

CONTRACTUAL AGREEMENT

BETWEEN

**RIVERVIEW EDUCATION ASSOCIATION
Local #4406, IFT/AFT/AFL-CIO**

AND

BOARD OF EDUCATION

**RIVERVIEW COMMUNITY CONSOLIDATED SCHOOL
DISTRICT #2**

WOODFORD COUNTY, ILLINOIS

2011-2012 Contract

ARTICLE I -- RECOGNITION, JURISDICTION AND SCOPE	1
1.1 Recognition	1
ARTICLE II -- NEGOTIATIONS PROCEDURE	1
2.1 Bargaining of Successor Agreement	1
ARTICLE III -- ASSOCIATION AND TEACHER RIGHTS	1
3.1 Teacher Discipline and Right of Representation	1
3.2 Right to Organize	2
3.3 Meetings, Notices, and General Information	2
3.4 Providing of Materials	2
3.5 Personnel Files	3
3.6 Contracts	3
3.7 Dues Deduction	3
3.8 Fair Share	3
3.9 Jury Duty/Compulsory Appearances	4
ARTICLE IV -- EMPLOYMENT CONDITIONS	4
4.1 School Calendar	4
4.2 Workday	4
4.3 Duty Free Lunch	5
4.4 Teacher Preparation Time	6
4.5 Supervision Duties	6
4.6 Teaching Overloads	6
4.7 Teaching Assignment	6
4.8 Change in Classroom Assignment	6
4.9 Class Size	6
4.11 Safe and Healthy Environment	7
4.12 Storage	7
4.13 Teachers Meetings	7
4.14 Individualized Education Plan (IEP)/Problem Solving Meetings	7
4.15 Parent-Teacher Conferences	8
4.16 Student Report Cards	8
ARTICLE V -- TEACHER COMPENSATION	8
5.1 Salary Schedule (See Appendix B)	8
5.2 Stipend Schedule (See Appendix A)	8
5.3 Initial placement on Salary Schedule (Appendix B)	9
5.4 Vertical Advancement	9
5.5 Horizontal Advancement	9
5.6 Method of Paying Salary	9
5.7 Teacher Retirement System (TRS) Deductions	9
5.8 Contribution to Teachers' Health Insurance System (THIS)	10
5.9 Tuition	10
5.10 Workshops	10
5.11 Internal Substitution	10
5.12 Administrative Substitution	10
5.13 Detention/Saturday School Monitor/ Tutoring/Remediation/Homebound	10
5.14 Grant Writing	11
5.15 Mileage	11

ARTICLE VI -- LEAVES	11
6.1 Sick Leave.....	11
6.2 Sick Leave Bank	12
6.3 Personal Leave	12
6.4 Bereavement Leave.....	12
6.5 Professional Leave	13
6.6 Other Leaves	13
ARTICLE VII -- INSURANCE AND RELATED BENEFITS	13
7.1 Insurance Contribution.....	13
7.2 Wellness Program	14
7.3 Flexible Spending Account/529 Education Savings Plan.....	14
7.4 Term Life Insurance.....	14
7.5 Dental Insurance	14
ARTICLE VIII -- TEACHER EVALUATION.....	15
8.1 Focus of Evaluation	15
8.2 Evaluator	15
8.3 Post Evaluation Meeting	15
8.4 Receipt of Evaluation.....	15
8.5 Teachers Evaluated	15
8.6 Notification of Evaluation.....	15
ARTICLE IX -- LAYOFF PROCEDURE	16
ARTICLE X -- Early Retirement Incentive (ERI).....	16
10.1 Early Retirement Incentive (ERI)	16
ARTICLE XI -- GRIEVANCE PROCEDURE.....	17
11.1 Definitions.....	17
11.2 Procedures.....	17
11.3 Options to Waive Step One of Procedures.....	18
ARTICLE XII -- EFFECT OF AGREEMENT	18
12.1. No Strike Clause	18
12.2 Complete Understanding	18

ARTICLE I -- RECOGNITION, JURISDICTION AND SCOPE

1.1 Recognition

For the purpose of collective bargaining with respect to wages, hours and working condition, the Riverview Community Consolidated School District #2 Board of Education, hereinafter referred to as the "Board" recognizes the Riverview Education Association - IFT/AFT hereinafter referred to as the "Association" as the sole and exclusive representative for all regularly employed full time, certificated personnel, hereinafter referred to as "Teachers", excepting only "Administration" which includes the Superintendent, Administrative Assistants, Principals, and any other "supervisor", as defined in the Illinois Educational Labor Relations Act.

The Board agrees not to negotiate with any individual teacher, or group of teachers with regard to hours, wages, and working conditions unless otherwise provided for in this Agreement or unless mutually agreed to by the parties during the term of this Agreement.

This Agreement is negotiated pursuant to the Illinois Education Labor Relations Act to establish the terms and conditions of employment for the members of the bargaining unit herein defined.

ARTICLE II -- NEGOTIATIONS PROCEDURE

2.1 Bargaining of Successor Agreement

The parties shall commence bargaining for a successor agreement on or before March 15 of the year in which the agreement expires and shall bargain as per the Illinois Education Labor Relations Act and its Rules and Regulations.

ARTICLE III -- ASSOCIATION AND TEACHER RIGHTS

3.1 Teacher Discipline and Right of Representation

Dismissal of tenured teachers shall be pursuant to the Illinois School Code. Disciplinary action short of dismissal taken against any teacher shall be for cause. Removal or non-renewal of a teacher from a extracurricular assignment shall not be considered disciplinary and shall not be subject to grievance by the teacher or union. When a teacher appears before the Board or the Administration concerning any matter which could adversely affect the teacher's position or the teacher's salary, any disciplinary action or placement on remediation, the teacher shall be entitled to Association representation or a representative of the teacher's choice. If there is not Association representation, the Association shall be promptly notified of any resulting disciplinary action.

Disciplinary action other than an oral reprimand may be imposed upon an employee only for just cause. Discipline shall be progressive and corrective in nature. Corrective actions shall be documented and afford an appropriate time period for successful completion. The standard progressive steps shall be the following:

- 1) Verbal warning (as stated above)
- 2) written warning
- 3) suspension
- 4) discharge

No documentation of any disciplinary action or corrective action shall be placed in an employee's personnel file until that employee has acknowledged receipt of same and has been allowed opportunity for response to the recounting therein. A serious breach of professional conduct may warrant departure from the standard steps of discipline.

3.2 Right to Organize

Employees shall have the right to organize, join and assist the Association and to participate in professional negotiations through the recognized employee organization. The Board shall not discriminate against any employee with respect to hours, wages, terms, and conditions of employment for reasons of membership or non-membership in the Association, participating in negotiations with the Board, or the institution of any grievance, complaint or proceeding under this agreement. No employee shall be required to join the Association as a condition of employment and no employee shall be terminated because of the employee's decision not to join the Association.

3.3 Meetings, Notices, and General Information

The Association shall not be denied the following:

- A. Use of a schoolroom for its business meetings on the Thursday following the monthly Board meeting each month.
- B. Use of employee mailboxes, school email, and school designated bulletin board for the purpose of internal communications, to be located in the teacher preparation room.
- C. Use of school equipment, e.g. computers, printers, and copy machines located in the teacher preparation room subject to approval of the Administration. The Association shall reimburse the Board at cost for such use of equipment and supplies, if requested by the Administration.
- D. The Association shall have one (1) hour of the first workshop day for a meeting with faculty.

3.4 Providing of Materials

The Administration shall provide the Association president with the following:

- A. Agenda of all Board Meetings (One only).
- B. A copy of all Board minutes and support data after they have been approved by the Board, excepting that designated in the following sentence, shall be mailed or placed in the mailbox of the president of the Association as soon as practical. Any material dealing with subjects which are appropriate for closed sessions under the Open Meetings Act, including, but not by way of limitation, matters relating to employment, appointment or dismissal of personnel, need not be furnished to the Association.
- C. A copy of the Board policy manual and copies of updates as approved by the Board.
- D. A copy of the auditor's annual report.
- E. Names and addresses of newly hired teachers no later than ten (10) days after the contract has been signed by the board and the teacher.

3.5 Personnel Files

An employee shall have the right, upon reasonable request, to review the contents of his/her personnel file, excepting those items excepted under 2010 of the State Personnel Records Act ([Ill. Rev. Stat., ch. 48, 2001 et seq.]) and to place therein written actions to any of its contents. The number of pages of such written reaction shall not exceed four (4) times the number of pages to which the reaction is written. An item placed in a teacher's file after the date of contract signing, which the Superintendent judges to be related to the quality of the teacher's performance, will be given to the teacher free of charge (one (1) copy). No documentation of any disciplinary action or corrective action shall be placed in an employee's personnel file until that employee has acknowledged receipt of same and has been allowed opportunity for response to the recounting therein.

3.6 Contracts

Within thirty (30) days of ratification of this Agreement, the Board shall have sufficient copies of this agreement prepared and delivered to the Association for distribution to the teachers. In addition, the Administration shall provide all employees with a current copy of the negotiated master contract and the health benefit booklet within five (5) days of the hire date.

The Board shall not issue individual teacher contracts or employment agreements during the negotiations, before a salary schedule has been adopted, except the Board may issue individual contracts to newly appointed teachers. All current teachers shall be provided annually two (2) copies of a written employment agreement stating terms of employment for the upcoming year. One (1) copy of the employment agreement is to be signed and returned to the Superintendent's office within the first week of the new school year. One (1) copy of the employment agreement may be kept for the teacher's personal records.

3.7 Dues Deduction

The Board shall deduct from each teacher's pay the current dues of the Association, provided that the Board has as employee-executed authorization for continuing dues deduction, the amount of which shall annually be certified by the Association. The authorization shall remain in effect from year to year, except that the employee may revoke it in writing between September 1 and September 15 of any year. Upon receipt of any revocation, the Board shall notify the Association in writing of same. All dues deducted by the Board shall be remitted to the Illinois Federation of Teachers (IFT) no later than ten (10) days after such deductions are made.

3.8 Fair Share

A. All employees covered by this Agreement who choose not to belong to the Union shall pay to the Union each month their fair share cost of the services rendered by the Union that are chargeable to nonmembers under state and federal law.

B. The Union shall certify to the Board a fair share amount not to exceed the dues uniformly required of members in conformity with federal and state law and Labor Board rules.

C. Such fair share payment by nonmembers shall be deducted by the Board from the earnings of the nonmember employees and remitted to the Union within the ten (10) working days of said deduction unless required to remit a fee to the Labor Board for escrow.

D. The Board shall cooperate with the Union to ascertain the names of all employee nonmembers of the Union from whose earnings the fair share payments shall be deducted and their work locations and shall provide the Union space to post a notice concerning fair share.

E. The Union and the Board shall comply with the rules of the Labor Board concerning notice, objections and related matters contained in its fair share rules.

F. Upon adoption of any Union Internal appeal procedure, the Union shall supply the Board with a copy. In addition, the Union shall advise the Board of subsequent changes therein.

G. The Union shall indemnify and hold harmless the Board, its members, officers and agents and employees from and against any forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in any reliance on any list, notice, certification, affidavit or assignment furnished by the Union under any such provisions. The Union shall not be responsible for the attorney's fee of any attorney for the employer other than the attorney employed and supervised or directed by the Union.

H. If, during the term of this Agreement, the Labor Board or a court of competent jurisdiction rules any part of this Article void or not enforceable, the Union and the Board agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or rulings of said Labor Board or court.

3.9 Jury Duty/Compulsory Appearances

A teacher shall suffer no loss of pay, or reduction in leave time if reporting to serve on a jury except that any remuneration for such service except mileage or meal allowance shall be returned to the district.

Employees, who are required by summons or subpoena to appear for court or other judicial proceedings, including depositions, shall receive their regular salary and continuation of benefits. Employees qualifying under this provision shall suffer no loss of leave. Employees shall submit to the District any remuneration received by reason of such appearance, exclusive of any mileage or meal allowance.

ARTICLE IV -- EMPLOYMENT CONDITIONS

4.1 School Calendar

The Association president shall have advisory input into the development of the school calendar. The Board shall establish a school calendar. The calendar shall contain no more than 180 regular work days, which may include at least four (4) school improvement/institute days including the county institute day.

4.2 Workday

A. Student School Day

The student school day shall begin at 8:00 a.m. and end at 3:15 p.m. for the 2010-2011 school year. Notification of a change in the student school day shall be made to the teachers no later than ten (10) days before the first day of school; the Board retains the right to set the beginning and ending times of the student day in future years. The first student school day shall begin at 8:00 a.m. and end at 11:30 a.m.

B. Teacher Arrival and Departure

- a. Teachers shall arrive at school fifteen (15) minutes before the start of the normal student school day and shall be free to leave the building thirty (30) minutes after student dismissal on a normal student school day, provided they have no further obligations, OR
- b. Teachers shall arrive at school thirty (30) minutes before the start of the normal student school day and shall be free to leave the building fifteen (15) minutes after the student dismissal on a normal student school day, provided they have no further obligations.
- c. Notification must be made to the Administration of the choice of Arrival and Departure time no later than September 1 of each school year.

C. First Workday

On or before August 1 of each year, the Association president may provide advisory input to the Administration/Board regarding the length and agenda of the teacher's first workday and any additional early dismissal days of the first work week.

The Administration shall set and send the teachers a copy of the agenda for the first workday and early dismissal days of the first week, no later than August 10 of each year. The agenda shall be sent by mail and by email.

D. Early Dismissal/School Improvement Days

There shall be an early dismissal before Thanksgiving, Christmas, and Spring Break, and any extracurricular activity that requires five (5) or more classrooms and is scheduled within one and one half (1 ½) hours of the end of the school day. Early dismissal shall be defined as sixty (60) minutes before the normal student school day dismissal time. Students will be dismissed one hour early on school days through the end of the first week of the school year. (Example- The school starts with an 11:30 a.m. dismissal, the next three days, Wednesday, Thursday, and Friday are 2:01 p.m. dismissals. Regular school day resumes the following Monday.) The school calendar may include additional early dismissal/school improvement days.

On each School Improvement/Teacher Institute day, one hour shall be self-directed for teachers to perform professional duties. Teachers are required to remain through the end of the regular teacher workday on each early dismissal/School Improvement/Teacher Institute days.

E. Last Work Day

On or before May 15 of each year, the Association president may provide advisory input to the Administration regarding the length and agenda of the teacher's final work day of the school term.

4.3 Duty Free Lunch

During each workday, teachers shall be entitled to a duty-free lunch period equal to that of the students, but in no case less than forty (40) minutes. This time is to be in addition to the required preparation time.

4.4 Teacher Preparation Time

Teachers shall average at least thirty (30) minutes of daily preparation time over the course of a regular workweek.

4.5 Supervision Duties

The administration reserves the right to assign extra supervision duties that are necessary for the safety, order and proper decorum of the school.

4.6 Teaching Overloads

The ability of the administration to assign a teacher a paid teaching overload shall not be infringed.

4.7 Teaching Assignment

The Administration shall determine teaching assignment and class size.

Change in Assignment - A teacher will be notified of any change in assignment within ten days of official determination by the Board or after the July Board meeting but no later than July 15 prior to the beginning of the next academic school year, whichever comes first. The Board will carefully consider any change that will result in a teacher being assigned to a position for which he or she is not "highly qualified" under the NCLB law and agrees that such an assignment would only be made as a last resort. Teachers who are placed in positions for which they are not "highly qualified" under NCLB shall not be later dismissed or disciplined due to not being highly qualified for the particular position unless adequate opportunity has been given by the Board to become highly qualified. It is understood that all notifications of a change in assignments are tentative, and if it becomes necessary for an additional change in assignment, a teacher will be notified in writing and consulted as soon as possible.

Request for Transfer - Teachers requests for transfer to a different grade level or subject will be considered by the administration. Whether such a request is granted shall be the sole and exclusive responsibility of the Board acting through its Superintendent. Requests for such transfers for the following year shall be submitted in writing to the Superintendent no later than April 1.

4.8 Change in Classroom Assignment

In the event that a teacher is required to change classrooms, the teacher is responsible for packing and marking designated boxes, materials and equipment to be moved. Teachers must inform the administration that such boxes, materials and equipment is ready to be moved. Custodial staff are then responsible for moving marked boxes, materials and equipment within ten (10) working days of teacher notice. In the event that such materials, boxes, and equipment is NOT moved within ten (10) working days, teachers shall be compensated at the rate of ten (10) dollars per hour, so long as prior notice was given to administration. This applied only to the items within the classroom assignment.

4.9 Class Size

The Board and Association recognize that the pupil-teacher ratio has an important bearing on the quality of the education program. The parties agree maintaining reasonable class sizes is an important goal

while recognizing that District resources are limited. The parties further agree that the Board will strive to maintain class sizes in accordance with the following guidelines:

- (1) below 25 students in primary grades (K-4);
- (2) below 28 students in middle grades (5-8);
- (3) with the exception of those classes which have traditionally been larger such as physical education.

In the event that the Board determines that an additional teacher must be added due to additional students registering late, the Board will make every effort to hire that teacher prior to the fourth week of school. In lieu of filing a grievance, the Association or individual teachers shall submit their concerns directly to Labor Management Committee (LMC). The LMC will address general and specific class size and composition concerns and may make recommendations to the Board.

4.10 Posting of Vacancy

All vacancies for certificated positions and for positions included in Article 5 and Appendix A shall be posted for at least five (5) days via email and in writing posted to the Association bulletin board. Additionally, the Administration shall make a good faith effort to mail/email notice to the Association President during the summer vacation. Teachers currently employed shall be considered equally with other applicants.

4.11 Safe and Healthy Environment

The Administration, on behalf of the Board, shall make every reasonable effort to maintain a safe and healthy work environment.

4.12 Storage

The Administration reserves the right to assign storage areas to teachers, organizations, and additional staff members.

4.13 Teachers Meetings

Teacher meetings will be held immediately after school (3:25 p.m.) and will end no later than 4:15 p.m. on the Wednesday after the monthly Board meeting.

There shall be no more than three required meetings of the teachers per month; one of which shall be the monthly teachers meeting; one of which shall be designated for collaboration for Response to Intervention (RTI); one of these may be a committee meeting, such as RTI, School Improvement or additional committees suggested by this contract, Administration or the teachers.

4.14 Individualized Education Plan (IEP)/Problem Solving Meetings

A. Whenever practicable, Individualized Education Plans (IEP)/Problem Solving meetings shall be scheduled at a time of the day that does not interfere with the normal routine of the teacher. In the event that this is not practicable, a substitute will be provided.

B. Teachers shall be compensated at the substitute rate for an IEP/ Problem Solving meeting **only** if the start of the meeting is scheduled outside the teachers work day. (Example-Teacher workday ends at 3:45 p.m. or 4:00 p.m. and the meeting is scheduled for a 4:00 p.m. or 4:30 start.) Prior written approval is needed from the Administration.

C. Teachers shall be compensated at the substitute rate for an IEP/ Problem Solving meeting occurring during teacher preparation time **only** if the preparation average time drops below 30 minutes per day for that work week. Prior written approval is needed from the Administration.

4.15 Parent-Teacher Conferences

Parent-Teacher conferences shall be scheduled with advisory input from the Association president. On Parent-Teacher conference days, students shall be dismissed at 11:30 a.m. and teachers shall then have access to two (2) hours for preparation for conferences.

4.16 Student Report Cards

Report cards shall be distributed on the last day of the student school week following the end of the grading period.

Grades shall be completed and reported to the Administration by the end of the first day of the following grading period.

Fourth quarter grades and the Eighth graders grades shall be completed and reported to the Administration on a date to be determined annually on or before the May teacher meeting.

ARTICLE V – TEACHER COMPENSATION

5.1 Salary Schedule (See Appendix B).

5.2 Stipend Schedule (See Appendix A).

Board retains the right to leave any position listed on the Appendix A vacant.

The Board may make coaching and activity sponsor assignments for positions included on Appendix A and for positions within this Article V at its discretion, provided that A) bargaining unit members shall be considered for these duties and B) incumbent teachers who desire to retain their assignment will not be removed without an articulable basis by the Board. A yearly contract will be provided for each position on Appendix A and for positions within the Article V. Only those persons having a valid contract will be paid. Pay will be at the end of the performance of the duties, unless otherwise agreed upon by both parties.

Should an individual on behalf of Riverview CCSD #2 host a county, conference, regional, sectional or state tournament in any activity listed on Appendix A shall be compensated one-hundred dollars (\$100) at the conclusion of that said event.

Positions listed on Appendix A shall have job descriptions included in Board Policy.

The Board reserves the right to appoint non-bargaining unit members to any position listed in Appendix A.

All positions listed in Appendix A that are filled by non-bargaining unit members shall be posted every year.

5.3 Initial placement on Salary Schedule (Appendix B)

Teachers new to the District shall be placed initially on the Salary Schedule at that step reflecting their actual years of teaching experience.

Teachers with more than ten (10) years of experience shall be guaranteed credit for at least half but not to exceed actual years of experience.

5.4 Vertical Advancement

Teachers shall be moved one vertical step on the Salary Schedule (Appendix B) each year. Teachers who work more than ninety (90) days in a given school year shall be given vertical advancement at the beginning of the following school year.

5.5 Horizontal Advancement

College credit from an accredited institution for completing a course study with a grade of "B" or better working towards an advanced degree or a "C" in all other situations, which course of study in the opinion of the Superintendent, will enhance the teacher's competency or technique while performing assigned duties in the District, shall count toward horizontal advancement recognized for a given year. An official transcript must be presented to the Superintendent prior to the first day of school for that year.

In order to have the horizontal advancement recognized for the second semester of a given year, an official transcript of the work must be presented to the Superintendent between January 15 and February 15 of that year. In the event of second semester horizontal advancement, half (1/2) of the horizontal move stipend will be paid during the remainder of the period through Aug 30. Such payment shall begin not more than thirty (30) days after filing of the official transcript with the amount due being prorated among the remaining pay periods.

Hours previously held by a teacher on the salary schedule and not included within the Masters Education program shall be added to the teacher's horizontal placement in and beyond the MA column.

5.6 Method of Paying Salary

There shall be twenty-six (26) pay periods. Payday shall be every other Friday. Should a payday fall on a holiday, then the payday shall be the last preceding business day. Teachers shall receive their pay stubs via paper copy in a sealed envelope in their teacher mailboxes. During the summer months teachers shall receive their pay stubs via paper copy sealed and mailed to their primary residence. In accordance with District procedures, teachers are required to designate a bank and account for direct deposit purposes and to complete any necessary paperwork prior to receiving their first paycheck.

5.7 Teacher Retirement System (TRS) Deductions

The Board shall pay the teacher's nine and four tenths percent (9.4%) obligation to the Teacher Retirement System (TRS) both the base salary and the salary with TRS shall be included on the Teachers' Salary Schedule (Appendix B), the Stipend Schedule (Appendix A), and the positions listed in Article V.

Should the teacher's required contribution to the TRS be increased the teacher shall be solely responsible to pay that amount that is more than the nine and four tenths percent (9.4%) required.

5.8 Contribution to Teachers' Health Insurance System (THIS)

The Board shall pay toward the Teachers' Health Insurance System (THIS) (on behalf of each teacher an amount equal to sixty-six hundredths of one percent (.66%) of the teacher's salary.

5.9 Tuition

The rate of reimbursement to teachers for approved credits earned shall be the lesser of the actual cost per semester hour or the cost per semester hour at Illinois State University for an Illinois resident taking a graduate course. The Board shall reimburse at the above stated rate for up to 13 semester hours per year. The course must be passed with a grade of "C" or better, to be reimbursed at the above stated rate. The course must be approved in advance by the Administration. The teacher who earns college credit during the summer must return to the service of the District at the beginning of the school year subsequent to the end of the course to be eligible for reimbursement.

Payment will be made at such time as the official transcript is received at the District office.

5.10 Workshops

The Board shall reimburse workshop tuition cost if the workshop(s) meet the standards of the State Board of Education's recertification requirements and are needed for recertification. Every fifteen (15) hours of workshops equal one (1) hour of salary schedule credit. The workshop must be approved in advance by the Administration for reimbursement.

Horizontal advancement shall be administered as set forth in Section 5.5 of this agreement.

5.11 Internal Substitution

Any teacher, who is requested by the Superintendent to substitute for an absent teacher during a preparation period, and perform the duties of a substitute teacher, shall be paid at the rate of \$30.00 per clock hour in addition to the regular pay. Teachers fulfilling assignment outside of the normal work day as a result of multi-hazard emergencies (i.e. natural, biological, technological or manmade hazards giving rise to disasters and or crises) shall be compensated at the internal substitute rate of pay.

5.12 Administrative Substitution

Any teacher who is requested by the Administration to substitute for an absent administrator during a given student attendance day, will be compensated at a daily stipend rate of twenty-five (\$25) dollars. The stipend is to be paid if the assignment exceeds one half (1/2) day. The teacher is free to accept or reject the assignment.

5.13 Detention/Saturday School Monitor/ Tutoring/Remediation/Homebound

At the beginning of each semester, teachers shall be given the opportunity to express interest in performing the duties listed below. Assignment to duties listed below shall be made in seniority order rotating of those teachers who have expressed interest for that duty.

The list shall operate as a rotation, days will be assigned at the beginning of the semester for those

teacher interested. If an interested teacher cannot cover their assigned day, substitutes will be made from within the list of interested teachers, evenly assigned by the Administration. If Detention/Saturday School does not occur on a teacher's assigned day, due to weather, other school activities or no students in need of detention, the teacher loses that turn in the rotation.

The following list is open only to bargaining unit members. Teachers shall be compensated at designated rate(s).

Detention	\$20.00 per clock hour
Saturday School Monitor	\$15.00 per clock hour
Tutoring	\$20.00 per clock hour
Homebound	\$20.00 per clock hour

If no bargaining unit members are interested then the administration shall assign all bargaining unit members to the rotation list in seniority order for that semester.

5.14 Grant Writing

Teachers who choose to submit a grant proposal shall be entitled to compensation at the following rates and under the following conditions:

Grant value	Stipend
\$500 - \$999	\$50.00
\$1,000 - \$4,999	\$200.00
\$5,000 - \$9,999	\$400.00
\$10,000 and greater	\$600.00

1. To be eligible for stipends, teacher(s) submitting a grant proposal must have prior approval from the Superintendent.
2. Collaborative work on grant submissions shall equally share the stated stipend.

5.15 Mileage

For all approved functions, mileage shall be reimbursed in the amount authorized by the Internal Revenue Service (IRS). If during the term of this contract the IRS adjusting the non-taxable reimbursement for such mileage, then upon notice to the Administration, the mileage reimbursement shall be adjusted to the level allowed by the IRS for non-taxable reimbursement.

ARTICLE VI -- LEAVES

6.1 Sick Leave

Sick leave use shall be pursuant to Section 24-6 of the School Code. Teachers shall accumulate an annual allotment of sick leave per year as set forth in the grid below.

Years	Days per year
1 to 10	13

Teachers may accumulate up to three hundred forty (340) sick days plus that year's allotment. Any days over three hundred forty (340) sick days at the end of the school year will not be carried over or compensated for. The Teacher will then start the next school year with three hundred forty (340) sick days plus that year's allotment.

6.2 Sick Leave Bank

Each teacher may contribute one (1) accumulated sick day per year to a sick leave bank. The sick leave bank shall be governed by a joint Administration-Association committee; the committee shall consist of two (2) members appointed by the Administration and two (2) members appointed by the Association president. The program shall be voluntary; however, only those employees who contribute to the bank shall be able to participate in the program.

To make a withdrawal from the sick leave bank, the employee must have exhausted his/her personal sick leave. The employee must apply to the committee for the withdrawal. Award of leave time to part-time staff shall be on an hourly basis to reflect regularly scheduled hours of work. The decision of the committee shall be final and not subject to the grievance procedure. Under no circumstances may teacher utilize more than forty-five (45) days of sick leave from the sick leave bank in a three year time period

The sick bank shall accumulate the contributed sick days each year not to exceed one hundred eighty (180) sick days in a given school year.

6.3 Personal Leave

Each full-time teacher shall be granted two (2) personal days per year. Requests for use of a personal day must be approved by the Administration two (2) days in advance. Requests for use of a personal day before or after a holiday shall be submitted in writing to the Administration for approval at least thirty (30) days in advance. In case of an emergency, the Administration may waive the above restriction.

Personal leave days not used shall be added to accumulated sick leave.

6.4 Bereavement Leave

Each Faculty member who is absent from work to attend the funeral of a family member or member of the household shall be paid at his/her contract rate of pay for the actual time lost from his/her scheduled work time by reason of such funeral, up to a maximum of 2 consecutive working days. Such absences shall be separate from the employee's sick leave and shall be non-cumulative, with the exception that approved absences beyond 2 consecutive days will be taken from sick leave days.

6.5 Professional Leave

Each full time teacher may use two (2) non-cumulative professional leave days per year under the following conditions:

1. The Administration may request teachers to go to a professional meeting for one (1) to three (3) days with the current stipulation.
2. The teacher must request the day in writing at least five (5) days in advance of the date requested. Such a request must contain sufficient information for the Administration to determine whether the potential value of the professional leave experience which is proposed warrants granting of that specific request.
3. In the event the professional leave request is denied, the teacher may submit a request for an alternate professional leave day. The teacher may also request the Administration recommend an alternate professional leave experience which he/she believes would be valuable enough to warrant granting the use of a professional leave day.
4. The Board will pay for a substitute teacher for all approved professional leave days. The teacher must pay all expenses beyond the original request which are incurred as a result of the teacher's attendance at the professional leave day experience
5. The Administration may at his/her discretion restrict the number of teachers allowed to be gone to a professional leave experience on any given day.
6. Within seven (7) days of the teacher's professional leave experience, the teacher must provide the Administration with a written summary of the pertinent information the teacher gained as the result of his/her attendance at the professional leave experience. The Administration may share this summary with the faculty as he/she deems advisable.
7. All unused professional leave days shall expire at the end of the given school year.

6.6 Other Leaves

A leave of absence of up to two (2) years without pay may be granted to an employee at the absolute discretion of the Board and providing the Board determines a reasonable need for such leave. If the Association makes a timely request to be heard, Association viewpoints will be heard prior to the final approval or disapproval. The teacher shall have the option of continuing the teacher's insurance coverage if the insurance carrier is agreeable.

ARTICLE VII -- INSURANCE AND RELATED BENEFITS

7.1 Insurance Contribution

All teachers who desire and who qualify will be covered by a group medical insurance policy.

The Board will pay eighty (80%) percent of the single subscriber rate for each teacher taking insurance. The Board will also pay the following portions of the extra cost for dependent coverage:

Teacher	80%
Teacher 80% + Spouse	80%
Teacher 80% + Child	80%
Teacher 80% + Family	70%

The Board may provide additional voluntary insurance options from time to time.

1. All teachers who wish to be covered by this policy will notify the Board by September 1 by completing an enrollment or declension form. Changes in coverage may be made with the concurrence of both Board and the Association.

2. Any difference between the cost of the insurance and what the Board contributes shall be deducted in equal installments from the paychecks of the teachers who have dependent coverage.

The Board and Association will establish a joint Insurance Committee to investigate and make suggestions concerning selection of the Insurance for the Board. The committee shall consist of two (2) members appointed by the Administration and two (2) members appointed by the Association.

Additional Insurance Contribution/Plan Reimbursement (See Appendix C)

7.2 Wellness Program

The Board will pay the cost of any yearly flu shots the teacher receives upon presentation of a paid receipt or statement from a doctor.

7.3 Flexible Spending Account/529 Education Savings Plan

The Board shall provide an opportunity for teachers to annually designate amounts to be tax sheltered under a flexible spending account/529 Education Savings Plan. Costs for administration of these plans shall be borne by the Board.

7.4 Term Life Insurance

The Board shall provide, for any teacher twenty thousand dollars (\$20,000) in Term Life Insurance.

All teachers who wish to be covered by this policy will notify the Board by September 1 by completing an enrollment or declension form. Changes in coverage may be made with the concurrence of both the Board and the Association.

7.5 Dental Insurance

The Board shall provide, for any teacher Dental Insurance.

All teachers who wish to be covered by this policy will notify the Board by September 1 by completing an enrollment or declension form. Changes in coverage may be made with the concurrence of both the Board and the Association.

ARTICLE VIII -- TEACHER EVALUATION

8.1 Focus of Evaluation

The primary focus of teacher evaluation is to improve instruction. Teacher evaluation requires teachers to meet established performance expectations. This process must be continuous and constructive, and must take place in an atmosphere of mutual trust and respect. The process is designed to encourage productive dialogue between staff and supervisors and to promote professional growth and development.

8.2 Evaluator

The Administration shall evaluate each teacher in writing. This evaluation shall follow directly a period of observing the teacher at his/her work, for at least, a majority of a class period. In the case of a classroom teacher, the observation shall be made from within the classroom. No formal observation of a teacher shall take place during the first five (5) days of student attendance or the last five (5) days of student attendance of the school year.

8.3 Post Evaluation Meeting

The evaluation shall be followed by an interview and discussion of the evaluation with the teacher. The interview/ shall be held after the preparation of the written evaluation, but within five (5) school days after the observation and prior to its inclusion in the teacher's personnel file.

8.4 Receipt of Evaluation

The teacher shall sign the evaluation form acknowledging receipt. The teacher's signature on the evaluation shall denote only that the teacher has seen the evaluation. The teacher shall have the right if he/she chooses to provide a written explanation. Such responses should be in writing for inclusion in the teachers personnel file. The teacher shall have up to five (5) school days to review the written evaluation prior to signing.

8.5 Teachers Evaluated

Non-tenured teachers will be evaluated twice (2) each school year and tenured teachers once (1) every other school year unless additional evaluations are, for legitimate educational reasons, deemed desirable by the Administration. Teachers for whom additional evaluations are deemed necessary shall be notified in writing by the Administration of the reasons for such evaluations. Said notification may be accomplished through the evaluation instrument itself. Written notification shall not limit the scope of subsequent evaluation.

8.6 Notification of Evaluation

Prior to the initiation of the evaluation process each teacher shall be acquainted with the steps in the process and instrument to be used. This orientation will be completed by the Administration on the first day of the school year. During this orientation, teachers shall be provided a copy of the instrument to be used during the evaluation process.

ARTICLE IX -- LAYOFF PROCEDURE

9.1 During the first semester of the 2011-2012 school year, a committee shall review and as required by law (1) update the teacher evaluation plan and instrument so as to have it in place September 1, 2012; and (2) discuss the parameters of a new layoff and recall list as provided by law. The committee shall consist of two persons appointed by the Superintendent and two bargaining unit members appointed by the President of the union. The committee shall hold its first meeting no later than September 15, 2011 and shall complete its work no later than December 15, 2011. This committee shall not address those changes which need not be implemented during the term of this contract. As directed by the School Code, however, the parties shall establish a second joint committee to discuss the creation of a new Evaluation Plan within 60 days of the release of a model Evaluation Plan completed by the Performance Evaluation Advisory Council should such release occur during the term of this Agreement.

ARTICLE X -- Early Retirement Incentive (ERI)

10.1 Early Retirement Incentive (ERI)

Teachers with ten (10) or more years of service in the district are eligible to receive additional compensation as they approach retirement under the terms of this Early Retirement Incentive (ERI). To be eligible for the ERI, the Teacher must retire during a certain specified window period. Specifically, teachers must retire at the end of the school year in which: (1) he/she is first eligible to receive a, non-discounted retirement annuity under the provisions of Section 133(B) of the Teachers' Retirement System (TRS) law [40 ILCS 5/16-133(B)] or at the end of any school year thereafter, provided, however, that this incentive shall only be available until such time as the teacher accumulates thirty-five (35) years of creditable service; or (2) he/she first accumulates thirty-five (35) years of creditable service and retires under the Early Retirement without discount Option (ERO) under section 133.2 of the TRS law [40 ILCS 5/16-133.2], whichever first occurs. The incentive is not available until Teachers can retire without the one-half percent (0.5%) per month reduction to his or her retirement annuity. Further, the incentive is not available until the employee can retire without obligating the teacher or the district to make member or employer contributions under the ERO.

In order to receive the additional compensation available under this Early Retirement Incentive (ERI), eligible teachers must deliver a non-revocable letter of resignation to the Board no later than August 1 of the year preceding the first year of receipt of the Early Retirement Incentive (ERI). The resignation must reference an intent to retire under this Early Retirement Incentive (ERI) Policy. (this sentence may need to be re added if contract is not negotiated by July 1, 2010.) The Board shall notify the Association of the acceptance of a notice of retirement, within ten (10) days of said action.

For purposes of this Section 9.1, a teacher's "TRS Base Salary" means the teacher's base salary as reported on the district's Salary Schedule (Appendix B) together with yearly TRS contributions paid on the base salary by the Board on behalf of the teacher. TRS Base Salary does not include any compensation paid to a teacher for positions listed on the Appendix A or within Article V of this agreement. In addition, the term "Year" shall mean "school year" and not "calendar year."

A teacher who elects to receive this Early Retirement Incentive (ERI) by submitting a timely resignation as provided above shall be entitled to an increase in salary during their final years of employment. The teacher's TRS Base Salary for the last years of employment shall be calculated as follows:

The teacher shall be entitled to a TRS Base Salary equal to the amount set forth on the prior year's salary schedule plus an additional five and seven tenths percent (5.7%) for up to four (4) years upon timely notice of resignation having been submitted.

ARTICLE XI -- GRIEVANCE PROCEDURE

11.1 Definitions

1. A grievance shall be any claim by the Riverview Education Association (REA), hereinafter referred to as the "Association", or teacher that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement.
2. All time limits shall consist of all days when school is in session. After the last day of each current school year, all time limits double, until the first day of the succeeding school year begins.
3. Any grievance which is filed at any step and is not heard or responded to within the stated time limits may be appealed to the next step.
4. A grievance must be filed within ten (10) days of the event giving rise to the grievance or within ten (10) days after a reasonably alert person would have become aware of such a grievance.

11.2 Procedures

The parties hereto acknowledge that it is usually most desirable for teacher and his/her immediately involved supervisor to resolve problems through free and informal communications. If, however, the informal process (including the utilization of the "LMC") fails to satisfy the teacher, a grievance may be processed as follows:

Step 1. The teacher or Association shall present the grievance in writing setting forth the contract section(s) allegedly violated, details of the grievance and the relief being requested in addition to the date of the occurrence giving rise to the grievance. The immediately involved supervisor will arrange for a meeting to take place between the grievant and the immediate supervisor within ten (10) days of the date the grievance is received. The grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decisions within ten (10) days of the grievance meeting.

Step 2. If the grievance is not resolved at Step 1, then the Association may appeal the grievance to the Administrator or his/her official designee within ten (10) days of the Step 1 response. The Administrator shall arrange for a meeting to take place with the Association within ten (10) days of the date the appeal is received. The teacher and the Association shall be provided with the Administrator's written response, including the reasons for the decision within ten (10) days of the grievance meeting.

Step 3. If the Association is not satisfied with the disposition of the grievance at Step 2, the Association may appeal the grievance to the Board for consideration. If the matter is not appealed to the Board within twenty (20) days of the date of the Step 2 response, then the grievance shall be deemed withdrawn. The Board shall consider the grievance at the next regularly scheduled board meeting or, in the event that the next regularly scheduled board meeting is less than five (5) working days subsequent to the

receipt of the appeal, at the following regularly scheduled board meeting. The Association shall be provided with the Board's written response within ten (10) working days of the meeting.

Step 4. If the Association is not satisfied with the disposition of the grievance at Step 3, the Association may submit the grievance to final and binding arbitration. Under such circumstances, the association shall provide a demand for arbitration to the Board who shall request a panel of arbitrators from the Illinois Educational Labor Relations Board (IELRB) so long as such agency provides such services. If the IELRB ceases to provide such services, the parties shall utilize the Federal Mediation and Conciliation Service (FMCS) to provide a list of arbitrators. Arbitration costs including arbitrator fees, expenses and other costs such as that of a court reporter shall be shared equally by the Association and the Board. The parties shall bear their own costs for attorneys. If a demand for arbitration is not filed within twenty (20) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn.

1. Neither, the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.
2. The arbitrator shall have no power to alter the terms of this Agreement.

11.3 Options to Waive Step One of Procedures

If the Association and the Administration agree, Step 1 of the grievance procedure may be bypassed and the grievance brought directly to Step 2.

ARTICLE XII -- EFFECT OF AGREEMENT

12.1. No Strike Clause

The Association agrees that under no circumstances will it authorize, sanction, condone or acquiesce in, nor will any member of the Association take part in any strike or withholding of complete services, during the term of this agreement.

12.2 Complete Understanding

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

This agreement is made and entered into this 13th day of September, 2011 between the Board of Education of Riverview Community Consolidated School District #2, Woodford County, Illinois, and the Riverview Education Association, Local #4406, IFT/AFT/AFL-CIO. This agreement is effective from July 1, 2011, through June 30, 2012.

RIVERVIEW EDUCATION ASSOCIATION
Local #4406, IFT/AFT/AFL-CIO

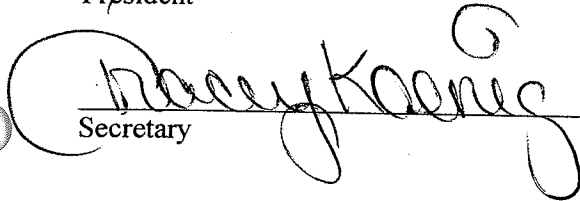
BOARD OF EDUCATION
RIVERVIEW COMMUNITY CONSOLIDATED
SCHOOL DISTRICT #2,
WOODFORD COUNTY, ILLINOIS



President



President



Secretary



Secretary

Appendix A

Activity	Stipend w/TRS
Athletic Director	\$1575.00
Girls Softball	\$1075.00
Boys Baseball	\$1075.00
Boys/Girls Cross Country	\$1075.00
Boys 7th/8th Basketball Team #1	\$1575.00
Boys 7th/8th Basketball Team #2	\$1575.00
Boys 5th/6th Basketball	\$1050.00
Girls 7th/8th Basketball Team #1	\$1575.00
Girls 7th/8th Basketball Team #2	\$1575.00
Volleyball Head Coach Team #1	\$1575.00
Volleyball Assistant Coach Team #2	\$ 650.00
Boys Track	\$1575.00
Girls Track	\$1575.00
Cheerleading	\$1025.00
Student Council	\$1275.00
Scholastic Bowl	\$1075.00
Literary Contest	\$775.00
School Play	\$500.00
SAP Program/Homeless liaison	per play not to exceed 2 per school year \$750.00

Appendix B

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	1.00% Riverview																		
2	Base																		
3	33429 30286																		
4	w TRS sal only																		
5	9.40% TRS																		
6	Step	BA	BA+8	BA+15	BA+24	MS/	MS+8	MS+15	MS+24	MS+30									
7	0	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only
8	1	33429	30286	33666	30683	34303	31079	34742	31476	35179	31872	35618	32270	35997	32613	36435	33011	36873	33407
9	2	33950	30759	34387	31155	34825	31551	35263	31949	35701	32345	36139	32742	36518	33086	36957	33483	37394	33879
10	3	34493	31251	34931	31647	35368	32044	35807	32441	36244	32837	36683	33234	37062	33578	37500	33975	37938	34371
11	4	35059	31763	35496	32159	35933	32556	36372	32953	36809	33349	37248	33746	37627	34090	38065	34487	38503	34883
12	5	35642	32292	36080	32688	36518	33085	36956	33482	37393	33878	37831	34275	38269	34672	38707	35069	39145	35465
13	6	36226	32821	36664	33217	37101	33614	37539	34011	37977	34407	38415	34804	38952	35291	39390	35687	39828	36084
14	7	36810	33349	37247	33746	37685	34143	38123	34540	38561	34936	38999	35333	39635	35910	40073	36306	40511	36703
15	8	37393	33878	37831	34275	38269	34672	38707	35069	39145	35465	39583	35862	40318	36528	40756	36925	41194	37322
16	9	38036	34460	38473	34857	38911	35254	39349	35650	39787	36047	40225	36444	41001	37147	41439	37544	41877	37941
17	10	38678	35042	39116	35439	39553	35635	39991	36232	40429	36629	40867	37026	41684	37766	42122	38163	42560	38559
18	11						40196	36417	40634	36814	41071	37211	41509	37607	42367	38385	42805	38782	43243
19	12						40838	36999	41276	37396	41714	37793	42151	38189	43051	39004	43488	39400	43926
20	13						41480	37581	41918	37978	42356	38374	42794	38771	43734	39623	44171	40019	44609
21	14						42122	38163	42560	38559	42998	38956	43436	39353	44417	40242	44855	40638	45292
22	15						42764	38745	43202	39141	43640	39538	44078	39935	45100	40860	45538	41257	45975
23	16						43407	39326	43845	39723	44282	40120	44720	40517	45783	41479	46221	41876	46659
24	17						44049	39908	44487	40305	44925	40702	45362	41098	46466	42098	46904	42495	47342
25	18						44691	40490	45129	40887	45567	41284	46005	41680	47149	42717	47587	43114	48025
26	19						45333	41072	45771	41469	46209	41866	46647	42262	47832	43336	48270	43732	48708
27	20						45975	41654	46413	42050	46851	42447	47289	42844	48515	43955	48953	44351	49391
28	21						46618	42236	47056	42632	47493	43029	47931	43426	49198	44573	49636	44970	50074
29	22						47260	42817	47698	43214	48136	43611	48573	44008	49881	45192	50319	45589	50757
30	23						47902	43399	48340	43796	48778	44193	49216	44589	50564	45811	51002	46208	51440
31	24						48544	43981	48982	44378	49420	44774	49858	45171	51247	46430	51685	46827	52123
32	25						49186	44563	49624	44960	50062	45356	50500	45753	51930	47049	52368	47446	52806
33	26						49829	45145	50267	45541	50704	45938	51142	46335	52613	47668	53051	48064	53489
34	27						50471	45727	50909	46123	51347	46520	51784	46917	53297	48287	53734	48683	54172
35	28						51113	46308	51551	46705	51989	47102	52427	47499	53980	48905	54417	49302	54855
36	29						51755	46890	52193	47287	52631	47684	53069	48080	54663	49524	55100	49921	55538
37	30						52397	47472	52835	47869	53273	48265	53711	48662	55346	50143	55784	50540	56221
38	31						53040	48054	53477	48451	53915	48847	54353	49244	56029	50762	56467	51159	56904
39	32						53682	48636	54120	49032	54558	49429	54995	49826	56712	51381	51778	57588	52174
40	33						54324	49218	54762	49614	55200	50011	55638	50408	57395	52000	57833	52396	58271
41	34						54966	49799	55404	50196	55842	50593	56280	50990	58078	52619	58516	53015	58954
42	35						55608	50381	56046	50778	56484	51175	56922	51571	58761	53237	59199	53634	59637
43	w TRS sal only																		
44																			
45																			
46																			
47																			
48																			
49																			
50																			
51																			
52																			
53																			
54																			
55																			
56																			
57																			
58																			
59																			
60																			
61																			
62																			
63																			
64																			
65																			
66																			
67																			
68																			
69																			
70																			
71																			
72																			
73																			
74																			
75																			
76																			
77																			
78																			
79																			
80																			
81																			
82																			
83																			
84																			
85																			
86																			
87																			
88																			
89																			
90																			
91																			
92																			
93																			
94																			
95																			
96																			
97																			
98																			
99																			
100																			

Appendix C

SCHEDULE OF BENEFITS

AUGUST 1, 2011 TO JULY 31, 2012

IMPORTANT INFORMATION ABOUT PLAN BENEFITS FOR
RIVERVIEW GRADE SCHOOL

Benefits and limits (i.e. visit or dollar limits) are per calendar year, unless specifically stated otherwise.

This schedule provides an overview of the Plan benefits. For a more detailed description of Plan benefits, refer to the "Medical Covered Expenses" section.

DEDUCTIBLES, COINSURANCE, OUT-OF-POCKET LIMITS, LIFETIME MAXIMUM BENEFIT AND OFFICE VISIT COPAYMENTS		
BENEFIT FEATURES	IN NETWORK BENEFITS	OUT OF NETWORK BENEFITS
Individual Deductible	\$500 per covered person	\$2,500 per covered person*
Family Deductible	\$1,500 per covered family 3x individual maximum	\$5,000 per covered family*
Coinsurance	The Plan pays 100%	The Plan pays 80%
Individual Out-of-Pocket OPX <i>Deductible is included; Copays are NOT included</i>	\$500 per covered person**	\$5,000 per covered person***
Family Out-of-Pocket OPX <i>Deductible is included; Copays are NOT included.</i>	\$1,500 per covered family**	\$10,000 per covered family***
Lifetime Maximum Benefit	Unlimited	Unlimited

*** THE OUT OF NETWORK DEDUCTIBLE WILL NOT BE REIMBURSED; ANY IN NETWORK DEDUCTIBLE WILL BE CREDITED TOWARDS THE OUT-OF-NETWORK.**

**** Copays do not count towards your Deductible**

***** THE OUT-OF-NETWORK OUT-OF-POCKET MAX WILL NOT BE REIMBURSED; ANY DEDUCTIBLE PORTION IN OR OUT-OF-NETWORK IS CREDITED TOWARDS THE OUT-OF-NETWORK OPX**

SCHEDULE OF BENEFITS (continued)

DEDUCTIBLES, COINSURANCE, OUT-OF-POCKET LIMITS, LIFETIME MAXIMUM BENEFIT AND OFFICE VISIT COPAYMENTS		
BENEFIT FEATURES	IN NETWORK BENEFITS	OUT OF NETWORK BNEFITS
(PCP) Office Visit	\$10	Not applicable; subject to deductible & coinsurance
Specialist Office Visit	\$30	Not applicable; subject to deductible & coinsurance
Prescription Copay	\$5 Generic \$10 Brand Name / Formulary \$25 Non-Brand / Non-Fromulary	
Primary Care Physician (PCP) is defined as a family practice physician, pediatrician, doctor of internal medicine, general practitioner, nurse practitioner, physician assistant, registered nurse and retail/minute clinic. A specialist would be all other <i>qualified practitioners</i> .		

MEDICAL CLAIMS REIMBURSEMENT:

ALL Explanation of Benefits (EOB) and Prescription labels need to be send (mail, fax or e-mail) to:

Kuhl & Company Insurance
 Heike Goodin
 632 W Jefferson
 Morton, IL 61550

or fax: 309-266-0011 (direct & confidential)

Please provide an e-mail address so I can confirm that your request has been received.

Reimbursements will be processed upon receipt and any payments will be issued to the member.

Appendix A

Activity	Stipend w/TRS
Athletic Director	\$1575.00
Girls Softball	\$1075.00
Boys Baseball	\$1075.00
Boys/Girls Cross Country	\$1075.00
Boys 7th/8th Basketball Team #1	\$1575.00
Boys 7th/8th Basketball Team #2	\$1575.00
Boys 5th/6th Basketball	\$1050.00
Girls 7th/8th Basketball Team #1	\$1575.00
Girls 7th/8th Basketball Team #2	\$1575.00
Volleyball Head Coach Team #1	\$1575.00
Volleyball Assistant Coach Team #2	\$ 650.00
Boys Track	\$1575.00
Girls Track	\$1575.00
Cheerleading	\$1025.00
Student Council	\$1275.00
Scholastic Bowl	\$1075.00
Literary Contest	\$775.00
School Play	\$500.00
SAP Program/Homeless liaison	per play not to exceed 2 per school year \$750.00

Appendix B

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	1.00% Riverview																		
2	Base 33429 30286																		
3	w TRS sal only																		
4	9.40% TRS																		
5	Step	BA	BA+8	BA+15	BA+24	MS/	MS+8	MS+15	MS+24	MS+30									
6	0	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only
7	1	33429	30286	33866	34303	31079	34742	31478	35179	31872	35618	32270	35997	32613	36435	33011	36873	33407	
8	2	33950	30759	34387	31155	34825	31949	35701	32345	36139	32742	36518	33086	36957	33483	37394	33879		
9	3	34493	31251	34931	31647	35368	32044	32441	32837	36683	33234	37062	33578	37500	33975	37938	34371		
10	4	35059	31763	35496	32159	35933	32556	32953	36809	33349	37248	33746	37627	34090	38065	34487	38503	34883	
11	5	35642	32292	36080	32688	36518	33085	33482	37393	33878	37831	34275	38269	34672	38707	39145	35465		
12	6	36226	32821	36664	33217	37101	33614	37539	34011	37977	34407	38415	34804	38952	35291	39390	35687	39828	36084
13	7	36810	33349	37247	33746	37685	34143	38123	34936	38999	35333	39635	35910	40073	36306	40511	36703		
14	8	37393	33878	37831	34275	38269	34672	38707	35069	39145	35465	35862	40318	36528	40756	36925	41194	37322	
15	9	38036	34460	38473	34857	38911	35254	39349	35650	39787	36047	40225	36444	41001	37147	41439	37544	41877	37941
16	10	38678	35042	39116	35439	39553	36332	40429	36629	40867	42122	38163	42560	38559	43926	39797			
17	11																		
18	12																		
19	13																		
20	14																		
21	15																		
22	16																		
23	17																		
24	18																		
25	19																		
26	20																		
27	21																		
28	22																		
29	23																		
30	24																		
31	25																		
32	26																		
33	27																		
34	28																		
35	29																		
36	30																		
37	31																		
38	32																		
39	33																		
40	34																		
41	35																		
42	36																		
43	37																		
44	38																		
45	39																		
46	40																		
47	41																		
48	42																		

w TRS sal only
 48,248.09 JAD
 1 Plethmar 4885 43837
 2 Kuehn 5302 48745
 3 53,118.48 JAD

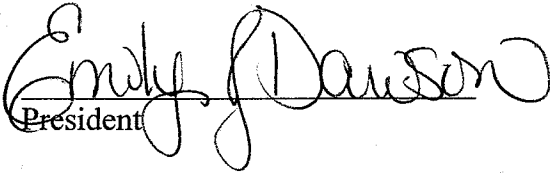
Memo of Understanding

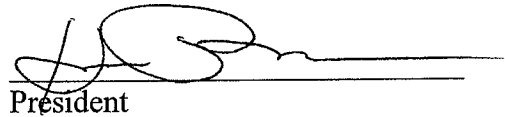
It is hereby agreed between both parties, Riverview CCSD #2 Board of Education and the Riverview Education Association, that the Salary Schedule Appendix B approved with the current contract on the 13th day of September, 2011 has mathematical errors in the salaries of the off-schedule teachers.

It is further agreed between both parties, Riverview CCSD #2 Board of Education and the Riverview Education Association, that the new attached Salary Schedule Appendix B has been corrected of those errors and is approved to be placed in the current contract on this, the 11th day of October, 2011. This agreement is effective from July 2, 2011, through June 30, 2012.

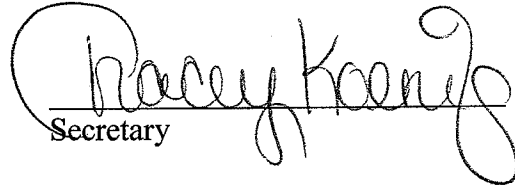
Riverview Education Association
Local #4406, IFT/AFT/AFL-CIO

Board of Education
Riverview Community Consolidated
School District #2,
Woodford County, Illinois


President


President


Secretary


Secretary

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	
1	1.00%	Riverview 2010-2011		33429	30286														
2		Base																	
3				w TRS	sal only														
4	9.40%	TRS																	
5	Step	BA	BA+8		BA+15		BA+24		MS/		MS+8		MS+15		MS+24		MS+30		
6																			
7	0	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only	w TRS	sal only
8	1	33429	30286	33866	30683	34303	31079	34742	31476	35179	31872	35618	32270	35997	32613	36435	33011	36873	33407
9	2	33950	30759	34387	31155	34825	31551	35263	31949	35701	32345	36139	32742	36518	33086	36957	33483	37394	33879
10	3	34493	31251	34931	31647	35368	32044	35807	32441	36244	32837	36683	33234	37082	33578	37500	33975	37938	34371
11	4	35059	31763	35496	32159	35933	32556	36572	32953	36809	33349	37248	33746	37627	34090	38065	34487	38503	34883
12	5	35642	32292	36080	32688	36518	33085	36856	33482	37393	33478	37831	34275	38269	34672	38707	35069	39145	35465
13	6	36226	32821	36664	33217	37101	33614	37539	34011	37977	34407	38415	34804	38952	35291	39390	35687	39828	36084
14	7	36810	33349	37247	33746	37695	34143	38123	34540	38561	34936	38999	35333	39635	35910	40073	36306	40511	36703
15	8	37393	33878	37831	34275	38269	34672	38707	35069	39145	35465	39583	35862	40318	36528	40756	36625	41194	37322
16	9	38036	34460	38473	34857	38911	35254	39349	35650	39787	36047	40225	36444	41001	37147	41439	37544	41877	37941
17	10	38678	35042	39116	35439	39553	35855	39991	36232	40429	36629	40867	37026	41684	37766	42122	38163	42550	38559
18	11					40196	36417	40634	36814	41071	37211	41509	37607	42367	38385	42805	38782	43243	39178
19	12					40838	36999	41276	37396	41714	37993	42151	38189	43051	39004	43488	39400	43926	39797
20	13					41480	37581	41918	37978	42356	38374	42794	38771	43734	39623	44171	40019	44609	40416
21	14					42122	38163	42560	38559	42998	38956	43436	39353	44417	40242	44855	40638	45292	41035
22	15					42764	38745	43202	39141	43640	39538	44078	39935	45100	40860	45538	41257	45975	41654
23	16					43407	39326	43845	39723	44282	40120	44720	40517	45783	41479	46221	41876	46659	42273
24	17					44049	39908	44487	40305	44825	40702	45362	41098	46466	42098	46904	42495	47342	42891
25	18					44691	40490	45129	40887	45567	41284	46005	41680	47148	42717	47587	43114	48025	43510
26	19					45333	41072	45771	41469	46209	41865	46647	42262	47832	43336	48270	43732	48708	44129
27	20					45975	41654	46413	42050	46851	42447	47289	42844	48515	43955	48953	44351	49391	44748
28	21					46618	42236	47056	42632	47493	43029	47931	43426	49198	44573	49636	44970	50074	45367
29	22					47260	42817	47698	43214	48136	43611	48573	44008	49881	45192	50319	45589	50757	45986
30	23					47902	43398	48340	43796	48778	44193	49216	44569	50564	45811	51002	46208	51440	46605
31	24					48544	43981	48982	44378	49420	44774	49858	45171	51247	46430	51685	46827	52123	47223
32	25					49186	44563	49624	44960	50062	45356	50500	45753	51930	47049	52388	47446	52806	47842
33	26					49829	45145	50267	45541	50704	45938	51142	46335	52613	47668	53051	48064	53489	48461
34	27					50471	45727	50909	46123	51347	46520	51784	46917	53297	48287	53734	48683	54172	49080
35	28					51113	46308	51551	46705	51989	47102	52427	47499	53980	48905	54417	49302	54855	49699
36	29					51755	46890	52193	47287	52631	47684	53069	48080	54663	49524	55100	49921	55538	50318
37	30					52397	47472	52835	47869	53273	48265	53711	48662	55346	50143	55794	50540	56221	50937
38	31					53040	48054	53477	48451	53915	48847	54353	49244	56029	50762	56467	51159	56904	51555
39	32					53682	48636	54120	49032	54558	48429	54995	49826	56712	51381	57150	51778	57688	52174
40	33					54324	49218	54762	49614	55200	50011	55638	50408	57395	52000	57833	52396	58271	52793
41	34					54966	49799	55404	50196	55842	50593	56280	50990	58078	52619	58516	53015	58954	53412
42	35					55608	50381	56046	50778	56484	51175	56822	51571	58761	53297	59199	53634	59637	54031
43																			
44								w TRS	sal only										
45																			
46																			
47																			
48																			