

Agreement
Between The
Board of Education
Sandwich Community Unit School District #430
And The
Sandwich Educational Employees

IEA/NEA

For The

2018–2019

2019–2020

2020–2021

2021–2022

2022–2023

School Years



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Article 1

Agreement and Recognition

1.1 Agreement and Recognition:

The Board of Education of the Sandwich Community Unit School District #430, DeKalb, County, hereinafter referred to as "Employer" hereby recognizes the Sandwich Educational Employees, IEA-NEA, hereinafter referred to as the "Association" as the sole and exclusive bargaining representative for all regularly-employed full and part-time bus drivers and bus aides, full and part-time custodial employees, full and part-time secretaries, and full and part-time Certified Para-professionals.

1.2 Definition of Full and Part-time Employees:

Full time is defined as those individuals who are employed 32.5 hours or more per week, 5 days per week, for at least the scheduled days per the adopted school calendar. Part time is defined as those individuals who work a minimum of 2 hours per day to 32.5 hours per week. Any employee who works less than two (2) hours per day or 10 hours per 5 day workweek is excluded from this agreement. Except as otherwise required by law or the Affordable Care Act, or unless specifically noted to be included, all fringe benefit language shall not apply to part-time employees.

1.3 Recognition of Exclusions:

Any employee who works less than the above stated hours and weeks is excluded as well as any other employee who is ineligible as a result of being classified as confidential, including supervisory or managerial, substitute workers in all classifications, certified staff, administrators, all employees employed solely for summer or any other recess period, vacation period or special projects, other short-term employees as defined in Section 2 of the IL. Ed. Labor Relations Act, students, the Superintendent's Secretary, the Transportation Director, the Transportation Mechanic, the District Maintenance positions, the Sub Caller, the Accounts Payable Clerk, Payroll Clerk and the Technology Assistants.

The Board of Education agrees not to negotiate with any other individual, organization, association or individual personnel with regard to those items contained within this agreement, during the term of this agreement.

This Agreement shall constitute the full and complete commitments between both parties. It supersedes and cancels all previous agreements verbal or written or based on alleged past practices between the Employer and the Association.

This Agreement may be altered, changed, added to or deleted from, or modified only through the voluntary mutual consent of the parties in written and signed amendment to this Agreement.

1.4 Probationary:

Also excluded is any individual who is in their probationary period which shall be defined as a ninety (90) work day period commencing upon the initial date of hire as a full or part time employee. During this period the Employer may discharge the new employee without recourse to the grievance procedure. Those individuals are also ineligible for benefits as provided by this Agreement. There is only one original term of probation. Upon completion of probation, benefits will commence regardless of classification and the following benefits will be retroactive to the first day of employment: sick day accumulation, personnel day accumulation, vacation day accumulation and seniority.

Article 2 **Grievance Procedure**

2.1 Definition:

A grievance shall mean only a complaint that there has been alleged violation, or misapplication of any of the specific provisions of this Agreement. A grievance must be filed twenty (20) business days from the time of the original occurrence of the event complained of, and further, every non-probationary employee covered by this 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.

Business days shall be defined as a day when the Superintendent's office is open to conduct business

2.2 Informal Step:

The grievant shall attempt to resolve any grievance in informal, oral discussion with his/her supervisor within ten (10) business days of the occurrence of matter to be grieved.

2.3 Association Participation:

Any individual employee or group of employees may at any time present grievances to the employer and have them adjusted without the intervention of the bargaining representative, provided that the adjustment is not inconsistent with the terms of the collective bargaining agreement then in effect, and provided the bargaining representative has been given an opportunity to be present at such adjustment.

By mutual agreement, any step of the grievance procedure may be bypassed.

2.4 Time Limits:

The failure of a non-probationary employee 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 non-probationary employee or Association to proceed to the next step. Time limits may be extended only by mutual agreement.

2.5 Class Grievance:

By mutual agreement, grievance's involving more than one employee, more than one supervisor, or an administrator above the building level may be initially filed at the second stage.

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

2.6 First Stage:

The filing of the grievance at the first stage must be within twenty (20) business days of the original occurrence of the grievance. The Principal, or appropriate District representative, who has authority to make a decision on the grievance, shall make such decision and communicate it in writing within four (4) business days after the meeting, to the aggrieved, the Superintendent, the Association President and the Grievance Committee Chairperson.

2.7 Second Stage:

In the event a grievance has not been satisfactorily resolved at the first stage, the aggrieved employee or his/her Association designee, may file within five (5) business days of the receipt of the Principal's, or appropriate District representatives, written decision or answer at the first stage, a letter to the Superintendent and/or his designee, requesting a meeting. Within four (4) business days after such written grievance is

2.7 Second Stage – continued:

received by the Superintendent and/or his designee, the aggrieved, the Association Grievance Committee, not to exceed four (4) members, the Principal, or appropriate District representative, and/or the Superintendent and/or his designee, will meet to resolve the grievance. The Superintendent and/or his designee will file an answer within five (5) business days for the second stage grievance meeting, and communicate it in writing to the employee, Principal, Association President and Grievance Committee Chairperson.

2.8 Third Stage:

If the grievant is not satisfied with the disposition of the grievance at Stage 2, or if Stage 2 time limits expire without the issuance of the superintendent's decision, the grievant may refer the grievance in writing to the Board of Education within seven (7) business days of the issuance of the superintendent's decision or the expiration of the time for the issuance of a decision. Upon receipt of the request, the Board of Education shall, within thirty (30) business days, schedule a closed session hearing, on the grievance, and shall promptly thereafter render its decision in writing. Each party to the grievance shall have the right, at their cost, to include in its presentation a counselor if so desired.

2.9 Fourth Stage:

If the grievance is not resolved satisfactorily to the Association after the third stage, there shall be a fourth step of impartial arbitration. The Association may submit in writing, within thirty (30) business days of the Board's decision, a request to enter into such arbitration.

2.10 Arbitration:

The parties shall jointly request the American Arbitration Association to submit to them a list of five (5) arbitrator's names and qualifications. Either party may reject one list in its entirety and request that another list be submitted. From such list, the party requesting the arbitration shall strike two names and the other party 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. The Board and Association shall share all expenses incurred equally. It is understood that such expenses will be limited to the arbitrator's fee and costs. The party engaging legal counsel shall pay for any legal expenses incurred. Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this contract, both parties agree to abide by the results of the findings of the arbitrator.

2.11 Powers of the Arbitrator:

The arbitrator shall have no power to rule on any of the following:

1. The termination of services or failure to reemploy any probationary employee.
2. The termination of services, or failure to reemploy any employee if claims for back wage has been awarded.
3. Any claim, or complaint, to which there is another remedial procedure, or forth established law or regulation, having the force of law.
4. Any matter involving employee evaluation except in the cases of procedural violations.
5. He shall have no power to change any practice, policy, or rule of the Board or to substitute his judgment for that of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board.
6. His powers shall be limited to deciding whether the Board has violated the expressed Articles or Sections of the Agreement, and he shall not imply obligations and conditions binding upon the Board from this Agreement, it being understood that any matter not specifically set forth herein remains in the reserved rights of the Board.
7. He shall have no power to decide any questions, which under this Agreement is within the responsibility of management to decide. In rendering decisions, the arbitrator shall give due regard of the responsibilities of management and shall so construe such responsibilities, except as they may be specifically conditioned by the Agreement.
8. If either party disputes the arbitrability of any grievance under the terms of this Agreement, the arbitrator shall have no jurisdiction to act until a court of competent jurisdiction has determined the matter.
9. All claims for back wages shall be limited to the amount of wages that an employee would have otherwise earned, less any unemployment or other compensation that he may have received from any source during the period of back pay.
10. He shall have no power to establish salary structures or change any salary.

Article 3

Management Rights

3.1 Management Rights:

Except as otherwise expressly and specifically limited by the terms of this Agreement, the Employer retains all its customary, usual and exclusive rights, decision-making, prerogatives, functions, and authority connected with or in any way incidental to its responsibility to manage the affairs of the Employer or any part of the affairs of the Employer. The rights of employees in the bargaining unit and the Association hereunder are limited to those specifically set forth in this Agreement, the School Code and the Illinois Education Labor Relations Act.

Without limitation, but by way of illustration, the exclusive prerogatives, functions, and rights of the Employer shall include the following:

1. To direct and supervise all operations, functions and policies of the Employer in which the employees in the bargaining unit are employed.
2. To close an operation or facility, or combination of facilities, or to relocate, reorganize, or combine the work of operations or facilities for budgetary or other reasons.
3. To determine the need for a reduction or an increase in the work force and the implementation of any decision with regards thereto.
4. To establish, revise, and implement standards for hiring, work rules, job classifications, promotion, quality of work, safety, materials, uniforms, appearance, equipment, methods and procedures. It is jointly recognized that the Employer must retain broad authority to fulfill and implement its responsibilities and may do so by oral and written work rule, existing or future.
5. To implement new, and to revise or discharge wholly or in part, old methods, procedures, materials, equipment, facilities and standards.
6. To assign and distribute work.
7. To assign shifts, workdays, hours of work and work locations.
8. To determine the need for and the qualifications of new employees, transfers and promotions.
9. To discipline, suspend, demote or discharge an employee.
10. To determine the need for additional educational courses, training programs, on-the-job training and cross training, and to assign employees to such duties for periods to be determined by the Employer.
11. To direct the work of its employees, determine the time and hours 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 private vendors for services.

3.1 Management Rights – continued:

The exercise of any management prerogative, function or right, which is not specifically modified by this Agreement, is not subject to the grievance procedure or to arbitration. The Employer retains its rights to amend, modify, or rescind policies and practices referred to in this Agreement in case of an emergency. The determination of whether or not an emergency exists is solely within the discretion of the Board however; the Board agrees to discuss with the Association the emergency, which exists, and the terms and conditions of such emergencies. Nothing shall be deemed a requirement to reach an agreement on such topic as a precondition regarding the Board's rights to amend, modify or rescind policies and practices referred to in this agreement in case of an emergency and is expressly excluded from the provisions of the grievance procedure.

Article 4 **Association Rights**

4.1 Use of Buildings:

The Association and its representatives shall have the right to the use of school district buildings for meetings provided these meetings do not interfere with or interrupt normal school operations. The date, time and space required for such meetings shall have prior approval of the building principal. Such request for usage must be made to the appropriate building principal in writing at least three school day prior to the event. In case of emergency or urgency, the Association may request the meeting time and space in less than three (3) school days; however granting of such requests are totally at the discretion of the principal. In the event there are any unusual or extraordinary costs incurred as a result of or associated with such meetings, the Association will reimburse the district for actual costs.

4.2 Use of Mailboxes:

The association shall have the right to use an employee's mailbox provided that such mailbox exists and that such usage does not interfere or increase normal district mail operations and incidental postage associated thereto.

4.3 Bulletin Boards:

The Employer will permit the Association to share one (1) bulletin board for Association use with the Education Association of Sandwich at the location of the present bulletin board, which is placed there at the discretion of the Administration. No materials shall be posted except notices of meetings and elections, results of elections, changes in Association By-laws, notices of Employee social occasions and similar Association Notices, letters, and memoranda. All material posted shall be signed by an officer of the Association. The Association will limit the posting of any material on the Employers premises to its bulletin board. Where feasible the Association shall share the current Association bulletin board with the Sandwich Education Association.

4.4 Association Business on Employer Time:

No Association member or officer shall conduct any Association business on paid work time.

4.5 Names and Addresses of New Employees:

Names and addresses of newly hired employees shall be provided to the Association President upon request.

4.6 Printing the Agreement:

Within thirty (30) days after the Agreement is signed, copies of this Agreement shall be duplicated by the Board and presented by the Association to each bargaining unit member now employed and hereafter employed.

Article 5

Sick Leave- Personal Business- Leaves of Absence/FMLA- Vacation

5.1 Sick Leave:

Full time employees covered by this Agreement shall receive paid sick leave. Employees shall be provided one (1) sick day on the first day of each month per the following maximum rates: a) 9 & 10 month employees shall receive 10 sick days; b) 11 month employees shall receive 11 sick days; and c) 12 month employees shall receive 12 sick days.

Part time employees shall receive sick day pay equivalent to their regular workday on a pro-rata basis. Unused sick leave shall accumulate to a maximum of 180 days, including the leave of the current year.

5.1 Sick Leave – continued:

Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness, or death/bereavement leave in the immediate family or in the household. (Immediate family shall be interpreted to mean parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and guardian).

Sick leave shall not accrue during leaves of absences without pay or layoffs.

When an employee is absent due to illness, the employee must notify their principal or supervisor. They must also fill out a sick leave form upon return. During a lengthy illness, the supervisor must be kept informed periodically on the status of the illness.

Payment for authorized sick days will be based on the average hours per day the employee regularly works, not to exceed eight hours. Sick leave may be applied for in ½ or full day increments.

The employee may be required to provide the employer with satisfactory proof of illness from a licensed medical doctor after an absence of three (3) days for personal illness, or as the employer may deem necessary in other cases.

Un-approved days off without pay will not be permitted and shall be grounds for immediate termination without recourse to the grievance procedures.

Retiring or terminated employees will not be paid or reimbursed for unused accumulated sick days.

Holidays and other regular days off shall not be charged against sick leave and sick days may not be used on scheduled non-attendance days or snow days.

5.2 Personal Business Leave:

For employees covered by this Agreement, full and part time employees may receive up to two (2) personal business days per year. Part time employees will receive personal business day pay equivalent to their regular workday on a pro-rata basis. Days are to be used for urgent matters that cannot be attended to during non-school hours. Personal Day Leave is earned on the basis of one (1) day at the beginning of each semester. The use of a personal day is subject to the following conditions:

1. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the appropriate supervisor three (3) days before the requested date.
2. No personal leave day may be used immediately before or immediately after a holiday, or during the first and/or last five (5) days of the school year, unless prior approval is granted by the Superintendent.

5.2 Personal Business Leave - continued:

3. Personal leave may not be used in increments of less than one-half day, and shall not be granted for purposes which, in the judgment of the building administrator, are contrary to the interests of the school district; nor shall it be granted for recreational or vacation purposes.
4. Personal leave is subject to any necessary replacement's availability within your classification.
5. Personal leave may not be used on an in-service training day.
6. Personal leave may not be used when the employee's absence would create an undue hardship.
7. Only one person per building per classification may be absent at any one time. Any unused day shall be credited to the Employee's regular accumulated sick leave.
8. Available personal days may be used on scheduled non-attendance days or snow days.

5.3 Leaves for service in the Military and General Assembly:

Employees covered by this Agreement shall receive the same military and General Assembly leave per applicable federal and state statute.

5.4 School Visitation Leave:

Per administrative approval, employees are entitled to an unpaid school visitation leave for the purpose of parent/teacher conferences or college visitations with their child.

5.5 Unpaid Leave of Absence:

All classifications covered by this agreement may take a leave of absence, one time as an employee of this District, for one school year. This would occur without a loss in seniority. Any additional leaves will cause a loss of seniority equivalent to the duration of the leave. Example: If an employee takes a leave of absence for one year plus six months, seniority will be reduced by six months; i.e., original seniority date of January 1, 1989, would change to July 1, 1989 for bidding purposes only.

Leaves of absence to accept employment elsewhere will not be approved and a Board approved leave of absence will be rescinded should employment elsewhere be in fact determined. Extenuating circumstance shall be reviewed on a case-by-case basis. Employees electing a leave of absence shall not be guaranteed the same position they held prior to the Board approving the leave.

5.6 Family Medical Leave Act:

Request for Family Medical Leave must be submitted per Board policy 5:185

5.7 Association Leave

In the event that the Association desires to send representatives to local, state or national conferences or on other District business pertinent to Association affairs, these representatives shall be excused without loss of salary providing the Association reimburses the district for the cost of substitute(s) and provided substitutes can be found. The aggregate number of days shall not exceed four (4) days total in any school year.

Written request for such leave must be submitted to the appropriate supervisor, Principal and Superintendent at least three (3) business days prior to the date(s) requested. Not more than two (2) members per classification will be approved.

5.8 Jury Duty Leave:

Each employee shall be excused from his regularly assigned duties for jury duty. Any employee called for jury duty shall suffer no loss of pay or benefits. Employees shall refund to the District any monies received less travel allowance. Jury duty time and its consequent remuneration shall not count in overtime pay calculations.

5.9 Vacation:

Vacation is available only for full time employees working in their classification, on a twelve-month basis and working forty (40) hours a week.

On July 1, employees entitled to vacation benefits shall receive five (5) days vacation. Employees shall also be provided one (1) additional day of vacation on the first day of each month thereafter per the following maximum rates: a) beginning year one to the end of year nine, employees shall be provided a maximum of ten (10) days vacation and; b) beginning year ten and beyond employees shall be provided a maximum of fifteen (15) days vacation.

All vacation days accrued must be used by June 30th of the current fiscal school year. Payment for vacation will be in accordance with normal pay periods and shall be prorated when employees resign or are terminated from the District.

Available vacation days may be used on scheduled non-attendance days or snow days.

The Superintendent will determine the procedures for requesting approval of vacation time.

Article 6 **Seniority Calculation**

6.1 Ties in Seniority:

In the event that more than one individual has the same starting date of work in the same classification, the position on the seniority list shall be determined by the application date. If ties in seniority still exist, a lottery established by the District will be held to break the tie.

6.2 Seniority List:

The District shall establish a seniority list setting forth the seniority dates of hire for all employees covered by this agreement.

6.3 Transportation Seniority List:

On or before August 1st each school year, a seniority list of all bus drivers and bus aides will be posted at the bus barn.

Article 7

Work Hours-Full And Part Time Definitions-Work Breaks

7.1 Work Hour Definitions:

The following definitions are to be used to determine full and part-time status for members of the bargaining unit and for benefit calculation and determination. All time worked shall be recorded on District provided time sheets. Employees shall have the right to have a copy of their time sheet at time of submission.

7.2 Custodians

Full-time: A Custodian who works five (5) days per week, a minimum of 32.5 hours per week, fifty-two (52) weeks per year shall be considered a full-time Custodian.

7.2 Custodians -continued

Part-time: Except as may be required under the federal Affordable Care Act for an employee who works an average of 30 hours per week, a Custodian who works less than five (5) days per week, but more than two (2) hours per day and less than 32.5 hour per

week, for fifty-two (52) weeks per year, shall be considered a part-time Custodian. Part time Custodians shall receive pro-rated sick, personal and holiday benefits. Part time Custodians working fifty-two (52) weeks per year shall receive pro-rated vacation day benefits.

Work Hours - Custodians:

Work hours shall normally be eight hours or less in length except as determined by the Administration according to the needs of the organization. This does not preclude shifts, staggered work hours, or staggered shifts.

7.3 Bus Drivers:

Full-time: A Bus Driver, who works a minimum of 32.5 hours per week, in a scheduled position, per the adopted school calendar shall be considered a full-time driver.

Part-time: Except as may be required under the federal Affordable Care Act for an employee who works an average of 30 hours per week, a Bus Driver, who works more than two (2) hours a day and less than 32.5 hours per week, per the adopted school calendar shall be considered a part-time driver. Part time Bus Drivers shall receive pro-rated sick, personal and holiday benefits.

Work Hours - Bus Drivers:

Work hours are defined as those times that the Administration determines necessary to start and end a run. It is expected that drivers shall begin work fifteen (15) minutes before each run.

Pre-Trips – All bus drivers are expected to begin work fifteen (15) minutes before their am and pm routes to pre-trip; and the time to pre-trip is part of their work day.

7.4 Secretaries:

Full-time: A Secretary who works a minimum of thirty two and one-half hours per week (32.5) hours per week, in a scheduled position, per the adopted school calendar shall be considered a full time Secretary.

7.4 Secretaries - continued

Part-time: Except as may be required under the federal Affordable Care Act for an employee who works an average of 30 hours per week, a Secretary who works more than two (2) but less than 32.5 hours per week in a scheduled position, per the adopted school

calendar shall be considered a part time Secretary. Part time Secretaries shall receive pro-rated sick, personal and holiday benefits.

Work Hours – Secretary:

Work hours are defined as those times that the appropriate supervisor determines necessary to accomplish the tasks assigned.

7.5 Certified Paraprofessionals & Bus Aides:

Full-time: Certified Paraprofessionals & Bus Aides who work a minimum of thirty two and one half (32.5) hours per week, in a scheduled position, per the adopted school calendar shall be considered a full time employee.

Part-time: Except as may be required under the federal Affordable Care Act for an employee who works an average of 30 hours per week, Certified Paraprofessionals and Bus Aides who work more than two (2) but less than 32.5 hours per week in a scheduled position, per the adopted school calendar shall be considered a part time employee. Part time Certified Paraprofessionals & Bus Aides shall receive pro-rated sick, personal and holiday benefits.

Work Hours – Certified Paraprofessionals & Bus Aides:

Work hours are defined as those times that the appropriate supervisor determines necessary to accomplish the tasks assigned.

7.6 Definition of Status From Part Time to Full Time for Employees:

Employees must be designated by the Board as a full-time regular employee. Employee's may not move from part-time to full-time or 9 month to 12 month as a result of temporary assignments. Temporary assignments resulting in the accumulation of more hours will not automatically qualify for full time status.

7.7 Lunch Break:

Each full-time employee is expected to take an assigned duty-free thirty (30) minute lunch break, without pay, at the convenience of his supervisor and which shall not be considered as part of employed time for pay purposes. An additional fifteen (15) minute break, with pay, will be given at a time mutually agreed upon by the employee and the appropriate supervisor. Both lunch break and break time may be re-scheduled by the appropriate supervisor.

Article 8

Overtime- Compensation -Insurance

8.1 Overtime Definition:

Overtime shall be defined as pre-authorized work performed in excess of the regular workweek as designated below. There is no automatic overtime pay for employees. The appropriate supervisor must authorize all overtime.

Over forty (40) hours per workweek, (defined as hours worked in any seven (7) day period) constitutes overtime. Overtime is to be computed on the base rate of pay only and only full-time employees are eligible for overtime pay. Overtime salary for Saturday will be paid time and one half his/her regular base rate and Sundays and holidays shall be paid at two times the regular base rate of pay provided it is not part of the individuals work week.

Whenever two (2) or more overtime or premium rates of pay may appear applicable to the same hour or hours worked by an Employee, there shall be no pyramiding or adding together of such overtime or premium rates and only the higher of the applicable rates shall apply.

8.2 Payroll Periods:

Employees shall be responsible for recording their time on District approved time cards and submitting the time card for necessary approval in accordance with district policy and procedures. In the event it is necessary to change a time card the same shall be initialed by both the employee and the supervisor. In the event of a disagreement regarding the change the employee shall meet with the Superintendent, or his designee, within five (5) business days of the employee having knowledge of the discrepancy, to resolve the issue. This process shall be utilized before the filing of any grievance.

8.3 Holiday Pay:

All Custodians, Secretaries, Certified Paraprofessionals, Bus Drivers and Bus Aides will be paid for, but will not be required to work on the following holidays provided that waivers have not been approved by the State Board of Education and/or the Board of Education, and that the holiday does not fall on a day when school is in session or when the employee is not in their work year. In order to be paid for the holiday the employee must work the day prior to the holiday and the day after the holiday. Holiday benefits for part time employees shall be pro-rated.

The District may require personnel to work on a school holiday during an emergency or for the continued operation and maintenance of facilities or property.

8.3 Holiday Pay - continued

Independence Day
Columbus Day
Thanksgiving Day

Labor Day
Veteran's Day
Half day Christmas Eve Day

Christmas Day
New Year's Day
Lincoln's Birthday
Memorial Day

Half day New Years Eve Day
Martin Luther King Day
Casmir Pulaski Day
Friday prior to Easter Sunday

8.4 Employee Resignation:

An employee who resigns without providing a minimum of two- (2) weeks prior notice shall forfeit all accrued benefits, e.g. accumulated personal business days; excluding earned vacation days.

Benefits including but not limited to sick days, personal days, vacation days, and seniority will cease upon resignation or termination and will not resume with re-employment.

8.5 Final Pay Check:

A terminating employee's final paycheck will be adjusted for any discrepancies for not returning work equipment, keys, uniforms, untimely resignations, etc.

8.6 Mileage:

Work related mileage shall be reimbursed at the IRS rate established at the beginning of the school year. Eligible employees shall be pre-approved by the Superintendent.

8.7 Salary Increases

All current support staff covered under this agreement shall have their 2017-2018 hourly salary increased by 5.5% for the 2018-2019 school year.

For all classifications other than bus driver, an employee applying for and receiving a transfer to another position covered by the Agreement shall transfer to such position at their then current salary, regardless of the starting rate of the new position.

For all bus drivers transferring from a regular route to a special education route, or from a special education route to a regular route, such driver shall receive their hourly rate earned immediately before such transfer, or the hourly rate of the route being transferred to, whichever is higher.

8.7 Salary Increases - continued

District Custodians who move to Head Custodian:

A custodian who has received the salary increase as noted above and moves to Head Custodian after the start of the 2018-2019 school year will receive an additional \$2.00/hour increase to their current salary.

District Secretaries who move to Head Secretary:

A secretary who has received the salary increase as noted above and who moves to Head Secretary after the start of the 2018-2019 school year will receive an additional \$2.00/hr. increase to their current salary. The position of special education secretary shall be classified as a Head Secretary.

Grand-Fathering Clauses, Practices & Rights

It is understood all Grand-Fathering clauses, practices and rights previously granted prior to ratification of this agreement shall no longer exist.

8.8 Salary Increases for Current Employees:

	<u>18-19</u>	<u>19-20</u>	<u>20-21</u>	<u>21-22</u>	<u>22-23</u>
Salary increase based off of current salary	5.5%	3.5%	3.5%	3.5%	3.5%

8.9 Starting Hourly Salaries for New Hires:

	<u>18-19</u>	<u>19-20</u>	<u>20-21</u>	<u>21-22</u>	<u>22-23</u>
Secretaries	11.80	11.92	12.04	12.16	12.28
Head Secretaries	14.14	14.28	14.42	14.56	14.71
Custodians	12.47	12.59	12.72	12.85	12.98
Head Custodians	14.80	14.95	15.10	15.25	15.40
Certified Para-Professionals	11.80	11.92	12.04	12.16	12.28

8.9 Starting Hourly Salaries for New Hires - continued

Bus Drivers (Regular, Spec. Ed.)	17.80	17.98	18.16	18.34	18.52
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Kindergarten)

Lunch Run Driver	11.57	11.69	11.81	11.93	12.05
Bus Aides	11.20	11.31	11.42	11.53	11.65

All drivers, current or new, will be paid accordingly for extra-curricular trips:

Field/Sport Trips	16.07	16.63	17.21	17.81	18.43
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8.10 Insurance:

Life Insurance Benefit

Term Life	\$10,000
Accidental Death & Dismemberment	\$10,000

Health-Dental-Vision Insurance Benefit

For the 2018-2019 school year, the Board of Education will provide to eligible employees a monthly insurance benefit up to \$1180 to be applied towards individual coverage under the District approved Medical insurance plan, provided, however, that the District's insurance benefit contribution shall be limited to the lesser amount of the premium for the individual plan selected by the employee or the benefit amount of \$1180. For example, if the premium for the plan selected by the employee is \$1000 per month, and the District benefit is \$1180 [larger amount], then the District contribution shall be limited to \$1000 and there shall be no carry over applied to the eligible employee and no carry over to any other coverage, including but not limited to family insurance coverage. If the premium for the individual plan selected by the employee is greater than the District benefit of \$1180, then the District contribution shall be limited to \$1180.

In addition to the \$1180, the Board will pay monthly up to \$50 to be applied towards dental and/or vision coverage.

For the 2019-2020 school year, the Board of Education will provide to eligible employees a monthly insurance benefit up to \$1274 to be applied towards individual coverage under the District approved Medical insurance plan, provided, however, that the District's insurance benefit contribution shall be limited to the lesser amount of the premium for the individual plan selected by the employee or the benefit amount of \$1274. For example, if the premium for the plan selected by the employee is \$1000 per month, and the District benefit is \$1274 [larger amount], then the District contribution shall be limited to \$1000 and there shall be no carry over applied to the eligible employee and no carry over to any

8.10 Insurance - continued

other coverage, including but not limited to family insurance coverage. If the premium for the individual plan selected by the employee is greater than the District benefit of \$1274, then the District contribution shall be limited to \$1274.

In addition to the \$1274, the Board will pay monthly up to \$50 to be applied towards dental and/or vision coverage.

For the 2020-2021 school year, the Board of Education will provide to eligible employees a monthly insurance benefit up to \$1376 to be applied towards individual coverage under the District approved Medical insurance plan, provided, however, that the District's insurance benefit contribution shall be limited to the lesser amount of the premium for the individual plan selected by the employee or the benefit amount of \$1376. For example, if the premium for the plan selected by the employee is \$1000 per month, and the District benefit is \$1376 [larger amount], then the District contribution shall be limited to \$1000 and there shall be no carry over applied to the eligible employee and no carry over to any other coverage, including but not limited to family insurance coverage. If the premium for the individual plan selected by the employee is greater than the District benefit of \$1376, then the District contribution shall be limited to \$1376.

In addition to the \$1376, the Board will pay monthly up to \$50 to be applied towards dental and/or vision coverage.

For the 2021-2022 school year, the Board of Education will provide to eligible employees a monthly insurance benefit up to \$1486 to be applied towards individual coverage under the District approved Medical insurance plan, provided, however, that the District's insurance benefit contribution shall be limited to the lesser amount of the premium for the individual plan selected by the employee or the benefit amount of \$1486. For example, if the premium for the plan selected by the employee is \$1000 per month, and the District benefit is \$1486 [larger amount], then the District contribution shall be limited to \$1000 and there shall be no carry over applied to the eligible employee and no carry over to any other coverage, including but not limited to family insurance coverage. If the premium for the individual plan selected by the employee is greater than the District benefit of \$1486, then the District contribution shall be limited to \$1486.

In addition to the \$1486, the Board will pay monthly up to \$50 to be applied towards dental and/or vision coverage.

For the 2022-2023 school year, the Board of Education will provide to eligible employees a monthly insurance benefit up to \$1605 to be applied towards individual coverage under the District approved Medical insurance plan, provided, however, that the District's insurance benefit contribution shall be limited to the lesser amount of the premium for the individual plan selected by the employee or the benefit amount of \$1605. For example, if the premium for the plan selected by the employee is \$1000 per month, and the District benefit is \$1605 [larger amount], then the District contribution shall be limited to \$1000

8.10 Insurance – continued

and there shall be no carry over applied to the eligible employee and no carry over to any other coverage, including but not limited to family insurance coverage. If the premium for the individual plan selected by the employee is greater than the District benefit of \$1605, then the District contribution shall be limited to \$1605.

In addition to the \$1605, the Board will pay monthly up to \$50 to be applied towards dental and/or vision coverage.

Article 9

Permit- License- Physical Exam- Registration Fee Payment District Vehicle Uses -Bidding of Routes

9.1 Permit, License, Registration, Physical Exam Reimbursement:

For Bus Drivers covered by this Agreement, the Board shall annually pay for a Physical Exam, a TB Exam, a X-ray TB Exam, a Drug and Urine Screen, the cost for driver refresher courses, CDL license payment as well as the random drug and alcohol testing, all through District approved facilities.

For secretaries, custodians, teaching assistants, and bus aides covered by this Agreement, reimbursement of the physical exam fee and the TB exam shall be paid by the Board per current Board policy upon receipt of an appropriate paid bill.

9.2 Vehicle Uses:

District vehicles, including but not limited to buses and vans are to be parked on designated school property when not in use. On a case-by-case basis, the Superintendent or designee shall have the authority to approve a proposal to park such vehicle at an alternative location off school property. Approved changes shall be documented and filed with the District office.

9.2 Vehicle Uses - continued

It is agreed that the superintendent or designee may grant transportation employees permission to allow only children within their legal custody to be transported on the employee's assigned bus as long as seating is available; the assigned route is not altered and/or interrupted; and State laws are adhered to. Such children may be dropped off before school or picked up after school only at a school where that bus is scheduled to travel through the school's inner drive (where all eligible transportation students would normally board the bus). It is not required that the bus actually be stopping to drop off or pick up other students at that school. The key is that the bus is passing through the school's inner drive as part of the designated route for that particular bus. As an example, routes for the 2018-2019 school year require that every bus pass through Haskin, Sandwich Middle School and Sandwich High School. All buses pick up and drop off at SMS and SHS, but not all buses pick up and drop off at Haskin. However, because all buses travel through the inner drive as part of their designated routes, a bus driver's child could be picked up from or dropped off at any of these three schools.

9.3 Bidding of Routes – Regular School Year

Beginning with the 2018-2019 school year and at the beginning of every school year thereafter, every regular and special education route established by the District will be open for bid and routes will be awarded by seniority using the seniority list established by the District. Prior to the beginning of the regular school year, all full and part-time bus drivers and bus aides will be invited to attend a meeting to bid on routes for the regular school year.

9.4 Bidding of Routes – Summer School

Beginning with the 2018-2019 school year and every school year thereafter, every summer school special education route established by the District will be open for bid and routes will be awarded by seniority using the seniority list established by the District. On or before the end of the regular school year and prior to the beginning of summer school, all full and part-time bus drivers and bus aides will be invited to attend a meeting to bid on summer school routes. Established summer routes will be posted at the bus barn prior to bidding.

9.5 Filling of Temporary Vacancies

A temporary vacancy for employees in the transportation department shall be defined to mean the time period when an employee is expected to be absent from work for a period of 15 or more work days. When a temporary vacancy occurs within the transportation department once the school year has started, the temporary position shall be filled by a district employee not already awarded a full time route. The temporary position shall be bid by seniority and filled until the position has been re-bid for the following school year. Vacancies for a period

9.5 Filling of Temporary Vacancies – continued

expected to be shorter than 15 working days shall be filled as directed by the Board at its discretion. In either event, it is understood the driver originally awarded the route shall be allowed to resume driving the same route once their leave has ended regardless of school attendance days remaining.

When a vacancy occurs for custodians, secretaries, or paraprofessionals once the school year has started, the position shall be filled with a substitute assigned by the District until the Board has permanently filled the position.

Article 10 **No Strike**

10.1 No Strike

The Board and the Association recognize that strikes and other forms of work stoppage by members of the exclusive bargaining unit 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 good faith negotiations.

The Association therefore, agrees that there shall be no strikes, work stoppages, refusal to perform work assignments, or interference with District operations during the term of this Agreement.

The Association recognizes the duty and obligation of its representatives to comply with the provisions of this Agreement and to make every effort toward inducing all Employees to do so.

In the event of any strike or other concerted action which interferes with the operation of the District, the Board shall take whatever affirmative action is necessary and within its authority to bring about the termination of such interference.

It is agreed and understood that there will be no strike, work stoppage, slow-down, picketing, or other concerted action on school property or refusal or failure to fully and faithfully perform job functions and responsibilities or other interference with the operations of the District by the Association or by its officers, agents, or members during the term of this Agreement, including compliance with the request of other labor organizations to engage in such activity.

Failure to comply with this section by any employee in the event of another organization work stoppage, strike, slow-down, picketing, or other concerted action on school property will result in the termination of the employee.

Article 11

Reduction In Force

11.1 Reduction In Force

In the event of a reduction in force or lay off for any reason, Employees shall be laid off in the inverse order of their seniority in their classification. A reduction in force or lay off out of the inverse order of seniority may be made if, in the Employer's judgment, retention of special job skills is required.

Employees shall be called back from lay off according to seniority in the classification from which they were laid off unless, in the Employer's judgment, special skills are required. The Association President will be notified in writing when employees are called back from layoff out of seniority order due to special skill requirements.

Such notice will be limited to the name of the employee and the skill that was needed. The decision to take a person out of order is not to be considered an item for negotiating.

Employees on lay off who have been offered reemployment, in written form, to the classification from which they had been laid off and have declined shall be removed from the recall list and terminated.

Return from lay off status shall extend for the following school term or within one year from the beginning of that school term, if they are qualified to hold such positions.

Benefits shall not accrue during lay off.

Nothing in this Article or any part of this Agreement is intended to restrict the sole authority of the Employer to determine the necessity of service reduction, the form of the reduction, and the duration of the lay off.

The Association agrees that the Board of Education has the right to reduce or increase the number of any full or part time employee's hours, without approval of the Association, in order to maintain a work force that the Board determines is necessary.

Article 12

Job Descriptions

12.1 Job Descriptions

The Association and School Board mutually agree that it is the right of the School Board to develop, modify and otherwise change job descriptions based on the needs of the organization. Each employee is entitled to a copy of their job description upon hire, and whenever a job description is revised by the Board of Education. When a description is developed, changed or modified it shall be made available to the President of the

12.1 Job Descriptions – continued

Association. During the development of the Job Description, the Board of Education will ask the Association for its input. However, it is agreed that position descriptions will not be negotiated and they shall be developed and approved solely by the employer.

Article 13 **Evaluation**

13.1 Evaluation

Within fifteen (15) workdays of the date of hire, of a new employee the immediate supervisor shall explain the evaluation system to the new employee.

Formal evaluations will be placed in writing and a copy given to the employee for his review. If the employee disagrees with the evaluation he may submit a written response, which shall be attached to the copy of the evaluation. Such response shall be made no later than ten (10) days after receipt of the evaluation. An employee shall receive a copy of any evaluation material placed in their file.

Evaluations of an employee may be on other behaviors, skills, etc. other than work performance.

Article 14 **Discipline Procedure**

14.1 Discipline Procedure

No non-probationary employee shall be disciplined without cause. Both parties agree that no grievance will be honored nor presented at the verbal progressive disciplinary level, and only suspensions or discharges shall be subject to arbitration. Discipline of any employee may be preceded by the following and this listing is not inclusive of remedy nor meant to imply any rank order of occurrence in implementing discipline to any Employee.

1. The honoring of the Employee's rights included in this Agreement, or;
2. A conference with the Employee with an immediate supervisor prior to taking any action, except in an emergency, or;
3. A written explanation for the action to the Employee except in an emergency, or;
4. A review of the Employee's personnel file with the Employee and his/her representative present except in an emergency.

14.2 Disciplinary Action

Disciplinary action may be progressive and based upon the sole judgment of the Board of Education. The parties agree that no grievance will be presented nor honored at the verbal or written warning level of progressive discipline, and only suspensions or discharges will be subject to the grievance and arbitration procedures. Disciplinary action may include the following, with the necessity of following it in order resting within the sole discretion of the Board of Education.

1. Oral Reprimand or warning
2. Written reprimand or warning
3. Suspension with or without pay
4. Discharge

If a meeting is pre-determined to be a meeting for disciplinary purposes (in non-emergent situations) the employee shall be notified and shall be given notice in order to secure Association representation and, the employee may initiate union representation at any time. Failure of the representative to be in attendance does not invalidate the meeting.

14.3 Employee Conduct

Discipline may occur when an Employee breaches any Work Rule, Board Policy, Building Rule or Regulation written or unwritten, or any behavior that is deemed by the Board of Education not to be in the best interest of the District or behavior that poses a potential danger or threat to the health, safety and welfare to students or other staff. As a member of the District, the Employee must conduct himself on the job in a manner so as to bring credit upon the Employer. By way of illustration and not to be limiting, proper Employee conduct includes the following:

1. Adhere to work schedules, and times;
2. Using supplies, property and equipment only for school purposes;
3. Diligently pursuing assigned duties;
4. Reasonable regulation personal affairs and finances so as not to discredit himself or the District;
5. Using his public position within the district for public service and not personal gain;
6. Conducting himself on the job in a manner that brings credit to the District and fellow Employees;
7. Cooperates with fellow Employees so that work is completed in an efficient manner and up to the required levels of the administration and supervisory staff;
8. Limits outside work and activities so as not to interfere with the best, possible performance of his position, duties and responsibilities, or to place himself in a position of appearing as a conflict of interest;
9. Obey all orders given by a supervisor as pertaining to job or job description;
10. Follow all the rules, regulations and policies of the organization, including Board adopted Professional Job Standards.

Article 15 **Labor-Management Committee**

15.1 Labor-Management Committee

No more than three (3) representatives from the Association and three (3) from the Board of Education shall meet at a mutually agreed time, for the purpose of reviewing contract issues and possible resolutions. Each party shall submit to the other, one week prior to the meeting, agenda items for discussion.

Article 16 **Personnel File**

16.1 Personnel File

Employees have the right to access their personnel records under the Illinois Personnel Records Act for documents dated July 1, 1984 or later which have been or are intended to be used for employment, promotion, transfer, additional compensation, discharge or discipline.

Article 17 **Vacancies**

17.1 Vacancies

When the Board determines that a job opening exists in the bargaining unit, such opening will be described and publicized to the staff by posting of a written notice on a bulletin board in the main office of each attendance center. Consideration will be given to applications from the existing staff for such positions. During the summer, such vacancy notices will be posted in the Central Administrative Offices and vacancy notices will be included with the next paycheck or mailed to any staff requesting that information.

17.2 Filling of Vacancies

When a vacancy occurs for Custodians, Secretaries or Para-professionals once the school year has started, the position shall be filled with a substitute assigned by the District until the Board has permanently filled the position.

17.3 Substitute Compensation

The District will determine substitute compensation for all classifications. After the fifteenth (15) consecutive day of a substitute being assigned to the same position, the rate of pay will increase to an amount equal to the base starting salary divided by the total number of school days within the year.

17.4 Transportation Substitute Seniority

Substitute transportation positions will no longer be assigned by seniority and substitute drivers no longer retain seniority rights previously granted prior to ratification of this agreement.

Article 18 **Technical Clauses**

18.1 Severability:

Should a court of competent jurisdiction declare any Article, Section or Clause of this Agreement illegal, then that Article, Section or Clause shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections and

Clauses shall remain in full force and effect. The parties will meet in an effort to reach agreement on a modification that will be in compliance with the law.

18.2 New Contract Negotiation:

Negotiations for a new contract shall begin upon a mutually agreed date, but no later than November 15th of the last year of the contract.

18.3 Individual Contracts:

Individual contracts or employment agreements shall be consistent with the terms and conditions of this agreement.

Article 19 **Complete Understanding**

19.1 Complete Understanding

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

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 from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, this Agreement constitutes the sole, entire existing Agreement between the parties hereto, supersedes all prior agreements, oral and written, expressed or implied, between the District and the Employee representative and expresses full and without reservation all obligation and

19.1 Complete Understanding - continued

restrictions imposed upon each of the respective parties during the term of this Agreement.

Therefore, this Agreement constitutes the entire Agreement between the parties except as modified in this Agreement, and supersedes all prior agreements between the District and the exclusive representative.

All prior charges, complaints, grievances, discharges or reprimands, known or unknown, before signing of this Agreement are not subject to this Agreement.

Article 20
Duration and Effect of Agreement

20.1 Duration and Effect of Agreement:

This Agreement shall be effective as of July 1, 2018 and shall continue in full force and effect through August 31, 2023.

This Agreement is signed this 14th day of November 2017. In witness thereof:

Sandwich Educational Employees
IEA/NEA

Board of Education,
Sandwich CUSD #430

President

President

Secretary

Secretary



**Sandwich Community Unit Schools
District 430**

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

**BOARD OF EDUCATION OF
SANDWICH CUSD #430**

and

**SANDWICH CLASSROOM TEACHER'S
ASSOCIATION (SCTA)**

for the

2019 - 2020

2020 - 2021

2021 - 2022

2022 - 2023

SCHOOL YEARS

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ARTICLE 1
RECOGNITION

1.1

The Board of Education of Sandwich Community Unit School District Number 430, hereinafter referred to as the "Board", hereby recognizes the Sandwich Classroom teacher Association IEA/NEA, hereinafter referred to as the "Association", as the sole bargaining agent for all regularly employed certificated teachers.

1.2

The Board agrees not to negotiate with any other certified teachers' association with regards to items contained in this Agreement unless 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 employees or group of employees in the district retain their right to discuss problems relating to educational matters which are beyond the scope of salaries and the terms covered by this Agreement.

ARTICLE 2
NEGOTIATION PROCEDURE

2.1

The parties agree that every effort will be made to reach an Agreement through good faith collective bargaining prior to mandatory mediation as set forth in the Illinois Educational Labor Relations Act. A bargaining organizational meeting will be held no later than November 15th prior to the expiration date of the contract to establish IBB training dates and bargaining dates.

2.2

It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service if either party to this Agreement declares impasse. In the event the Federal Mediation and Conciliation Service turns down a request for its services in an impasse situation, the parties shall immediately commence discussions as to a replacement. The replacement will be mutually agreed upon by the parties.

2.3

It is understood the Interest Based Bargaining model will only be utilized if both parties agree to do so.

ARTICLE 3

EFFECT OF AGREEMENT

3.1

The parties acknowledge that during the negotiations which resulted in this Agreement and its appendices, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law or by specific agreement of the parties from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right are set forth in this Agreement.

3.2

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties and may be modified only through written mutual consent of the parties. It is understood that all rights, powers and authority of the Board not specifically limited by the language of this Agreement are retained by the Board. The Board shall take no action, which will violate any of the specific provisions of this Agreement.

ARTICLE 4

MANAGEMENT RIGHTS

4.1

The Board retains and reserves the ultimate responsibility for proper management of the Sandwich School District conferred upon and vested in it by the statutes and Constitutions of the State of Illinois and the United States, including, but not limited to, the responsibility for and the right:

- A) To maintain executive management and administrative control of the Sandwich School District and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.
- B) To hire all employees and, subject to the provisions of the law and this Agreement, to determine their qualifications, and the conditions for their continued employment, or their dismissal or demotion, their assignment, and to promote and transfer all such employees.
- C) To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.

- D) To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board Policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.
- E) To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of teachers and non-classroom assignments.

ARTICLE 5

ASSOCIATION RIGHTS

5.1

The Association may use school mail boxes or teacher lounge bulletin boards for the purpose of posting or distributing information to its members. Materials posted on the bulletin board or placed in the mailboxes must be signed and not be abusive or defamatory, and the building principal shall be given a copy of the communication prior to posting. The Association shall assume all legal responsibility for their communications. Material placed on the bulletin board must be dated and not removed prior to seven (7) school days.

The Association may use school buildings for meetings to transact official business for reasonable time periods outside of the regular school day. Requests for use of buildings must be made to the building principal in advance of the proposed meeting date and must be cleared through the Master Calendar by the Superintendent. The Association will be permitted to duplicate notice of meetings and distribute them to members of the bargaining unit. If special custodial service is required or utilities are used, the Board may make reasonable charges for this service.

5.2

Within Thirty (30) days after the Agreement is signed, copies of this Agreement shall be duplicated by the Association and presented by the Association to each bargaining unit member now employed and hereafter employed. The Board will be responsible for the cost of the copies.

5.3

If a member or members of the Association desires to attend a regional, state, or national meeting, they will be allowed a total of two (2) consecutive work days with pay per meeting, and the Association shall reimburse the district for the cost of substitute teachers when substitute teachers are needed. Total Association Leave days for the membership will not exceed six (6) days per academic year, and no more than two people from one attendance center will be utilizing leave days at the same time. Such leave shall be arranged and approved in advance by the Administration. No allowances will be made for financial support.

5.4

An IBB committee will meet at mutually agreeable times but at least two times per school year to discuss interests of either party. For informal bi-annual meetings, participation will be limited to a maximum of twelve Association members and twelve Board/Administration members unless previously agreed upon by the Board President and the SCTA President. For formal contract bargaining meetings, participation shall not exceed twelve members on either side. Only people who attend IBB training can participate in bargaining.

ARTICLE 6

PAY PERIODS

Pay periods shall be twice a month on the 15th and 30th of each month and continuing for 24 pay periods through direct deposit procedures established by the District.

6.1

Stipend pay for coaching / sponsors / music will be paid on a monthly basis and limited to a total of three (3) pay periods. Payment for coaching / sponsors / music will not be included within the employee's regular teaching pay.

6.2

All other pay including but not limited to detention duty, internal substitution, Behind the Wheel (BTW), tutoring, etc. will be included within the employee's regular paycheck.

ARTICLE 7

VACANCIES

7.1

When the Board/Administration determines that a job opening exists in a teaching, administrative, or supervisory position, such opening will be emailed to bargaining unit members and posted externally. Interviews will be given to qualified applicants from the existing faculty for such position.

7.2

For informational purposes, should the association member not be selected for the position they applied for, they may request a conference with the appropriate administrator to discuss the decision.

ARTICLE 8

TRANSFERS

8.1

Before a change in teacher assignment is made a conference between the teacher and appropriate administrator will be held. Involuntary assignments resulting in substantially different teaching situations from those designated by May 15 shall

provide said teacher the right of resignation, providing said teacher resigns within ten (10) business days after notification of reassignment, provided a regularly scheduled board meeting occurs within the 10 day period. If not, the 10 days will be extended to the next scheduled board meeting.

8.2

Involuntary transfers will be made only as a result of real educational needs. Staff members may appeal involuntary transfer assignments to the Board of Education after following the chain of communication.

ARTICLE 9

TEACHER WORKDAY

9.1

The intended normal teacher workday will be a seven- (7) hour and thirty-five (35) minute day. It is not the intent of the Administration to schedule split hours except in emergency situations. During each workday, teachers will be entitled to a duty-free lunch period as specified in the School Code of Illinois, Section 24-9.

9.2

Except in extenuating circumstances such as field trips or assemblies or emergency situations, all teachers will be provided 250 minutes each week of non-student contact planning time excluding before and after school and duty free lunch.

9.3

Each teacher will be required to serve on a committee for two (2) hours a month outside the normal work day.

9.4

High school teachers who are required to teach a sixth subject in a seven period school day will be paid an overload stipend. The amount of the stipend will be 20% the base salary (beginning salary). For example, the amount of the stipend for the 2019-2020 school year will be \$8099 (\$40,494 x .20). Teaching assignments excluded from receiving overload compensation are special education resource, study hall supervision, and driver education behind the wheel.

ARTICLE 10

SCHOOL YEAR

10.1

The Board shall establish for the coming year, a school calendar that does not exceed 185 days, with a maximum of 180 Teacher Duty Days.

ARTICLE 11

SICK LEAVE

11.1

Employees will be entitled to the following sick leave days per school term with full pay:

Eight years or less of service to the District, employees will be granted 11 sick days. Nine to nineteen years of service to the District, employees will be granted 15 sick days.

Twenty years or more service to the District, employees will be granted 20 sick days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The immediate family, for purposes of this section, shall include spouse, parents, or legal guardians, children, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, and sisters-

in-law. A teacher must notify his/her supervisor as soon as possible when using sick leave. Sick leave pay shall be computed at one-one hundred eightieth (1/180) of gross pay per certified staff.

11.2

Effective at the beginning of the 2015-2016 school year, employees will be granted bonus sick days once they have accumulated a specified number of sick days. These bonus days will be granted at the beginning of the school year based upon the accumulated number of sick days the employee has at the beginning of the new school year. This will be calculated by taking the sick days carried over from the prior school year plus the sick days granted at the start of the new school year.

Once 100 sick days have been accumulated, 2 bonus days will be granted.

Once 150 sick days have been accumulated, 3 bonus days will be granted.

Once 200 sick days have been accumulated, 4 bonus days will be granted.

Once 250 sick days have been accumulated, 5 bonus days will be granted.

Once 300 sick days have been accumulated, 6 bonus days will be granted.

This benefit is not retroactive, and an employee will be granted bonus days only the first time a threshold is reached. If an employee earns a bonus one year but the number of accumulated days drops below the threshold at any time, the bonus days will not be granted when the same threshold is reached another time.

Example 1: An employee has 120 accumulated sick leave days at the end of the 2014-2015 school year and has 140 sick leave days at the beginning of the 2015-2016 school

year. This employee will not receive bonus sick days at the beginning of the 2015-2016 school year. The employee did not first cross the 100 day threshold at the start of the 2015-2016 school year. The employee had crossed the threshold in a prior year. The benefit is not retroactive, so no bonus will be granted. At the beginning of the 2016-2017 school year, a bonus will be paid if they employee crosses the 150 day threshold.

Example 2: An employee has 95 accumulated sick leave days at the end of the 2014-2015 school year and has 110 sick leave days at the beginning of the 2015-2016 school year. This employee will receive 2 bonus days because it is the first time the 100 day threshold is being met. In this case, the employee will start the year with 112 sick leave days once the 2 bonus days are added.

11.3

Unused Sick leave shall accumulate and carry over to the following school year. When an employee's unused sick leave has accumulated to 350 days, any new allocated days shall be utilized prior to the utilization of the 350 days. At no time shall an individual carry more than 350 accumulated days into the next school year.

11.4

Sick Leave Incentive: The Board of Education shall grant each person covered by this Agreement one additional sick day at the beginning of any school year following a school year in which the employee had perfect attendance. For example, a teacher has five years of service in the District and had perfect attendance during the 2014-2015 school year. This teacher will be granted 12 sick days at the beginning of the 2015-2016 school year instead of the usual 11 days (11 days as provided in section 11.1 and an additional day

due to the perfect attendance during the 2014-2015 school year). For purposes of this section, the use of personal days will not count against perfect attendance.

ARTICLE 12

PERSONAL DAYS

12.1

Each employee covered under this agreement will receive two (2) personal days per year. Unused personal days must accumulate until an employee has at least four days, but the maximum number of personal days at any point in time is six days. When the number of accumulated personal days is five or six at the end of the school year, the employee may choose to:

- a) convert the fifth and/or sixth personal day(s) to sick leave days;
- b) be paid the current substitute pay for the fifth and or sixth day(s); or
- c) choose to convert one personal day to a sick day and get paid the substitute rate for the other day. Option C will apply only if the employee has six (6) accumulated personal days.

Employees will choose from the above options at the conclusion of each school year, with any payment(s) being made in June.

12.2

Personal Days must be requested in writing on an approval form at least three (3) days in advance, unless an emergency is involved. In case of said emergency; the written request must be filed at least one hour prior to any absence. Approval will be determined within two- (2) work days after the request is made.

12.3

Personal Days may be granted only on amounts of half days or full days and shall not be granted for purposes which, in the judgment of the building administrator, are contrary to the interests of the school district. Personal Days may not be granted at the beginning or end of the school year nor dates immediately adjacent to school holidays without approval of the Superintendent.

12.4

The Building Principal may limit the number of personal days to two (2) persons on any one day in his/her building.

ARTICLE 13

CONTINUING EDUCATION

13.1

An interest-free loan will be given for approved courses from an accredited college or university. The amount of the loan will be \$75 per semester hour for all classes thereafter. The District will fund up to \$20,000 each year of this Agreement for the benefit of SCTA members using this provision.

Courses must be approved by the Principal and Superintendent. Approval criteria should consist of the following factors:

- A) Credits shall be in an approved advanced degree or endorsement program unless the Administration grants an exception.
- B) Credits shall be related to the teaching field of the individual requesting the interest free loan.
- C) Approval must be granted prior to enrolling in a course.
- D) Application for approval must be submitted on a Sandwich School district form at least fifteen (15) school days prior to the start of the course.

E) This loan will be available at the time of course registration with the following terms and conditions:

1. After completing three full years of employment from course completion, the loan will be considered to be paid.
2. If employee chooses to leave the district prior to three years of employment for any reason other than termination of employment due to illness, the loan is repayable to the district in full.
3. If the course is not completed with a grade of C or better or a "Pass" for a pass/fail course, the loan becomes due immediately.
4. The loan shall be for not more than 12 semester hours of approved course work per school year (September 1 through August 31).

13.2

Waivers are sometimes granted to the District by a University when the District agrees to host student teachers, allow observation hours, or otherwise accommodate students from the University. It is understood that the practice of universities granting waivers is subject to change at any time.

The following examples are ways waivers can be used by SCTA members (also subject to approval criteria stated in 13.1)

A) If a District teacher supervises a student teacher and a University grants waiver credit hours to the supervising teacher for this student teacher assignment, then the supervising District teacher will have the right to use those waiver credit hours. The supervising teacher has until the end of the class term following completion of the student teacher assignment (generally fall, spring, or summer) to declare his/her intent to use the waiver and has until the end of the following term to actually use the credit. If the supervising teacher chooses to use the waiver, the waiver does not have to be used as indicated in 13.1 (A) but it must be

used for a class related to the teacher's current teaching assignments or duties. If the supervising teacher declines the use of the waiver then the waiver will go into a waiver pool to be used by another SCTA member.

Example 1: Teacher Jones supervises a student teacher during the fall semester and the University grants the District 3 credit hours for Teacher Jones supervising the student teacher. Teacher Jones will have until the end of the spring semester to notify the superintendent in writing that he/she plans to use the 3 semester hours granted by the University and will have until the end of the summer semester to use the waiver credits before they will go into the pool to be used by other SCTA members.

Example 2: Teacher Jones supervises a student teacher during the spring semester and the University grants the District 2 credit hours for Teacher Jones supervising the student teacher. Teacher Jones will have until the end of the summer break to notify the superintendent in writing that he/she plans to use the 2 semester hours granted by the University and will have until the end of the fall semester to use the waiver credits before they will go into the pool to be used by other SCTA members.

ARTICLE 14

GRIEVANCE PROCEDURE

A. Definitions

1. A grievance is defined as a written complaint or written claim by a teacher that there has been an alleged violation, misinterpretation or misapplication of any provisions of this Agreement, which complaint or claim must include a plain and concise statement of the facts constituting the violation, misinterpretation or misapplication.

2. A business day is defined as a teacher employment day except during summer recess when it is a day on which the District Administration Office is open for business.

B. Procedures

The parties acknowledge that it is usually most desirable for an employee and his or her immediately involved supervisor to resolve problems through free and informal communications. When requested by the teacher, the building representative may attend to assist in this resolution.

Informal step: The teacher shall attempt to resolve any issue prior to filing a written grievance by informal discussion with his or her supervisor within ten (10) business days of the occurrence of a matter which is the subject of the grievance.

Step 1: The teacher and association shall present the grievance in writing to the immediately involved supervisor who will arrange for a meeting to take place within five (5) days after the receipt of the grievance. The grievance shall set forth the specific clause or clauses of the Agreement which have allegedly been violated, and shall specify fully the remedy sought. The grievance must be filed within twenty-one (21) calendar days after the occurrence of the event giving rise to the grievance. The Association's representative, the aggrieved teacher and the immediately involved supervisor shall be present for the meeting. The immediately involved supervisor must provide the aggrieved teacher and the Association with a written answer on the grievance within seven (7) days after the meeting. Such answer shall include the reasons upon which the decision is based.

A grievance involving the act of any administrator above the building level shall initially be filed at Step 2 of the grievance procedure after the grievant has first consulted the administrator involved.

Step 2: If the grievance involves the act of an administrator above the building level the grievance shall be filed with the superintendent within 14 days as provided in Step 1, or, if the grievance is not resolved in Step No. 1, then the grievant and the association shall refer the grievance to the superintendent or his official designee within seven (7) days after receipt of the Step No. 1 answer. The superintendent shall schedule a meeting within seven (7) days of receipt of the grievance at which time each party shall have the right to include in its representation such witnesses and counselors, as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the hearing, the superintendent shall have seven (7) days in which to provide a written decision to the Association and grievant.

Step 3: If the grievant and association are not satisfied with the disposition of the grievance at Step 2, or if Step 2 time limits expire without the issuance of the superintendent's decision, the grievant and the association may refer the grievance in writing to the Board of Education within seven (7) days of the issuance of the superintendent's decision or the expiration of the time for the issuance of a decision. Upon receipt of the request, the Board of Education, within thirty (30) days, shall schedule a closed session hearing on the grievance, and shall render its decision in writing within twenty-one (21) business days after the close of the hearing. Each party to the grievance shall have the right to include in its presentation a counselor if so desired.

Step 4: If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The grievant and the Association shall submit, in writing, a request for arbitration to the superintendent within seven (7) days from the issuance of the Step 3 answer, and submit a demand for arbitration with the American Arbitration Association with fourteen (14) days from the issuance of the Step 3 answer. The arbitrator shall be selected from the American Arbitration Association in accordance with their voluntary labor tribunal rules.

The Board, the Grievant, and the Association will not be permitted to assert grounds not previously asserted when entering into arbitration. Each party shall be entitled to representation and witnesses. The arbitrator shall have no power to amend, modify, nullify, ignore, add or alter the terms of this Agreement, nor to make any award prohibited by law, whether statutory or by court decision.

The cost of the arbitrator shall be borne equally between the aggrieved party and the District. Should either party request a transcript of the proceedings, that party will bear the cost of the transcript. The arbitrator's decision shall be final and binding upon the parties. His/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

A. General Provisions-

1. Should the investigation of any grievance require, in the sole judgment of the Superintendent or designee that an employee and representative (if represented by Association member) be released from his/her regular assignment, he/she will be released without loss of pay or benefits.
2. The Board and Administration agree not to take any action in reprisal against any person for his/her participation in the grievance process. The Association agrees to take no reprisals against any person because of his or her participation or refusal to participate in the grievance process.
3. Furthermore, should any member of the bargaining unit commence an action against the Board and/or any of its members individually or collectively, before any State or Federal Administrative Agency, court or Tribunal, charging the Board or any of its members, agents, or employees with any alleged violations of any of the rights granted to or enumerated herein, said proceeding shall act as a bar to the commencement or further proceeding of any grievance filed herein which alleges as its subject matter any violation of any rights specifically enumerated herein.

4. Failure of any employee or the Association to act on a grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual consent.
5. At any stage of the grievance procedure, the grievant may be represented by a representative of his or her choice. When an employee is not represented by the Association, the Association shall reserve the right to have its representative present.

ARTICLE 15

NO STRIKE CLAUSE

15.1

During the term of this Agreement, the Association agrees not to strike, not to participate in any work stoppage or slow down, and not to in any way engage in any concerted job action, which would materially interfere with the administration of the Sandwich School District.

15.2

It is agreed that the grievance machinery of this Agreement, the dispute settlement machinery provided by the judicial and administrative remedies provided by law, are the sole and exclusive means for settling any dispute between the bargaining unit members and/or the Association and district relating to the application of the Agreement.

15.3

In the event of a work stoppage or interference during this Agreement the district shall take whatever affirmative action is necessary and within its authority to prevent and bring about the termination of such action or interference. Such affirmative action

shall include the immediate disavowal and refusal to recognize any such action or interference, and the district immediately shall instruct any and all bargaining unit members to cease their misconduct and inform them that their misconduct is a violation of the Agreement subjecting them to disciplinary action including discharge.

15.4

It is understood that in the event this Article is violated during this Agreement, the district shall be entitled to withdraw district policy, any rights, privileges, salary, or services provided for in this Agreement from any bargaining unit member or the Association including automatic payroll deduction for dues purposes to the Association.

15.5

In the event of violation of this Section during this Agreement, the district may terminate any right granted by this Agreement or by other provisions of district rules, regulations or policy to a member of the bargaining unit, and may take steps to appropriately discipline the bargaining unit member which may include termination.

15.6

It is agreed and understood that any member of the bargaining unit violating this Article during this Agreement may at the sole discretion of the Board of Education be deemed to have resigned from the district and that position shall be considered vacated.

15.7

Any violation of this Article during this Agreement shall mean that the Association and/or bargaining unit members involved may be held accountable for all damages, injuries or expenses incurred or suffered by the Board. Furthermore, any bargaining unit member involved may be subject to disciplinary action without recourse to the grievance procedure.

15.8

The Board and the Association recognize that strikes and other forms of work stoppage by members of the exclusive bargaining unit 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. The Association therefore agrees that there shall be no strikes, work stoppages, or other refusal to perform work during this Agreement by the employees covered by Agreement.

ARTICLE 16

SUBCONTRACTING

16.1

The Board of Education retains the non-reviewable right to subcontract work assignment positions held by and duties performed by members of the bargaining unit. However, prior to the institution of any subcontracting relationships, the Board agrees to impanel a committee to meet with the Association to discuss both the needs to subcontract and the terms and conditions of such subcontracting relationship. Nothing shall be deemed a requirement to reach agreement on such topics as a precondition for the institution of subcontracting.

16.2

Any subcontracting relationships formed by the Board shall not be interpreted to invest in such subcontractors the status of assignees of the rights of this Agreement, nor shall the same be deemed to invest in such subcontracting agencies the status of co-employer with the Board of Education.

16.3

Work assignments subject to subcontracting include, but are not limited to, the following:

- A) Special Education baseline services
- B) Private Placement Special Education Services.
- C) Home and Hospital Tutoring.
- D) Summer School
- E) Duties prior to the instructional day and following the instructional day.

ARTICLE 17

EVALUATION

17.1

The Board, in cooperation with the Association, developed a professional practice and student growth evaluation instrument per the Performance Evaluation Reform Act (PERA). The PERA adopted instrument will be filed with the ISBE. All parties will adhere to the procedures and timelines as stated within the evaluation plan. The current evaluation plan will remain in place until the District's PERA Joint Committee formally approves changes.

ARTICLE 18

REDUCTION IN FORCE

18.1

Reductions-in-force shall be accomplished in accordance with the applicable provisions of Section 24-12 of the School Code. When seniority is required to be considered it shall be determined by length of continuous service with the district. Where continuous service is equal among employees, the District lot shall determine seniority.

18.2

Insurance protection shall continue through the following August 31 from the date of dismissal for any honorably-dismissed teacher, including the option to continue the family insurance plan. Honorably-dismissed teachers may purchase medical and dental insurance through the district at group rates as long as they are on the legal recall list.

COBRA rights for such teachers shall be effective at the end of a recall period if a teacher is not reemployed.

18.3

In order to qualify for reinstatement, the honorably-dismissed teacher shall maintain a current address, email address, and phone number at the personnel office of the district.

18.4

Following a Reduction-in-force, teachers will retain recall rights for a period of one (1) calendar year from the beginning of the next school year.

18.5

Recall following a reduction in force shall be in accordance with Section 24-12 of the School Code. A recalled teacher shall be notified of a vacancy by certified mail at their last known address as well as email address provided in 25.3. The teacher shall have seven (7) days from the date of mailing to inform the Superintendent in writing whether or not he/she will accept the position. Failure to respond within this time shall constitute waiver of reemployment rights within the district.

18.6

An honorably-dismissed teacher recalled in accordance with 25.4 hereof shall not lose seniority which had accrued to the date of said dismissal and shall advance as appropriate on the salary schedule.

18.7

Any honorably-dismissed teacher shall be offered priority as a substitute teacher in the district.

ARTICLE 19

SEPARABILITY

19.1

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect.

ARTICLE 20

DUES CHECK OFF

20.1

The Board shall deduct from the regular paycheck of each Association member, from whom it received written authorization to do so, the required amount of Union dues. The dues of a list of employees from whom the dues have been deducted, and the amount deducted from each shall be forwarded to the proper Union officer no later than ten (10) days after such deduction was made. Deductions shall continue unless and until authorization is withdrawn by the employee in accordance with the law and the terms of the deduction authorization. If the Board shall comply with the foregoing, the Union shall defend and hold the Board harmless for all such actions.

ARTICLE 21

ZERO HOUR

21.1

When the Board determines that the need for a fifty (50) minute class exists, either prior to or following the regular school day, such opening will be described and emailed to bargaining unit members. Interviews will be given to all certified applicants from the existing faculty for such position before considering applicants from outside the existing faculty.

21.2

For informational purposes, should the association member not be selected for the position they applied for, they may request a conference with the appropriate administrator to discuss the decision.

21.3

Payment for the class shall be 1/7 additional salary.

21.4

This agreement shall not be extended to cover Behind the Wheel Driver Education, Extramural, Intramural Activities, or any other activity covered elsewhere in this agreement.

ARTICLE 22
UNPAID LEAVE

22.1

A non-probationary teacher will be granted up to five (5) consecutive days of unpaid leave after each block of seven (7) years of continuous employment service. A written application for such leave, without pay, shall be submitted to the Superintendent at least twenty (20) working days prior to the beginning of the leave. The teacher's pay will be deducted by 1/180 of his/her gross salary for each day of leave.

ARTICLE 23
IN SERVICE CREDIT

23.1

The district may provide inservice activities that are scheduled for Saturday or after the normal workday.

23.2

District in-service classes shall be subject to approval by the Superintendent. Class shall meet for a minimum of 15 clock hours in order to satisfy one (1) semester hour of credit. Should the teacher elect to successfully complete a graduate class of similar material, as approved by the Superintendent, District 430 shall also grant salary schedule credit, as per this article, for in-district inservice credit.

ARTICLE 24
EXTRA DUTY PAY

24.1

When a teacher agrees to substitute during his/her preparation and/or instructional time, that teacher will be compensated at the rate of \$20.00 per class period for the term of this agreement.

If two teachers are assigned to a classroom, and one is reassigned or absent without a substitute, the remaining teacher will be compensated at the rate of \$20.00 per class period for the term of this agreement.

If a substitute teacher is assigned to a cooperatively taught classroom, that substitute may be moved to a different room without cost to the district. Considerations will be made to avoid negatively impacting students' academic progress. i.e. testing for special education students.

When an instructional class is added to a study hall, the study hall teacher will be compensated at the rate of \$20.00 per class period for the term of this agreement. Extra duty pay cannot be applied to Driver's Education students (classroom or BTW) being placed in a study hall and/or classes covered by intergovernmental curriculum agreements i.e. Agricultural, IVVC.

24.2

Members of the faculty will be offered the detention and extended detention duty before it is opened to others.

24.3

When a teacher agrees to monitor an extended detention which is held after school or on Saturdays, that teacher will be paid at the rate of \$20.00 per hour.

24.4

When a teacher volunteers or is assigned to monitor school detentions (those detentions which are assigned by an administrator which are served before or after school), that teacher will be paid at the rate of \$20.00 per regular detention period.

ARTICLE 25

WORKSHOPS

25.1

Requests to attend workshops or seminars will be evaluated by the board and/or administration. Compensation for approved workshops will be made based on registration fees, travel involved, etc.

ARTICLE 26

DURATION OF AGREEMENT

26.1

The terms of this agreement shall begin upon ratification and approval and shall remain in full effect through the last day of summer vacation before the first new teachers' institute in August of 2023.

26.2

This Agreement may be extended beyond its termination date if mutually agreed to in writing by both parties.

26.3

No item agreed to shall be deemed capable of re-negotiation to be effective during the terms of this Agreement, unless mutually agreed to in writing by the parties.

This Agreement is signed this _____ day of September 2019.

In Witness thereof;

BOARD OF EDUCATION
SANDWICH CUSD 430

SANDWICH CLASSROOM
TEACHERS ASSOCIATION (SCTA)

President

Co- President

Secretary

Co-President

Secretary

SCHEDULE OF INSURANCE BENEFITS

APPENDIX "A"

Life Insurance Benefit

Term Life	\$10,000
Accidental Death & Dismemberment	\$10,000

Health/Dental/Vision Insurance Benefit

It is the intent of the Board of Education, subject to the terms described below, to provide each covered eligible employee with medical, dental and vision insurance for each year of this Agreement based on the cost of participation of such employee in the PPO 500 health plan, plus the combined cost of participation in the single dental and vision insurance (the "Actual Amount"). The cost of adding family coverage, or other insurance costs in excess of the Actual Amount provided by the District shall be the responsibility of the employee.

For the 2019-2020 school year the Actual Amount has been determined to be \$822.06. The Board of Education will provide to eligible employees a monthly insurance benefit equal to the Actual Amount to be applied towards single insurance coverage under the District approved medical, dental and vision insurance plan.

For each year of the contract for employees choosing family insurance (single + 1; family), any insurance costs above the Actual Amount shall be the responsibility of the employee. For example, if the monthly PPO 500 family insurance cost for medical, plus dental and vision insurance is \$2041.17, the employee is responsible for the monthly difference of \$1219.64. Only the Actual Amount of the monthly single PPO 500 medical insurance cost, plus the combined monthly insurance cost of dental and vision may be applied toward family insurance.

For each year of the contract, the Board will allow employees who are spouses and who are each employed by the District to combine and apply the Actual Amount for that year towards family coverage. For example, for the 2019-2020 school year, the combined Actual Amount monthly total would equal \$1644.12.

Starting with the 2020-2021 school year, and for each subsequent year of this Agreement, in the event the costs comprising the Actual Amount should decrease from the Actual Amount of the prior year, then such new costs will become the Actual Amount for that year. Starting with the 2020-2021 school year, and for each subsequent year of this Agreement, in the event the Actual Amount should increase over the Actual Amount of the prior year then such increase shall be the Board's responsibility up to a maximum amount of 7%. For Example, based on the current Actual Amount: Year 2 (2020-2021) \$879.60; Year 3 (2021-2022) \$941.17; and Year 4 (2022-2023) \$1007.05.

Starting with the 2020-2021 school year, and for each year of this Agreement, should the total increase of the costs comprising the Actual Amount be greater than 7% over the Actual Amount of the prior year, then any amount greater than 7% and less than 17% shall be paid by the employee. Any amount greater than 17% will be split evenly by the Board and the employee. Only the portion of the Actual Amount paid by the District may be applied toward family insurance.

It is agreed that an insurance committee will be created by January 1st of each year for the purpose of developing an insurance plan regarding Medical/Dental/Vision insurance plan options.

It is agreed there will be a total of 11 members with no less than 6 members being teachers, 1 member being an administrator or non-union employee, and 1 member being a Board member. The Association will select the teachers who will be members, the Superintendent shall select the administrator or non-union employee, and the Board shall select the Board member.

The Superintendent will be an ex officio member of the committee with no voting rights.

It is agreed that the insurance committee will decide the insurance carrier; however, the selection of an insurance broker remains the right of the Board.

It is agreed the committee must select and submit plan options in writing to the Superintendent on or before May 15th each year. It is further agreed that should said selection not be made on or before May 15th, the Board of Education shall reserve the right to select plan options for the following school year. Participants may then select from the approved available options and apply the District's contribution towards the total premium.

Upon a request from the association, any time bids are solicited for the insurance plan(s), the quoted rates will be shared with the insurance committee.

It is agreed that the committee will determine the procedures for the committee including, but not limited to, the voting procedure (provided matters shall be adopted by majority vote), setting of an agenda, and committee protocol.

The following examples are sample situations for insurance over the next four years:

Example 1: Insurance goes up 7% consecutive years with new base coverage

Year 1	Year 2 (new base)	Year 3 (new base)	Year 4 (new base)
\$822.06	\$879.60	\$941.17	\$1007.05
	BOE covers up to \$879.60	BOE covers up to \$941.17	BOE covers up to \$1007.05

Example 2: Insurance fluctuates down and then spikes up but still below 7% of base (\$822.06)

Year 1	Year 2 (new base) Premium goes down	Year 3 (new base) Premium goes up above \$822.06, but not above 7% of base	Year 4 (new base of \$850) Premium goes up 7% of new base of \$850 set from previous year
\$822.06	\$400.00	\$850.00	\$909.50
	BOE covers up to \$400	BOE covers up to \$850	BOE covers up to \$909.50

Example 3: Insurance goes up, but less than 7% for consecutive years

Year 1	Year 2 (base covered \$822.06)	Year 3 (new base \$850)	Year 4 (new base of \$900)
\$822.06	\$850.00	\$900.00	\$950.00
	BOE covers up to \$850 less than 7% of \$822.06 increase	BOE covers up to \$900 less than 7% of \$850 increase	BOE covers up to \$950 less than 7% of \$900 increase

EXTRA CURRICULAR STIPEND SCHEDULE &
PROPOSING EXTRA CURRICULAR ACTIVITIES FORM

APPENDIX "B"

ATTACHED

SALARY SCHEDULES

APPENDIX "C"

ATTACHED

SPECIAL PROVISIONS:

1. The schedules apply for the 2019-2020, 2020-2021, 2021-2022, 2022-2023 school terms only.
2. Teaching experience means the number of years of successful teaching completed and credited before this schedule applies.
3. For each year of the contract, the Board shall contribute 9% towards the employees TRS contribution
4. A teacher who provides a written irrevocable retirement resignation notice by August 1st of any year during the term hereof announcing his/her retirement from the District at the end of a school year not more than four (4) years later, shall receive annual increases in his/her creditable compensation (including, but not limited to, vertical and horizontal salary schedule movements or adjustments, stipends, salary increases, retirement incentives, sick & personal day bonus, etc.) in accordance with the following schedule over each immediate preceding year for a maximum of four (4) years: 6% for the first year after the notice is received, 5% for the second year after notice is received, 4% for the third year after notice is received, and 3% for the last year after notice is received. For example, a teacher giving a notice of his/her retirement to take effect two years after the year of notice would receive a 6% increase for the first year, and a 5% increase for the second year.

For purposes of this Section, a teacher's TRS "creditable compensation" means the teacher's base salary together with all other amounts from all sources which are creditable earnings under TRS rules. This means that a teacher-retiree's TRS creditable earnings shall not increase from one school year to the next by more than 6% or otherwise be increased or changed so as to create Board liability for any portion of the retirement annuity or result in any Board paid penalty to TRS. Notwithstanding any contrary or other provision of this contract, including but not limited to any salary schedules, in the event a teacher-retiree's TRS creditable earnings would increase by more than the applicable percentage shown above in any given year of this contract, excluding earnings that are expressly exempt under state law from the TRS calculation for creditable earnings, or decrease due to a change in non-Board paid creditable earnings, that employee shall only receive the maximum increase allowed under this provision, and/or TRS rules, as applicable. The district shall endeavor to spread the increase throughout the school year. However, the district retains the right to make necessary adjustments to monthly or bi-monthly pay at any time to insure that the total received by the Teacher is consistent with this Section.

Should a teacher electing retirement discontinue any extra-duty assignment (e.g. no longer coach or sponsor after announcing retirement), or their creditable earnings otherwise increase or decrease, the applicable percentage increase in salary will be adjusted accordingly to reflect the teacher's new creditable earnings status.

Examples:

A. Teacher, having given retirement notice, accepts a new extra-duty assignment. The stipend for the new extra-duty assignment increases the teacher's creditable earnings and will be credited against the applicable percentage increase so that the total increase received for that year is capped at the applicable percentage increase.

B. Teacher, having given retirement notice, for what ever reason no longer serves in an extra-duty assignment/paid stipend position, The teacher's creditable earnings are reduced by the amount of the reduction and the retirement increase of the applicable percentage will be calculated on the new downward adjusted creditable earnings reportable for that year.

C. Teacher has national board certification but the payment from the State of Illinois is reduced. The teacher's creditable earnings are reduced by the amount of the reduction and the retirement increase of the applicable percentage will be calculated on the new downward adjusted creditable earnings reportable for that year.

5. New hires employed for the 2019-2020 school year and beyond, must work as a certified teacher in the District at least ten (10) years before being eligible to apply for a 6%, 5%, 4%, 3% retirement option bonus.

6.

Effective with this contract (June 2019), it is mutually agreed staff members earning and maintaining National Board Certificates (NBCT) shall be granted a one-time adjustment of a vertical lane change to the right; and said adjustment does not provide additional hours to be applied towards the salary schedule e.g. staff members desiring to move to the MS+45 lane must have earned an MS degree plus the additional 45 semester hours of approved credit. Staff members not maintaining NBCT status shall no longer receive a one-time adjustment of a vertical lane change to the right.

7. 403(b) Investments - It is acknowledged that First National is the current and District approved employee investment broker for the District's 403(b) plan and will remain an option for staff to invest. The District and the SCTA agree that the SCTA may form an ad-hoc committee to choose up to four different additional brokers of 403(b)'s for employee investments. The District shall pay the administration costs or fees associated with First National; and the SCTA member shall pay any costs or fees associated with any additional brokers selected by it. In addition, the SCTA agrees to indemnify and hold harmless the District, its employees, board members, or agents, from all suits, claims, losses, damages, or demands, including reasonable attorneys fees and costs arising from or relating to any investment by an employee with any additional broker selected by the SCTA.

2019-2020 SHS Athletic Stipends

Base Salary

\$ 40,494

TRS

9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
Head Football	14.5%	5,872	705	1,468
Head Boys B-Ball	14.5%	5,872	705	1,468
Head Wrestling	14.5%	5,872	705	1,468
Head Girls B-Ball	14.5%	5,872	705	1,468
Head Girls V-Ball	12%	4,859	583	1,215
Head Baseball	11%	4,454	535	1,114
Head Softball	11%	4,454	535	1,114
Head Girls Track	11%	4,454	535	1,114
Head Boys Track	11%	4,454	535	1,114
Head Boys x-country	9%	3,644	437	911
Head Girls x-country	9%	3,644	437	911
Asst. Football	11%	4,454	535	1,114
Asst. Football	11%	4,454	535	1,114
Asst. Football	11%	4,454	535	1,114
Asst. Football	11%	4,454	535	1,114
Asst. Football	11%	4,454	535	1,114
Asst. Football	11%	4,454	535	1,114
Head Soccer	9%	3,644	437	911
Assistant Soccer	8%	3,240	389	810
Asst. Boys B-Ball	10%	4,049	486	1,012
Asst. Boys B-Ball	10%	4,049	486	1,012
Asst. Girls B-Ball	10%	4,049	486	1,012
Asst. Girls B-Ball	10%	4,049	486	1,012
Asst. Wrestling	10%	4,049	486	1,012
Asst. Wrestling	10%	4,049	486	1,012
Head Golf	9%	3,644	437	911
Asst. x-Country	8%	3,240	389	810
Asst. V-Ball	9%	3,644	437	911
Asst. V-Ball	9%	3,644	437	911
Asst. Boys Track	8%	3,240	389	810
Asst. Boys Track	8%	3,240	389	810
Asst. Girls Track	8%	3,240	389	810
Asst. Girls Track	8%	3,240	389	810
Asst. Softball	9%	3,644	437	911
Asst. Softball	9%	3,644	437	911
Asst. Softball	9%	3,644	437	911
Asst. Baseball	9%	3,644	437	911
Asst. Baseball	9%	3,644	437	911
Asst. Baseball	9%	3,644	437	911
Asst. Golf	8%	3,240	389	810
Bass Fishing - Fall	4%	1,620	194	405
Bass Fishing - Spring	4%	1,620	194	405
Pom Pon - Fall	5%	2,025	243	506
Pom Pon - Winter	5%	2,025	243	506
Winter Cheerleader	5%	2,025	243	506
Competitive Cheerleading	5%	2,025	243	506
Football Cheerleader	6%	2,430	292	607
Cheerleading Coord	2.5%	1,012	121	253

2020-2021 SHS Athletic Stipends

Base Salary

\$ 40,798

TRS

9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
Head Football	14.5%	5,916	710	1,479
Head Boys B-Ball	14.5%	5,916	710	1,479
Head Wrestling	14.5%	5,916	710	1,479
Head Girls B-Ball	14.5%	5,916	710	1,479
Head Girls V-Ball	12%	4,896	587	1,224
Head Baseball	11%	4,488	539	1,122
Head Softball	11%	4,488	539	1,122
Head Girls Track	11%	4,488	539	1,122
Head Boys Track	11%	4,488	539	1,122
Head Boys x-country	9%	3,672	441	918
Head Girls x-country	9%	3,672	441	918
Asst. Football	11%	4,488	539	1,122
Asst. Football	11%	4,488	539	1,122
Asst. Football	11%	4,488	539	1,122
Asst. Football	11%	4,488	539	1,122
Asst. Football	11%	4,488	539	1,122
Asst. Football	11%	4,488	539	1,122
Head Soccer	9%	3,672	441	918
Assistant Soccer	8%	3,264	392	816
Asst. Boys B-Ball	10%	4,080	490	1,020
Asst. Boys B-Ball	10%	4,080	490	1,020
Asst. Girls B-Ball	10%	4,080	490	1,020
Asst. Girls B-Ball	10%	4,080	490	1,020
Asst. Wrestling	10%	4,080	490	1,020
Asst. Wrestling	10%	4,080	490	1,020
Head Golf	9%	3,672	441	918
Asst. x-Country	8%	3,264	392	816
Asst. V-Ball	9%	3,672	441	918
Asst. V-Ball	9%	3,672	441	918
Asst. Boys Track	8%	3,264	392	816
Asst. Boys Track	8%	3,264	392	816
Asst. Girls Track	8%	3,264	392	816
Asst. Girls Track	8%	3,264	392	816
Asst. Softball	9%	3,672	441	918
Asst. Softball	9%	3,672	441	918
Asst. Softball	9%	3,672	441	918
Asst. Baseball	9%	3,672	441	918
Asst. Baseball	9%	3,672	441	918
Asst. Baseball	9%	3,672	441	918
Asst. Golf	8%	3,264	392	816
Bass Fishing - Fall	4%	1,632	196	408
Bass Fishing - Spring	4%	1,632	196	408
Pom Pon - Fall	5%	2,040	245	510
Pom Pon - Winter	5%	2,040	245	510
Winter Cheerleader	5%	2,040	245	510
Competitive Cheerleading	5%	2,040	245	510
Football Cheerleader	6%	2,448	294	612
Cheerleading Coord	2.5%	1,020	122	255

2021-2022 SHS Athletic Stipends

Base Salary

\$ 41,104

TRS
9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
Head Football	14.5%	5,960	715	1,490
Head Boys B-Ball	14.5%	5,960	715	1,490
Head Wrestling	14.5%	5,960	715	1,490
Head Girls B-Ball	14.5%	5,960	715	1,490
Head Girls V-Ball	12%	4,932	592	1,233
Head Baseball	11%	4,521	543	1,130
Head Softball	11%	4,521	543	1,130
Head Girls Track	11%	4,521	543	1,130
Head Boys Track	11%	4,521	543	1,130
Head Boys x-country	9%	3,699	444	925
Head Girls x-country	9%	3,699	444	925
Asst. Football	11%	4,521	543	1,130
Asst. Football	11%	4,521	543	1,130
Asst. Football	11%	4,521	543	1,130
Asst. Football	11%	4,521	543	1,130
Asst. Football	11%	4,521	543	1,130
Asst. Football	11%	4,521	543	1,130
Asst. Football	11%	4,521	543	1,130
Head Soccer	9%	3,699	444	925
Assistant Soccer	8%	3,288	395	822
Asst. Boys B-Ball	10%	4,110	493	1,028
Asst. Boys B-Ball	10%	4,110	493	1,028
Asst. Girls B-Ball	10%	4,110	493	1,028
Asst. Girls B-Ball	10%	4,110	493	1,028
Asst. Wrestling	10%	4,110	493	1,028
Asst. Wrestling	10%	4,110	493	1,028
Head Golf	9%	3,699	444	925
Asst. x-Country	8%	3,288	395	822
Asst. V-Ball	9%	3,699	444	925
Asst. V-Ball	9%	3,699	444	925
Asst. Boys Track	8%	3,288	395	822
Asst. Boys Track	8%	3,288	395	822
Asst. Girls Track	8%	3,288	395	822
Asst. Girls Track	8%	3,288	395	822
Asst. Softball	9%	3,699	444	925
Asst. Softball	9%	3,699	444	925
Asst. Softball	9%	3,699	444	925
Asst. Baseball	9%	3,699	444	925
Asst. Baseball	9%	3,699	444	925
Asst. Baseball	9%	3,699	444	925
Asst. Golf	8%	3,288	395	822
Bass Fishing - Fall	4%	1,644	197	411
Bass Fishing - Spring	4%	1,644	197	411
Pom Pon - Fall	5%	2,055	247	514
Pom Pon - Winter	5%	2,055	247	514
Winter Cheerleader	5%	2,055	247	514
Competitive Cheerleading	5%	2,055	247	514
Football Cheerleader	6%	2,466	296	617
Cheerleading Coord.	2.5%	1,028	123	257

2022-2023 SHS Athletic Stipends

Base Salary

\$ 41,412

TRS

9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
Head Football	14.5%	6,005	721	1,501
Head Boys B-Ball	14.5%	6,005	721	1,501
Head Wrestling	14.5%	6,005	721	1,501
Head Girls B-Ball	14.5%	6,005	721	1,501
Head Girls V-Ball	12%	4,969	596	1,242
Head Baseball	11%	4,555	547	1,139
Head Softball	11%	4,555	547	1,139
Head Girls Track	11%	4,555	547	1,139
Head Boys Track	11%	4,555	547	1,139
Head Boys x-country	9%	3,727	447	932
Head Girls x-country	9%	3,727	447	932
Asst. Football	11%	4,555	547	1,139
Asst. Football	11%	4,555	547	1,139
Asst. Football	11%	4,555	547	1,139
Asst. Football	11%	4,555	547	1,139
Asst. Football	11%	4,555	547	1,139
Asst. Football	11%	4,555	547	1,139
Asst. Football	11%	4,555	547	1,139
Head Soccer	9%	3,727	447	932
Assistant Soccer	8%	3,313	398	828
Asst. Boys B-Ball	10%	4,141	497	1,035
Asst. Boys B-Ball	10%	4,141	497	1,035
Asst. Girls B-Ball	10%	4,141	497	1,035
Asst. Girls B-Ball	10%	4,141	497	1,035
Asst. Wrestling	10%	4,141	497	1,035
Asst. Wrestling	10%	4,141	497	1,035
Head Golf	9%	3,727	447	932
Asst. x-Country	8%	3,313	398	828
Asst. V-Ball	9%	3,727	447	932
Asst. V-Ball	9%	3,727	447	932
Asst. Boys Track	8%	3,313	398	828
Asst. Boys Track	8%	3,313	398	828
Asst. Girls Track	8%	3,313	398	828
Asst. Girls Track	8%	3,313	398	828
Asst. Softball	9%	3,727	447	932
Asst. Softball	9%	3,727	447	932
Asst. Softball	9%	3,727	447	932
Asst. Baseball	9%	3,727	447	932
Asst. Baseball	9%	3,727	447	932
Asst. Baseball	9%	3,727	447	932
Asst. Golf	8%	3,313	398	828
Bass Fishing - Fall	4%	1,656	199	414
Bass Fishing - Spring	4%	1,656	199	414
Pom Pon - Fall	5%	2,071	248	518
Pom Pon - Winter	5%	2,071	248	518
Winter Cheerleader	5%	2,071	248	518
Competitive Cheerleading	5%	2,071	248	518
Football Cheerleader	6%	2,485	298	621
Cheerleading Coord.	2.5%	1,035	124	259

2019 - 2020 SHS Extra Curricular Stipends

Base Salary				
	\$	40,494		
TRS				
9.0%				
Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
Summer Band	14.5%	5,872	705	1,468
Summer Band	14.5%	5,872	705	1,468
Renegade Regiment	11.0%	4,454	535	1,114
Asst. Renegade Regiment	4.5%	1,822	219	456
District Music Cord.	10.5%	4,252	510	1,063
Band	11%	4,454	535	1,114
Year Book	8%	3,240	389	810
Head Speech	9%	3,644	437	911
Student Council	8%	3,240	389	810
District Web Site	10%	4,049	486	1,012
Asst. Speech	5%	2,025	243	506
Asst. Speech	5%	2,025	243	506
Musical	4.5%	1,822	219	456
Musical	4.5%	1,822	219	456
Musical	4.5%	1,822	219	456
Musical	4.5%	1,822	219	456
Chorus	5%	2,025	243	506
Scholastic Bowl	4%	1,620	194	405
Scholastic Bowl	4%	1,620	194	405
Fall Play	4.5%	1,822	219	456
Fall Play	4.5%	1,822	219	456
Fall Play	4.5%	1,822	219	456
Fine Arts Club	4%	1,620	194	405
SLIP	3.5%	1,417	170	354
TALK	3.5%	1,417	170	354
Fr. Class Sponsor	2.5%	1,012	121	253
So. Class Sponsor	2.5%	1,012	121	253
Jr. Class Sponsor	5%	2,025	243	506
Sr. Class Sponsor	3.5%	1,417	170	354
Writing Club	2.5%	1,012	121	253
Science Club	2.5%	1,012	121	253
NHS	2.5%	1,012	121	253
French Club	2%	810	97	202
Celebration Assem.	2%	810	97	202
Spanish Club	2%	810	97	202
Art Club	2%	810	97	202
History Club	2%	810	97	202
Speech Judge	2%	810	97	202
Computer Club	2%	810	97	202
Dept. Head History	2.5%	1,012	121	253
Dept. Head P.E.	2.5%	1,012	121	253
Dept. Head Math	2.5%	1,012	121	253
Dept. Head For. Lang.	2.5%	1,012	121	253
Dept. Head English	2.5%	1,012	121	253
Dept. Head Science	2.5%	1,012	121	253
Dept. Head CTE	2.5%	1,012	121	253
Dept. Head Sp. Ed.	2.5%	1,012	121	253
Dept. Head Guidance	2.5%	1,012	121	253
I-8 Math Contest	2%	810	97	202
DCP Safe	6.5%	2,632	316	658
Thespian	2.5%	1,012	121	253
Chess Club	1.5%	607	56	116
WYSE	1.5%	607	56	116

2020 - 2021 SHS Extra Curricular Stipends

Base Salary

\$ 40,798

TRS

9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
Summer Band	14.5%	5,916	710	1,479
Summer Band	14.5%	5,916	710	1,479
Renegade Regiment	11.0%	4,488	539	1,122
Asst. Renegade Regiment	4.5%	1,836	220	459
District Music Cord.	10.5%	4,284	514	1,071
Band	11%	4,488	539	1,122
Year Book	8%	3,264	392	816
Head Speech	9%	3,672	441	918
Student Council	8%	3,264	392	816
District Web Site	10%	4,080	490	1,020
Asst. Speech	5%	2,040	245	510
Asst. Speech	5%	2,040	245	510
Musical	4.5%	1,836	220	459
Musical	4.5%	1,836	220	459
Musical	4.5%	1,836	220	459
Musical	4.5%	1,836	220	459
Chorus	5%	2,040	245	510
Scholastic Bowl	4%	1,632	196	408
Scholastic Bowl	4%	1,632	196	408
Fall Play	4.5%	1,836	220	459
Fall Play	4.5%	1,836	220	459
Fall Play	4.5%	1,836	220	459
Fine Arts Club	4%	1,632	196	408
SLIP	3.5%	1,428	171	357
TALK	3.5%	1,428	171	357
Fr. Class Sponsor	2.5%	1,020	122	255
So. Class Sponsor	2.5%	1,020	122	255
Jr. Class Sponsor	5%	2,040	245	510
Sr. Class Sponsor	3.5%	1,428	171	357
Writing Club	2.5%	1,020	122	255
Science Club	2.5%	1,020	122	255
NHS	2.5%	1,020	122	255
French Club	2%	816	98	204
Celebration Assem.	2%	816	98	204
Spanish Club	2%	816	98	204
Art Club	2%	816	98	204
History Club	2%	816	98	204
Speech Judge	2%	816	98	204
Computer Club	2%	816	98	204
Dept. Head History	2.5%	1,020	122	255
Dept. Head P.E.	2.5%	1,020	122	255
Dept. Head Math	2.5%	1,020	122	255
Dept. Head For. Lang.	2.5%	1,020	122	255
Dept. Head English	2.5%	1,020	122	255
Dept. Head Science	2.5%	1,020	122	255
Dept. Head GTE	2.5%	1,020	122	255
Dept. Head Sp. Ed.	2.5%	1,020	122	255
Dept. Head Guidance	2.5%	1,020	122	255
I-8 Math Contest	2%	816	98	204
DCP Safe	6.5%	2,652	318	663
Thespian	2.5%	1,020	122	255
Chess Club	1.5%	612	56	116
WYSE	1.5%	612	56	116

2021 - 2022 SHS Extra Curricular Stipends

Base Salary				
	\$	41,104		
TRS				
9.0%				
Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
Summer Band	14.5%	5,960	715	1,490
Summer Band	14.5%	5,960	715	1,490
Renegade Regiment	11.0%	4,521	543	1,130
Asst. Renegade Regiment	4.5%	1,850	222	462
District Music Cord.	10.5%	4,316	518	1,079
Band	11%	4,521	543	1,130
Year Book	8%	3,288	395	822
Head Speech	9%	3,699	444	925
Student Council	8%	3,288	395	822
District Web Site	10%	4,110	493	1,028
Asst. Speech	5%	2,055	247	514
Asst. Speech	5%	2,055	247	514
Musical	4.5%	1,850	222	462
Musical	4.5%	1,850	222	462
Musical	4.5%	1,850	222	462
Musical	4.5%	1,850	222	462
Chorus	5%	2,055	247	514
Scholastic Bowl	4%	1,644	197	411
Scholastic Bowl	4%	1,644	197	411
Fall Play	4.5%	1,850	222	462
Fall Play	4.5%	1,850	222	462
Fall Play	4.5%	1,850	222	462
Fine Arts Club	4%	1,644	197	411
SLIP	3.5%	1,439	173	360
TALK	3.5%	1,439	173	360
Fr. Class Sponsor	2.5%	1,028	123	257
So. Class Sponsor	2.5%	1,028	123	257
Jr. Class Sponsor	5%	2,055	247	514
Sr. Class Sponsor	3.5%	1,439	173	360
Writing Club	2.5%	1,028	123	257
Science Club	2.5%	1,028	123	257
NHS	2.5%	1,028	123	257
French Club	2%	822	99	206
Celebration Assem.	2%	822	99	206
Spanish Club	2%	822	99	206
Art Club	2%	822	99	206
History Club	2%	822	99	206
Speech Judge	2%	822	99	206
Computer Club	2%	822	99	206
Dept. Head History	2.5%	1,028	123	257
Dept. Head P.E.	2.5%	1,028	123	257
Dept. Head Math	2.5%	1,028	123	257
Dept. Head For. Lang.	2.5%	1,028	123	257
Dept. Head English	2.5%	1,028	123	257
Dept. Head Science	2.5%	1,028	123	257
Dept. Head CTE	2.5%	1,028	123	257
Dept. Head Sp. Ed.	2.5%	1,028	123	257
Dept. Head Guidance	2.5%	1,028	123	257
I-8 Math Contest	2%	822	99	206
DCP Safe	6.5%	2,672	321	668
Thespian	2.5%	1,028	123	257
Chess Club	1.5%	617	74	154
WYSE	1.5%	617	74	154

2022 - 2023 SHS Extra Curricular Stipends

Base Salary

\$ 41,412

TRS

9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
Summer Band	14.5%	6,005	721	1,501
Summer Band	14.5%	6,005	721	1,501
Renegade Regiment	11.0%	4,555	547	1,139
Asst. Renegade Regiment	4.5%	1,864	224	466
District Music Cord.	10.5%	4,348	522	1,087
Band	11%	4,555	547	1,139
Year Book	8%	3,313	398	828
Head Speech	9%	3,727	447	932
Student Council	8%	3,313	398	828
District Web Site	10%	4,141	497	1,035
Asst. Speech	5%	2,071	248	518
Asst. Speech	5%	2,071	248	518
Musical	4.5%	1,864	224	466
Musical	4.5%	1,864	224	466
Musical	4.5%	1,864	224	466
Musical	4.5%	1,864	224	466
Chorus	5%	2,071	248	518
Scholastic Bowl	4%	1,656	199	414
Scholastic Bowl	4%	1,656	199	414
Fall Play	4.5%	1,864	224	466
Fall Play	4.5%	1,864	224	466
Fall Play	4.5%	1,864	224	466
Fine Arts Club	4%	1,656	199	414
SLIP	3.5%	1,449	174	362
TALK	3.5%	1,449	174	362
Fr. Class Sponsor	2.5%	1,035	124	259
So. Class Sponsor	2.5%	1,035	124	259
Jr. Class Sponsor	5%	2,071	248	518
Sr. Class Sponsor	3.5%	1,449	174	362
Writing Club	2.5%	1,035	124	259
Science Club	2.5%	1,035	124	259
NHS	2.5%	1,035	124	259
French Club	2%	828	99	207
Celebration Assem.	2%	828	99	207
Spanish Club	2%	828	99	207
Art Club	2%	828	99	207
History Club	2%	828	99	207
Speech Judge	2%	828	99	207
Computer Club	2%	828	99	207
Dept. Head History	2.5%	1,035	124	259
Dept. Head P.E.	2.5%	1,035	124	259
Dept. Head Math	2.5%	1,035	124	259
Dept. Head For. Lang.	2.5%	1,035	124	259
Dept. Head English	2.5%	1,035	124	259
Dept. Head Science	2.5%	1,035	124	259
Dept. Head CTE	2.5%	1,035	124	259
Dept. Head Sp. Ed.	2.5%	1,035	124	259
Dept. Head Guidance	2.5%	1,035	124	259
I-8 Math Contest	2%	828	99	207
DCP Safe	6.5%	2,692	323	673
Thespian	2.5%	1,035	124	259
Chess Club	1.5%	621	75	155
WYSE	1.5%	621	75	155

2019-2020 SMS ATHLETIC STIPENDS

Base Salary
\$ 40,494
TRS
9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
Head Wrestling	10%	4,049	486	1,012
Head V-Ball	8%	3,240	389	810
Head Soccer	8%	3,240	389	810
8th Boys Basketball	8%	3,240	389	810
8th Girls Basketball	8%	3,240	389	810
Head Boys Track	8%	3,240	389	810
Head Girls Track	8%	3,240	389	810
Asst. Wrestling	8%	3,240	389	810
Asst. Wrestling	8%	3,240	389	810
Asst. Wrestling	8%	3,240	389	810
Head X-Country	8%	3,240	389	810
Asst. X-Country	5%	2,025	243	506
Asst. V-Ball 7th grade	7.5%	3,037	364	759
Asst. V-Ball 6th grade	7%	2,835	340	709
Asst. Soccer	7%	2,835	340	709
7th Boys Basketball	7%	2,835	340	709
7th Girls Basketball	7%	2,835	340	709
6th Boys Basketball	5%	2,025	243	506
6th Girls Basketball	5%	2,025	243	506
Asst. Track	5%	2,025	243	506
Asst. Track	5%	2,025	243	506
Cheerleading	3%	1,215	146	304
Cheerleading	3%	1,215	146	304
Pom Pon	3%	1,215	146	304

2020-2021 SMS ATHLETIC STIPENDS

Base Salary					
\$					40,798
TRS					
9.0%					
Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)	
Head Wrestling	10%	4,080	490	1,020	
Head V-Ball	8%	3,264	392	816	
Head Soccer	8%	3,264	392	816	
8th Boys Basketball	8%	3,264	392	816	
8th Girls Basketball	8%	3,264	392	816	
Head Boys Track	8%	3,264	392	816	
Head Girls Track	8%	3,264	392	816	
Asst. Wrestling	8%	3,264	392	816	
Asst. Wrestling	8%	3,264	392	816	
Asst. Wrestling	8%	3,264	392	816	
Head X-Country	8%	3,264	392	816	
Asst. X-Country	5%	2,040	245	510	
Asst. V-Ball 7th grade	7.5%	3,060	367	765	
Asst. V-Ball 6th grade	7%	2,856	343	714	
Asst. Soccer	7%	2,856	343	714	
7th Boys Basketball	7%	2,856	343	714	
7th Girls Basketball	7%	2,856	343	714	
6th Boys Basketball	5%	2,040	245	510	
6th Girls Basketball	5%	2,040	245	510	
Asst. Track	5%	2,040	245	510	
Asst. Track	5%	2,040	245	510	
Cheerleading	3%	1,224	147	306	
Cheerleading	3%	1,224	147	306	
Pom Pon	3%	1,224	147	306	

2021-2022 SMS ATHLETIC STIPENDS

Base Salary					
\$			41,104		
TRS					
9.0%					
Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)	
Head Wrestling	10%	4,110	493	1,028	
Head V-Ball	8%	3,288	395	822	
Head Soccer	8%	3,288	395	822	
8th Boys Basketball	8%	3,288	395	822	
8th Girls Basketball	8%	3,288	395	822	
Head Boys Track	8%	3,288	395	822	
Head Girls Track	8%	3,288	395	822	
Asst. Wrestling	8%	3,288	395	822	
Asst. Wrestling	8%	3,288	395	822	
Asst. Wrestling	8%	3,288	395	822	
Head X-Country	8%	3,288	395	822	
Asst. X-Country	5%	2,055	247	514	
Asst. V-Ball 7th grade	7.5%	3,083	370	771	
Asst. V-Ball 6th grade	7%	2,877	345	719	
Asst. Soccer	7%	2,877	345	719	
7th Boys Basketball	7%	2,877	345	719	
7th Girls Basketball	7%	2,877	345	719	
6th Boys Basketball	5%	2,055	247	514	
6th Girls Basketball	5%	2,055	247	514	
Asst. Track	5%	2,055	247	514	
Asst. Track	5%	2,055	247	514	
Cheerleading	3%	1,233	148	308	
Cheerleading	3%	1,233	148	308	
Pom Pon	3%	1,233	148	308	

2022-2023 SMS ATHLETIC STIPENDS

Base Salary					
\$			41,412		
TRS					
9.0%					
Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)	
Head Wrestling	10%	4,141	497	1,035	
Head V-Ball	8%	3,313	398	828	
Head Soccer	8%	3,313	398	828	
8th Boys Basketball	8%	3,313	398	828	
8th Girls Basketball	8%	3,313	398	828	
Head Boys Track	8%	3,313	398	828	
Head Girls Track	8%	3,313	398	828	
Asst. Wrestling	8%	3,313	398	828	
Asst. Wrestling	8%	3,313	398	828	
Asst. Wrestling	8%	3,313	398	828	
Head X-Country	8%	3,313	398	828	
Asst. X-Country	5%	2,071	248	518	
Asst. V-Ball 7th grade	7.5%	3,106	373	776	
Asst. V-Ball 6th grade	7%	2,899	348	725	
Asst. Soccer	7%	2,899	348	725	
7th Boys Basketball	7%	2,899	348	725	
7th Girls Basketball	7%	2,899	348	725	
6th Boys Basketball	5%	2,071	248	518	
6th Girls Basketball	5%	2,071	248	518	
Asst. Track	5%	2,071	248	518	
Asst. Track	5%	2,071	248	518	
Cheerleading	3%	1,242	149	311	
Cheerleading	3%	1,242	149	311	
Pom Pon	3%	1,242	149	311	

2019 - 2020 SMS / ELEMENTARY EXTRA CURRICULAR STIPENDS

Base Salary
\$ 40,494

9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
SMS Band	7%	2,835	340	709
SMS Chorus	5%	2,025	243	506
Student Council	7%	2,835	340	709
SMS Year Book	4%	1,620	194	405
Elementary Band	3%	1,215	146	304
Dummer Newspaper	2.5%	1,012	121	253
Wellness Walking Club - 4	2%	810	97	202
Young Authors	2%	810	97	202
Dummer Yearbook	1.5%	607	73	152
Dummer Art Club	2.5%	1,012	121	253
Middle School Spelling Bee		\$200		
Elementary Play		\$200		
Elementary Newspaper		\$200		

2020 - 2021 SMS / ELEMENTARY EXTRA CURRICULAR STIPENDS

Base Salary				
\$	40,798			
TRS				
9.0%				
Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
SMS Band	7%	2,856	343	714
SMS Chorus	5%	2,040	245	510
Student Council	7%	2,856	343	714
SMS Year Book	4%	1,632	196	408
Elementary Band	3%	1,224	147	306
Dummer Newspaper	2.5%	1,020	122	255
Wellness Walking Club - 4	2%	816	98	204
Young Authors	2%	816	98	204
Dummer Yearbook	1.5%	612	73	153
Dummer Art Club	2.5%	1,020	122	255
Middle School Spelling Bee		\$200		
Elementary Play		\$200		
Elementary Newspaper		\$200		

2021 - 2022 SMS / ELEMENTARY EXTRA CURRICULAR STIPENDS

Base Salary
\$ 41,104

9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
SMS Band	7%	2,877	345	719
SMS Chorus	5%	2,055	247	514
Student Council	7%	2,877	345	719
SMS Year Book	4%	1,644	197	411
Elementary Band	3%	1,233	148	308
Dummer Newspaper	2.5%	1,028	123	257
Wellness Walking Club - 4	2%	822	99	206
Young Authors	2%	822	99	206
Dummer Yearbook	1.5%	617	74	154
Dummer Art Club	2.5%	1,028	123	257
Middle School Spelling Bee		\$200		
Elementary Play		\$200		
Elementary Newspaper		\$200		

2022 - 2023 SMS / ELEMENTARY EXTRA CURRICULAR STIPENDS

Base Salary
\$ 41,412

9.0%

Position	%	Initial Stipend	4-8 yrs. Experience (add 12 %)	9+ yrs. Experience (add 25 %)
SMS Band	7%	2,899	348	725
SMS Chorus	5%	2,071	248	518
Student Council	7%	2,899	348	725
SMS Year Book	4%	1,656	199	414
Elementary Band	3%	1,242	149	311
Dummer Newspaper	2.5%	1,035	124	259
Wellness Walking Club - 4	2%	828	99	207
Young Authors	2%	828	99	207
Dummer Yearbook	1.5%	621	75	155
Dummer Art Club	2.5%	1,035	124	259
Middle School Spelling Bee		\$200		
Elementary Play		\$200		
Elementary Newspaper		\$200		

PROPOSING EXTRA-CURRICULAR ACTIVITIES

Teachers having an interest in starting a new extra-curricular activity may submit the following Proposal Form. Proposals must be submitted no later than March 1st in order to be considered for the following year. After the process has been completed and the form returned to Central Office, the Board of Education will consider its approval. The following process is to be followed:

1. Sponsor completes Proposal Form and submits to building Principal/AD by March 1st.
2. Sponsor shall attach a job description to proposal form.
3. Sponsor shall submit a copy of the proposal to Superintendent and SCTA President.
4. Potential sponsor meets with the building Principal/AD.
5. Proposal is reviewed and considered by building Principal/AD.
6. Final proposal is presented to the Board of Education for final approval.
7. The decision of the Board is final and is not subject to the grievance process.

EXTRA-CURRICULAR ACTIVITIES PROPOSAL FORM

The following form must be filled out in order for a proposal to be considered. The completed form must be presented to the building Principal/AD. A meeting will follow to discuss the proposal.

- a) Name _____
- b) Current Teaching Assignment _____
- c) Activities Currently Coaching/Sponsoring _____
- d) Were students surveyed (circle) YES NO NA (If Yes, please attach results)
- e) Is this proposal a revision to an activity currently being implemented e.g. proposed added sponsor/assistant, change in stipend, duties, etc. YES NO

1 - NAME OF PROPOSED ACTIVITY:

2 - GENERAL DESCRIPTION/PURPOSE OF PROPOSED ACTIVITY:

3 - GOAL(S) OF PROPOSED ACTIVITY:

4 - EXPERIENCE WITH PROPOSED ACTIVITY

5 - HOW MANY STUDENTS WILL BE MEMBERS OF THE PROPOSED ACTIVITY?
LIST ACTIVITIES OR EVENTS STUDENTS WILL PARTICIPATE IN (use separate sheet if necessary):

6 - WHAT TYPE OF AREA DO THE STUDENTS NEED TO MEET IN (classroom, gym, cafeteria, etc.)?

7 - WHEN AND HOW OFTEN WILL ACTIVITY MEET?

8 - HOW MANY HOURS WILL YOU DEVOTE TO THIS ACTIVITY THROUGHOUT THE
SCHOOL YEAR AND/OR CALENDAR?

9 - WILL THIS ACTIVITY MEET DURING THE REGULAR SCHOOL DAY? IF YES, HOW
MUCH?

10 - HOW MANY SPONSORS ARE PROPOSED FOR THIS ACTIVITY?

11 - PROPOSED STIPEND AMOUNTS (in percentage) AND RATIONALE:

12 - WHAT WILL IT COST TO OPERATE THE PROPOSED ACTIVITY? DESCRIBE WHERE
AND HOW THE FUNDING WILL BE USED AND RAISED

13 - WHY DO YOU THINK THERE IS AN INTEREST IN THIS PROPOSED ACTIVITY?

14 - ADDITIONAL COMMENTS

Sandwich District #430 Salary Schedule

Base: \$ 40,494
Percent: 0.0235
TRS: 9.0%

2019-2020

YRS	BA	BA + 8	BA +16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS	
0	40,494	41,446	42,420	43,417	45,981	47,062	48,168	49,300	0
1	41,446	42,420	43,417	44,437	47,062	48,168	49,300	50,458	1
2	42,420	43,417	44,437	45,481	48,168	49,300	50,458	51,644	2
3	43,417	44,437	45,481	46,550	49,300	50,458	51,644	52,857	3
4	44,437	45,481	46,550	47,644	50,458	51,644	52,857	54,100	4
5	45,481	46,550	47,644	48,763	51,644	52,857	54,100	55,371	5
6	46,550	47,644	48,763	49,909	52,857	54,100	55,371	56,672	6
7	47,644	48,763	49,909	51,082	54,100	55,371	56,672	58,004	7
8	48,763	49,909	51,082	52,283	55,371	56,672	58,004	59,367	8
9					56,672	58,004	59,367	60,762	9
10					58,004	59,367	60,762	62,190	10
11					59,367	60,762	62,190	63,652	11
12					60,762	62,190	63,652	65,147	12
13					62,190	63,652	65,147	66,678	13
14					63,652	65,147	66,678	68,245	14
15					65,147	66,678	68,245	69,849	15
16					66,678	68,245	69,849	71,491	16
17					68,245	69,849	71,491	73,171	17
18					69,849	71,491	73,171	74,890	18
19					71,491	73,171	74,890	76,650	19
20					73,171	74,890	76,650	78,451	20
21					74,890	76,650	78,451	80,295	21
22					76,650	78,451	80,295	82,182	22
23					78,451	80,295	82,182	84,113	23
24					80,295	82,182	84,113	86,090	24
25					82,182	84,113	86,090	88,113	25
26					84,113	86,090	88,113	90,183	26
	BA	BA+8	BA+16	BA+24	MA	MA+12	MA+24	MS+45/CAS	

Sandwich District #430 Salary Schedule

		Base: \$ 40,798		Percent: 0.0235		TRs: 9.0%		2020-2021					
YRS	BA	BA + 8	BA +16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS					
0	40,798	41,757	42,738	43,742	46,322	47,411	48,525	49,665	0				
1	41,757	42,738	43,742	44,770	47,411	48,525	49,665	50,832	1				
2	42,738	43,742	44,770	45,822	48,525	49,665	50,832	52,027	2				
3	43,742	44,770	45,822	46,899	49,665	50,832	52,027	53,250	3				
4	44,770	45,822	46,899	48,001	50,832	52,027	53,250	54,501	4				
5	45,822	46,899	48,001	49,129	52,027	53,250	54,501	55,782	5				
6	46,899	48,001	49,129	50,284	53,250	54,501	55,782	57,093	6				
7	48,001	49,129	50,284	51,465	54,501	55,782	57,093	58,434	7				
8	49,129	50,284	51,465	52,675	55,782	57,093	58,434	59,807	8				
9					57,093	58,434	59,807	61,213	9				
10					58,434	59,807	61,213	62,651	10				
11					59,807	61,213	62,651	64,124	11				
12					61,213	62,651	64,124	65,631	12				
13					62,651	64,124	65,631	67,173	13				
14					64,124	65,631	67,173	68,752	14				
15					65,631	67,173	68,752	70,367	15				
16					67,173	68,752	70,367	72,021	16				
17					68,752	70,367	72,021	73,713	17				
18					70,367	72,021	73,713	75,446	18				
19					72,021	73,713	75,446	77,219	19				
20					73,713	75,446	77,219	79,033	20				
21					75,446	77,219	79,033	80,891	21				
22					77,219	79,033	80,891	82,791	22				
23					79,033	80,891	82,791	84,737	23				
24					80,891	82,791	84,737	86,728	24				
25						84,737	86,728	88,766	25				
26	BA	BA+8	BA+16	BA+24	MA	MA+12	MA+24	MS+45/CAS	26				

Sandwich District #430 Salary Schedule

2021-2022

Salary Schedule									
		Base: \$ 41,104						2021-2022	
		Percent: 0.0235							
		TRS: 9.0%							
YRS	BA	BA + 8	BA +16	BA + 24	MA	MA + 12	MA+24	MS+45/CAS	
0	41,104	42,070	43,058	44,070	46,666	47,763	48,885	50,034	0
1	42,070	43,058	44,070	45,106	47,763	48,885	50,034	51,210	1
2	43,058	44,070	45,106	46,166	48,885	50,034	51,210	52,413	2
3	44,070	45,106	46,166	47,251	50,034	51,210	52,413	53,645	3
4	45,106	46,166	47,251	48,361	51,210	52,413	53,645	54,905	4
5	46,166	47,251	48,361	49,498	52,413	53,645	54,905	56,196	5
6	47,251	48,361	49,498	50,661	53,645	54,905	56,196	57,516	6
7	48,361	49,498	50,661	51,851	54,905	56,196	57,516	58,868	7
8	49,498	50,661	51,851	53,070	56,196	57,516	58,868	60,251	8
9					57,516	58,868	60,251	61,667	9
10					58,868	60,251	61,667	63,116	10
11					60,251	61,667	63,116	64,600	11
12					61,667	63,116	64,600	66,118	12
13					63,116	64,600	66,118	67,671	13
14					64,600	66,118	67,671	69,262	14
15					66,118	67,671	69,262	70,889	15
16					67,671	69,262	70,889	72,555	16
17					69,262	70,889	72,555	74,260	17
18					70,889	72,555	74,260	76,005	18
19					72,555	74,260	76,005	77,791	19
20					74,260	76,005	77,791	79,620	20
21					76,005	77,791	79,620	81,491	21
22					77,791	79,620	81,491	83,406	22
23					79,620	81,491	83,406	85,366	23
24					81,491	83,406	85,366	87,372	24
25						85,366	87,372	89,425	25
26								91,527	26
	BA	BA+8	BA+16	BA+24	MA	MA+12	MA+24	MS+45/CAS	

Sandwich District #430 Salary Schedule

2022-2023

		Base: \$ 41,412							
		Percent: 0.0235							
		TRS: 9.0%							
YRS	BA	BA + 8	BA + 16	BA + 24	MA	MA + 12	MA + 24	MS + 45/CAS	
0	41,412	42,385	43,381	44,401	47,012	48,117	49,248	50,405	0
1	42,385	43,381	44,401	45,444	48,117	49,248	50,405	51,589	1
2	43,381	44,401	45,444	46,512	49,248	50,405	51,589	52,802	2
3	44,401	45,444	46,512	47,605	50,405	51,589	52,802	54,043	3
4	45,444	46,512	47,605	48,724	51,589	52,802	54,043	55,313	4
5	46,512	47,605	48,724	49,869	52,802	54,043	55,313	56,613	5
6	47,605	48,724	49,869	51,041	54,043	55,313	56,613	57,943	6
7	48,724	49,869	51,041	52,240	55,313	56,613	57,943	59,305	7
8	49,869	51,041	52,240	53,468	56,613	57,943	59,305	60,698	8
9					57,943	59,305	60,698	62,125	9
10					59,305	60,698	62,125	63,585	10
11					60,698	62,125	63,585	65,079	11
12					62,125	63,585	65,079	66,608	12
13					63,585	65,079	66,608	68,173	13
14					65,079	66,608	68,173	69,776	14
15					66,608	68,173	69,776	71,415	15
16					68,173	69,776	71,415	73,094	16
17					69,776	71,415	73,094	74,811	17
18					71,415	73,094	74,811	76,569	18
19					73,094	74,811	76,569	78,369	19
20					74,811	76,569	78,369	80,210	20
21					76,569	78,369	80,210	82,095	21
22					78,369	80,210	82,095	84,025	22
23					80,210	82,095	84,025	85,999	23
24					82,095	84,025	85,999	88,020	24
25						85,999	88,020	90,089	25
26								92,206	26
	BA	BA + 8	BA + 16	BA + 24	MA	MA + 12	MA + 24	MS + 45/CAS	

SANDWICH SCHOOL DISTRICT #430
Contracts Exceeding \$25,000 Annually

FY 2021

In accordance with the Illinois School Code (105 ILCS 5/10-20.40) school boards are required to report on their existing websites all contracts over \$25,000.

Acacia Academy	Special Ed. Tuition	\$ 34,032.58
Arbor Management	Food Service	\$ 369,545.94
Arneson Oil	Fuel	\$ 42,917.40
Blue Cross/Blue Shield of Illinois	Insurance	\$ 2,632,086.69
CDW Government Inc.	Technology	\$ 590,750.48
City of Sandwich	Water	\$ 81,891.84
CHG Alternative - Camelot	Special Ed. Tuition	\$ 304,502.82
Community Disposal	Refuse Service	\$ 25,688
Constellation New Energy	Electric	\$ 181,130.80
Constellation New Energy	Gas	\$ 44,439.88
C.O.R.E. Academy	Special Ed. Tuition	\$ 59,707.82
Easter Seals Metro	Special Ed. Tuition	\$ 60,831.64
Grainco FS	Fuel	\$ 34,603.96
Frontier	Phone Service	\$ 49,418.88
Goldie Floberg Center	Special Ed. Residential	\$ 105,448.69
Guiding Light Academy	Special Ed. Tuition	\$ 74,600.46
Horticultural Specialties	Athletic & Turf Management	\$ 100,442
Illinois Counties Risk Management	Insurance	\$ 114,511.50
Illinois Public Risk Management	Workers Comp Ins,	\$ 97,590
Indian Valley Vocational Center	Tuition	\$ 350,972
ISBE Fiscal Services Division	Technology Loan	\$ 44,926.60
Kishwaukee Ed Consortium	Tuition	\$ 25,914
Lighted Way Assoc.	Special Ed. Tuition	\$ 65,929.02
Little Friends	Special Ed. Tuition	\$ 439,363.44
Marco	Copy Lease	\$ 87,047.51
Met Life	Dental/Life Ins.	\$ 153,272.83
NICOR	Energy	\$ 34,417.12
NIA	Special Ed. Admin. Services	\$ 243,308.92
Parkland Prep Academy	Special Ed. Tuition	\$ 118,344.17
Pearson Education	Curriculum	\$ 56,079.74
Stahl's	Transportation	\$ 75,793.95

EIS Administrator and Teacher Salary and Benefits Report - School Year 2021

Sandwich CUSD 430
720 S Wells St, Sandwich, IL 60548
160194300260000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
Adeoti, Bolaji L	200-Teacher	\$48,001.00	1.00	0	11	\$0.00	\$0.00	\$4,747.35	\$10,785.96
Anderson, Chad James	200-Teacher	\$65,631.00	1.00	0	11	\$0.00	\$0.00	\$6,490.97	\$9,457.80
Anderson, Margaret M	200-Teacher	\$59,807.00	1.00	0	15	\$0.00	\$0.00	\$5,914.97	\$8,701.26
Arendt, Daniel P	200-Teacher	\$79,033.00	1.00	0	20	\$0.00	\$0.00	\$7,816.44	\$9,191.10
Aska, Mark D	200-Teacher	\$54,501.00	1.00	0	11	\$0.00	\$0.00	\$5,390.20	\$15,079.03
Baggett, Melissa A	202-Bilingual Education Teacher	\$62,651.00	1.00	0	11	\$0.00	\$0.00	\$6,196.25	\$7,903.78
BALLARD, TIMOTHY S	104-Assistant Principal	\$72,000.00	1.00	0	15	\$0.00	\$0.00	\$7,120.87	\$12,822.66
Barone, Amy L	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$0.00	\$6,959.37	\$9,249.24
Behringer, Charles D	200-Teacher	\$75,446.00	1.00	0	20	\$0.00	\$0.00	\$7,461.68	\$19,654.98
Bonneau, Rebecca A	250-Special Education Teacher	\$77,219.00	1.00	0	15	\$0.00	\$0.00	\$7,634.04	\$19,697.07
Boyer, Rebecca L	200-Teacher	\$58,434.00	1.00	0	11	\$0.00	\$0.00	\$5,779.18	\$9,197.10
Bright, Linda M	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$0.00	\$6,959.37	\$7,903.78
Bryant-Keown, Pamela S	200-Teacher	\$100,056.15	1.00	0	15	\$0.00	\$0.00	\$0.00	\$8,399.13
Butler, Elizabeth L	200-Teacher	\$80,891.00	1.00	0	15	\$0.00	\$0.00	\$8,000.20	\$11,246.44
Butler, Michael W	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$0.00	\$6,959.37	\$11,246.44
Cameron, Teresa A	201-Reading Teacher	\$75,446.00	1.00	0	15	\$0.00	\$0.00	\$7,461.68	\$9,197.10
Cassie, Kristian R	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$0.00	\$7,461.68	\$9,197.10
Cervantes, Kristie S	250-Special Education Teacher	\$53,815.54	0.75	0	15	\$0.00	\$0.00	\$5,322.41	\$18,704.90
CLAY, SHANNON D	250-Special Education Teacher	\$59,807.00	1.00	0	11	\$0.00	\$0.00	\$5,914.97	\$10,191.54
Clemmons, Teresa A	200-Teacher	\$100,613.66	1.00	0	20	\$0.00	\$0.00	\$0.00	\$9,294.24
Connell, William S	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$0.00	\$7,122.95	\$7,851.44
Corbin, Sara K	200-Teacher	\$86,728.00	1.00	0	20	\$0.00	\$0.00	\$8,577.49	\$9,197.10
Crawley, Jeri L	200-Teacher	\$73,713.00	1.00	0	20	\$0.00	\$0.00	\$7,290.29	\$9,197.10
Cryer, Bernadine Jo	200-Teacher	\$62,651.00	1.00	0	11	\$0.00	\$0.00	\$6,196.25	\$7,903.78
Devereaux, Nichole J	200-Teacher	\$61,213.00	1.00	0	11	\$0.00	\$0.00	\$6,054.03	\$9,197.10
DeWitt, Heather L	200-Teacher	\$46,899.00	1.00	0	11	\$0.00	\$0.00	\$4,638.36	\$3,664.02
Dougherty, Sharon M	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$0.00	\$6,959.37	\$7,903.78
Drew, Robyn M	200-Teacher	\$103,353.22	1.00	0	20	\$0.00	\$0.00	\$0.00	\$17,530.75
Dunne, Maria R	202-Bilingual Education Teacher	\$102,757.18	1.00	0	20	\$0.00	\$0.00	\$0.00	\$19,173.78
Duvick, Jamie L	200-Teacher	\$85,188.62	1.00	0	15	\$0.00	\$0.00	\$0.00	\$17,530.75

Name	Position	Vacation				Retirement		Other Benefits
		Base Salary	FTE	Days	Sick Days	Bonuses	Annuities	Enhancements
Emerson, Stephanie M	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$0.00	\$7,122.95
Espino, ALICIA A	250-Special Education Teacher	\$45,822.00	1.00	0	11	\$0.00	\$0.00	\$4,531.84
Ford, Kendy A	610-Resource Teacher Elementary	\$82,791.00	1.00	0	15	\$0.00	\$0.00	\$8,188.11
Ford, Lynette E	103-Principal	\$105,800.00	1.00	0	20	\$0.00	\$0.00	\$10,463.73
FORESTER, AMANDA PAULINE	200-Teacher	\$54,501.00	1.00	0	11	\$0.00	\$0.00	\$3,390.20
Fraser, Cynthia A	610-Resource Teacher Elementary	\$109,569.72	1.00	0	20	\$0.00	\$0.00	\$0.00
Futrell, Jacquie S	200-Teacher	\$73,713.00	1.00	0	15	\$0.00	\$0.00	\$7,290.29
Garcia, Ryann A	250-Special Education Teacher	\$64,124.00	1.00	0	15	\$0.00	\$0.00	\$6,341.93
Gipe, Timothy J	104-Assistant Principal	\$106,500.00	1.00	0	20	\$0.00	\$0.00	\$10,532.96
Gomes, Amy C	200-Teacher	\$73,713.00	1.00	0	15	\$0.00	\$0.00	\$7,290.29
Greenacre, Dawn M	103-Principal	\$134,917.57	1.00	0	20	\$0.00	\$0.00	\$0.00
Gregory, Jenai L	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$0.00	\$7,461.68
Gudmunson, Kimberly A	200-Teacher	\$58,434.00	1.00	0	11	\$0.00	\$0.00	\$5,779.18
HALLMAN, BRYNN N	200-Teacher	\$57,093.00	1.00	0	11	\$0.00	\$0.00	\$5,646.55
Hamner, Joshua P	200-Teacher	\$68,752.00	1.00	0	15	\$0.00	\$0.00	\$6,799.64
Hannig, Angela D	200-Teacher	\$86,728.00	1.00	0	15	\$0.00	\$0.00	\$8,577.49
Harmon, Amber W	200-Teacher	\$64,124.00	1.00	0	15	\$0.00	\$0.00	\$6,341.93
Hartman, Christine M	610-Resource Teacher Elementary	\$73,713.00	1.00	0	15	\$0.00	\$0.00	\$7,290.29
Heilemeier, Andrew J	103-Principal	\$99,100.00	1.00	0	20	\$0.00	\$0.00	\$9,801.09
Heilemeier, Debra L	200-Teacher	\$88,766.00	1.00	0	20	\$0.00	\$0.00	\$8,779.05
Heinekamp, Debora L	200-Teacher	\$76,628.60	0.83	0	20	\$0.00	\$0.00	\$0.00
Heinekamp, Justin E	200-Teacher	\$58,434.00	1.00	0	15	\$0.00	\$0.00	\$5,779.18
Hernandez, Pamela I	250-Special Education Teacher	\$67,173.00	1.00	0	15	\$0.00	\$0.00	\$6,643.48
Herzog, Michael S	104-Assistant Principal	\$97,600.00	1.00	0	15	\$0.00	\$0.00	\$9,652.74
Hester, Dorcas M	200-Teacher	\$49,129.00	1.00	0	11	\$0.00	\$0.00	\$4,858.91
Hiatt, Andrew	200-Teacher	\$52,675.00	1.00	0	15	\$0.00	\$0.00	\$5,209.61
Hicks, Chad M	200-Teacher	\$64,124.00	1.00	0	15	\$0.00	\$0.00	\$6,341.93
Hill, Kaylee M	610-Resource Teacher Elementary	\$46,899.00	1.00	0	0	\$0.00	\$0.00	\$4,638.36
Hoag, Beckie L	200-Teacher	\$68,752.00	1.00	0	15	\$0.00	\$0.00	\$6,799.64
Howard, Cara L	250-Special Education Teacher	\$84,737.00	1.00	0	15	\$0.00	\$0.00	\$8,380.57
Johnson, Christopher J	208-Career and Technical Educator (CTE)	\$86,728.00	1.00	0	15	\$0.00	\$0.00	\$8,577.49
Johnson, Georgia D	200-Teacher	\$58,636.00	1.00	0	20	\$0.00	\$0.00	\$5,799.16
Johnson, Jamie L	200-Teacher	\$42,738.00	1.00	0	11	\$0.00	\$0.00	\$4,226.83
Johnson, Jerilyn G	200-Teacher	\$100,003.32	1.00	0	15	\$0.00	\$0.00	\$0.00
Jones, Derek W	250-Special Education Teacher	\$46,899.00	1.00	0	11	\$0.00	\$0.00	\$4,638.36
Jordan, Jennifer L	200-Teacher	\$49,129.00	1.00	0	11	\$0.00	\$0.00	\$4,858.91
Justice, Madeline	200-Teacher	\$49,129.00	1.00	0	11	\$0.00	\$0.00	\$4,858.91
Kafka, Marisa K	200-Teacher	\$73,713.00	1.00	0	15	\$0.00	\$0.00	\$7,290.29

Name	Position	Vacation				Sick		Bonuses		Retirement		Other Benefits
		Base Salary	FTE	Days	Days	Days	Days	Enhancements	Benefits			
Kedzierski, Yvonne D	200-Teacher	\$68,752.00	1.00	0	15			\$0.00	\$0.00	\$6,799.64	\$9,197.10	
KERN, JENNIFER L	103-Principal	\$93,200.00	1.00	0	15			\$0.00	\$0.00	\$9,217.57	\$22,935.14	
Kern, Selynda S	200-Teacher	\$55,782.00	1.00	0	11			\$0.00	\$0.00	\$5,516.90	\$9,197.10	
Killey, Erin G	200-Teacher	\$58,434.00	1.00	0	15			\$0.00	\$0.00	\$5,779.18	\$9,197.10	
Kocurek, Rachel D	200-Teacher	\$49,129.00	1.00	0	11			\$0.00	\$0.00	\$4,858.91	\$9,197.10	
Kotalik, Julia E	202-Bilingual Education Teacher	\$107,277.30	1.00	0	15			\$0.00	\$0.00	\$0.00	\$13,401.72	
Kummer, Amy L	200-Teacher	\$80,891.00	1.00	0	15			\$0.00	\$0.00	\$8,000.20	\$9,197.10	
Lavery, Tina M	250-Special Education Teacher	\$79,033.00	1.00	0	15			\$0.00	\$0.00	\$7,816.44	\$9,197.10	
Lay, Jeffrey C	200-Teacher	\$70,367.00	1.00	0	15			\$0.00	\$0.00	\$6,959.37	\$9,197.10	
Lee, Michael T	200-Teacher	\$59,807.00	1.00	0	15			\$0.00	\$0.00	\$5,914.97	\$9,197.10	
Loux, Rylie	200-Teacher	\$40,798.00	1.00	0	15			\$0.00	\$0.00	\$4,034.96	\$4,071.10	
Love, Kathy A	200-Teacher	\$61,213.00	1.00	0	15			\$0.00	\$0.00	\$6,054.03	\$18,208.07	
Lumsden, Ashli	610-Resource Teacher Elementary	\$40,798.00	1.00	0	11			\$0.00	\$0.00	\$4,034.96	\$4,885.32	
Lusk, Andrea J	200-Teacher	\$41,757.00	1.00	0	11			\$0.00	\$0.00	\$4,129.81	\$0.00	
Malloy, Randy W	200-Teacher	\$70,367.00	1.00	0	15			\$0.00	\$0.00	\$6,959.37	\$11,947.16	
Marquardt, Waldemar A	107-General Administrator or General Supervisor	\$27,000.00	0.40	0	0			\$0.00	\$0.00	\$0.00	\$0.00	
Martin, Caroline A	250-Special Education Teacher	\$67,173.00	1.00	0	15			\$0.00	\$0.00	\$6,643.48	\$8,837.51	
Martin, Malynnda K	200-Teacher	\$52,675.00	1.00	0	11			\$0.00	\$0.00	\$5,209.61	\$19,697.07	
Mathis, Kim A	200-Teacher	\$98,257.37	1.00	0	20			\$0.00	\$0.00	\$0.00	\$13,236.49	
Mavee, Melanie A	200-Teacher	\$67,173.00	1.00	0	15			\$0.00	\$0.00	\$6,643.48	\$9,197.10	
Mc Alearney, Sheryl E	200-Teacher	\$110,652.67	1.00	0	20			\$0.00	\$0.00	\$0.00	\$9,197.10	
McCarthy, Amber L	200-Teacher	\$58,434.00	1.00	0	11			\$0.00	\$0.00	\$5,779.18	\$21,171.87	
McCarthy, Joshua	200-Teacher	\$73,713.00	1.00	0	15			\$0.00	\$0.00	\$7,290.29	\$0.00	
MCGREGORY, BARBARA C	201-Reading Teacher	\$61,213.00	1.00	0	11			\$0.00	\$0.00	\$6,054.03	\$7,903.78	
McGuire, Matilda L	200-Teacher	\$52,027.00	1.00	0	11			\$0.00	\$0.00	\$5,145.52	\$9,197.10	
Miller, Stephen D	200-Teacher	\$86,728.00	1.00	0	15			\$0.00	\$0.00	\$8,577.49	\$8,837.51	
Minter, Joann	250-Special Education Teacher	\$61,100.00	1.00	0	15			\$0.00	\$0.00	\$6,042.85	\$9,197.10	
Misener, Sarah L	200-Teacher	\$65,631.00	1.00	0	15			\$0.00	\$0.00	\$6,490.97	\$9,197.10	
Mitchell, Kristen A	200-Teacher	\$86,728.00	1.00	0	20			\$0.00	\$0.00	\$8,577.49	\$9,197.10	
Mlot, Aaron E	201-Reading Teacher	\$70,367.00	1.00	0	15			\$0.00	\$0.00	\$6,959.37	\$19,697.07	
Mlot, Alison L	200-Teacher	\$72,021.00	1.00	0	15			\$0.00	\$0.00	\$7,122.95	\$0.00	
Moline, Laura M	250-Special Education Teacher	\$65,631.00	1.00	0	15			\$0.00	\$0.00	\$6,490.97	\$9,197.10	
Morgan, Doni S	200-Teacher	\$104,834.85	1.00	0	20			\$0.00	\$0.00	\$0.00	\$9,144.96	
MORGAN, SHELLEY	250-Special Education Teacher	\$58,434.00	1.00	0	11			\$0.00	\$0.00	\$5,779.18	\$9,144.96	
Mullen, Laurie B	200-Teacher	\$67,173.00	1.00	0	11			\$0.00	\$0.00	\$6,643.48	\$9,144.96	
Nelle, April M	200-Teacher	\$73,713.00	1.00	0	15			\$0.00	\$0.00	\$7,290.29	\$9,144.96	
Ness, Lisa M	250-Special Education Teacher	\$59,807.00	1.00	0	11			\$0.00	\$0.00	\$5,914.97	\$9,144.96	
Oest, Rebecca L	250-Special Education Teacher	\$52,675.00	1.00	0	11			\$0.00	\$0.00	\$5,209.61	\$0.00	

Name	Position	Vacation				Retirement		Other
		Base Salary	FTE	Days	Sick Days	Bonuses	Annuitities	
Pajor, Kevin C	200-Teacher	\$55,782.00	1.00	0	11	\$0.00	\$0.00	\$9,144.96
Procopos, Harry C	200-T teacher	\$53,250.00	1.00	0	11	\$0.00	\$0.00	\$9,144.96
Prucha, Lori A	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$0.00	\$7,956.12
Reiff, Tracy K	200-Teacher	\$65,631.00	1.00	0	15	\$0.00	\$0.00	\$8,550.54
REUTER, JENNIFER	200-Teacher	\$55,782.00	1.00	0	11	\$0.00	\$0.00	\$0.00
Rhoades, Charles V	200-T teacher	\$72,021.00	1.00	0	15	\$0.00	\$0.00	\$14,189.52
Ricci, Allyn C	200-Teacher	\$62,651.00	1.00	0	15	\$0.00	\$0.00	\$12,998.52
Riley, Caitlin A	200-Teacher	\$58,434.00	1.00	0	15	\$0.00	\$0.00	\$9,144.96
Rogowski, Sarah N	200-Teacher	\$67,173.00	1.00	0	15	\$0.00	\$0.00	\$21,781.20
Roseberg, Gwendelyn Marie	200-Teacher	\$54,501.00	1.00	0	11	\$0.00	\$0.00	\$9,144.96
Ryan, Cara M	200-Teacher	\$65,631.00	1.00	0	11	\$0.00	\$0.00	\$0.00
Ryan, Garrett A	103-Principal	\$80,000.00	1.00	0	15	\$0.00	\$0.00	\$22,688.76
Sam, Laura S	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$0.00	\$0.00
SANDERS, BRANDON A	200-Teacher	\$42,738.00	1.00	0	11	\$0.00	\$0.00	\$9,144.96
Sartori, Monica S	201-Reading Teacher	\$77,219.00	1.00	0	15	\$0.00	\$0.00	\$8,779.39
Schielein, Ian	200-Teacher	\$41,757.00	1.00	0	11	\$0.00	\$0.00	\$9,144.96
Schmitt, Jill R	200-Teacher	\$90,852.00	1.00	0	20	\$0.00	\$0.00	\$9,144.96
Schmitt, Rick A	100-District Superintendent	\$203,918.00	1.00	25	25	\$0.00	\$7,000.00	\$22,688.76
Sellers, Kris K	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$0.00	\$0.00
Sgiers, Kathie W	200-Teacher	\$86,728.00	1.00	0	15	\$0.00	\$0.00	\$19,739.16
Shimp, Katherine E	200-Teacher	\$68,752.00	1.00	0	15	\$0.00	\$0.00	\$9,144.96
Shimp, Katherine J	200-Teacher	\$58,434.00	1.00	0	11	\$0.00	\$0.00	\$9,144.96
Smart, Shane W	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$0.00	\$9,144.96
Sodaro, Thomas C	103-Principal	\$139,900.00	1.00	0	20	\$0.00	\$0.00	\$17,554.20
STAHL, SHANNON L	200-Teacher	\$52,027.00	1.00	0	11	\$0.00	\$0.00	\$0.00
Steinmel, David J	200-Teacher	\$70,367.00	1.00	0	15	\$0.00	\$0.00	\$9,144.96
Stewart, Ian R	200-Teacher	\$50,284.00	1.00	0	11	\$0.00	\$0.00	\$7,956.12
Stout, Krista E	200-Teacher	\$75,446.00	1.00	0	15	\$0.00	\$0.00	\$9,144.96
Strothman, Nancy A	250-Special Education Teacher	\$75,895.64	1.00	0	20	\$0.00	\$0.00	\$9,144.96
SwanGravat, Crystal L	152-Special Education Director	\$126,800.00	1.00	0	15	\$0.00	\$0.00	\$22,688.76
Thorson, Chandra L	200-Teacher	\$72,021.00	1.00	0	15	\$0.00	\$0.00	\$9,144.96
Tripp, Michaela M	200-Teacher	\$90,852.00	1.00	0	20	\$0.00	\$0.00	\$7,956.12
Trupiano, Katherine B	250-Special Education Teacher	\$59,807.00	1.00	0	11	\$0.00	\$0.00	\$9,144.96
Tunus, Kelly A	250-Special Education Teacher	\$65,631.00	1.00	0	15	\$0.00	\$0.00	\$11,614.14
Van Pelt, Jason A	200-Teacher	\$57,093.00	1.00	0	11	\$0.00	\$0.00	\$7,956.12
VELEZ, ELLIOT J	200-Teacher	\$52,027.00	1.00	0	11	\$0.00	\$0.00	\$8,550.54
Vick, Elizabeth F	200-Teacher	\$42,738.00	1.00	0	11	\$0.00	\$0.00	\$9,144.96
Volpp, Elizabeth A	200-Teacher	\$67,173.00	1.00	0	15	\$0.00	\$0.00	\$9,144.96

Name	Position	Base Salary		FTE	Vacation		Sick	Bonuses	Annuities	Retirement		Other
					Days	Days				Enhancements	Benefits	
Waldvogel, Katherine A	200-Teacher	\$64,124.00		1.00	0	15		\$0.00	\$0.00	\$6,341.93	\$22,812.80	
Warner, Julie L	200-Teacher	\$77,219.00		1.00	0	15		\$0.00	\$0.00	\$7,637.04	\$22,688.76	
WEGENER, JACOB C	200-Teacher	\$45,822.00		1.00	0	11		\$0.00	\$0.00	\$4,531.84	\$9,144.96	
Wells, Malia K	200-Teacher	\$84,737.00		1.00	0	20		\$0.00	\$0.00	\$8,380.57	\$19,739.16	
Werthmann, Mark G	250-Special Education Teacher	\$96,792.12		1.00	0	15		\$0.00	\$0.00	\$0.00	\$7,956.12	
Winckler, Monica R	200-Teacher	\$73,713.00		1.00	0	15		\$0.00	\$0.00	\$7,290.29	\$9,144.96	
Wise, Catherine C	250-Special Education Teacher	\$88,766.00		1.00	0	20		\$0.00	\$0.00	\$8,779.05	\$9,144.96	
Wiskur, Tanya	208-Career and Technical Educator (CTE)	\$52,675.00		1.00	0	15		\$0.00	\$0.00	\$5,209.61	\$0.00	
Young, Sarah M	200-Teacher	\$72,021.00		1.00	0	15		\$0.00	\$0.00	\$7,122.95	\$9,144.96	
Totals												
Distinct Employee Count: 153		Distinct Positions Count: 153		Total Positions Count: 153		Vacation Days: 25		Sick Days: 2220				
Base Salary: \$10,924,430.53		Bonuses: \$0.00		Annuities: \$7,000.00		Retirement Enhancements: \$928,739.99		Other Benefits: \$1,601,204.97				

IMRF Employee - FY '21

Bloemker, Glen	\$92,600	12 mo.	Technology Director
Ford, Dan	\$95,200	12 mo.	Maintenance Director

	A	B	C	D	E	F
1	REPORT ON SHARED SERVICES OR OUTSOURCING School Code, Section 17-1.1 (Public Act 97-0357) Fiscal Year Ending June 30, 2021					
2						
3						
4						
5	Complete the following for attempts to improve fiscal efficiency through shared services or outsourcing in the prior, current and next fiscal years.					
6	Sandwich Community Unit School 16-019-4300-26					
7						
8	Check box if this schedule is not applicable..... <input type="checkbox"/>		Prior Fiscal Year	Current Fiscal Year	Next Fiscal Year	Name of the Local Education Agency (LEA) Participating in the Joint Agreement, Cooperative or Shared Service.
9	Indicate with an (X) if Deficit Reduction Plan is Required in the Budget <input type="checkbox"/>			X		
10	Service or Function (Check all that apply)				Barriers to Implementation	(Limit text to 200 characters, for additional space use line 33 and 38)
11	Curriculum Planning					
12	Custodial Services					
13	Educational Shared Programs					
14	Employee Benefits					
15	Energy Purchasing		X	X		
16	Food Services		X	X		
17	Grant Writing					
18	Grounds Maintenance Services					
19	Insurance					
20	Investment Pools					
21	Legal Services					
22	Maintenance Services					
23	Personnel Recruitment		X	X		
24	Professional Development		X	X		
25	Shared Personnel					
26	Special Education Cooperatives		X	X		
27	STEM (science, technology, engineering and math) Program Offerings					
28	Supply & Equipment Purchasing					
29	Technology Services					
30	Transportation					
31	Vocational Education Cooperatives		X	X		
32	All Other Joint/Cooperative Agreements		X	X		
33	Other					
34						
35	Additional space for Column (D) - Barriers to Implementation:					
36						
37						
38						
40	Additional space for Column (E) - Name of LEA:					
41						
42						
43						

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE			2. DISTRICT CODE/NAME			3. FACILITY CODE/NAME					
019, Dekalb			4300, Sandwich CUSD 430			LYNN G HASKIN ELEMENTARY SCHOOL					
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	e	b.	Replace door with properly labeled door	Number of Doors	7	2	\$11,475.00			3/31/2021	F
3	c	b.	Repair door, frame and/or hardware.	Number of Items	11	2	\$13,100.00			3/31/2021	F
4	c	b.	Repair, add or replace hardware.	Number of Items	9	2	\$9,640.00			3/31/2021	F
5	b	b.	Remove door and build 1 hour rated partition below stair.	Number of Items	2	2	\$7,430.00			3/31/2021	F
6	e	b.	Remove tops, abate ACM mastic, and install new countertops.	Linear Feet	605	2	\$167,413.00			3/31/2021	F
7	b	c.	CAN'T DELETE ITEM _____ CAN'T DELETE ITEM _____ CAN'T DELETE ITEM _____	NA	1	2	\$0.00			3/31/2021	O
8	f	b.	Install pipe insulation.	Number of Items	1	2	\$388.00			3/31/2021	F
9	f	b.	Remove hold open hardware. Patch and match door.	Number of Items	1	2	\$835.00			3/31/2021	F
10	a	b.	Replace exit sign batteries with new to provide adequate back-up time.	Number of items	25	2	\$18,000.00			3/31/2021	F
11	a	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	Number of fixtures	24	2	\$12,500.00			3/31/2021	F
12	c	b.	Install a grounding jumper across water meter.	Number of Items	1	2	\$1,000.00			3/31/2021	F
13	e	b.	Replace existing panel boards with new power panels and incorporate additional expansion.	no. of elect. panels	6	2	\$30,000.00			3/31/2021	F
14	e	b.	Replace existing panel board with new power panel with additional expansion and relocate to location with appropriate clearance and not near the sink/water source.	no. of elect. panels	1	2	\$5,500.00			3/31/2021	F
15	e	b.	Furnish and install larger capacity switchboard with a main switch and with adequate space for expansion.	no. of elect. panels	1	2	\$45,000.00			3/31/2021	F
16	f	b.	Furnish and install air handling units, ductwork and controls to provide the ventilation air to the mentioned spaces.	Number of rooms	3	2	\$65,000.00			3/31/2021	F
17	e	b.	Replace existing inoperable exhaust systems and connect to control system.	Number of rooms	2	2	\$15,000.00			3/31/2021	F
18	c	a.	Replace water shut-off enclosure and adjacent concrete sidewalk.	Number of Items	1	2	\$2,150.00			3/31/2017	F
19	e	b.	Replace concrete stoop.	Square feet	120	2	\$4,560.00			3/31/2021	F
20	f	b.	Install concrete stoop. Rebuild adjacent concrete louver light/louver well structure in Boiler Room 301. Re-grade adjacent landscape area to drain water away from building.	Number of Items	1	2	\$12,600.00			3/31/2021	F
21	a	b.	Repair drainage tile, repair crack in foundation wall and provide waterproofing membrane on foundation wall.	Linear feet	60	2	\$25,415.00			3/31/2021	F
22	b	b.	Remove and re-install perimeter sealant	Linear feet	1150	2	\$15,711.00			3/31/2021	F
23	c	b.	Remove and re-install glazing compound (1200 lf at classrooms +300 lf at other + 170 lf at entry).	Square feet	2420	2	\$40,570.00			3/31/2021	F
24	c	b.	Replace broken glass block units and repoint areas as needed (allow for 15 broken block)	Square feet	200	2	\$25,325.00			3/31/2021	F
25	e	b.	Replace steel lintels in several locations	Number of Lintels	7	2	\$32,710.00			3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
						Original Subtotal	\$561,322.00	Adjusted Subtotal	\$561,322.00		
						Original 10.00% Contingency	\$56,132.20	Adjusted 10.00% Contingency	\$56,132.20		
						Original 10.00% A/E Fees	\$56,132.20	Adjusted 10.00% A/E Fees	\$56,132.20		
						Original Grand Total	\$673,586.40	Adjusted Grand Total	\$673,586.40		

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, Dekalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430			3. FACILITY CODE/NAME PRAIRIE VIEW ELEM SCHOOL					
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	f	a.	Relocate interior doors to Multi-Purpose Room or add additional exit door in corridor.	Number of items	1	2	\$5,025.00			3/31/2017	F
2	c	b.	Adjust door and/or hardware.	Number of doors	12	2	\$4,790.00			3/31/2021	F
3	b	b.	Replace panic type door hardware.	Number of doors	2	2	\$2,250.00			3/31/2021	F
4	e	b.	Replace door & frame. New door assembly to be rated.	Number of doors	1	2	\$3,550.00			3/31/2021	F
5	e	b.	Replace louver with a dampered louver.	Number of louvers	1	2	\$1,100.00			3/31/2021	F
6	e	b.	Install smoke doors in same location. Provide new door frame.	Number of doors	2	1	\$4,900.00			3/31/2021	F
7	f	b.	Replace glazing with safety glazing.	Square feet	6	2	\$1,230.00			3/31/2021	F
8	e	b.	Replace insulation.	Linear feet	10	2	\$2,270.00			3/31/2021	F
9	f	b.	Install lighted exit sign.	Number of fixtures	1	2	\$1,050.00			3/31/2021	F
10	c	b.	Replace door closer.	Number of items	5	2	\$2,950.00			3/31/2021	F
11	c	b.	Replace door closers.	Number of doors	5	2	\$2,950.00			3/31/2021	F
12	e	b.	Replace motorized louver in kind.	Number of Items	1	2	\$8,550.00			3/31/2021	F
13	c	b.	Replace sump pump cover.	Number of Items	1	2	\$260.00			3/31/2021	F
14	f	b.	Install new exit signs.	Number of fixtures	2	2	\$4,000.00			3/31/2021	F
15	b	b.	Install smoke detectors in specified areas.	Number of fixtures	13	2	\$9,500.00			3/31/2021	F
16	f	b.	Furnish and install new switchboard with main switch and adequate distribution space for future expansion.	No. of devices	1	2	\$45,000.00			3/31/2021	F
17	f	b.	Replace batteries with new to provide sufficient back-up time.	Number of fixtures	16	2	\$15,000.00			3/31/2021	F
18	f	b.	Replace emergency light fixture batteries to provide sufficient amount of back-up time.	Number of fixtures	15	2	\$12,500.00			3/31/2021	F
19	f	b.	Install additional receptacles for computer stations.	No. of devices	24	2	\$4,200.00			3/31/2021	F
20	f	b.	Connect Kitchen exhaust hood fire suppression system to fire alarm system.	No. of fixtures	1	2	\$2,500.00			3/31/2021	F
21	f	b.	Install ground jumper across meter.	No. of devices	1	2	\$1,000.00			3/31/2021	F
22	b	b.	Replace inoperable exhaust systems and connect to control system.	No. of fixtures	4	2	\$15,000.00			3/31/2021	F
23	e	a.	Replace sidewalk adjacent to stoop. Dowel new sidewalk into stoop in select locations.	Square feet	350	2	\$5,450.00			3/31/2017	F
24	e	b.	Rebuild masonry wall in area of lintel. Replace broken brick and re-point area. Patch and paint entry soffit where cracked and damaged.	Square feet	30	2	\$2,325.00			3/31/2021	F
25	e	b.	Replace sealant and glazing compound.	Number of windows	31	2	\$4,000.00			3/31/2021	F
26	c	b.	Repoint masonry joints.	Square feet	106	2	\$4,275.00			3/31/2021	F
27	c	b.	Replace broken bricks and repoint listed areas of masonry.	Square feet	120	2	\$4,950.00			3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
						Original Subtotal	\$170,575.00	Adjusted Subtotal	\$170,575.00		
						Original 10.00% Contingency	\$17,057.50	Adjusted 10.00% Contingency	\$17,057.50		
						Original 10.00% A/E Fees	\$17,057.50	Adjusted 10.00% A/E Fees	\$17,057.50		
						Original Grand Total	\$204,690.00	Adjusted Grand Total	\$204,690.00		

Items with a Funding Type of 'O' are not included in the cost calculation,
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS											
1. COUNTY CODE 019, Dekalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430			3. FACILITY CODE/NAME W W WOODBURY ELEM SCHOOL					
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	c	a.	Repair and/or modify doors. Replace doors that can not be repaired.	Number of items	4	2	\$7,675.00			3/31/2017	F
2	f	b.	Install lavatory in toilet room.	Number of items	3	2	\$9,500.00			3/31/2021	F
3	b	b.	OPEN - CAN'T DELETE ITEM	NA	1	2	\$0.00			3/31/2021	F
4	c	b.	Remove and replace resilient floor tiles in select areas.	Square feet	75	2	\$1,925.00			3/31/2021	F
5	c	b.	Repair and/or modify doors. Replace doors that can not be repaired.	Number of doors	6	2	\$14,673.00			3/31/2021	F
6	e	b.	Replace door and frame.	Number of doors	2	2	\$4,890.00			3/31/2021	F
7	c	b.	Install new door closer	Number of doors	1	2	\$656.00			3/31/2021	F
8	e	b.	Replace doors with properly labeled doors	Number of doors	1	2	\$4,890.00			3/31/2021	F
9	b	b.	Remove abandoned and non-operational plumbing fixtures, patch floor and walls where removed.	No. of fixtures	10	2	\$23,294.00			3/31/2021	F
10	e	b.	Replace pipe insulation.	Linear feet	28	2	\$634.00			3/31/2021	F
11	e	a.	Ceiling fan power circuits shall be run with wiring in conduit and splice connections completed inside a junction box with coverplate.	number of locations	23	2	\$7,500.00			8/31/2017	F
12	c	b.	Replace existing single heating boiler with two high efficiency models and connect to existing heating piping loop. Provide boiler control panel and new circulation pumps.	Number of boilers	2	2	\$150,000.00			3/31/2021	F
13	f	b.	Furnish and install fire alarm notification devices in classrooms, offices and toilet rooms.	Number of devices	29	2	\$35,000.00			3/31/2021	F
14	f	b.	Furnish and install fire alarm pull station devices in classrooms at the exterior exit doors. Furnish and install additional fire detection devices in high risk areas.	Number of devices	16	2	\$7,500.00			3/31/2021	F
15	e	b.	Furnish and install new switchboard with main switch and adequate distribution space for future expansion.	Number of devices	1	2	\$45,000.00			3/31/2021	F
16	e	b.	Replace exit sign batteries with new to provide adequate back-up time.	Number of devices	25	2	\$15,000.00			3/31/2021	F
17	e	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	Number of devices	23	2	\$12,500.00			3/31/2021	F
18	f	b.	Connect Kitchen exhaust hood fire suppression system to fire alarm system.	Number of systems	1	2	\$2,500.00			3/31/2021	F
19	f	b.	Remove cabinet door and shelving to provide required clearance space around and in front of panel.	number of locations	1	2	\$1,500.00			3/31/2021	F
20	f	b.	Install a grounding jumper across both water meters	number of locations	1	2	\$1,000.00			3/31/2021	F
21	e	b.	Replace existing unit ventilators, piping and controls.	Number of unit vents	16	2	\$225,000.00			3/31/2021	F
22	e	b.	Replace inoperable toilet exhaust systems and connect to control system.	Number of systems	4	2	\$15,000.00			3/31/2021	F
23	f	a.	Install five 5' x 5' concrete stoops and step.	Square feet	300	2	\$5,897.00			8/31/2017	F
24	f	a.	Install one 5' x 5' concrete stoop and steps	Square feet	45	2	\$2,040.00			8/31/2017	F
25	e	b.	Replace missing roof edge coping	Linear feet	80	2	\$4,197.00			3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
						Original Subtotal	\$597,771.00	Adjusted Subtotal	\$597,771.00		
						Original 10.00% Contingency	\$59,777.10	Adjusted 10.00% Contingency	\$59,777.10		
						Original 10.00% A/E Fees	\$59,777.10	Adjusted 10.00% A/E Fees	\$59,777.10		
						Original Grand Total	\$717,325.20	Adjusted Grand Total	\$717,325.20		

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, DeKalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430			3. FACILITY CODE/NAME HERMAN E DUMMER INTERMEDIATE					
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	e	a.	Remove existing vinyl nosing. Install new rubber prefabricated stair edge.	linear feet	16	2	\$762.00			3/31/2017	F
2	c	a.	Replace wall anchors to secure handrail to wall.	number of items	1	2	\$160.00			3/31/2017	F
3	c	a.	Repair downspout and patch floor. Patch walls where required for access to downspout.	number of items	1	2	\$1,625.00			3/31/2017	F
4	e	b.	Install new exit door to the exterior on the West wall	number of items	1	2	\$7,123.00			3/31/2021	F
5	e	b.	Replace doors, frame and threshold	number of items	5	2	\$11,219.00			3/31/2021	F
6	c	b.	Replace mortise lockset	number of items	1	2	\$472.00			3/31/2021	F
7	e	b.	Relocate doors at top of stair	number of items	1	2	\$9,036.00			3/31/2021	F
8	f	b.	Install handrail on both sides of stair.	linear feet	14	2	\$1,462.00			3/31/2017	F
9	c	b.	Remove damaged and loose epoxy flooring. Patch to match as needed.	square feet	60	2	\$4,954.00			3/31/2021	F
10	f	b.	Add insulation on lavatory drain and supply piping	number of items	3	2	\$456.00			3/31/2017	F
11	e	b.	Replace door closer	number of items	1	2	\$100.00			3/31/2021	F
12	f	b.	Install wall mounted handrail on each side of stair. Replace center handrail.	linear feet	18	2	\$9,345.00			3/31/2017	F
13	e	b.	Replace door and frame with properly labeled door and hardware	number of items	3	2	\$5,738.00			3/31/2021	F
14	e	c.	OPEN - CANT DELETE ITEM	NA	1	1	\$0.00			3/31/2017	O
15	e	b.	Replace casework in kind	linear feet	85	2	\$34,551.00			3/31/2021	F
16	e	b.	Replace door hardware	number of items	1	2	\$1,344.00			3/31/2017	F
17	c	b.	Remove finish flooring in affected area, modify concrete subflooring to be level and even. Re-set floor drain inlet. Re-install finish flooring to match.	square feet	100	2	\$3,861.00			3/31/2021	F
18	c	b.	Remove damaged concrete subfloor, repair and patch finished flooring	linear feet	15	2	\$500.00			3/31/2017	F
19	e	b.	Install ceiling mounted unit vent ducted to the exterior.	number of items	1	2	\$13,263.00			3/31/2021	F
20	e	b.	Relocate door within classroom access area. Replace door and frame. Or, relocate corridor lockers.	Number of doors	1	2	\$5,052.00			3/31/2021	F
21	c	b.	Replace door hardware (mortise)	Number of doors	1	2	\$593.00			3/31/2021	F
22	c	b.	Remove rust from frame. Replace weather-stripping, modify and/or adjust existing doors for smooth operation.	Number of doors	1	2	\$2,120.00			3/31/2021	F
23	c	b.	Remove floor in this area, modify subfloor and patch with new flooring	square feet	25	2	\$1,560.00			3/31/2021	F
24	f	b.	Install exit light.	Number of lights	1	2	\$1,475.00			3/31/2021	F
25	c	b.	Replace doors that were deteriorated and previously removed with new aluminum smoke doors in existing aluminum frame.	Number of doors	2	2	\$8,443.00			3/31/2021	F
26	c	b.	Repair or replace aluminum doors. Replace glazing with safety glazing.	Number of doors	7	2	\$53,582.00			3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
27	f	b.	Install rated doors and frames.	Number of doors	2	2	\$11,400.00			3/31/2021	F
28	c	b.	Modify door to close properly.	Number of doors	1	2	\$656.00			3/31/2021	F
29	c	b.	Replace doors and hardware.	number of items	2	2	\$3,552.00			3/31/2021	F
30	e	b.	Reconfigure east doors to exit directly to corridor.	number of items	1	2	\$11,859.00			3/31/2021	F
31	c	b.	Adjust and/or repair door, frame and hardware. Replace if it cannot be repaired.	Number of doors	1	2	\$1,915.00			3/31/2021	F
32	c	b.	Adjust and/or repair door, frame and hardware. Replace if it cannot be repaired.	Number of doors	1	2	\$1,915.00			3/31/2021	F
33	c	b.	Adjust door and frame or replace.	Number of doors	1	2	\$1,915.00			3/31/2021	F
34	e	b.	Abate asbestos stair tread flooring and install new finish treads.	square feet	220	2	\$6,968.00			3/31/2021	F
36	f	b.	Replace glass in doors.	Number of doors	3	2	\$1,082.00			3/31/2021	F
37	c	b.	Replace exit sign batteries with new to provide adequate back-up time.	number of lights	44	2	\$15,000.00			3/31/2021	F
38	c	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	Number of lights	35	2	\$12,500.00			3/31/2021	F
39	c	b.	Install a grounding jumper across water meter	number of items	1	2	\$1,000.00			3/31/2021	F
40	c	b.	Furnish and install smoke detector and connect to fire alarm system.	number of items	17	2	\$16,000.00			3/31/2021	F
41	e	a.	Rebuild stoop with frost proof foundation	square feet	36	2	\$2,354.00			3/31/2017	F
42	e	b.	Replace concrete stairs.	square feet	300	2	\$83,872.00			3/31/2021	F
43	e	b.	Rebuild stoop with frost proof foundation	square feet	72	2	\$4,297.00			3/31/2021	F
44	e	b.	Replace the concrete stoop with a larger stoop. Regrade adjacent grade for smooth transition.	square feet	36	2	\$2,354.00			3/31/2021	F
45	f	b.	Add three painted metal pipe handrails	No. of Handrails	3	2	\$16,155.00			3/31/2021	F

	Original Subtotal	\$373,590.00	Adjusted Subtotal	\$373,590.00	
	Original 10.00% Contingency	\$37,359.00	Adjusted 10.00% Contingency	\$37,359.00	
	Original 10.00% A/E Fees	\$37,359.00	Adjusted 10.00% A/E Fees	\$37,359.00	
	Original Grand Total	\$448,308.00	Adjusted Grand Total	\$448,308.00	

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, Dekalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430			3. FACILITY CODE/NAME SANDWICH MIDDLE SCHOOL					
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	e	a.	Remove mat, infill concrete subfloor and install new finish floor to match existing conditions.	Square feet	120	2	\$6,230.00			8/31/2017	F
2	f	a.	Install exit light	Number of devices	2	2	\$2,268.00			8/31/2017	F
3	c	b.	Remove damaged portion of wood floor. Patch flooring as needed to match.	Square feet	5	2	\$2,033.00			3/31/2021	F
4	e	b.	Replace aluminum threshold with wider piece and apply sealant around edges.	Linear feet	6	2	\$250.00			3/31/2021	F
5	f	b.	Replace outlet with GFI receptacle	Number of devices	16	2	\$3,150.00			3/31/2021	F
6	f	b.	Install master emergency shut-off for gas. Label individual gas spigot. Label access panel to science room gas main.	Number of devices	4	2	\$22,000.00			3/31/2021	F
8	f	b.	Label individual gas spigot. Label access panel to science room gas main.	Number of devices	4	2	\$1,550.00			3/31/2021	F
9	e	b.	Replace pair of wood doors	No. of Doors	2	2	\$4,263.00			3/31/2021	F
10	e	b.	Repair door, or replace if repair is not possible	No. of Doors	1	2	\$1,900.00			3/31/2021	F
11	c	b.	Replace exit sign batteries with new to provide adequate back-up time.	No. of devices	200	2	\$20,000.00			3/31/2021	F
12	c	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	No. of devices	175	2	\$17,500.00			3/31/2021	F

	Original Subtotal	\$81,144.00	Adjusted Subtotal	\$81,144.00
	Original 10.00% Contingency	\$8,114.40	Adjusted 10.00% Contingency	\$8,114.40
	Original 10.00% A/E Fees	\$8,114.40	Adjusted 10.00% A/E Fees	\$8,114.40
	Original Grand Total	\$97,372.80	Adjusted Grand Total	\$97,372.80

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

SCHEDULE OF RECOMMENDED WORK ITEMS AND ESTIMATED COSTS

1. COUNTY CODE 019, Dekalb			2. DISTRICT CODE/NAME 4300, Sandwich CUSD 430			3. FACILITY CODE/NAME SANDWICH COMMUNITY HIGH SCHOOL					
4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
1	c	a.	Secure loose 29" square rubber tiles and infill where tiles are missing around perimeter.	No. of floor tiles	12	2	\$2,142.00			8/31/2017	F
2	f	a.	Replace exit fixture.	No. of fixtures	1	2	\$1,202.00			8/31/2017	F
3	e	a.	Replace with new doors and frames	No. of doors	2	2	\$11,148.00			8/31/2017	F
4	f	b.	Infill open areas around joists with UL rated construction for appropriate application.	No. of locations	2	2	\$2,967.00			3/31/2021	F
5	f	b.	Extend CMU wall construction to underside of metal roof deck. Install "fire sealant" at roof deck and wall connection.	Linear feet	11	2	\$2,906.00			3/31/2021	F
6	f	b.	Removed walk-off mat frame. Infill concrete to match existing. Install new finished floor to match existing VCT.	Square feet	84	2	\$3,118.00			3/31/2021	F
7	f	b.	Extend wall construction up do deck (30lf). Replace window frame (22lf) and glazing with properly labeled door assembly.	Linear feet	30	2	\$6,849.00			3/31/2021	F
8	f	b.	Install insulation below lavatory on supply and drain piping.	No. of locations	3	2	\$194.00			3/31/2021	F
9	f	b.	Replace outlets with GFI recepticle.	No. of devices	6	2	\$2,008.00			3/31/2021	F
10	f	b.	Label gas spigots	No. of fixtures	15	2	\$559.00			3/31/2021	F
11	c	b.	Room 005 (2 to exterior), 118 (2 to exterior), 130, 132, 136 (extr), 143 to 145, 143A to 143, 014, Vestibule 014 (4-extr & threshold), Band 110, Boiler 240, 550 (NW dbl doors), Corr. 018 to 017, Equip. 500A	No. of doors	19	2	\$14,744.00			3/31/2021	F
12	e	b.	Rooms: 131, Kitchen Receiving 235, Gym 550 (SE corner), Corr 019 to exterior (north side), Vest 509 to exterior (pair), 530 (pair)	No. of doors	6	2	\$19,400.00			3/31/2021	F
13	f	b.	Doors to corridor from: Rooms 118, 200, 207, 209, 210, Band Rm 110, 250 (6), Vest. 509 (2).	No. of doors	14	2	\$13,083.00			3/31/2021	F
14	f	b.	Replace door and frame with properly labeled door and frame assembly.	No. of doors	2	2	\$4,891.00			3/31/2021	F
15	f	b.	Replace door hardware.	No. of doors	1	2	\$1,618.00			3/31/2021	F
16	c	b.	Replace exit sign batteries with new to provide adequate back-up time.	No. of fixtures	35	2	\$28,000.00			3/31/2021	F
17	c	b.	Replace emergency light fixture batteries with new to provide adequate back-up time.	No. of fixtures	30	2	\$22,500.00			3/31/2021	F
18	f	b.	Install a grounding jumper across water meter	No. of locations	1	2	\$1,000.00			3/31/2021	F
19	f	b.	Furnish and install outdoor rated Nema-3R panelboard and re-support properly.	No. of locations	1	2	\$5,500.00			3/31/2021	F
20	f	b.	Locations: Main Office area, Classrooms 127, 129, 131, 133, 126, 132, 122, 124, 123, 125, 120, 121, 118, Prep & Storage & Office, Art Room 116, Offices 128, 130, Library office, study and conference room, Art room adjacent office and toilet rooms, group toilet rooms near Library	No. of devices	36	2	\$36,000.00			3/31/2021	F
21	e	b.	Replace inoperable toilet and locker room exhaust systems and connect to control system.	No. of locations	20	2	\$41,000.00			3/31/2021	F
22	e	a.	Various location at exterior sidewalks: Near Boys Locker room 501 (40lf), stoop near Corridor 001 (50lf), near Band Room 110 (10lf).	Square feet	200	2	\$4,438.00			8/15/2017	F
23	f	b.	Install a concrete stoop at the exterior side of the door.	Square feet	36	2	\$1,810.00			3/31/2021	F

4. Item I.D.	5. Action I.D.	6. Priority Code	7. Specification(s)	8. Units Of Measure	9. Quantity	10. Labor Code	11. Estimated Cost (Architect / Engineer)	12. ROE Adjustment	13. ISBE Adjustment	14. Estimated Completion Date	15. Funding Type
						Original Subtotal	\$227,077.00	Adjusted Subtotal	\$227,077.00		
						Original 10.00% Contingency	\$22,707.70	Adjusted 10.00% Contingency	\$22,707.70		
						Original 10.00% A/E Fees	\$22,707.70	Adjusted 10.00% A/E Fees	\$22,707.70		
						Original Grand Total	\$272,492.40	Adjusted Grand Total	\$272,492.40		

Items with a Funding Type of 'O' are not included in the cost calculation.
35-48 (7/07) (Prescribed by ISBE for Local Board Use)

Sandwich CUSD #430

Annual Capital Expense Report – FY '21 (most significant additions include)

- | | |
|---------------|----------|
| • Caravan | \$23,014 |
| • Bus | \$73,500 |
| • Dr. Ed. Car | \$22,321 |

Sandwich CUSD #430

FY '21

Property Owned / Lease Agreements

Owned

1750 E. County Line Road, Sandwich, IL - 59.58 acres

Lease Agreements

Lease of farmland (59.58 acres) to third party:

2021 \$290/acre

Copy Machines / cost per year

2021	\$72,412
2022	\$72,412
2023	\$72,412
2024	\$72,412
2025	\$72,412