Specific reasons may be provided to the Director covering unusual circumstances and/or emergency situations. Such requests may be considered for approval by the Director.
- C. Notification of a personal leave day shall be made to the Director using the proper form at least five (5) working days in advance. In cases of emergency situations, exceptions may be granted.
- D. The employee shall not be required to give explanation of the reason for the leave unless such requests violate Part B and/or C above.
- E. Requests must be made in writing to the Director.
- F. Personal leave days shall be granted in half or full days.

#### **4.12 Professional Meetings Leave**

- A. Certified Staff may, without deduction in pay or reduction in other leave days, be eligible to attend professional meetings or visit other educational facilities if they submit a request, when possible, within fourteen (14) days in advance of the event and are authorized to do so in accordance with the sole discretion of the Director, who shall provide a written response to requests.
- B. One union member will be allowed release time to attend each monthly Governing Board meeting. The Union President will notify the director in writing by September 1<sup>st</sup> of each school year, the schedule of which union member will attend each meeting. Substitutions may be made with approval of the Director, the Union President will provide the Director 30 days' notice of the requested planned substitution. At no time will any union member attend more than 1 meeting per school year with the exception of the Union President or Officers. Union member will attend Governing Board meetings that are held in the district to which they are

assigned so as to minimize the disruption caused by their absence from their assigned district. The Union President may also schedule one member from the Fisher Building to attend one Governing Board Meeting per year. Exceptions may be granted upon approval of the Director.

#### **4.13 Jury Duty Leave**

A Certified Staff will be excused at full pay for the purpose of fulfilling jury duty.

#### **4.14 Compensatory Time**

In the event that a Certified Staff is instructed by the Director to work beyond his/her regular work day or work year, he/she shall be entitled to an amount of time off from work equal to that which he/she worked beyond his/her regular work day or work year.

#### **4.15 Payroll Deductions**

Upon written request of a Certified Staff, the Board shall make deductions from the Certified Staff's paycheck for:

- A. Membership dues to SOWIC Council, A.F.T. - Local No. 604;
- B. Tax-sheltered annuity plans, i.e., Valic, etc.; and,
- C. Payroll savings plans;

Provided, however, that the maximum number of designated receiving agencies for such deductions for the entire teaching staff shall not exceed ten (10) and further provided that at least three (3) Certified Staff elect to have payroll deductions for the same designated receiving agency.

#### **4.16 Part-Time Certified Staff**

Any regularly employed part-time Certified Staff who works at least one-half (1/2) of the full-time equivalency for Certified Staff in the Cooperative shall receive a pro-rated share of the compensation and benefits set forth in this Article. Any regularly employed part-time Certified Staff who works less than one-half (1/2) of the full-time equivalency for Certified Staff in the Cooperative shall receive a pro-rated share of the compensation set forth in Appendix A.

#### **4.17 Section 125 Medical and Dependent Spending Account**

The Board shall maintain a said reduction plan for health insurance which meets the requirements of Section 125 of the Internal Revenue Code. The selected options shall be within the capability of SOWIC's payroll system, and the Lincoln-Way Area Affiliation (Health Insurance Cooperative) as determined by the Director. SOWIC will pay the initial entry fee, along with the annual fee to operate the Plan. Each individual member will be responsible for their monthly fee to participate in the Plan.



#### **4.18 Retirement Incentives**

- A. Any full-time Certified Staff eligible to retire under TRS, with the required amount of service with SOWIC, for whom the Board is not required to pay any TRS penalty whatever may access the retirement incentives contained herein.
- B. Qualifications and Procedures Required For All Retirement Incentives.

Full-time Certified Staff desiring to participate in a retirement incentive program must:

1. Be eligible for non-discounted/non-early retirement option under TRS and have been employed by SOWIC full-time for fifteen (15) years.
  2. Submit to the SOWIC Board, through the Director, a letter requesting participation in a retirement program (four, three, two, or one year) and irrevocably resigning effective at the close of their last year of employment. Such written notice shall be filed no later than June 1st prior to the Certified Staff's first year in a retirement incentive program.
  3. Not elect any TRS retirement incentive or option which requires a contribution to TRS by the Board.
  4. Submit at the time of notice of retirement, a TRS statement of benefit or other TRS documentation confirming the Certified Staff's total years of service and creditable earnings each year.
- C. Six Percent (6%) in TRS Creditable Earnings. As a retirement incentive, Certified Staff who meet the qualifications and conditions set above in sub-section 2 will have up to their last four (4) years of service to SOWIC increased by six percent (6.0%) over their previous year TRS creditable earnings. Creditable earnings are defined as the total TRS creditable earnings from all sources each year. Additional conditions related to a six percent (6.0%) cap are contained in Article IV, 4.1, of this Agreement.
  - D. Post-Retirement Non-Pensionable/Non-Creditable Distribution.

The Board will provide a retired Certified Staff, who has given a four (4) year notice to retire, a post-retirement one-time non-pensionable/non-creditable distribution of \$8,000 payable in July following retirement after the last day of work and separate from and after the final paycheck for regular earnings. In the event the Teacher Retirement System (TRS), litigation from the state and/or federal courts, and/or legislation imposes future regulations, restrictions, changes, and/or penalties affecting SOWIC that are related to this post retirement distribution, then the \$8,000 distribution shall be held in abeyance pending the outcome of impact negotiations that will be legally acceptable and not provide any penalty to SOWIC.

- E. The Board shall pay the Employee portion of the single health insurance premium for the TRIP Benefit Choice Options up to a maximum of \$100/month until the age of Medicare eligibility. In the event the Teacher Retirement System, state and/or federal litigation, decisions from state and/or federal agencies, and/or legislation imposes regulations, restrictions, changes and/or penalties related to this specific postretirement benefit, then the monthly distribution to retirees shall be held in abeyance pending the outcome of impact negotiations that would be within acceptable legal guidelines and not provide any TRS penalty to SOWIC.

- F. It is recognized by the parties that future adopted rules and regulations by the Illinois Teachers Retirement System, litigation and/or legislation could void out some or all of the above incentives and/or regulations or provide further exemptions. If that situation occurs, then SOWIC is no longer obligated to provide a six percent (6.0%) increase or other affected programs for Certified Staff eligible for the retirement incentives described above or if further exemptions are allowable; in either situation, the Governing Board of SOWIC and the Union shall meet and discuss the impact of such decisions within thirty (30) days of their finalization for purpose of renegotiating these benefits.

#### **4.19 Tuition Reimbursement for Required Courses**

- A. The Director reserves the right to require a Certified Staff, not on a remediation plan, to take a graduate course that the Director deems necessary to improve the Certified Staff's instructional skills in their current assignment. The time line to take the identified course and selection of the university or college shall meet with the approval of the Director. When such direction is given to a Certified Staff not on a remediation plan, the affected Certified Staff shall receive full payment for the tuition. A Certified Staff who fails to complete the course with an "A" or "B" shall be required to reimburse the Cooperative for the full course amount of the tuition.

- B. Reimbursement for Graduate Level Courses:

SOWIC Certified Staff will be reimbursed up to a maximum of \$1400 per year for coursework completed in each year of this Agreement per Cooperative fiscal year (July 1 to June 30) for graduate level courses pre-approved by the Director which are directly related to their current teaching assignments. Certified transcripts are required to be submitted to SOWIC prior to reimbursement. A Certified Staff who fails to complete the course with an A or a B shall not be reimbursed.

#### **4.20 Classroom/Professional Expenses**

Each Certified Staff will receive an allowance of \$400 for supplies annually. Each Certified Staff will receive an allowance of \$400 for workshop/conference attendance annually that related to their teaching area, subject to approval by administrator and/or Director. Certified Staff will submit their items to be ordered on the SOWIC forms provided or in the case of personal purchases, the receipts must be turned in to SOWIC for reimbursement. If the Administrator or Director requires a Certified Staff member to attend a workshop/conference, it will be 100% paid for by SOWIC.

#### **4.21 Mentorship Program**

The SOWIC Mentoring Program provides new employees with professional development and mentorship in the first year of employment. Those employees in mentoring positions will be expected to attend all meetings and fulfill the requirements of the program. Mentors will be compensated with a eight hundred dollar (\$800.00) stipend. However, SOWIC, in its sole discretion, reserves the right to terminate or suspend the mentoring program.

**ARTICLE V  
MISCELLANEOUS PROVISIONS**

**5.1      *Complete Understanding***

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties, 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. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions contained herein may be modified only through the written mutual consent of the parties.

**5.2      *Savings Clause***

Should any article, section or clause of this Agreement be declared illegal by a Court of competent jurisdiction, then said article, section or clause shall be deleted here from, but the remaining articles, sections and clauses shall remain in full force and effect.

**5.3      *Terms of Agreement***

This Agreement shall be for four (4) years, effective July 1, 2024, and shall continue in effect until June 30, 2028. Negotiations shall commence prior to April 1, 2028, or on a mutually agreed later date.

**5.4      *No Strike***

No Certified Staff covered by this Agreement, nor the union shall ever, during the term of this Agreement, promote, sponsor, engage in or condone any strike, concerted stoppage of work, refusal to render full and complete services to the Board, or any other interruptions of educational services of the Cooperative for the duration of this Agreement. It is understood and agreed that any Certified Staff violating this provision shall be subject to discipline as deemed appropriate by the Board. Additionally, the Board agrees that during the term of this Agreement, it will not conduct nor condone any lockout of its Certified Staff.

**5.5      *Management Rights***

It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of the Cooperative and the Board of Directors which are not specifically limited by the express language of this Agreement are retained by the Board; provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

**5.6      *Meetings***

The Director or designee shall meet, monthly during the school term, with two representatives of the union Executive Board to discuss matters relating to the implementation of this Agreement. The schedule for the school term will be established by the Director and Union President. Rescheduled meetings will be by mutual agreement between the Director and the Union President.

## **5.7            *Deductions on Behalf of the Union***

- A. By September 15<sup>th</sup> of each year, the SOWIC Council shall certify to the Cooperative in writing the amount of annual membership dues, assessments and fees (collectively referred to as “dues”) to be deducted from bargaining unit employees who decide to become dues paying members of the SOWIC Council. This certification shall be accompanied by a list of the employees who have individually authorized such deductions in writing. The Cooperative shall deduct from regular pay of such employees the amount of dues certified by the SOWIC Council on a schedule agreed to by both the Cooperative and the SOWIC Council. The first dues remittance each September from the Cooperative will include the following information: job title, worksite location, employee identification number, work e-mail address, date of hire, and, if on file with the Cooperative, the home and cellular phone numbers, and home email address. In addition, within ten (10) business days from date of hire, the Cooperative shall provide to the SOWIC Council via email, the same information about new employees. The aggregate deductions of the employees shall be remitted in an Excel file to the SOWIC Council on a monthly basis together with a statement identifying the amount deducted from each employee. Deductions shall remain in effect until the Cooperative receives notice from the SOWIC Council that an employee has revoked or changed his or her authorization in writing in accordance with the terms of the authorization. Employee requests to authorize, revoke, cancel or change authorizations for payroll deductions received by the Cooperative shall be directed to the SOWIC Council.
- B. The SOWIC Council shall indemnify and hold harmless the Cooperative, the Cooperative’s Board and its members, officers, agents, administrators and employees from and against any and all claims, demands, actions, complaints, suits, grievances, attorneys’ fees, costs, expenses or other forms of liability or losses directly or indirectly resulting from, by reason, or by connected with any Cooperative action arising from this Section.

## **5.8            *Discipline of Certified Staff***

Prior to imposing disciplinary action on a Certified Staff member, SOWIC shall offer the staff member the opportunity to respond to the basis for disciplinary action with the option of the staff member to be assisted by a Union representative at the meeting in which disciplinary action may be taken. The meeting will be held as scheduled by SOWIC with or without the Union representative, so long as at least 24 hours’ notice of the meeting is given to the staff member. In determining the level of discipline to be imposed, SOWIC recognizes the principles of progressive discipline, which include the following in normal progression and circumstances:

1. Oral warning with documentation given to the staff member and copied to the staff member’s personnel file.
2. Written reprimand given to the staff member and copied to the staff member’s personnel file. The reprimand shall contain a summary of the basis for the discipline.
3. Suspension, with or without pay, with written notice given to the staff member and copied to the staff member’s personnel file. The notice shall contain the number of days of the suspension and a summary of the basis for the discipline.

The foregoing progression does not include all disciplinary actions which may be imposed and SOWIC reserves the right to depart from the normal progression as it deems appropriate in particular cases. Only procedural

violations of this section are subject to the grievance procedure and not the substantive basis for the imposition of discipline.

Nothing in this section prevents temporary reassignment or the placement on paid administrative leave of a staff member pending the investigation of the staff member's conduct or performance and the final imposition of disciplinary action.

Nothing in this section applies to the evaluation process, the issuance of a notice to remedy or to the non-renewal, reduction in force, or dismissal of a staff member under the provisions of the Illinois School Code.

**APPENDIX A**

**Teacher/Speech Language Pathologist 2024-2025**

Increase            3.00%  
 Step                 1.50%

<b>STEP</b>	<b>BA</b>	<b>BA15</b>	<b>MA</b>	<b>MA15</b>	<b>MA30</b>	<b>EdD/PhD</b>
1	47587	48488	50649	52711	55023	56675
2	48474	49392	51593	53694	56050	57732
3	49378	50313	52555	54695	57094	58809
4	50346	51300	53586	55767	58214	59962
5	51334	52306	54636	56861	59355	61137
6	52092	53079	55443	57702	60233	62041
7	52862	53863	56263	58554	61123	62958
8	53617	54633	57067	59391	61996	63857
9	54358	55387	57855	60211	62852	64739
10	54963	56004	58499	60881	63553	65459
11	55575	56626	59149	61557	64260	66187
12	56261	57326	59880	62318	65052	67005
13	57024	58103	60693	63163	65934	67912
14	58110	59211	61852	64364	67192	69208
15	59198	60228	63011	65566	68449	70502
16	60286	61428	64171	66767	69706	71797
17	61373	62537	65328	67970	70963	73092
18	62461	63646	66490	69173	72218	74387
19	63547	64753	67646	70376	73474	75680
20	64592	65684	68615	71384	74530	76764
21	65655	66898	69888	72706	75913	78187
22	66745	68045	71172	74118	77323	79642
23	67837	69194	72456	75530	78736	81100

Each teacher/speech pathologist beyond range of the salary schedule shall receive a 1.50% then 3.00% raise over their 2023-2024 salary, plus any appropriate lane advances.

Each off schedule teacher/speech pathologist shall receive the dollar increase between the last step on the salary schedule of the teacher’s current column and the last step of the column on the salary schedule the teacher is advancing to for horizontal advancement.

**Teacher/Speech Language Pathologist 2025-2026**

Increase      3.50%

<u>STEP</u>	<u>BA</u>	<u>BA15</u>	<u>MA</u>	<u>MA15</u>	<u>MA30</u>	<u>EdD/PhD</u>
1	49252	50185	52422	54555	56949	58659
2	50171	51121	53399	55574	58011	59752
3	51106	52074	54394	56609	59092	60867
4	52108	53096	55461	57719	60251	62060
5	53130	54137	56549	58851	61433	63277
6	53915	54936	57384	59721	62341	64213
7	54712	55748	58232	60603	63263	65162
8	55494	56545	59064	61470	64166	66092
9	56261	57325	59880	62318	65052	67005
10	56887	57964	60547	63012	65777	67750
11	57520	58608	61220	63712	66509	68504
12	58230	59333	61976	64499	67329	69350
13	59020	60137	62817	65374	68242	70289
14	60144	61284	64017	66617	69544	71630
15	61269	62336	65217	67861	70844	72970
16	62396	63577	66417	69103	72146	74310
17	63521	64726	67615	70349	73447	75650
18	64648	65874	68817	71594	74745	76990
19	65771	67019	70013	72839	76046	78329
20	66853	67982	71016	73883	77139	79451
21	67953	69240	72334	75251	78570	80924
22	69081	70427	73663	76712	80029	82430
23	70211	71616	74992	78173	81492	83938

Each teacher/speech pathologist beyond range of the salary schedule shall receive a 5.00% raise over their 2024-2025 salary, plus any appropriate lane advances.

Each off schedule teacher/speech pathologist shall receive the dollar increase between the last step on the salary schedule of the teacher’s current column and the last step of the column on the salary schedule the teacher is advancing to for horizontal advancement.

**Teacher/Speech Language Pathologist 2026-2027**

Increase      3.50%

<b>STEP</b>	<b>BA</b>	<b>BA15</b>	<b>MA</b>	<b>MA15</b>	<b>MA30</b>	<b>EdD/PhD</b>
1	50976	51942	54256	56465	58942	60712
2	51927	52910	55268	57519	60042	61844
3	52895	53897	56298	58590	61161	62997
4	53932	54954	57402	59739	62360	64233
5	54990	56031	58528	60911	63583	65491
6	55802	56859	59392	61811	64523	66460
7	56627	57699	60270	62724	65477	67442
8	57436	58524	61132	63621	66412	68405
9	58230	59332	61976	64499	67329	69351
10	58878	59993	62666	65217	68079	70121
11	59533	60659	63362	65942	68837	70902
12	60268	61409	64145	66757	69685	71777
13	61086	62241	65015	67662	70631	72749
14	62249	63428	66257	68949	71978	74137
15	63414	64518	67499	70236	73324	75524
16	64580	65803	68741	71522	74671	76911
17	65744	66991	69981	72811	76017	78298
18	66910	68179	71225	74100	77361	79685
19	68073	69365	72464	75388	78707	81070
20	69193	70362	73502	76469	79839	82232
21	70332	71663	74866	77884	81320	83756
22	71499	72892	76241	79397	82830	85315
23	72669	74123	77617	80909	84344	86876

Each teacher/speech pathologist beyond range of the salary schedule shall receive a 5.00% raise over their 2025-2026 salary, plus any appropriate lane advances.

Each off schedule teacher/speech pathologist shall receive the dollar increase between the last step on the salary schedule of the teacher’s current column and the last step of the column on the salary schedule the teacher is advancing to for horizontal advancement.



**Teacher/Speech Language Pathologist 2027-2028**

Increase            3.50%

<b>STEP</b>	<b>BA</b>	<b>BA15</b>	<b>MA</b>	<b>MA15</b>	<b>MA30</b>	<b>EdD/PhD</b>
1	52760	53759	56155	58441	61005	62836
2	53744	54762	57202	59532	62143	64008
3	54746	55783	58268	60641	63301	65202
4	55819	56877	59411	61830	64543	66481
5	56915	57993	60576	63043	65808	67784
6	57755	58849	61471	63975	66781	68786
7	58609	59718	62380	64919	67768	69803
8	59446	60573	63271	65848	68736	70800
9	60268	61408	64145	66757	69686	71778
10	60939	62092	64859	67500	70462	72575
11	61617	62782	65580	68250	71246	73383
12	62377	63559	66390	69093	72124	74290
13	63224	64420	67291	70030	73103	75296
14	64428	65648	68576	71362	74497	76732
15	65633	66776	69862	72695	75890	78167
16	66840	68106	71147	74025	77285	79603
17	68045	69336	72430	75359	78678	81038
18	69252	70565	73718	76694	80069	82474
19	70455	71793	75000	78027	81462	83908
20	71614	72825	76075	79145	82633	85110
21	72793	74171	77486	80610	84166	86687
22	74001	75443	78910	82176	85729	88301
23	75212	76717	80333	83741	87296	89917

Each teacher/speech pathologist beyond range of the salary schedule shall receive a 5.00% raise over their 2026-2027 salary, plus any appropriate lane advances.

Each off schedule teacher/speech pathologist shall receive the dollar increase between the last step on the salary schedule of the teacher’s current column and the last step of the column on the salary schedule the teacher is advancing to for horizontal advancement.

**Psychologist/Social Worker 2024-2025**

3%

<b>STEP</b>	<b>MA</b>	<b>MA 15</b>	<b>MA 30</b>	<b>EdD/PhD</b>
<b>1</b>	65829	68112	70549	72667
<b>2</b>	66474	68779	71241	73379
<b>3</b>	67714	70062	72570	74747
<b>4</b>	68977	71368	73923	76141
<b>5</b>	70329	72767	75372	77634
<b>6</b>	71709	74194	76850	79157
<b>7</b>	72767	75290	77985	80327
<b>8</b>	73844	76403	79138	81513
<b>9</b>	74899	77495	80269	82678
<b>10</b>	75933	78565	81377	83819
<b>11</b>	76777	79438	82283	84751
<b>12</b>	77631	80321	83199	85695
<b>13</b>	78591	81314	84226	86754
<b>14</b>	79656	82416	85368	87930
<b>15</b>	81174	83981	86952	89559
<b>16</b>	82690	85547	88533	91189
<b>17</b>	84207	87113	90117	92824
<b>18</b>	85723	88676	91703	94455
<b>19</b>	87239	90242	93289	96088
<b>20</b>	88758	91812	94873	97720

Each psychologist/social worker beyond range of the salary schedule shall receive a 3.00% raise over their 2023-2024 salary, plus any appropriate lane advances.

Each off schedule psychologist/social worker shall receive the dollar increase between the last step on the salary schedule of the psychologist/social worker's current column and the last step of the column on the salary schedule the psychologist/social worker is advancing to for horizontal advancement

**Psychologist/Social Worker 2025-2026**

3.5%

<b>STEP</b>	<b>MA</b>	<b>MA 15</b>	<b>MA 30</b>	<b>EdD/PhD</b>
<b>1</b>	67145	69474	71960	74120
<b>2</b>	68133	70495	73019	75210
<b>3</b>	68801	71187	73734	75948
<b>4</b>	70084	72514	75110	77363
<b>5</b>	71391	73866	76510	78806
<b>6</b>	72791	75314	78010	80351
<b>7</b>	74218	76791	79540	81927
<b>8</b>	75314	77925	80715	83138
<b>9</b>	76428	79077	81908	84366
<b>10</b>	77520	80207	83078	85572
<b>11</b>	78590	81315	84225	86753
<b>12</b>	79464	82218	85162	87718
<b>13</b>	80348	83133	86111	88694
<b>14</b>	81342	84160	87174	89790
<b>15</b>	82444	85301	88356	91008
<b>16</b>	84015	86920	89995	92693
<b>17</b>	85585	88541	91631	94381
<b>18</b>	87154	90162	93271	96072
<b>19</b>	88723	91779	94913	97761
<b>20</b>	90292	93401	96554	99451

Each psychologist/social worker beyond range of the salary schedule shall receive a 3.50% raise over their 2024-2025 salary, plus any appropriate lane advances.

Each off schedule psychologist/social worker shall receive the dollar increase between the last step on the salary schedule of the psychologist/social worker's current column and the last step of the column on the salary schedule the psychologist/social worker is advancing to for horizontal advancement

**Psychologist/Social Worker 2026-2027**

3.5%

<b>STEP</b>	<b>MA</b>	<b>MA 15</b>	<b>MA 30</b>	<b>EdD/PhD</b>
<b>1</b>	68488	70863	73400	75603
<b>2</b>	69495	71905	74479	76714
<b>3</b>	70517	72963	75574	77843
<b>4</b>	71209	73678	76315	78606
<b>5</b>	72537	75052	77738	80071
<b>6</b>	73890	76451	79188	81564
<b>7</b>	75339	77950	80741	83164
<b>8</b>	76816	79478	82324	84794
<b>9</b>	77950	80652	83540	86048
<b>10</b>	79103	81845	84775	87319
<b>11</b>	80233	83015	85986	88567
<b>12</b>	81341	84161	87173	89789
<b>13</b>	82246	85096	88143	90788
<b>14</b>	83160	86042	89125	91799
<b>15</b>	84189	87106	90225	92933
<b>16</b>	85330	88287	91449	94193
<b>17</b>	86956	89963	93145	95937
<b>18</b>	88580	91640	94838	97684
<b>19</b>	90204	93318	96535	99435
<b>20</b>	91828	94992	98235	101183

Each psychologist/social worker beyond range of the salary schedule shall receive a 3.50% raise over their 2025-2026 salary, plus any appropriate lane advances.

Each off schedule psychologist/social worker shall receive the dollar increase between the last step on the salary schedule of the psychologist/social worker's current column and the last step of the column on the salary schedule the psychologist/social worker is advancing to for horizontal advancement

**Psychologist/Social Worker 2027-2028**

3.5%

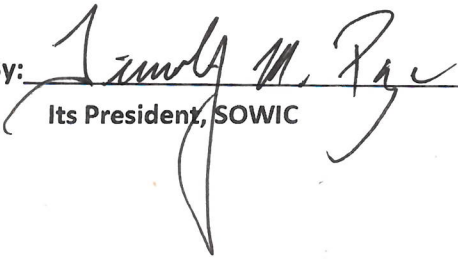
<b>STEP</b>	<b>MA</b>	<b>MA 15</b>	<b>MA 30</b>	<b>EdD/PhD</b>
<b>1</b>	69858	72280	74868	77115
<b>2</b>	70885	73343	75968	78249
<b>3</b>	71928	74422	77086	79399
<b>4</b>	72986	75516	78219	80567
<b>5</b>	73701	76257	78986	81357
<b>6</b>	75076	77679	80459	82873
<b>7</b>	76476	79127	81960	84419
<b>8</b>	77975	80679	83567	86074
<b>9</b>	79505	82260	85205	87762
<b>10</b>	80679	83475	86464	89060
<b>11</b>	81872	84710	87742	90375
<b>12</b>	83041	85920	88996	91667
<b>13</b>	84188	87107	90224	92932
<b>14</b>	85124	88074	91228	93965
<b>15</b>	86071	89054	92245	95012
<b>16</b>	87135	90155	93383	96185
<b>17</b>	88316	91377	94650	97490
<b>18</b>	89999	93111	96405	99295
<b>19</b>	91680	94847	98158	101103
<b>20</b>	93361	96584	99914	102915


Each psychologist/social worker beyond range of the salary schedule shall receive a 3.50% raise over their 2026-2027 salary, plus any appropriate lane advances.

Each off schedule psychologist/social worker shall receive the dollar increase between the last step on the salary schedule of the psychologist/social worker's current column and the last step of the column on the salary schedule the psychologist/social worker is advancing to for horizontal advancement

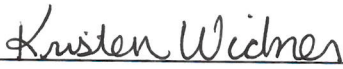
This Agreement is approved and executed on 6/27/2004.

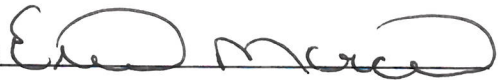
Governing Board of Southern Will County Cooperative for Special Education (SOWIC) as approved by the Board of Education of Troy 30C, Will County, Illinois, as Administrative District for the Southern Will County Cooperative for Special Education, Will County, Illinois.

By:   
Its President, SOWIC

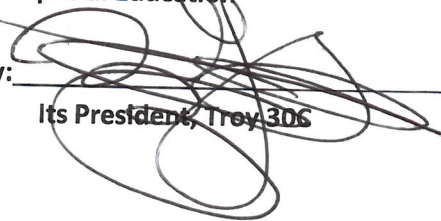
Attest:   
Its Secretary, SOWIC

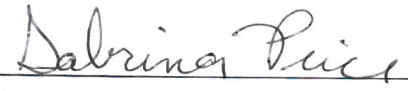
SOWIC Council-American Federation of Teachers – Local No. 604, AFT/IFT, AFL-CIO

By:   
Its President

Attest:   
Its Secretary

Approved by Troy 30C, Administrative District for Southern Will County Cooperative for Special Education

By:   
Its President, Troy 30C

Attest:   
Its Secretary, Troy 30C