

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE INDIAN VALLEY VOCATIONAL CENTER TEACHER  
ASSOCIATION

AND

THE BOARD OF CONTROL

2025-2028

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## **ARTICLE I**

### **RECOGNITION AND REPRESENTATION**

#### **1.1     Parties to the Agreement**

This Agreement is made and entered into this 29th day of May, 2025, by and between the Board of Control of Indian Valley Vocational Center and the Administrative District, hereinafter referred to as the "Board" and the Indian Valley Vocational Teachers Association (See Article X), hereinafter referred to as the "Association" pursuant to and in compliance with the Illinois Educational Labor Relations Act, Public Act 83-1014 and the association members, hereinafter referred to as "Teachers". For clarification of this agreement, the director and assistant director/dean are hereinafter referred to as "Administration" and the Indian Valley Vocational Center as whole is hereinafter referred to as the "Center".

#### **1.2     Recognition, Jurisdiction, and Scope**

The Board recognizes the Association as the sole and exclusive representative for all regularly employed full-time and part-time certified classroom teachers of the Center. Excluded from the bargaining unit are the director, assistant director, office personnel and support staff including, but not limited to, the custodian and aide(s).

#### **1.3     Conformity to Law**

Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction or in event the Congress or the Legislature enacts a law in conflict with any article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section, or clause.

#### **1.4     Board/Association Negotiation Agreement**

The Board agrees not to negotiate with any other employees' teacher organization with regard to items contained in this Agreement unless otherwise provided for in this Agreement or unless mutually agreed to by the parties during the term of this Agreement. It is understood and agreed, however, that the Board, Administration, individual teachers, or group of teachers in the Center retain their right to discuss problems relating to educational matters which are beyond the scope of salaries and the terms covered by the Agreement.

### 1.5 Petition Requirements

An organization challenging the Association must submit evidence that it has at least thirty percent (30%) of the teachers in the negotiating unit as paid-up members. Such proof of membership shall be verified by affidavit filed by the President of the challenging organization and shall be subject to examination by the Association. This evidence shall be filed with the Illinois Education Labor Relations Board between January 15 and March 1 of the year in which this Agreement terminates. If the IELRB deems such evidence of membership as valid, a referendum shall be held in accordance with PA 83-1014. If the referendum is certified as valid, the organization receiving a majority of the votes cast shall be declared the exclusive representative and shall be recognized as such by the Board.

- A. Maximum Referendums: there shall be no more than one such referendum during any one school year.
- B. Cost: the referendum shall be paid by the challenging organizations appearing on the ballot.
- C. No Representation: there shall appear on the ballot a choice for: "No Representation."

## **ARTICLE II**

### **NEGOTIATIONS**

#### **2.1     Procedure**

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. It is understood neither party may have more than five (5) members on their team during any particular negotiation session.

Both parties understand and agree to negotiate in good faith. For the purpose of this process, the parties agree "good faith" means the parties will consider proposals and counterproposals presented by each side and will make an effort to arrive at an agreement. It does not imply that either party must make concessions or capitulate in part or totally regarding matters under consideration.

It is the mutual responsibility of the Board and the Association that their respective negotiating agents shall be clothed with necessary power and authority to make and consider proposals, counter proposals, and tentative agreements.

#### **2.2     Beginning Negotiations**

Negotiations shall begin no earlier than February 1 of the year the Agreement expires unless otherwise agreed to by the Parties.

#### **2.3     Submission of Negotiations**

All tentative agreements shall be written and initiated by the spokesperson of the respective teams at the meeting the tentative agreement is reached. Initial copies shall be given to each negotiating team. The next negotiating session will be scheduled prior to the adjournment. The Agreement or any phase of it shall be considered tentative until the entire Agreement is negotiated. After the teachers have ratified the Agreement, the Board will take official action on the tentative Agreement at, or before, its next regularly scheduled Board meeting. All negotiating meetings shall be closed sessions.

#### **2.4     Impasse Procedure**

If the parties engaged in collective bargaining have not reached an agreement by 90 days before the scheduled start of the forthcoming school year, the parties shall notify the Illinois Educational Labor Relations Board concerning the status of negotiations.

Upon demand of either party, collective bargaining between the employer and an exclusive bargaining representative must begin within sixty (60) days of the date of certification of the representative by the Board, or in the case of an existing exclusive bargaining representative, within sixty (60) days of the receipt by a party of a demand to bargain issued by the other party. Once commenced, collective bargaining must continue for at least a sixty-day (60) period, unless a contract is entered into.

If after a reasonable period of negotiation and within forty-five (45) days of the scheduled start of the forthcoming school year, the parties engaged in collective bargaining have reached impasse, either party may petition the Board to initiate mediation. Alternatively, the Board on its own motion may initiate mediation during this period. However, the services of the mediators shall continuously be made available to the employer and to the exclusive bargaining representative for purposes of arbitration of contract disputes. If requested by the parties, the mediator may perform fact-finding and in so doing conduct hearings and make written findings and recommendations for resolution of the dispute. Such mediation shall be provided by the Board and shall be held before qualified impartial individuals.

It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to the Agreement declares impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Education Labor Relations Board shall be notified.

If the parties engaged in collective bargaining fail to reach an agreement within 15 days of the scheduled start of the forthcoming school year and have not requested mediation, the Illinois Education Labor Relations Board shall invoke mediation.

The costs of fact-finding and mediation shall be shared equally between the employer and the exclusive bargaining representative from mutually submitting to final and binding impartial arbitration unresolved issues concerning the terms of a new Collective Bargaining Agreement.

## 2.5 Final Agreement

There shall be two signed copies of any final Agreement. One copy shall be retained by the Board and one by the Association. Within thirty (30) days after the Agreement is signed, copies of this Agreement shall be presented to each teacher, newly employed or hereafter employed, with a pdf copy of the Agreement.

## ARTICLE III

### MANAGEMENT RIGHTS

#### 3.1 Retention of Management Rights

The Board, on its own behalf and on the behalf of the administration, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State and of the United States, including but not limited:

- A. To the executive management organization and administrative control of the Center and its properties and facilities, and the activities of its teachers;
- B. To direct the work of its teachers, determine the time and hours subject to this negotiation Agreement of operation and determine the kinds and levels of services to be provided and the methods and means of providing those services, including entering into contracts with public and/or private agencies for services. The intent of said contracting will not be to displace a position held by a member of the bargaining unit;
- C. To hire all teachers, and, subject to the provisions of law and this Agreement, to determine their qualifications for hiring purposes and the conditions for their continued employment, discipline, dismissal, or demotion; and to promote, assign, and transfer all such teachers;
- D. To establish educational policies, goals, and objectives; to ensure rights and educational opportunities of students; to determine staffing patterns; to determine the number and kinds of personnel required in order to maintain the efficiency of the Center operations subject to this Agreement; and
- E. To build, move, or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenue; and take action on any matter in the event of an emergency.
- F. Negotiations will not be reopened on the impact of any inherent management action.

This clause shall not be interpreted to limit any right of the Association as expressed in Section 4 of the Illinois Labor Relations Act.

- The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the Board in adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgement and discretion in connection therewith shall be limited only the specific and express terms of this Agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Illinois and the Constitution and laws of the United States.



## **ARTICLE IV**

### **CONTINUITY OF OPERATIONS**

#### **4.1     No Strike**

The Association shall not cause, engage in, or sanction any strike or interruption of normal school operations, nor shall there be any strike or interruption of work during the term of this Agreement because of any disputes or disagreements between any persons who are not signatory parties of the Agreement.

#### **4.2     No Lockout**

The Board agrees that there will be no lockout of the Association or Association members during the life of this Agreement.

#### **4.3     Good Faith Negotiations**

The Board and the Association recognize that strikes, lockouts, and other forms of work stoppage are contrary to the continuity of educational programs. The Board and Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means, and agreements shall result from negotiating in good faith.

## **ARTICLE V**

### **GRIEVANCE PROCEDURE**

#### **5.1     Definition**

A grievance shall mean only a complaint by the Association and/or the teacher that there has been an alleged violation or misapplication of any of the specific provisions of this Agreement and that such grievance must be filed fifteen (15) school days from the time of the original occurrence of the event complained of, or the knowledge of same whichever occurs later, and further, every teacher covered by the Agreement shall have the right to present grievances in accordance with these following procedures. The written information contained in the filed grievance shall include:

1. A description of the specific grounds of the grievance, including names, dates, and places necessary for a complete understanding of the grievance;
2. A listing of the provisions of this Agreement which are alleged to have been violated, or misapplied;
3. A listing of specific actions requested of the Administration which will remedy the grievance.

For purposes of this Article, school days will be defined as days the Director's office is open.

#### **5.2     Procedure**

Any teacher may at any time present grievances to the Administration without the intervention of the Association provided that the Association has been given the opportunity to be present at all meetings beyond the building level.

The failure of a teacher or the Association to act within the time limits will act as a bar to any further appeal, and an Administrator's failure to render a decision or meet within the time limits set forth shall permit the teacher(s) or Association to proceed to the next step. Time limits may be extended only by mutual agreement.

Hearings and conferences held under this procedure shall be conducted by mutual agreement.

#### **5.3     Informal Conference**

Before a grievance is filed, a sincere attempt should be made to resolve any difference informally between the aggrieved and the Director.

#### 5.4 Formal Procedure for Adjustment of Grievance

##### **First Stage:**

The filing of the grievance at the first stage must be within fifteen (15) school days of the original occurrence of the grievance. The meeting with the immediate supervisor, or appropriate Center representative, will take place within five (5) school days of the receipt of the written grievance.

The Director, or appropriate Center representative who has authority to make a decision on the grievance, shall make such a decision and communicate it in writing five (5) school days after the meeting, to the teacher, Director, and the Association.

##### **Second Stage:**

In the event a grievance has not been satisfactorily resolved at the first stage, the aggrieved teacher and his/her Association designee will file within ten (10) school days of the receipt of the immediate supervisor's written decision or answer at the first date, a letter to the Director of the Center requesting a meeting.

Within ten (10) school days after such written grievance is received by the Director, the aggrieved, the supervisor, and/or the Director or his designee, will meet to resolve the grievance. The Director will file an answer within ten (10) school days for the second stage grievance meeting and will communicate it in writing to the teacher, the supervisor, and the Association.

##### **Third Stage:**

If the grievance is not resolved satisfactorily to the grievant and the Association after the second stage, there shall be a third stop of impartial arbitration. The Association may submit in writing, within thirty (30) days of the Director's decision, a request to enter into binding arbitration.

The parties shall jointly request the American Arbitration Association to submit to them a list of arbitrators' names and qualifications. Either party may reject one list in its entirety and request another list be submitted. From such list, the party initially requesting the arbitration shall strike two names and the other shall then strike two names. The person whose name remains shall be the arbitrator. The arbitrator selected shall be jointly notified of his selection and requested to contact the parties with respect to setting up a time for a hearing.

All expenses incurred shall be shared equally by the Board and Association. It is understood that such expenses shall be limited to the arbitrator's fee. Any legal expenses incurred shall be paid for by the party engaging the legal counsel.

Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this Agreement, both parties agree to abide by the results of the findings of the

arbitrator. The arbitrator shall not have the power to add to, subtract from, alter, or modify, in any way, any of the terms or conditions of this Agreement. It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make decisions in cases of alleged violation of specific articles and sections of this Agreement.

- A. He shall have no power to establish salary structure.
- B. He shall have no power to change any practice, policy, or rule of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board. His powers shall be limited to deciding whether the Board has violated the expressed articles or sections of the Agreement.
- C. All claims for back wages shall be limited to the amount of wages that any teacher would have otherwise earned, less any unemployment or other compensation that he may have received from any source during the period of back pay. No decision in any one case shall require a retroactive wage adjustment in any other case. In any case, an award shall not go back further than the beginning date of this Agreement.
- D. Any grievance occurring during the period between the termination date of this Agreement and the effective date of a new Agreement shall not be processed if the remedy sought would have an impact on the negotiations in progress. Any grievance which arose prior to the effective date of the Agreement shall not be processed.
- E. The fact that the grievance has been considered by the parties in the preceding steps of the grievance shall not constitute a waiver of jurisdictional limitations upon the arbitrator in the Agreement.
- F. If either party requests a transcript of the proceedings, that party shall bear the full cost of that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the Board and the Association.

#### 5.5 Bypass Procedure

If the Association and the Director agree, Stage One of the grievance procedure may be bypassed and the grievance brought directly to Stage Two.

If the Director and the Association agree, a grievance may be submitted directly to arbitration.

#### 5.6 Class Grievances

Class grievances involving one or more teachers and grievances above the building level may be initially filed by the Association at Stage Two.

#### 5.7 Teacher Representation

When a teacher is not represented by the Association, the Association shall reserve the right to have its local building representative and/or Association representative at Stage Two and Three.

Any grievance processed without the intervention of the Association or any settlement agreed to without the agreement of the Association shall not be precedential.

## ARTICLE VI

### ASSOCIATION, ADMINISTRATION AND BOARD RELATIONS

#### 6.1 Right to Representation

The Association agrees to represent equally and without prejudice, all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment as stated in this Agreement.

#### 6.2 Association/Director Meetings

The Director shall meet as needed with the Association representatives to discuss matters relating to the implementation of this Agreement.

#### 6.3 Information to the Association

The Board or Administration shall furnish the Association with the following documents as they are received, completed, or compiled:

- A. Board agendas
- B. Official minutes of the Board meetings
- C. Monthly budget summaries
- D. Board Policy Manual
- E. Annual auditor's report and management letter
- F. Current fiscal year budget
- G. Faculty lists including home addresses and listed phone numbers

#### 6.4 Meetings, Notices, and General Information

The Association shall have the right to request, and upon approval of the Director, to use the school buildings for meetings provided that such meetings do not interfere with instructional and/or extracurricular programs. Any extraordinary expenses, as a result of said meeting(s), will be reimbursed to the Center by the Association. The Association may use teacher school mailboxes for Association matters, and the Director shall be given a copy of all open communications. If approved by the Director, the Association shall be allowed reasonable use of equipment. The Association will pay for all consumable materials used. No school equipment shall be removed from the premises or used for political purposes.

#### Notification of Enrollment

Certified staff will be notified by March 15 and July 1 of the current enrollment in their program. This notification comes with the understanding that student enrollment is fluid and may change

#### Notification of Certified Staff Open Positions

Certified staff will be notified electronically of teacher openings within Indian Valley Vocational Center before external postings occur. The communication will include job title, required qualifications, application deadline, and application instructions.

#### Tenure Eligibility and Reduction in Force (RIF) Procedures

Teachers will be evaluated and Reduction in Force (RIF) Procedures implemented according to the provisions in the Illinois School Code.  
(105 ILCS 5/24-11 Tenure) (105 ILCS 5/24-12 RIF)

#### 6.5 Faculty Board Discussion Committee

Three (3) teacher representatives, the Director, the Chairperson and Vice Chairperson of the Board of Control may meet at least once during each semester to discuss concerns and ideas. In addition, the Board of Control Chairperson, the Director or Teacher Representatives may request a meeting of the committee on an as needed basis.

## ARTICLE VII

### LEAVES

#### 7.1 Sick Leave

Each full-time teacher shall be entitled to sick-leave granted on the basis of:

0-12 years of service in the district: 14 days

13-24 years of service in the district: 16 days

25+ years of service in the district: 18 days

per year. Part-time teachers are entitled to the same benefits, proportionate to their work week. Sick leave shall be allowed to accumulate up to a maximum of three hundred sixty (360) days. Sick leave shall be determined to mean personal illness, quarantine at home, or serious illness or death in one's immediate family or household. Pregnancy related disabilities shall be treated as sick leave. Immediate family shall mean parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, brothers/sisters-in-law, and legal guardians.

#### 7.2 Personal and/or Emergency Leave

Two (2) school days may be given for personal leave. The teacher must request such leave in writing at least three (3) school days prior to the leave commencing. It is not the intent of personal leave to extend holidays or vacations, however, a maximum of two (2) teachers will be allowed to take a personal day leading up to or at the end of a holiday or school break. This will be granted on a "first come, first served" basis by the director. Teachers will only be allowed to request this leave, twice per year, and may not request it for two consecutive holidays/breaks in the same academic year. Requests for personal leave surrounding a holiday or school break, may be submitted by email to the Director beginning July 1. Unused personal leave may accumulate to a maximum of four (4) days. Unused personal days over four (4), as of June 30, shall be added to said teacher's accrued sick leave. One (1) day of the personal days allotted may be taken as an emergency day. That day is defined as an emergency that places the individual's property in jeopardy as a result of an "Act of God." The reason must be given to the Director one (1) day after the leave or at the teachers' earliest convenience.

#### Bereavement Leave

A teacher shall be granted up to two (2) days of absence due to a death in the immediate family or household without loss of salary or sick leave benefits. Additional bereavement days in a given year shall be considered by the Director through the use of Sick Leave or Personal Leave. Nothing in this provision shall prevent the employee from appropriate use of sick leave as defined in the Illinois School Code. The immediate family for purposes of this section shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, step-children, legal guardians, and others at the discretion of the



Director.

### Jury Duty

A teacher serving on a jury during his/her scheduled working hours shall receive full salary for the time served on the jury upon surrendering to the Board all payments received for serving as a juror, less any mileage allowance and meal allowance. Days absent while serving on jury duty will not be deducted from personal or sick leave. Any teacher who is subpoenaed to testify during school hours in any judicial or administrative proceeding as a result of their employment as a teacher in the District shall continue to receive their full salary and days absent will not be deducted from personal or sick leave.

### Assault Leave

Any case of physical assault upon an employee while on duty for the District will promptly be reported, in writing, to the Board or its designee. The Board will provide reasonable assistance to the employee in connection with the handling of the incident by the appropriate authority. No deduction will be made from the salary of an employee or from his/her accumulated sick leave if he/she is unable to perform his/her duties as a consequence of a physical assault occurring in the scope of duties of the employee. However, if the employee qualifies for disability benefits under the Illinois Teachers' Retirement System and/or Workers' Compensation Act, the employee will apply for these benefits and his/her payments from the District will be reduced by the amount received from these funds; the employee's combined payments from these three (3) sources should be equal to his/her regular salary. The employee will remit to the Board any sums received for salary in excess of his/her regular salary. Sums which may come from a policy of insurance maintained entirely by the teacher will be excluded. When Workers' Compensation and/or disability benefits are discontinued the assault leave is terminated.

### Professional Improvement Leave

If a teacher desires to attend a meeting, conference, convention, or workshop, they will be allowed a total of two (2) consecutive work days with pay per meeting. No more than two (2) teachers from the Center may utilize leave days of this section at the same time. Such leave must be preapproved by the Director. The admission costs, travel, and fees shall be paid, up to Four Hundred Dollars (\$400), by the Center.

### 7.3 Rights on Leave

Any teacher on leave authorized by the Board shall be accorded the opportunity, if the carrier approves, to maintain, at their expense, the insurance benefits to which a teacher would have been entitled were the teacher regularly employed.



## **ARTICLE VIII**

### **EVALUATIONS**

#### **8.1     Teacher Evaluation**

The Association, in cooperation with Administration, developed a professional practice and student growth evaluation instrument per the Performance Evaluation Reform Act (PERA). The Evaluation committee will evaluate and modify the Evaluation Plan, if necessary, without the re-opening of this agreement. Any and all changes to the instrument and/or procedure must be approved by the Teacher Evaluation Committee and Administration, cooperatively. If joint approval cannot be reached for a specific section, then the state model for that section will be followed. All parties will adhere to the procedures and timelines as stated within the Evaluation Plan.

## **ARTICLE IX**

### **COMPENSATION**

#### **9.1     Salary Levels**

New hires will be placed on the Initial Salary Matrix (Appendix A) based on experience and credit. The Initial Salary Matrix will be developed annually, by February 15, as it is dependent on CPI.

Experience credit can be granted for actual work experience (up to ten years) and used to place the teacher within the column on the schedule. Education credit can be granted for degrees and college hours up to Masters. Any deviation would require board and association concurrence.

#### **9.2     Teacher Retirement Contribution and Sheltering**

The Board shall pick up and pay to the Illinois Teacher's Retirement System (TRS), on behalf of each teacher, the required TRS contribution from the appropriate salary shown on the salary schedule up to a maximum of 9%. It is the intention of the parties to qualify all such payments paid by the Board on the teachers' behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Service. No payment shall be made or owed to any employee that would result in any employer contribution or penalty to the Board for earnings in excess of any limitations established by TRS for the years utilized to determine the employee's pension annuity. If any contribution or penalty is or may be assessed by TRS against the Board, the Board may adjust the employee's salary or other pay retroactively to avoid the contribution or penalty. Should this occur, the member will be notified in writing of said adjustment.

#### **9.3     Payroll Deductions**

- A.     Payroll deductions may also be made for a credit union, annuity, or tax shelter. Deduction plans must be submitted in writing and approved by the Board. Deductions must be in five dollar (\$5.00) units and the application must be made prior to November 30. A person may withdraw at any time, but cannot re-enter until the next school year.
  
- B.     Payroll deductions will be made for dependent insurance coverage upon an approved written application in accordance with the insurance carrier's procedures.

#### 9.4 Pay Days

Teachers will have 24 pay periods, on the 15th and 30th of each month, utilizing direct deposit. If a regular pay date (15<sup>th</sup> or 30<sup>th</sup>) falls on a Saturday or Sunday, or recognized holiday, the pay date shall be the last business day prior to the pay date.

#### 9.5 Work Hours and Allowable Teaching Activities

Each teacher shall have a work day of seven hours and forty-five minutes (7 hours, 45 minutes) plus whatever extra time is necessary to complete their duties to the satisfaction of the Director. Such activities performed during the work day shall be directly related to program/student activities. Part-time teachers will have their hours set by the Director.

Teachers will be paid an hourly rate of thirty dollars (\$30) per hour for curriculum work or instructional improvement that is done outside of the school work day with prior approval by the Director.

Teachers may be employed to provide services to the Center beyond the normal contract period. To initiate a request for extended employment, the teacher shall submit a letter to the Director, detailing the proposed task and specifying the amount of time requested. The Director shall review the request and if deemed to be necessary, submit to the Board for approval. Compensation for such extended employment shall be paid at twenty-two dollars (\$22) per hour.

The addition of a 3rd session to any program originates at the Board level with sharing of data on the specific shortage and need for the career at a national, state and regional level coupled with stakeholder feedback regarding the need of such addition. Enrollment trends will also be reviewed. If deemed necessary and prudent by the Board, a third session will be added. Students will receive synchronous, asynchronous or a blended model of instruction. Synchronous instruction will be on site at IVVC from 2:30 - 4:40 Monday/Tuesday/Wednesday. Asynchronous or blended instruction will occur on Thursday and Friday. The current IVVC instructor contractual day is 435 minutes. The 3rd session runs 130 minutes.  $130/435 = .2988$  or a 30% increase in the day. Teacher pay is based on a 30% increase of the day. At the time when the need no longer exists, the 3rd session will be terminated. Notification will be made to the teacher by April 15 regarding enrollment numbers.

#### 9.6 Contractual Year

The compensation levels reflect a one hundred eighty (180) day contractual year for each teacher unless otherwise modified as per Article 9. Teachers are required to attend the following events: Open House, Awards Night, Program Showcase Night, and one day after the last day of student attendance during the school year.

#### 9.7 Modification of Contractual Days for New Hires

The Director has the discretion to modify the required number of contractual days for individuals hired after the effective date of each new school year.

#### 9.8 Employment Status

Employment status will continue to be based upon the rehiring by the Board and existing Board Policy concerning program status. Full-time or part-time status will be as defined by TRS. Part-time individuals will receive the salary increase when they are re-employed for the following school year at an equivalent part-time salary. Sick and personal leave, unless otherwise noted in this contract, will be proportionate to part-time teachers' work week.

#### 9.9 Mileage

Teachers will be reimbursed for approved business travel at the allowable non-taxable Internal Revenue rate.

#### 9.10 Professional Growth

To provide compensation to teachers who acquire additional hours of advanced study, the following procedure will be utilized for this purpose:

##### **Degreed Teacher**

Employees holding at least a Bachelor's degree may be granted horizontal advancement for undergraduate or graduate courses deemed beneficial by the Director in the teacher's instructional area, and/or pursuant to a master's program preapproved by the Director or designee.

##### **Non-Degreed Teacher**

1. Undergraduate or graduate credit earned from a recognized college or university will count toward horizontal advancement on the Salary Schedule. All such credit must have the prior written approval of the Director. All credit must be directly related to enhancing instruction or service to students. All hours must be earned while the teacher is under contract to the Center. A teacher must provide to the Director evidence of having achieved course credit in the

form of an official transcript before advancement on the salary schedule will be granted. Course credit will be granted for a minimum grade of 'B.' Approved advancement will be granted on August 1 at the rate of one hundred percent (100%) or on January 1 at the rate of fifty percent (50%). Advancement granted in January will automatically be granted at the one hundred percent (100%) rate the following August.

2. Teachers enrolling in approved programs/training directly related to student success and program enrichment will receive the equivalent of one (1) college credit for every 15 hours of program/training participation up to Bachelor level.

a. The teacher must submit an application to the Director (or his designee) a minimum of 30 days prior, unless approved otherwise by administration, to program/training begin date AND receive approval prior to enrolling in the training Program.

b. Credit will only be granted for participation that occurs outside regular contract hours and at the teacher's cost. Teachers may utilize enrichment and training reimbursement, to a maximum of \$1500 annually, per 9.13 of CBA

c. The teacher must supply proof of satisfactory completion prior to credit earning confirmation.

d. Hours earned will be tracked by IWC office personnel and the teacher to be applied to horizontal movement. Hours can accrue up to but not include B.A.

#### 9.11 Insurance

##### **Health Insurance Options and Premiums**

For each regularly employed teacher who is scheduled to work at least thirty (30) hours each week during the school year, the Board shall provide insurance as follows:

The Board will pay 90% of individual coverage in a PPO plan and 100% of individual coverage in a HMO plan. Extra options available to teachers will be at their expense. Thereafter, the Board shall pay the same premium amount as the prior school year and increase in the health insurance premium for single health insurance up to a 10 percent increase from the prior school year per full-time teacher for their health insurance under the PPO and HMO.

The Board shall pay the single premium cost for dental and vision insurance. Extra options available to teachers will be at their expense.

Term life insurance including accidental death and dismemberment of fifteen-thousand dollars (\$15,000.00) per teacher shall be provided by the Board.

Full-time tenured teachers and those full-time non-tenured teachers will be responsible for any increase in the health insurance premium for single health insurance over a 10 percent increase from the prior school year for their health insurance.

## **Health Insurance Policy**

The insurance policy agreed to by the parties during negotiations of this Agreement shall be the insurance policy for the school term unless the coverage becomes unavailable or cost of single coverage in any year exceeds the Board's contribution. •

The Board shall establish an Insurance and Benefits Study Group (IBSG) which shall be composed of teacher representatives and the Director. The ISG shall meet annually to review the Board's current health insurance program and ways to revise the health insurance program to continue to reduce costs to the Board.

The agenda will be mutually developed by the Director and the Association. The IBSG shall make recommendations to the Board for revising the health insurance program to reduce costs to the Board. In addition, in the event that the costs of the premiums increase by more than 10% in any given year, the IBSG shall convene and submit to the Board by March 1st at least two (2) options that reduce the cost of the insurance increase to a monthly premium which shall result in a premium of no more than a 9.9% increase from the prior school year's premium. Thereafter, the Board shall meet to select one of such options submitted by the IBSG. After the first year of the contract, the Director and the Association shall determine the schedule for the ISG to meet, but not less than once per year.

### **9.12 Longevity**

Teachers shall receive a one-time, during the life of this Agreement, a longevity bonus of two hundred fifty dollars (\$250.00) at the beginning of their sixth year of service to the Center, a three hundred fifty dollars (\$350.00) longevity bonus at the beginning of their eleventh year of service to the Center, a four hundred fifty dollars (\$450.00) longevity bonus at the beginning of their sixteenth year of service to the Center, and a five hundred fifty dollars (\$550.00) longevity bonus at the beginning of their twenty-first year of service to the Center.

### **9.13 Tuition Reimbursement**

The Board will annually reimburse teachers up to six credit hours for pre-approved, successfully completed coursework at the rate of two hundred fifty dollars (\$250.00) for each semester credit hour for the duration of this contract. Course work must be approved by the Director prior to the start of classes. Reimbursement will be made to the teacher upon presentation of an official transcript and a receipt showing payment to the Director for courses completed with a grade of "B" or better. If the tuition is less than two hundred fifty dollars (\$250.00) for each semester credit hour, then the tuition amount will be reimbursed. Tuition reimbursements will be proportionate to part-time teachers' work week. Tuition reimbursements must be repaid if the teacher leaves the Center within three (3) years of receiving said reimbursements.

No teacher will be reimbursed for college courses or enrichment courses in an amount greater than one thousand five hundred dollars (\$1500.00) annually.



#### 9.14 Licensure Reimbursement

Teachers holding or receiving a state or nationally recognized renewable license or certificate related to their program will submit receipts for paid licenses and certificates to the Director for reimbursement. A teacher must provide the Director with evidence of all licenses or certificates. These must be necessary and crucial to the learning provided in the classroom of the teacher.

Licenses or certificates that are a minimal requirement for employment or ISBE certification will not be eligible for this reimbursement.

Licenses and certifications that are earned as part of a degreed or non-degreed course of study (reimbursed under section 9.13 of this Agreement) are not eligible for this incentive reimbursement.

#### 9.15 Stipend

The Board will pay a one thousand dollar (\$1,000) stipend per teacher for those serving as sponsors of HOSA and Skills USA, for a maximum of six (6) total stipends per year. The Board has approved a stipend of five hundred (\$500) per advisor for up to three advisors attending Skills Nationals. If there is a need for more than three advisors to attend, prior approval from the Board will be required.

Program Lead, Technology Support, and Program Coordinator, will receive hourly pay for this work at the rate of thirty dollars (\$30) per hour which will be paid out with the regular biweekly pay period. The Program Lead shall not work more than 83 hours without Director approval. Technology Support shall not work more than 123 hours without Director approval. The Program Coordinator shall not work more than 16 hours without Director approval.

Mentors will be compensated at the following rate per mentee:

1st year Mentee \$22/hr up to 24 hours per school year.

2nd year Mentee \$22/hr up to 12 hours per school year.

#### 9.16 Retirement Incentive

This Retirement Incentive Option shall be available to qualified full-time TRS Tier I teachers age 55, and qualified full-time TRS Tier II teachers age 62, and with at least 10 years of full-time teaching service to the District at the end of the current school term in which notice is given. Irrevocable notice of retirement must be submitted on or before March 1 of any year of this agreement. In order to qualify, a teacher must qualify for retirement under the Illinois Teacher Retirement System without cost or penalty to the Board. A teacher must have completed a minimum of ten (10) years service to the District to qualify for this incentive.

If notice is given on or before March 1 of any year of this agreement for retirement incentive effective either at the end of the then current school term or at the end of one of the three next school terms, the teacher shall receive a salary increase for either his/her last year of employment or for each applicable year of retirement up to a maximum of his/her last four (4)

years of employment such that the teacher's "salary scheduled compensation" for either the last school term or for up to the last four school terms is increased by six (6) percent over the teacher's prior year's salary scheduled compensation provided, however, that the increase shall be such that the teacher's TRS creditable earnings for any of the teacher's last four years shall not exceed six (6) percent of the teacher's prior year's TRS creditable earnings. Notwithstanding anything herein to the contrary, it is understood that the additional salary increase to be given a retiring teacher in any of his/her last four years of employment is limited to that amount that will cause his/her TRS creditable earnings for that year to increase by no more than six (6) percent of his/her prior year's TRS creditable earnings, or, in the event of any change in the law, will be limited to that amount which will not result in any penalty being incurred by the District.

"Salary schedule compensation" above is the salary provided by the salary schedule and excludes any extra pay for extra work.

The teacher agrees that all extra duties performed in the "base year" will be performed in the "notice years", e.g. any duties and assignments that were counted as TRS creditable earnings along with the scheduled salary. This would include any paid club sponsorship duties. A loss of any such extra duties for any reason shall result in a decrease in creditable earnings and the salary increase shall be adjusted accordingly so that the increase will not exceed 6% of such adjusted creditable earnings.

A teacher who takes courses or otherwise would "move" on the salary schedule, or "move" in an extra duty/stipend schedule, will not receive additional compensation beyond the 6% incentive.

A teacher under this retirement incentive will not be able to earn more than 6% of the previous year's creditable earnings, regardless of assignment, unless allowed by state law and without a TRS penalty to the Center.


The 6% increases are compounded in each of the notice years.

2025-2026

	Pro	Pro+30	Pro+60	BA	BA+9	BA+18	BA+27	BA+36
0	\$	\$	\$	\$	\$	\$	\$	\$
1	\$	\$	\$	\$	\$	\$	\$	\$
2	\$	\$	\$	\$	\$	\$	\$	\$
3	\$	\$	\$	\$	\$	\$	\$	\$
4	\$	\$	\$	\$	\$	\$	\$	\$
5	\$	\$	\$	\$	\$	\$	\$	\$
6	\$	\$	\$	\$	\$	\$	\$	\$
7	\$	\$	\$	\$	\$	\$	\$	\$
8	\$	\$	\$	\$	\$	\$	\$	\$
9	\$	\$	\$	\$	\$	\$	\$	\$
10	\$	\$	\$	\$	\$	\$	\$	\$
11	\$	\$	\$	\$	\$	\$	\$	\$
12	\$	\$	\$	\$	\$	\$	\$	\$
13	\$	\$	\$	\$	\$	\$	\$	\$
14	\$	\$	\$	\$	\$	\$	\$	\$
15	\$	\$	\$	\$	\$	\$	\$	\$
16	\$	\$	\$	\$	\$	\$	\$	\$
17	\$	\$	\$	\$	\$	\$	\$	\$
18	\$	\$	\$	\$	\$	\$	\$	\$
19	\$	\$	\$	\$	\$	\$	\$	\$
20	\$	\$	\$	\$	\$	\$	\$	\$
21	\$	\$	\$	\$	\$	\$	\$	\$
22	\$	\$	\$	\$	\$	\$	\$	\$
23	\$	\$	\$	\$	\$	\$	\$	\$
24	\$	\$	\$	\$	\$	\$	\$	\$
25	\$	\$	\$	\$	\$	\$	\$	\$
26	\$	\$	\$	\$	\$	\$	\$	\$
27	\$	\$	\$	\$	\$	\$	\$	\$
28	\$	\$	\$	\$	\$	\$	\$	\$
29	\$	\$	\$	\$	\$	\$	\$	\$



**FOR THE INDIAN VALLEY VOCATIONAL CENTER TEACHER ASSOCIATION**

  
KELLY FEHLING, IVVC TEACHER ASSOCIATION REPRESENTATIVE

  
JEFF KLOPOTEK, IVVC TEACHER ASSOCIATION REPRESENTATIVE

  
TEDD MOODY, IVVC TEACHER ASSOCIATION REPRESENTATIVE

  
KATIE MYNATT, IVVC TEACHER ASSOCIATION REPRESENTATIVE

**FOR THE BOARD OF CONTROL OF THE INDIAN VALLEY VOCATIONAL CENTER**

  
JEAN FLETCHER, IVVC BOARD OF CONTROL CHAIR

  
JAY STRIECHER, IVVC BOARD OF CONTROL

  
JESSICA SONNTAG, IVVC BOARD OF CONTROL

  
TIM ULRICH, IVVC BOARD OF CONTROL

