

Agreement

between the

Board of Education of
the City of Chicago

and the

Chicago Teachers Union

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Local No. 1,
American Federation of Teachers,
AFL-CIO

September 1, 1990
August 31, 1993

OFFICERS
of the
CHICAGO TEACHERS UNION

Jacqueline B. Vaughn President
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CHICAGO TEACHERS UNION
400 Merchandise Mart Plaza
Chicago, Illinois 60654

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Dr. Clinton Bristow, Jr.

I consider it an honor and a privilege to share my message with the officers, staff and membership of the Chicago Teachers Union.

The Board recognizes and appreciates the efforts expended by the respective negotiating teams — Board and Union — in effecting a three (3) year Agreement, 1990-1993, because it ensures our school children an uninterrupted educational process during this period and, yet, at the same time it rewards our staff, the nucleus of our Chicago Public School System, for their dedication and commitment to our Chicago Public School students.

To our predecessors, the Interim Board, and the officers and members of the Chicago Teachers Union, we commend you on the foresight, ingenuity and cooperativeness that was displayed in achieving this Agreement because it serves to further enhance and strengthen public education, a system that provides all school children an opportunity to advance educationally and socially.

The Board looks forward to working with you; also, we feel confident that unanimity of efforts will prevail among our 'Friends of Education' — Union, Legislators, Elected Officials, Business/Civic Communities, Local School Councils and parents — as, together, we move ahead in our quest to achieve "academic excellence" for all of Chicago's school population.

**Dr. Clinton Bristow, Jr., President
Chicago Board of Education**

Jacqueline B. Vaughn

This document is the first three-year contract in the history of the Chicago Public Schools. As your elected representatives, your officers and CTU bargaining team reached agreement on items that will enhance your profession as well as provide you with professional salaries and increased participation in the decisions that affect your jobs.



We are proud of this document and are especially gratified that this contract reflects the first steps in changing our educational system for the benefit of the children whose lives we affect. Key provisions include:

- reducing the number of steps in the teacher salary schedules;
- increasing the number of lanes on the teachers' salary schedule;
- reducing the number of years for career service members to reach their maximum salaries;
- establishing an incentive program for teachers who continue their educations;
- establishing a committee to determine salary and seniority credit for career service members who become teachers;
- developing a program whereby entire staffs of schools can earn bonuses if their schools meet or exceed certain criteria;
- assigning displaced FTB teachers to the substitute cadre and retaining their family medical insurance for twelve calendar months. If they serve as FTBs for 100 days in a school year, they will receive a higher salary than other cadre substitutes;
- paying day-to-day substitutes who work the day before and the day after a holiday for the holiday.

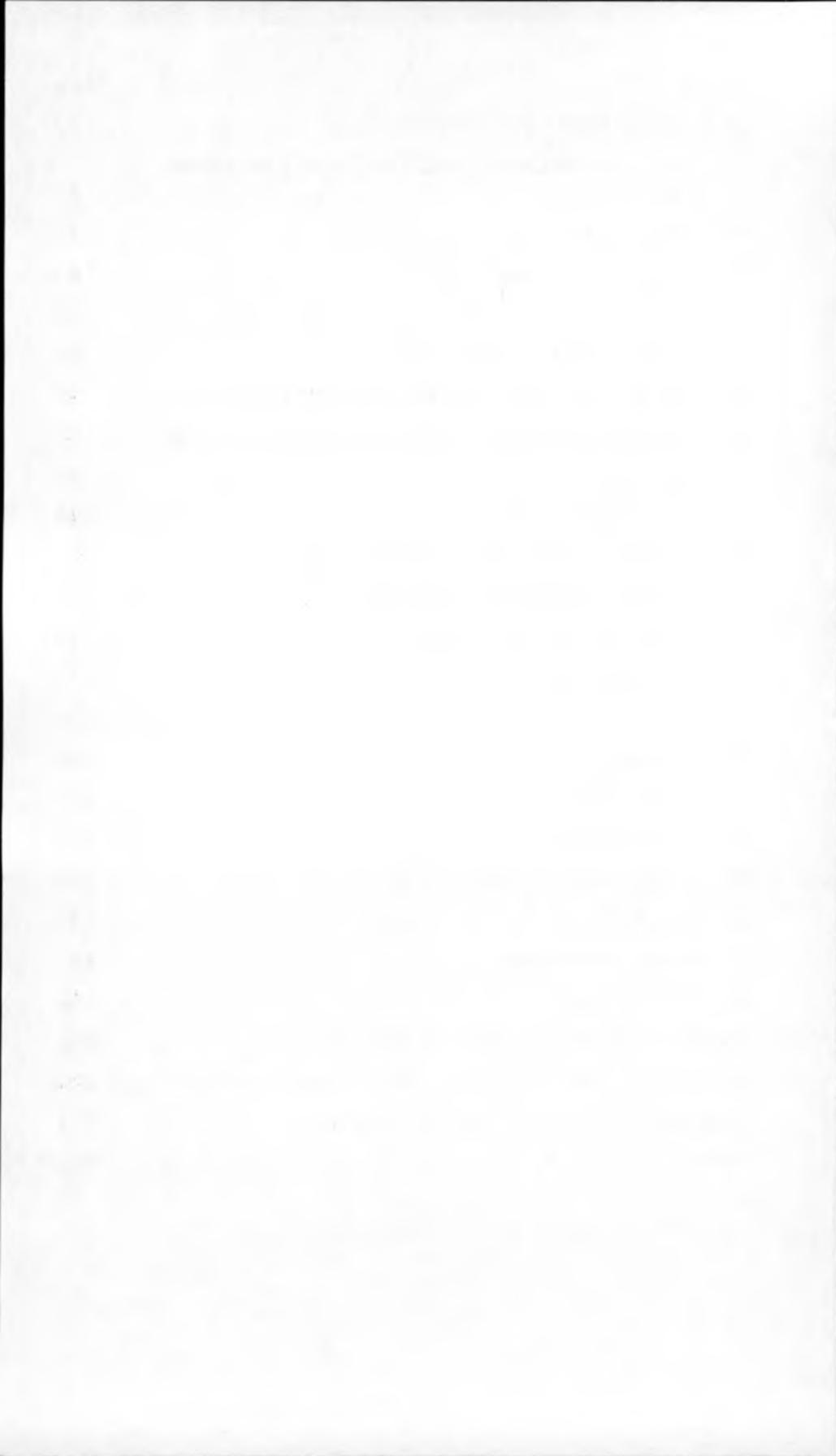
We are convinced that this three-year Agreement will allow reform and restructuring of the Chicago Public Schools. It will provide us with the time needed to develop and implement new programs, to evaluate current programs, and to master shared decision-making and consensus building.

Jacqueline B. Vaughn, President
Chicago Teachers Union

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AGREEMENT
between
THE BOARD OF EDUCATION
of the
CITY OF CHICAGO
and the
CHICAGO TEACHERS UNION

Local No. 1 American Federation of Teachers, AFL-CIO

Agreement made and entered into on the nineteenth day of September, A.D. nineteen hundred and ninety, by and between the Board of Education of the City of Chicago (hereinafter referred to as the BOARD) and the Chicago Teachers Union, Local No. 1, American Federation of Teachers, AFL-CIO (hereinafter referred to as the UNION).

PREAMBLE

The BOARD and the UNION recognize that they have a common responsibility to work together toward the achievement of quality education. The attainment of this objective requires mutual understanding and cooperation between both parties and all members of the professional staff.

It is recognized that teaching requires specialized qualifications as well as educational requirements and that the success of the educational program depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with the conditions under which they work, who are assured of a fair reward and security in their profession, and who are cooperatively working for the achievement of effective programs of education.

A free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to agreement in matters of mutual concern and to approaches that will increase the effectiveness of teachers in the classroom and in the community.

The BOARD, the General Superintendent and staff, and the UNION, through a series of meetings, have set up this Agreement, have formulated general objectives that are mutually acceptable, and shall develop long-range educational goals and programs in areas of mutual concern.

The General Superintendent, administrative officers, and the officers of the UNION recognize that the best interests of public education will be served through the establishment of procedures that will provide an orderly way to discuss matters of common concern, to reach agreement satisfactory to each, and to appeal through channels designated in this Agreement.

It is the intent that this joint effort will contribute in significant measure to the advancement of public education in the City of Chicago.

It is the intent of both parties that all discussions and conferences growing out of this Agreement be held in an atmosphere of good faith, confidence, and mutual respect.

ARTICLE 1 — RECOGNITION

1-1. The BOARD recognizes the UNION as the sole and exclusive bargaining representative for the following categories: full-time assistant principals, playground teachers, elementary and secondary teachers (hereinafter referred to as **teachers**); and all full-time truant officers, school library assistants, audiometric technicians, vision screening technicians, school clerks, teacher assistants, school community representatives, school assistants, school assistants (bilingual), school social service assistants, teacher assistants-Montessori Program, instructor assistants, interpreter assistants, interpreter clerks, and speech pathology assistants (hereinafter referred to as **other bargaining unit members**).

1-2. The Chicago Teachers Union, in accordance with Board Reports 74069, 67-1256, 68-169, and 70-1092, is recognized as the sole and exclusive bargaining representative for all those categories listed in the teachers' bargaining unit (Article 1-1). No other group or organization or representative thereof shall be recognized or permitted to engage in behalf of any employees included in the CTU bargaining unit in any activities concerning wages, hours, or terms and conditions of employment, including the submission of proposals, participation in hearings, conferences, or meetings for the above purposes and any other group or collective action dealing with above-described matters. However, the above provisions shall not preclude the right of an individual to present grievances on his or her own behalf or to submit suggestions to the General Superintendent as individuals, or to prevent groups or or-

ganizations from presenting suggestions or proposals at the annual public hearing on the budget prescribed by statute.

1-3. It is not the intent of this Agreement to discriminate in any way against any teacher or other bargaining unit member regardless of membership or nonmembership in any employee organization.

1-4. Teachers or other bargaining unit members who participate in the process of resolving grievances or professional problems in the manner indicated herein shall not be subject to discrimination for such action.

1-5. The General Superintendent of Schools and the UNION shall have the right of free choice in designating representatives for the purpose of resolving grievances and professional problems.

1-6. The resolution of all grievances and professional problems shall be in accordance with the procedures which are a part of this Agreement.

1-7. The Office of the General Superintendent shall, upon request, furnish to the UNION available and pertinent reports, statistics, and general information concerning the Chicago schools. The General Superintendent shall have the same right to receive pertinent information from the UNION.

The Office of the General Superintendent shall furnish to the UNION information necessary to the intelligent and professional resolution of specific grievances and professional problems of teachers or other bargaining unit members. Any such information shall be made available only with the consent of the teacher or other bargaining unit member involved and shall be kept in confidence unless otherwise agreed. The General Superintendent shall have the same right to receive pertinent information from the UNION.

Copies of special Board reports distributed at regular Board meetings shall be given to the Union representative attending such meetings, upon request from said representative, at the time said reports are given to representatives of city-wide organizations.

Board reports pertaining to matters covered in the collective bargaining Agreement shall be sent to the President of

the UNION prior to the Wednesday Board meeting at which they are to be considered. Insofar as it is possible to do so, at the request of the President of the UNION, the Superintendent of Schools shall discuss any such report with the President prior to said meeting. Bulletins pertaining to matters covered in the collective bargaining Agreement shall be discussed with the President of the UNION before they are distributed.

1-7.1. The Office of the General Superintendent agrees to supply the UNION with the following reports as long as such reports are prepared: (1) teacher payroll step and lane report, (2) monthly teacher substitute activity report.

1-7.2. The UNION shall furnish the Office of the General Superintendent of Schools with five copies of the current school delegate's handbook.

1-8. The BOARD shall deduct from the pay of each teacher or other bargaining unit member from whom it receives an authorization to do so the required amount of fees for the payment of UNION dues. Such fees, accompanied by a list of persons from whom they have been deducted and the amount deducted from each, and by a list of persons who had authorized deductions and from whom no deduction was made and the reason therefore, shall be forwarded to the UNION office no later than 5 school days after such deductions were made. Such lists shall be made on a school-by-school basis.

Any bargaining unit member may terminate the dues check-off during August by submitting written notice to the Office of Voluntary Deductions and the Chicago Teachers Union.

1-8.1. Effective September 1, 1973, the BOARD shall deduct from the pay of each full-time teacher or other full-time bargaining unit member who is a member of the United Credit Union from whom it receives an authorization to do so the monthly amount authorized by the member for savings/shares in the United Credit Union, providing there is an initial enrollment of 2,000 members. One deduction shall be made each school month, September to June, inclusive.

Each eligible member of the collective bargaining unit may have one authorization agreement and one option to increase or decrease the member's share/savings during the calen-

dar year. The cost of this service for the school years 1990-91, 1991-92, and 1992-93 shall be borne by the United Credit Union at a service fee of \$9,500 each year.

Such amounts accompanied by a list of persons from whom they have been deducted (in Social Security sequence), showing the amount deducted from each, accompanied by a magnetic tape in Social Security sequence, shall be made available to the United Credit Union office no later than 5 school days after such deductions are made.

The United Credit Union shall submit authorization cards for deduction upon forms approved by the General Superintendent of Schools. The authorization card shall include a statement of acceptance of the conditions which incorporates the provisions of Recommendation II, parts two through six of Board Report No. 73364 (September 22, 1965).

1-8.2.

- a) All full-time employees covered by this Agreement who are not members of the UNION, commencing on the effective date of this Agreement, or sixty (60) days after their initial employment, and continuing during the term of this Agreement, and so long as they remain non-members of the UNION, shall pay to the UNION each month their fair share of the costs of the services rendered by the UNION that are chargeable to non-members under state and federal law.
- b) Such fair share payment by non-members shall be deducted by the BOARD from the earnings of the non-member full-time employees and remitted to the UNION, provided, however, that the UNION shall submit to the BOARD an affidavit which specifies the amount constituting said fair share not exceeding the dues uniformly required of members of the UNION, and which describes the rationale and method by which the fair share was determined, including a list of the expenditures which were included and excluded in determining the fair share and which certifies to the BOARD that a notice of fair share payments by non-members has been posted as required by the Illinois Educational Labor Relations Board ("Labor Board"), provided, further that if the Labor Board notifies the BOARD and the UNION that a fee payer has elected to file an objection to the fee with the Labor Board, the BOARD will remit said fee payer's fees to the

Labor Board as required by the Labor Board's Rules and/or orders.

- c) Upon receipt of said affidavit the BOARD shall cooperate with the UNION to ascertain the names of all full-time employee non-members of the UNION from whose earnings the fair share payments shall be deducted and their work locations.
- d) The UNION shall prepare a "Notice to Employees" as prescribed by the Labor Board containing the fair share fee information required under the Labor Board Rules, together with a notice that as an alternative to filing an objection to the amount of the fee with the Labor Board, a non-member may notify the UNION of such objection and utilize the UNION's internal appeal procedure, culminating in arbitration, by sending a letter to the UNION president by certified or registered mail or by delivery to the UNION office, at any time after the notice but within sixty (60) days after the first salary payment of the school year from which his/her fair share fee has been deducted, or by taking any other action available to them at law.

The notice shall set forth the address and telephone number of the UNION and the manner in which such employees may obtain a copy of the UNION's internal appeal procedure and the address and telephone number of the Labor Board.

- e) The UNION shall distribute the notice described in subsection d) by 1) posting it and the UNION Internal Review Procedure on the bulletin boards provided pursuant to Section 1-15 of this Agreement, 2) publishing the notice and the internal appeal procedure in the UNION newspaper, which shall be distributed by school delegates to all bargaining unit members, and 3) providing school delegates with copies of the notice for distribution to employees identified pursuant to subsection c) and 4) publishing the appeal procedure as an appendix of this Agreement.
- f) A copy of the CTU internal appeal procedure culminating in arbitration of any objector's claims shall be supplied to the BOARD. The UNION shall advise the BOARD of any subsequent changes therein.
- g) Upon the UNION's receipt of notice of an objector's invocation of the UNION's internal appeal procedure de-

scribed above, the UNION shall deposit in an escrow account, separate from all other UNION funds, the amount of fee payments received on behalf of an objector or objectors that is fairly placed at issue by the objection(s) but not less than 33% of the fair share fee. The UNION shall furnish objectors and the BOARD with verification of the terms of the escrow arrangement and, upon request, the status of the fund as reported by the bank.

The escrow fund will be established and maintained by a reputable independent bank or trust company and the agreement therefor shall provide that the escrow accounts be interest bearing at the highest possible rate; that the escrowed funds be outside of the UNION's control until the final disposition as provided for herein; and that the escrow fund will terminate and the fund therein be distributed only by the terms of an ultimate award, determination, or judgment including any appeals or by the terms of a mutually agreeable settlement between the UNION and an objector or group of objectors, or if the objector abandons the objection.

- h) In any proceeding involving the determination of the fair share fee hereunder, the UNION shall participate without protest to jurisdiction and provide all financial and other records deemed relevant by the adjudicating body.
- i) If an ultimate decision in any proceeding hereunder directs that the amount of the fair share fee should be lower than the amount fixed by the UNION, the UNION shall promptly adopt said determination and notify the BOARD to reduce deductions from the earnings of non-members to said prescribed amount.
- j) The UNION shall indemnify and hold harmless the BOARD, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, and/or other 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 reliance on any list, notice, certification, affidavit, or assignment furnished under any of such provisions.
- k) Nothing in this Article shall inhibit or interfere with the right of non-association of employees based upon bona-fide religious tenets or teaching of a church or religious

body of which such employees are members. Such employees shall pay an amount equal to their proportionate share determined under a proportionate share agreement to a non-religious charitable organization mutually agreed upon by the employees affected and the exclusive representative to which such employees would otherwise pay such fee. If the affected employees and the exclusive representative are unable to reach an agreement on the matter, an organization shall be chosen from an approved list of charitable organizations established by the Illinois Educational Labor Relations Board.

1-8.3. Effective with pay period number 21, 1984, the BOARD agrees to forward monies deducted from the salary warrants of each applicable member of the bargaining unit to the respective tax sheltered annuity carrier no later than eight (8) school days after such deductions are made.

1-8.4. The BOARD agrees to deduct from the pay of each teacher or other bargaining unit member from whom it receives an authorization to do so the monthly amount authorized by the member to be paid to the Chicago Teachers Union Political Action Committee. The actual cost of this service will be retained by the BOARD from the total amount each month in the amount of \$.10 per checkoff payment.

1-9. The General Superintendent shall meet monthly at a mutually agreeable time with the President of the UNION and/or the President's designee to discuss matters of educational policy and development as well as matters relating to the implementation of this Agreement.

1-10. The principal of a school shall meet at least once a month during the school term with the UNION's Professional Problems Committee at the request of either party to discuss school operations and questions other than grievances relating to the implementation of the Agreement provided, however, that there shall be such a meeting at least once a month at the Professional Problems Committee's request. The principal shall be supplied with an agenda of the items the Committee wishes to cover at least 48 hours before any meeting is to take place. The principal may have in attendance any resource person whose presence is needed in connection with a subject on the agenda.

Any item the principal places on a meeting agenda shall be supplied to members of the Professional Problems Committee at least 48 hours prior to the meeting.

1-10.1. The Professional Problems Committee in each school shall be composed of not less than three nor more than five members.

The names of the members of the Professional Problems Committee shall be submitted in writing to the school principal by the school delegate within five school days after their election to the committee. Any change of membership on the Professional Problems Committee shall be submitted in writing to the school principal by the school delegate.

1-10.2 If the members of the Professional Problems Committee and the principal agree, the Professional Problems Committee and the principal shall mutually develop a procedure for reporting the proceedings of the meeting between the Professional Problems Committee and the principal to the entire faculty.

1-11. The principal and the chairperson of the Professional Problems Committee shall exchange available and pertinent information concerning the operation of the school when such information is necessary for the understanding and resolution of professional problems under discussion by the principal and the Professional Problems Committee.

1-11.1. Implementation at the local school of any UNION-BOARD program will be preceded by discussion and planning between the Professional Problems Committee and the principal.

1-11.2. Implementation of any new instructional program at the local school level will be discussed and reviewed by the principal and those teachers and other staff members who will be involved in effecting said program.

1-11.3. No later than September 20, 1979, each school delegate shall secure from the principal a copy of the most recent guidelines for Special Education published by the Board of Education. Said guidelines shall remain the property of the school in order to be made available for any newly elected school delegate. If said guidelines are revised, a copy

of the revised guidelines will be substituted within twenty school days after the publication of the new guidelines.

1-11.4. School delegates shall be provided the necessary information so that they may compile an up-to-date staff list. Said staff list shall be restricted to members of the bargaining unit assigned to that school.

1-12. Upon notification to the school principal, or in the principal's absence to the acting administrator, the BOARD shall permit the President of the UNION or the President's designated representative to visit the schools for any purpose relating to the terms and conditions of this Agreement provided that such visitation does not interfere with normal teaching duties of either the teachers interviewed or the UNION delegate. If conferences with teachers or other bargaining unit members are necessary, they shall be scheduled so as not to interfere with the instructional program. The UNION representative shall report to the school office immediately upon arrival and sign the official register. If conferences with teachers or other bargaining unit members are necessary, they shall be scheduled so as not to interfere with the instructional program.

1-13. Whenever teachers or other bargaining unit members are mutually scheduled by the parties to participate during working hours in conferences, meetings, or negotiations respecting the collective bargaining Agreement, they shall suffer no loss in pay.

1-14. Regularly appointed teachers who are elected or appointed to full-time positions with the Chicago Teachers Union, Illinois Federation of Teachers, or American Federation of Teachers shall be granted leaves of absence without pay for the purpose of accepting those positions. Such leaves shall be granted upon appropriate application by the UNION but no more than 14 shall be granted for any one school year. Those granted such leaves of absence shall retain all other benefits as if they were in regular service. They shall continue to accrue seniority for salary increments and all other purposes where seniority is a factor, and the absence shall not be construed as a break in service for any purpose.

Regularly appointed teachers on such leaves of absence shall be permitted to make their own and the BOARD's regu-

lar contribution to all plans requiring such contribution. They shall also be permitted to pay the contributions required or permitted by law to be made by the employee and the BOARD to the Public School Teachers Pension and Retirement Fund of Chicago to insure that full credit for retirement purposes is granted for the time spent on such leaves of absence.

A regularly appointed teacher elected to an elective office in the Chicago Teachers Union, the Illinois Federation of Teachers, or the American Federation of Teachers shall be returned to his or her original position at the conclusion of said term of office, but a teacher elected to a subsequent term or terms shall be returned to an equivalent position upon return to the school system and shall have priority on the transfer list of the school from which the leave was granted.

A regularly appointed teacher appointed to such a position who returns to the school system within one school year or at the beginning of the next semester after the expiration of one year after the leave begins shall be returned to his or her original position; but if the return to the system occurs thereafter, the teacher shall be returned to an equivalent position and shall have priority on the transfer list of the school from which the leave was granted.

Effective October 15, 1977, two additional regularly appointed teachers elected or appointed to a full-time position with the Chicago Teachers Union, Illinois Federation of Teachers, or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective November 1, 1979, two additional regularly appointed teachers or certified career service employees elected or appointed to a full-time position with the Chicago Teachers Union, Illinois Federation of Teachers, or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective November 1, 1981, one additional regularly appointed teacher or certified career service employee elected or appointed to a full-time position with the Chicago Teachers Union, Illinois Federation of Teachers, or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective September 1, 1984, one additional regularly appointed teacher or certified career service employee elected or appointed to a full-time position with the Chicago Teachers Union, Illinois Federation of Teachers, American Federation of Teachers, or Chicago Federation of Labor - Industrial Union Council, shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective September 1, 1985, one additional regularly appointed teacher or certified career service employee elected or appointed to a full-time position with the Chicago Teachers Union, Illinois Federation of Teachers or American Federation of Teachers, shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

Effective September 1, 1987, one additional regularly appointed teacher or certified career service employee, elected or appointed to a full time position with the Chicago Teachers Union, Illinois Federation of Teachers, or American Federation of Teachers shall be granted a leave of absence without pay for the purpose of accepting this position upon appropriate application by the UNION.

The foregoing provisions shall be applicable to such teachers with the exception that if said teacher returns to the school system said teacher shall be assigned to an equivalent position in the area of his or her certification in accordance with the faculty integration plan, but shall not have the right to return to the teacher's original school.

A regularly certified career service employee elected or appointed to an office in the Chicago Teachers Union, Illinois Federation of Teachers, American Federation of Teachers, or the Chicago Federation of Labor - Industrial Union Council, shall be returned to an equivalent position upon return to the school system after ninety calendar days' notice has been given to the Board of Education. Such persons shall have priority to transfer to the position from which the leave was granted.

1-15. The UNION shall be provided adequate bulletin board space in a place readily accessible to and normally frequented by all teachers and other bargaining unit members in each school for the posting of official notices and other official materials relating to UNION activities. The bulletin

board space allocated shall be identified with the name of the UNION and the name of the school delegate. The school delegate or the delegate's designee shall have the responsibility for posting materials on the bulletin board.

1-15.1. The names of the members of the Professional Problems Committee shall be posted on the UNION bulletin board.

1-16. The UNION shall have the right to place material in the mailboxes of teachers and other bargaining unit members. Placement will be made by the school delegate or the delegate's designee. Material placed in mailboxes shall be restricted to official material supplied by the UNION or material signed by the school delegate.

1-16.1 An information copy of all materials placed in mailboxes of teachers by the Chicago Teachers Union shall be placed in the principal's mailbox.

1-17. On 24 hours' notice to the principal of the school, the UNION shall have the right to schedule meetings in the building before or after regular duty hours and during lunch time of teachers or other bargaining unit members involved in matters concerning their employment, the provisions of this Agreement, and for the conduct of UNION business, provided said meeting does not interfere with an in-service or general faculty meeting previously scheduled and posted prior to the 24-hour notification given to the principal by the UNION. Where such meetings are held outside of the operating hours of that school, the UNION shall pay the additional costs.

1-17.1. The names of all school delegates of the UNION shall be furnished to the principal within ten school days after the election. Any change in school delegate shall be reported to the principal in writing as soon as possible after the election.

The UNION shall furnish at the beginning of each school year a current copy of the House of Delegates Directory to the Office of Employee Relations.

Effective September 7, 1987, the UNION shall supply, in writing, at the beginning of each school year to the BOARD,

through the Office of Employee Relations, a complete list of elected officers and field representatives.

1-18. The terms of this Agreement shall not apply where inconsistent with constitutional, statutory, or other legal provisions. If any provision of this Agreement is found to be contrary to law by the Supreme Court of the United States, or by any court of competent jurisdiction from whose judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be modified forthwith by the parties hereto to the extent necessary to conform thereto. In such cases, all other provisions of this Agreement shall remain in effect.

Nothing contained in this Agreement shall be construed to deny to any teacher or other bargaining unit member or to the BOARD the right to resort to legal proceedings. No decision on or adjustment of a grievance shall be contrary to any provision of this Agreement.

1-19. Where used in this Agreement —

School shall mean any work location or functional division or group.

Principal shall mean the administrator of any work location or functional division or group.

School delegate shall mean the agent of the UNION in any work location or functional division or group.

The singular shall include the plural.

ARTICLE 2 — FAIR PRACTICES

2-1. In accordance with the laws of the United States and State of Illinois and the established policies and practices of the BOARD and the UNION, there shall be no discrimination against any teacher or other bargaining unit member on the basis of race, creed, color, age, sex, national origin, marital status, or membership or participation in, or association with the activities of, the UNION. The BOARD and the UNION shall work affirmatively to the end that each pupil may have the educational advantage of an integrated school.

ARTICLE 3 — GRIEVANCE PROCEDURE

Definition: A grievance is a complaint involving a work situation or a complaint that there has been a deviation from, mis-

interpretation of, or misapplication of a practice or policy; or a complaint that there has been a violation, misinterpretation, or misapplication of any provisions of this Agreement.

3-1. Adjustment of Grievances — School Level.

3-1.1. A sincere attempt should be made to resolve any grievances by oral interview between the complainant or the school delegate and the principal before differences become formalized as grievances.

3-1.2. Any complainant or the UNION may present a grievance in writing to the principal within 45 school days after the occurrence of the event giving rise to the alleged violation, or within 45 school days from the time the complainant or the UNION should reasonably have become aware of the occurrence of the event giving rise to the alleged violation, whichever is later, with the further proviso, however, that this time limitation shall not apply to any salary grievance. If two or more complainants have the same grievance, a joint grievance may be presented and processed as a single grievance.

A grievance in writing must bear the signature of the complainant, or complainants, or the UNION school delegate, or the UNION president. A copy of the grievance shall be filed with the appropriate district superintendent.

3-1.3. Upon receipt of a grievance in writing, the principal shall confer within three school days with the complainant and others involved in the grievance. At this conference the facts shall be brought out, and an effort shall be made to adjust the matter to the satisfaction of all concerned.

3-1.4. The complainant may be heard personally and may be represented by the UNION school delegate or the UNION President or the President's designee.

3-1.5. The principal shall make a decision and communicate it in writing to the complainant, the school delegate or UNION designee, the district superintendent, and the General Superintendent (through the Office of Employee Relations), within three school days after the completion of the conference.

3-2. District Superintendent's Review. Deleted effective September 1, 1989.

3-2.1. Procedures for Grievances under Article 28-2 (Maximum Class Size). Deleted effective September 1, 1989.

3-3. General Superintendent's Review. Within 15 school days after receiving the decision of the principal the complainant, through the UNION, may appeal to the General Superintendent of Schools through the Office of Employee Relations from the appeal decision. Copies of the grievance, the appeal and any decision rendered shall be forwarded to the Office of Employee Relations with the request for review.

The General Superintendent or the General Superintendent's designated representative shall meet within 10 school days with the concerned parties who will be given two school days' notice of the time and place of the conference. The General Superintendent shall make a written decision and communicate the same to the parties involved within ten school days after completion of the conference.

3-4. Board of Education Review. Deleted effective September 1, 1989.

3-5. Arbitration. Within 15 school days after receiving the decision of the General Superintendent, the UNION only may appeal to the American Arbitration Association for arbitration under its rules. The arbitrator shall hold a hearing within 20 days of appointment. Five days' notice will be given to all parties of the time and place of the hearing. Within 20 days after completion of the hearing, the arbitrator shall render a decision. The decision shall be final and binding on the parties. The cost of the arbitrator shall be equally shared by the parties.

3-5.1 It is agreed and understood that if any hearing, under the above procedures of Article 3-5, are not completed within one school day, neither party shall request an adjournment for a period of more than 15 school days.

3-5.2. Whenever the UNION requests the issuance of subpoenas for the appearance of witnesses at an arbitration hearing, the UNION shall immediately forward copies of such requests to the Office of Employee Relations. The UNION shall agree to pay the full cost of substitute service for the teacher or other bargaining unit member required to appear as a witness at said arbitration hearing.

3-6. Procedures for Certain Grievances Which Are Not Under Jurisdiction of a Principal. Any grievance based upon the action of authority higher than the principal shall be initiated directly with the Office of Employee Relations whose decision thereon shall be rendered within 15 school days. Within 15 school days after receiving the decision of the Office of Employee Relations, the complainant may then appeal the decision of said office to the General Superintendent by requesting, in writing, a meeting with the Office of Employee Relations, acting as representative of the General Superintendent. Copies of the grievance and the decision shall accompany the appeal forwarded to the Office of Employee Relations.

The General Superintendent or the General Superintendent's designated representative shall meet within 10 school days with the concerned parties who will be given two school days' notice of the time and place of the conference. The General Superintendent shall make a written decision and communicate the same to the parties involved within five school days after completion of the conference. Decisions of the General Superintendent may be appealed to arbitration under Article 3-5.

3-7. General Provisions.

3-7.1. The UNION may initiate or appeal a grievance at any step of this procedure. All decisions below the level of the BOARD shall be subject to review and reconsideration by the General Superintendent. Such review shall be initiated by the General Superintendent or the General Superintendent's designee within five school days from the time the decision is rendered, and shall follow the procedure specified in paragraph 3-3.

3-7.2. It is understood between the parties that any teacher or other bargaining unit member may belong to any employee organization and that any such person who is not a member of the UNION or has not expressed a desire to be represented by it shall have the right to present grievances and appeals on his or her own behalf as an individual through the General Superintendent's Review (Article 3-3) and submit suggestions to the BOARD as an individual.

3-7.3. Appearance and Representation. Conferences held under this grievance procedure shall be scheduled at a time

and place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend, including witnesses. The UNION shall have the right to be present at each stage of the grievance procedure and to present its views and introduce evidence. Every effort shall be made to hold such conferences during the school day and when held during the school day all participants shall be entitled to attend without loss of pay.

If the grievant fails to appear at a scheduled grievance conference, and fails to appear at another grievance conference scheduled at the grievant's or UNION's request, the grievance shall be deemed to have been resolved; provided, however, that the grievant was given notification of said conference in accordance with the appropriate step of the grievance procedure. It is agreed and understood that the provisions of Article 3-7.4 would be applicable in the scheduling of said conferences.

3-7.4. Time Limits. Failure on the part of the administrator at any step of this procedure to communicate a decision concerning a grievance within the specified time shall permit it to be advanced to the next higher step. Additional time at a specified step of this procedure may be granted by mutual agreement between the parties.

3-7.5. Investigation of Grievances. The school UNION delegate or UNION designee shall be allowed reasonable time by the principal during the school day to investigate grievances. In the event clarification is necessary as to what constitutes reasonable time, the assistant superintendent for employee relations, after consultation with the UNION, shall make the final determination. The President of the UNION or the President's designee shall be accorded all the rights of the UNION delegate in any school. Time allowed shall be confined to investigating grievances that have been brought to the principal's attention.

ARTICLE 4 — ELEMENTARY SCHOOL

4-1. In the implementation of current policy, elementary schools shall be organized to include the provisions of the **Comprehensive Reading Program of the Chicago Public Schools.**

4-2. In the implementation of the **Comprehensive Reading Program of the Chicago Public Schools**, where administratively possible, there shall be no more than three reading groups within a classroom.

4-3. The principal shall receive pertinent information from the kindergarten teacher and shall have the counsel of the elementary school counselor in placement of pupils completing kindergarten.

4-4. In the implementation of current policy, all information relative to placement and achievement in the **Comprehensive Reading Program of the Chicago Public Schools** shall be placed on the transfer of each student.

4-5. If a school is organized on a departmental basis, said departmental classes shall begin on or before the second Wednesday following the opening of the school year unless precluded by the unavailability of teachers with the required subject skills.

4-6. At the beginning of each semester, the kindergarten teacher and the early childhood education teacher shall be scheduled a sufficient amount of nonteaching time, to the extent that use of teacher assistants employed at the school will permit, to complete cumulative record cards, registration cards, emergency information cards, and transfer records for kindergarten and early childhood education students.

4-7. The principal or the principal's designee shall advise the faculty of the total amount of funds available to the school under Budget Classification 210-000-7998-5320 for the purchase of supplies and materials. All teachers shall have access to and shall review the current **Education Supplies Catalog**. On or before a specific date to be established at each school, each teacher may submit, in writing, to the principal a suggested list of supplies for the teacher's pupils from the current **Education Supplies Catalog**. It is understood that supply allocations are limited to the available funds.

Funds for items which are ordered and marked "out-of-stock" and which remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following year.

4-8. Books and supplies which have been processed shall be available for distribution on the first day of school to teachers who have need for them.

4-9. Regular school hours for elementary school teachers shall be from 8:30 a.m. to 3:15 p.m. with a continuous duty-free lunch period of 45 minutes. Where the duty-free lunch period presents an administrative problem, a solution shall be worked out by the BOARD and the UNION.

4-10. In implementation of present policy, supernumerary status of a kindergarten teacher shall be determined by the length of continuous service in the Chicago public schools on a K-3 teaching certificate.

4-11. Additional teachers shall be provided as necessary, in elementary schools to give elementary teachers two preparation periods per week, and, effective June 3, 1974, three preparation periods per week.

Teachers so relieved shall use this time for self-directed professional activities which shall include conferences and the preparation of class work.

If an additional music or art teacher is assigned to an elementary school, the principal and the Professional Problems Committee shall meet to determine the availability of said teacher to provide additional self-directed duty-free preparation time for classroom teachers. Library and physical education teachers shall be considered as classroom teachers in the scheduling of said additional duty-free preparation time.

4-11.1. In all elementary schools, including those on closed campus programs, duty-free preparation time shall be provided for elementary teachers through scheduling the period from 8:30 a.m. to 9:00 a.m. on three days each week for this purpose, said days to be designated by the principal.

Teachers so relieved shall use this time for self-directed professional activities which shall include conferences and the preparation of class work. The teacher shall be ready to teach or perform other assigned duties at 9:00 a.m.

The entry time for students shall be set for 9:00 a.m., except when in the considered judgment of the principal inclement weather presents a threat to the health, safety, or welfare of the students.

Teachers assigned to supervisory duty during the 8:30 - 9:00 a.m. conference and preparation period shall be provided with an equal amount of time for preparation periods at another time.

4-11.2. Professional preparation periods shall be scheduled through Wednesday of the last week of the school year.

4-12. Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in an emergency situation only, a teacher or other bargaining unit member assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one-half day, and a teacher or other bargaining unit member assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

4-13. In accordance with current policy, library and physical education programs in all elementary schools where certificated physical education teachers or teacher-librarians have been assigned shall begin no later than Wednesday of the first week of the school year.

4-14. It is agreed that prior to submission, by the school principal, to the community of the restructured school day (closed campus) in the elementary schools, a secret ballot vote of all classroom teachers will be conducted no more than once each school year or at the normal reorganization cycle. The procedures for conducting such a vote shall be mutually agreed upon between the principal and the school delegate.

Sixty-seven percent of the classroom teachers voting shall approve the adoption of the restructured school day at each school. Any teacher who receives supply money under the provisions of Article 44-32 of this Agreement shall be eligible to vote. It is agreed and understood that any classroom teacher already on the restructured school day program shall not be eligible to vote.

The school hours of teachers in the restructured school day program shall be from 8:30 a.m. to 3:15 p.m. with a continuous duty-free lunch period of 45 minutes beginning at 2:30 p.m. at which time teachers may sign out for the day.

In those schools where a recess period for the pupils is not scheduled in the forenoon, a procedure shall be developed at each school to relieve the teacher for a period of 10 minutes. The procedure for supervising the pupils shall be developed at the local school level.

In those schools where a recess period for the pupils is not scheduled in the afternoon, a procedure shall be developed at each school to relieve the teacher for a period of 10 minutes. The procedure for supervising the pupils shall be developed at the local school level.

For schools that have adopted the restructured school day program, a review committee shall be formed at the local school level to review and evaluate the program prior to the close of each school year. This review committee shall be made up of the principal, school delegate, three teachers (one primary, one intermediate, and one upper grade teacher where such levels exist) and three parent representatives from the local school council. Said teachers are to be elected by the appropriate classroom teachers in a secret ballot election. This review committee shall determine whether the closed campus shall continue for the subsequent school year.

4-14.1. Teachers assigned to schools on the restructured school day (closed campus) may elect to remain in the main building during their duty-free lunch period from 2:30 p.m. to 3:15 p.m.

4-15. A duty schedule for all teachers, teacher assistants, school assistants, instructor assistants and interpreter assistants shall be posted in each elementary school in September and February of each school year.

4-16. In order to insure that kindergarten pupils who attend the afternoon session receive the full instructional time allocation on days when one-half day in-service meetings are scheduled, other available staff, in addition to the kindergarten teacher, already at each local school and any available space shall be utilized by the principal to meet the instructional needs of said pupils.

4-17. A half-time kindergarten teacher who spends the morning at one building and the afternoon at another building shall be given a daily uninterrupted duty-free lunch period of 45 minutes exclusive of travel time.

4-18. Textbook committees for language arts, mathematics, social studies, and science, composed of teachers appointed by the principal, shall be established in each elementary school. On or before a specific date to be established by the principal of each elementary school, said textbook committees shall present written recommendations to the principal concerning the purchase of textbooks and instructional materials in each subject.

4-19. In those elementary schools in which a pupil recess period is not scheduled during the morning session, a procedure shall be developed at each school to relieve classroom teachers for a period of 10 minutes. The procedure for supervising the pupils shall be developed at the local school level.

In those elementary schools in which a pupil recess period is not scheduled during the afternoon session, a procedure shall be developed at each school to relieve classroom teachers for a period of 10 minutes. The procedure for supervising the pupils shall be developed at the local school level.

ARTICLE 5 — UPPER GRADE CENTER

Not applicable since the BOARD does not have Upper Grade Centers in its organization.

ARTICLE 6 — HIGH SCHOOL

6-1. The high school day may begin and end at different times from school to school but shall not exceed 406 minutes in length for a high school teacher. The high school teacher is to be in his or her room with the class ready to teach at the time designated on the teacher's schedule. The regular school day shall consist of nine 40-minute periods, one 10-minute division period, and nine 4-minute passing periods. Any time increase in the division period shall be deducted from the regular class periods. High school teachers shall have a duty-free lunch period of 40 minutes, except that if the regular lunch period is shortened to less than 40 minutes, the teachers' school day shall be shortened an equal number of minutes.

6-2. The principal shall consult all department chairpersons in connection with programming the respective school departments.

Prior to March 1, each department chairperson shall submit written recommendations to the principal or the principal's designee concerning the programming of the department for the following school year.

6-3. There shall be consultation among student, teacher, and administrator in placing students in advanced placement classes.

6-4. Separate foreign language classes for native speakers shall be provided where enrollment makes this possible.

6-5. The term **minor** shall be eliminated in relation to Art I and one-half unit shall be credited for successful completion of the year's course.

6-6. New buildings shall include adequate facilities in all classrooms designated for the teaching of art including adequate lighting, sinks, and cabinet and storage space.

6-7. Whenever possible, mathematics classes shall be assigned to rooms with adequate chalkboard space and provisions for maps, charts, graphs, and other teaching aids.

6-8. The chorus room and instrumental rooms shall be made available to the instructor during the preparation period whenever possible.

6-9. One period every six school weeks shall be allowed for departmental meetings during the school day provided that this does not necessitate the dismissal of pupils or cancellation of classes.

6-10. The teacher individually or through the department chairperson, shall request in writing approval of the principal prior to inviting a guest speaker to address the class one week prior to the date of the appearance, and written approval of the principal must be secured before the invitation is extended. Any disapproval by the principal shall be submitted in writing.

6-11. Professional journals and other publications shall be purchased through the high school library for use in each high school.

6-12. To the extent that funds can be made available, suitable equipment shall be provided for distributive education and office occupations classes.

6-13. Whenever funds can be made available, the BOARD shall institute an in-service training program for newspaper and year book sponsors.

6-14. Workshops for teachers assigned as teacher-coordinators shall be held during the school day.

6-15. As funds, staff, and space are available, a materials service center to provide commonly used films, tapes, records, filmstrips, maps, diagrams, and paperback books shall be provided in every high school.

6-16. Upon reasonable notification to the principal in the case of late arrival or early departure to or from school for good cause in an emergency situation only, a teacher or other bargaining unit member assigned to a school present more than one-fourth and less than three-fourths of the working day is considered as having worked one-half day, and a teacher or other bargaining unit member assigned to a school present three-fourths or more of the regular working day is considered as having worked a full day.

6-17. Effective September, 1970, high school science laboratory teachers on a regular day program shall be programmed for a 28-period teaching week; five self-directed professional preparation periods each week which shall include conference and preparation of class work; and five periods a week for the duties of preparation for experiments, equipment maintenance, and inventory. These duty periods shall be programmed for periods when the laboratories are in use for laboratory science classes or are not in use. Two additional duty periods per week shall be assigned by the principal.

6-18. The principal or the principal's designee shall advise each subject area department of the total amount of funds available under Fund 210, subject program number, object 5320, as contained in the annual school budget, for the purchase of supplies and materials. All subject area teachers shall have access to and shall review the current **Education Supplies Catalog**.

On or before a specific date to be established at each high school, each subject area teacher may submit, in writing, to the principal or the principal's designee, a suggested list of supplies for his or her pupils from the current **Education Supplies Catalog**. It is understood that supply allocations are limited to the available funds.

Funds for items which are ordered and marked "out-of-stock" and which remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following year.

6-18.1. Funds allocated for the purchase of supplies in drafting classes shall be increased as follows:

- \$2.00 per student for 5x classes
- 3.00 per student for 10x classes
- 5.00 per student for 20x classes

6-18.2. The principal or the principal's designee shall advise the high school art teachers, within twenty school days after the budget is received in the school, of the total amount of funds available under Fund 210, Program 2245, Object 5320, as contained in the annual school budget for the purchase of supplies and materials. All high school art teachers shall have access to and shall review the current **Education Supplies Catalog**.

On or before a specific date to be established by the principal at each high school, each art teacher shall submit, in writing, to the principal or the principal's designee a suggested list of supplies from the current **Education Supplies Catalog**. It is understood that supply allocations are limited to the funds available.

6-19. All instrumental music, band, or orchestra rooms in high school buildings over ten years old shall be surveyed for rehabilitation.

6-20. Each foreign language teacher shall submit written recommendations to the principal or the principal's designee relative to organization of classes, level and placement of students in language classes.

6-21. All division teachers shall review the records and programs of the pupils in their respective divisions to insure

that the prerequisites for advancement in mathematics classes have been met. Any deviations shall be immediately reported to the program office for correction.

6-22. Textbook committees for English, social studies, mathematics, science, business, and foreign languages, composed of teachers appointed by the principal, shall be established in each high school. On or before a specific date to be established by the principal of each high school, said textbook committees shall present written recommendations to the principal concerning the purchase of textbooks and instructional material in each subject.

6-23. A duty schedule for all teachers and teacher assistants shall be posted in each high school in September and February of each school year.

ARTICLE 7 — ELEMENTARY SCHOOL COUNSELORS

7-1. A full-time elementary school counselor who is also the assistant principal and who is serving in a school where the assistant principal's position becomes a "freed" position shall have his or her application for the assistant principal's position considered in accordance with present procedures.

If the dual role is that of elementary school counselor-librarian, or elementary school counselor-kindergarten teacher, or elementary school counselor-physical education teacher and the school enrollment warrants a full-time elementary school counselor, the teacher shall have the right to move to the full-time elementary school counselor position.

7-2. In a school with a half-time elementary school counselor, the elementary school counselor may serve in the dual role of elementary school counselor-librarian, elementary school counselor-physical education teacher, or elementary school counselor-kindergarten teacher provided the counselor meets the requirements for the position.

7-3. Wherever possible, no more than 40 students shall be tested at any one time.

7-4. Elementary school counselors shall have telephones available for their use.

7-5. A professional orientation meeting for elementary school counselors shall be held once each year, during the regular school day. The BOARD shall also conduct one annual staff development workshop for elementary school counselors to review the duties and responsibilities of elementary school counselors.

7-6. Present acting elementary school counselors shall complete the elementary school counselor requirements no later than September 6, 1976.

Effective January 1, 1974 and thereafter, teachers serving as acting elementary school counselors must complete the requirements no later than two years from the date of their acting assignment.

If at the end of the applicable periods set down above, an acting elementary school counselor has not met all elementary school counselor requirements, a fully qualified elementary school counselor shall be nominated by the principal for appointment to said elementary school counselor position.

7-7. The organization of a tutoring program in reading shall continue to be one of the responsibilities of the elementary school counselor.

7-8. Once annually, the BOARD agrees to supply the UNION with a list of true elementary school counselor vacancies to be published in the **Chicago Union Teacher**.

ARTICLE 8 — ASSISTANT PRINCIPALS

8-1. High school assistant principals and educational personnel responsible for programming, to the extent permitted by the budget for this purpose, shall be employed during the summer at 100 percent of their summer school salary rate to work on the programming of students and teachers for their classes for the following year.

8-2. Notice of true assistant principalship vacancies occurring during the school year shall be posted in all school offices at least 10 days, and where practical, 20 days, prior to the closing date for application.

8-3. In those elementary schools where the assistant principal is a classroom teaching assistant principal, a substitute

shall be provided for the assistant principal's classroom to permit the assistant principal to assume the administrative duties of the school when the principal is absent due to illness or for personal business under the provisions of **Board Rule 4-35**.

ARTICLE 9 — CAREER SERVICE PERSONNEL

9-1. Truant Officers.

9-1.1. Initial assignments of truant officers and senior truant officers shall be made from eligibility lists provided by the BOARD.

Persons employed as substitutes shall be those who have passed an appropriate career service examination.

9-1.2. Truant officers shall work from 9:00 a.m. to 4:30 p.m. with one hour for lunch with such variations, not to exceed the total number of working hours, to meet local circumstances as are agreed upon by the truant officer and the principal.

9-1.3. Each school shall provide a desk, a chair, and space for the wraps of the truant officer. Telephone service shall be available when necessary for follow-up calls.

9-1.4. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. One city-wide in-service meeting per school year shall be scheduled for truant officers on record-staff development day.

9-1.5. Where possible, a truant officer on temporary assignment shall have the truant officer's regular assignment covered by a substitute truant officer.

9-1.6. Truant officers required to appear in court shall have the services in court of an attorney provided by the BOARD.

9-1.7. Truant officers shall not be responsible for the transfer of school records.

9-1.8. In the physical transfer of children to special schools, the truant officer shall be relieved of custody of the child without undue delay.

9-1.9. Truant officers may be employed in social centers provided that they have the necessary qualifications for the positions they seek.

9-1.10. All other things being equal, seniority will be considered in the selection of senior truant officers seeking transfer to an announced vacancy.

For this purpose, seniority shall be determined from the date of appointment to the grade of senior truant officer. In the event two or more applicants meet all requirements and have equal seniority, the selection shall be made by the director of the Bureau of School Attendance.

9-1.11. When special programs are operated beyond the regular school year, in order to provide the continuity of service, the truant officer regularly assigned to said program shall be retained for summer service. Such service shall be considered as summer employment. If the truant officer regularly assigned to said program waives this opportunity, summer assignments shall be made by the Associate Superintendent of Special Education and Pupil Support Services, in consultation with the principal.

Nothing herein shall be construed to authorize additional days of service for these programs in excess of service necessary.

9-2. Library Assistants.

9-2.1. Library assistants shall receive work orders only from the principal or the head teacher-librarian.

9-2.2. Library assistants, except in an emergency, shall perform work related only to the school library.

9-2.3. Library assistants shall not be responsible for giving formalized instruction to classes of students.

9-2.4. All library assistants shall attend audio-visual workshops, conducted by the BOARD for the purpose of upgrading their skills. Each library assistant shall attend a minimum of one such workshop annually.

9-3. School Clerks.

9-3.1. Prior to January 30, 1984, the BOARD shall review the

current school clerk staffing to allow modification of staffing of school clerks at any work location where such a need is determined by the BOARD.

9-3.2. The Bureau of Career Service Personnel shall in December and June make available a list of all school clerk vacancies which shall include those school clerk positions filled by a temporary appointment. The list shall be posted in the school clerks' section of the BOARD and a copy shall be sent to the UNION.

9-3.3. The BOARD will allocate \$150,000 for additional substitute school clerks who will be assigned to perform the duties of absent school clerks in those schools with less than two clerks beginning with the second day of absence, and in all other schools, beginning with the fourth day of absence.

9-3.4. Clerks authorized by BOARD action to work on student orientation and articulation days in the week preceding Labor Day shall be paid at the clerk's regular rate of salary.

9-3.5. Effective December 1, 1975, in every school where there is no more than one school clerk assigned, that school clerk shall be a School Clerk I. Effective January 1, 1978, in every school where there are two or more school clerks assigned, there shall be at least one School Clerk I.

The BOARD shall not employ temporary school clerks so long as there are certified school clerks awaiting appointment from said eligibility lists.

9-3.6. The BOARD and the UNION recognize the value of professional orientation workshops and in-service meetings. Two workshops per year shall be scheduled in order to provide school clerks with new techniques required to fill their job responsibilities and to familiarize school clerks with new technology utilized by the BOARD.

9-3.7. Effective September 3, 1984, any certified School Clerk Assistant assigned in a School Clerk I appropriation for a period of twenty (20) consecutive school days shall be paid at the appropriate step of the School Clerk I salary schedule, effective on the twenty-first consecutive school day.

It is agreed and understood that upon the assignment or transfer of a certified School Clerk I to said position, the certified School Clerk Assistant shall revert to the former pay status as a School Clerk Assistant.

9-3.8. Whenever the services of a school clerk are no longer required in a particular school, only the school clerk with the least seniority shall have the right to transfer directly from an overstaffed school or discontinued program to any vacancy in the same title for which the clerk is eligible except that said school clerk shall not displace a clerk who is next for the position on the transfer list who has greater seniority in the school system. (Service prior to resignation is not considered.) Said school clerk may apply immediately for transfer to the former school where that school clerk's name precedes those of all other applicants on the transfer list. If a vacancy occurs at the former school, the applicable provisions of Article 9-3.1 of this Agreement shall apply. If the school clerk transferred is not the one with the least seniority, the supernumerary rights do not apply.

Said school clerk's name is retained on other transfer lists to schools of the clerk's own choosing.

9-4. Vision Screening and Audiometric Technicians.

9-4.1. Only qualified vision screening and audiometric technicians appointed from the career service list and temporary vision screening and audiometric technicians shall administer vision and hearing tests.

9-4.2. When schedules are assigned, ability and qualifications being equal, technicians shall be given preference based on seniority.

9-4.3. Two city-wide or district cluster meetings shall be held on orientation day and record-staff development day for vision screening and audiometric technicians in order to review new procedures and other related matters.

9-4.4. Travel between schools required by the BOARD shall be conducted within the established seven-hour duty day.

9-4.5. Vision screening and audiometric technicians shall be informed, in writing, of any procedural changes and re-

ording procedures. Said vision screening and audiometric technicians shall implement and comply with said changes.

9-4.6. Any change in the date for submission of time sheets and monthly travel reimbursement applications shall be issued in writing to vision screening and audiometric technicians. All vision screening and audiometric technicians shall implement and comply with said procedures.

9-5. Teacher Assistants.

9-5.1. The Bureau of Career Service Personnel shall post a list of all true teacher assistant vacancies on or before February 15, of each year, and a copy sent to the UNION.

9-5.2. Whenever the services of a teacher assistant are no longer required in a particular school, a provisional teacher assistant shall be displaced at that school prior to the displacement of any certified teacher assistant except when displacement of a provisional teacher assistant would be in conflict with written funding or programmatic guidelines. The certified teacher assistant with the least seniority shall have the right to transfer directly from an overstaffed school or discontinued program to any vacancy in the same title for which the teacher assistant is eligible except that said teacher assistant shall not displace a teacher assistant who is next for the position on the transfer list who has greater seniority (service prior to a resignation is not considered). Said teacher assistant may apply immediately for transfer to the former school where the teacher assistant's name precedes those of all other applicants on the transfer list. If a vacancy occurs at the former school, the applicable provisions of Article 9-6.11 of this Agreement shall apply.

9-5.3. If social adjustment schools or industrial skill centers are operated beyond the regular 10 school months of the regular school year, and if teacher assistants are to be employed in said summer program, teacher assistants regularly assigned to said schools shall be given preference for summer service. Such service shall be considered as summer employment.

9-5.4. In schools where there are two or more teacher assistants and where outside recess is scheduled, and where the principal determines that all teacher assistants are not

needed for recess duty, the recess duties of the teacher assistants shall be rotated.

9-6. General Provisions.

9-6.1. Notwithstanding any other provision of this Agreement to the contrary, the provisions of this Article shall govern the transfer and assignment of career service personnel within the bargaining unit. Career service personnel shall be appointed from eligible lists provided by the Department of Personnel.

If the majority of the duties of a career service position within the bargaining unit are to be performed at a single attendance center, the principal shall appoint a qualified person from the eligible list provided by the Department of Personnel. When less than the majority of the duties of a career service position within the bargaining unit are to be performed at any single attendance center, the appointment shall be made by the appropriate administrator from the appropriate eligible list. For all positions under the jurisdiction of the Associate Superintendent for Special Education and Pupil Support Services where less than the majority of the duties of the position are to be performed at a single attendance center, the appropriate administrator is the Associate Superintendent for Special Education and Pupil Support Services.

9-6.2. Any career service member of the bargaining unit who is eligible to transfer shall remain on the transfer list while on an approved leave for illness granted under the provisions of **Board Rule 4-11**, provided that the principal, during the official visitation period established by the Department of Personnel, may go to the next name on the transfer list for visitation and approval for transfer if the first name on the list is that of a career service member of the bargaining unit on a leave for illness. Career service members of the bargaining unit returning from said leave described above shall notify, in writing, each principal of a school to which transfer has been requested that the career service member is now available for the purpose of visitation by the principal and possible transfer at the next period.

9-6.3. The BOARD shall publish a schedule of career service paydays, and when this schedule is changed, prior notice shall be given to all career service bargaining unit members.

9-6.4. Effective September, 1980, career service employees in the bargaining unit shall be paid on alternate Fridays with no longer than a one week delay between the end of the pay period and the pay date.

9-6.5. Career service members of the bargaining unit other than truant officers are on duty seven hours each school day, exclusive of a 30-minute lunch period. Career service members of the bargaining unit shall be scheduled for a 10-minute relief period during the morning and a 10-minute relief period during the afternoon. The hours of arrival and departure and lunch time are designated by the principal.

9-6.6. Performance ratings shall be distributed at the work location on or before September 30.

Said performance ratings shall indicate the final grade for the performance rating period ending in June.

9-6.7. Whenever, in the opinion of the principal, the service of a career service member of the bargaining unit is considered unsatisfactory, the following procedure takes place:

- (a) The principal of the school notifies the employee, in writing, stating the reasons for the unsatisfactory rating and offering suggestions and assistance to the employee for improving services. This notification is given to the employee in a private conference, and a copy of the notification is sent to the director of career service personnel.
- (b) If the principal feels that the work of the employee is still unsatisfactory, after at least 20 school days following the issuance of the notice of unsatisfactory service, the principal sends a letter to the director of career service personnel notifying the director of this unsatisfactory service. A copy of this letter shall be distributed to the employee.
- (c) The director of career service personnel shall schedule a conference with the employee and the principal. At this conference, the director of career service personnel and the principal shall give positive suggestions for improvement to the employee. The UNION may be present at the conference.

Sections (a), (b), and (c) above are efficiency rating procedures only and shall not limit the right of the BOARD to remove any employee for good cause.

9-6.8. No school clerk, teacher assistant, school assistant, interpreter assistant, interpreter clerk, instructor assistant, teacher assistant-Montessori Program, school social service assistant or speech pathology assistant shall be requested to remain in a school building after that employee's regular working hours unless security is provided in the work area.

9-6.9. Utilization of all teacher assistants, school assistants, instructor assistants, interpreter assistants, speech pathology assistants, teacher assistants-Montessori Program and school social service assistants shall be in conformity with applicable statutes and established guidelines. Such personnel shall not be used as a substitute for a teacher except for temporary emergency supervisory duty where the welfare of pupils is involved. Said temporary supervisory duty shall not exceed 60 minutes.

It is agreed and understood that no teacher may leave the teacher's assigned classroom under the supervision of said personnel unless said teacher has received the approval of the principal or the principal's designee.

9-6.10. All career service members of the bargaining unit who are provisionally appointed shall receive the same benefits proportionate to their work year in the areas of sick days, personal business days, funeral days, insurance coverage, vacation, unused sick days, court attendance, and jury duty as certified career service members of the bargaining unit.

9-6.11. Regularly certified career service employees may apply to transfer to not more than three schools after having served in their present school a minimum of five school months.

After serving one full year, the applicant is eligible for transfer. Requests for transfer shall be recorded in transfer books according to the date of application, and the applicant shall be given a dated, written receipt of application.

Transfers shall be processed once a year, after the April 1st deadline for application, to become effective the first day of the ensuing school year.

Any regularly certified career service member of the bargaining unit who is eligible to transfer and who has followed the prescribed procedures shall take precedence over newly ap-

pointed or provisional career service employees in filling a vacancy at the time that transfers are being processed. At that time, only vacancies shall be filled from the transfer list before appointments are made from the career service eligible list.

No career service employee shall be transferred without the prior approval of the receiving school principal who shall visit or interview the applicant in the position order on the transfer list before appointments are made from the career service eligible list. All disapprovals must be submitted in writing by the principal to the director of the Bureau of Career Service Personnel. The career service employee shall receive a copy of said disapproval. The final decision as to transfer shall be made by the receiving school principal.

If a career service employee who is eligible for transfer is not visited or interviewed by the receiving school principal prior to the annually established deadline for visitation, said career service employee transfer will be processed automatically.

A regularly certified career service employee may apply for transfer to a vacancy which may be created by the opening of a new school. However, no regularly certified career service employee shall apply for such vacancy if said employee is presently on the transfer list of three schools.

Vacancies created by the opening of a new school, encumbered by a transfer list, shall be filled from the transfer list at the time of such opening.

A regularly certified career service employee may withdraw from a school transfer list. Such withdrawal shall be in writing. A regularly certified career service employee who has applied for transfer to the maximum number of schools and has withdrawn the application from any school will not be eligible to apply for additional schools for 10 months from the date of withdrawal.

9-6.12. The BOARD agrees to review during the initial year of this Agreement the following job titles: audiometric technician, vision screening technician, truant officer, library assistant, and school community representative in order to determine if said job titles are assigned to the proper pay grade.

9-6.13. The BOARD agrees to conduct career service cer-

tification examinations for each career service job title in the bargaining unit listed in Article 1-1 during the first year of this Agreement.

Original Examinations. No provisional employee who has been employed in his or her current position for 120 days or more and who has taken the examination to be certified in such position and obtained a passing score on that examination, shall be displaced from his or her current position, irrespective of his or her rank on the register. All such provisional employees who take the first examination in a job title offered during the term of this Agreement and receive a passing score, shall be certified no later than the time of certification of the person standing highest on the rank order register.

Promotional Examinations. No employee who is working as a provisional in a higher job title for 120 days or more from the job title in which he or she has attained certified status and who takes the certification examination in the job title in which he or she is working as a provisional and receives a passing score shall be displaced from his or her position by virtue of his or her provisional status and the existence of a posted civil service examination rank order register. Any such person who has been working as such a provisional for at least 120 days or more at the time of the examination shall be certified in the job title in which he or she is working as a provisional no later than the time of certification of the person standing highest on the rank order register.

9-7. School Community Representatives.

9-7.1. Whenever there is a reduction in school community representative (SCR) positions in a school where two or more school community representatives are assigned, the school community representative with the least amount of service as a school community representative within that school shall be displaced.

9-8. School Assistants.

9-8.1. In schools where there are two or more school assistants assigned and present, if outside recess is scheduled and the principal determines that all school assistants are not needed for recess duty, the recess duties of the school assistants shall be rotated.

9-9. Interpreter Assistants.

See Article 9-6 — General Provisions.

9-10. Interpreter Clerks.

See Article 9-6 — General Provisions.

9-11. Instructor Assistants.

See Article 9-6 — General Provisions.

9-12. Teacher Assistants-Montessori.

See Article 9-6 — General Provisions.

9-13. School Social Service Assistants.

See Article 9-6 — General Provisions.

9-14. Speech Pathology Assistants.

See Article 9-6 — General Provisions.

ARTICLE 10 — COUNSELORS

10-1. The recommendation of the 1960 White House Conference on Children and Youth of a counselee-counselor ratio of 600 to 1 at the elementary level is accepted as a desirable goal.

10-2. Counselors shall have a telephone available for their use.

10-3. New buildings shall include adequate space to conduct interviews and meetings, and provide counseling for students.

10-4. A list of schools with names of principals and counselors shall be sent to each high school, in quantity, for the guidance staff, and to each elementary school.

10-5. Wherever possible, no more than 80 students shall be tested at any one time.

10-6. Effective January 1974 and thereafter, acting counselors must complete the counselor requirements no later than two years from the date of said acting assignment.

If, at the end of the applicable periods set down above, an acting counselor has not met all counselor requirements, a fully qualified counselor shall be nominated by the principal for appointment to said counselor position.

Effective September, 1977 and thereafter, acting counselors shall complete the counselor requirements no later than eighteen calendar months from the date of said acting assignment.

If, at the end of the applicable periods set down above, an acting counselor has not met all counselor requirements, a fully qualified counselor shall be nominated by the principal for appointment to said counselor position.

Effective September 1, 1981 and thereafter, all counselors shall be fully qualified and shall have met all Board of Education requirements for said counseling positions before assignment.

All presently assigned acting counselors shall be permitted to complete the Board of Education requirements in accordance with the above cited provisions of this Agreement.

10-7. Twice annually, the Bureau of Teacher Personnel shall list in the Personnel Bulletin all counselor vacancies.

10-8. At least one counselor from each high school shall attend each Counselor Information Institute conducted by the BOARD and shall communicate the substance of the Institute program to all non-attending counselors in that school.

ARTICLE 11 — DRIVER EDUCATION TEACHERS

11-1. The assignment of driver education teachers shall be based upon the date of their approval to teach this subject by the Board of Examiners.

11-2. As far as possible, all work assignments at each center shall be equalized to guarantee to each teacher an equal share of available work and, except where an unusual condition exists, the work load for each teacher shall be 32 hours per pay period.

11-3. There shall be no change in the status of elementary teachers now employed in the program.

11-4. Teachers assigned to a center who are being transferred shall have the right to a conference, if requested, and may be represented by the UNION.

11-5. All assignments shall be made through the Department of Personnel.

11-6. In implementation of present practice, funds allotted for driver education supplies for high school may be utilized for the purchase of approved driver education films provided there is no greater need.

11-7. In addition to established certification and educational requirements, all teachers employed in the summer driver education program must have received a satisfactory teacher efficiency rating during the preceding school year, and preference shall be given to those who received an excellent or superior rating as a driver education teacher during the preceding school year.

11-8. A driver education teacher shall receive regular driver education pay for the national holiday July 4 when this holiday is celebrated on the day that teacher is scheduled to work, provided that said driver education teacher works the day before and the day after the holiday. This provision shall not be applicable when July 4 occurs on Saturday.

11-9. Summer driver education employment applications shall be available on or before the Friday following spring vacation. Nothing herein shall be construed to be applicable to any program which may be developed, funded or implemented subsequent to the above-stated date.

ARTICLE 12 — EVENING SCHOOL TEACHERS*

12-1. An evening school teacher shall receive regular pay for Lincoln's Birthday, Washington's Birthday, and Memorial Day when such holidays are celebrated on days the teacher would be scheduled to work.

12-2. In order to provide for the security of the students and staff in the school building, the BOARD agrees that it will strive to obtain police protection for each school building to the extent that the police department will accommodate.

*Applies only to Washburne evening school teachers.

ARTICLE 13 — EXTRACURRICULAR PERSONNEL

13-1. Compensation for teachers engaged in extracurricular activities, such as coaching athletic teams and drama groups, directing instrumental and vocal groups, and sponsoring student activities, shall be based on the schedule appearing in the appendix of this Agreement.

13-1.1. A high school teacher appointed by the principal as the adviser for the official school yearbook or newspaper, which newspaper shall be published at intervals scheduled by the principal, shall be programmed for a normal program less one teaching period.

Where an advisor sponsors both the school newspaper and yearbook, said advisor shall be programmed for a normal program less two teaching periods.

An adult education teacher, appointed by the principal as the advisor for the official school newspaper, shall be programmed for a normal program less one teaching period for four school days prior to each publication date. Said newspaper shall be published at intervals scheduled by the principal.

13-2. Physical education teachers shall be given priority in coaching positions; however, qualified persons presently serving in coaching positions will not be replaced by this provision.

13-3. Each school shall develop a schedule of activities for the first five months, other than class field trips, no later than September 30 and for the second five months no later than February 1, and the events and rehearsals warranting pupil excuses from class shall be kept to a minimum. Deviation from the activity calendars will be made only in exceptional cases.

13-4. The principal shall be responsible for the conduct of the entire extracurricular program within the school. Whenever in the estimation of the principal any of the activities being conducted do not continue to meet requirements of the school, such activity shall be discontinued at once in that school. If the activity is discontinued, the teacher will be paid on a prorated basis.

13-5. No teacher shall be assigned to a head coaching position in more than one of the following sports: football, baseball, basketball, or track; or to more than two coaching assignments in interscholastic sports during a school year.

Where a teacher, because of extenuating and special circumstances, is appointed to teach two activities and the official season of the first activity has not been terminated before the official opening date of the second activity, full compensation will be allowed only for that activity in connection with which the teacher serves the entire official season. Compensation for the other activity will be made on the basis of the percent of the total official season during which service was rendered.

13-6. At least one teacher is to remain with the pupils after the close of any activity, practice session, or game until the last pupil has left the premises. This rule applies whether the group is at the home school or field or is away.

13-7. To be eligible for appointment as a coach of a swimming team, an applicant must hold a teaching certificate indicating that the applicant has passed the swimming requirements test administered by the Board of Examiners or holds a current Red Cross Senior Life Saving certificate or holds a current Red Cross Water Safety Instructor's certificate or a current YMCA Aquatic Leader Examiner's certificate.

13-8. By January 1, 1976, the physical education chairperson and the Board of Control Representative and a representative from the non-sports extracurricular program at each high school shall present a complete report to the local school principal recommending parental permission procedures for in-school and after-school clubs and extracurricular activities.

These reports and the recommendations of the principals shall be considered by the BOARD in the development of parental permission procedural guidelines for clubs and other activities.

A copy of these procedures, when developed, will be provided for each activity and club sponsor no later than September of each school year.

ARTICLE 14 — FAMILY INSTRUCTORS

Not applicable since the BOARD does not presently employ family instructors.

ARTICLE 15 — LIBRARIANS: ELEMENTARY AND HIGH SCHOOL

15-1. The standard (prescribed by the American Library Association in its **Standards for School Library Programs**, 1960, and supported by the Office of the Superintendent of Public Instruction in **Standards for School Library Programs in Illinois**, 1966) that there shall be one librarian for every 500 students or major fraction thereof shall be a goal toward which to work as funds become available.

15-2. The standard (prescribed by the American Library Association in its **Standards for School Library Programs**, 1960, and supported by the Office of the Superintendent of Public Instruction in **Standards for School Library Programs in Illinois**, 1966) that there shall be one library clerk for every 600 students or major fraction thereof shall be a goal toward which to work as funds can be made available.

15-3. The needs of the children shall be taken into consideration when determining the priority for assignment of additional library clerical help in high schools and elementary schools.

15-4. Adequate library facilities shall be provided in all new school buildings. In existing buildings, the BOARD shall provide such facilities as funds and space can be made available.

15-5. As a goal toward which the BOARD shall work as funds become available, provision shall be made for all primary school children in each elementary school to have one library period per week under the direction of the teacher-librarian.

15-6. In accordance with current policy, the number of children attending a middle school or elementary library class during one class period shall not exceed the number of tables, chairs and/or other work areas available.

15-7. If the elementary school library facilities are to be used

when the teacher-librarian is absent from the premises, guidelines for their use which are not in conflict with BOARD policy shall be established by the librarian, the principal, and the UNION's Professional Problems Committee of that school.

15-8. The program of the elementary teacher-librarian shall be so arranged as to provide for a minimum of four preparation periods per week for processing books and kindred library tasks, provided that, in addition, teacher-librarians shall be provided not less than the average number of preparation periods accorded to other educational personnel in the school.

15-9. Every effort shall be made to send pertinent bulletins explaining library policies, practices, and procedures to the teacher-librarians.

15-10. One workshop or inservice meeting per school year for teacher-librarians shall be conducted at the area or district level during the regularly scheduled inservice time to provide information about new materials, equipment, techniques, and new approaches to library media service and the teaching of reading.

15-11. The principal shall designate a high school librarian to serve as department chairperson, and such chairperson shall attend all school department chairperson meetings.

15-12. In accordance with current policy, the professional high school library staff in conjunction with the faculty and administration shall plan and implement a school-wide library program.

15-13. A librarian shall be included on all high school curriculum committees.

15-14. Clerical assistants in the schools shall not replace teacher-librarians in class instruction or library administration.

15-15. Where administratively possible, elementary librarians serving more than one school during one school week and high school librarians shall be assigned duties related only to the library program.

15-16. On the day when a half-time librarian spends the morning at one building and the afternoon at another, said half-time librarian shall be assigned no duties outside of those resulting directly from said library assignment.

15-17. New buildings shall include adequate storage facilities for audiovisual equipment. In existing buildings, the BOARD shall provide the necessary storage facilities as funds and space can be made available.

15-18. To the extent that funds can be made available, the BOARD shall provide trained teacher assistants to distribute and maintain audiovisual equipment in the elementary school library.

15-19. Trained audiovisual assistants shall be provided in the high school library as soon as funds can be made available.

15-20. The BOARD agrees to furnish the UNION with a list of teacher-librarian vacancies to be published in the **Chicago Union Teacher** once a year.

15-21. On or before December 1, 1983, any regularly appointed high school librarian displaced since September 1, 1979 and serving currently in an elementary school library position, may submit a written request to the Director of the Bureau of Teacher Personnel for a transfer to any true high school library vacancy.

Said transfer requests shall be processed in accordance with the provisions of Article 42-2.1 of this Agreement.

ARTICLE 16 — PHYSICAL EDUCATION TEACHERS

16-1. The time allotment for physical education classes will be reviewed and clarified.

16-2. Teachers of physical education who sponsor the school safety patrol shall have one period per week for patrol gym and/or administration of the patrol.

16-3. Applicants for supervisory positions in the Bureau of Health and Physical Education may apply on the basis of teaching experience at the elementary or secondary level.

16-4. Wherever possible, physical education programs shall be planned to avoid frequent attire changes in successive classes.

16-5. New buildings shall include proper dressing and toilet facilities for the physical education department.

16-6. Equipment shall be available from the supply lists or through special order for all activities in the physical education course of study.

16-7. In-service training for physical education teachers shall be provided in city-wide or district level meetings during the school day.

16-8. On a day when a half-time physical education teacher spends the morning at one building and the afternoon at another, said half-time physical education teacher shall be allowed 75 minutes including lunch for travel time.

16-9. In each school, physical education teachers shall submit suggestions to the principal by December 20, 1977, for the implementation of the provisions of Title IX.

Subsequent to December 20, 1977, the principal or the principal's designee shall meet with the physical education teachers to discuss said suggestions with a view toward establishing local school procedures to implement Title IX.

ARTICLE 17 — PLAYGROUND TEACHERS

17-1. All playground teachers shall be placed on the appropriate step of the regular teachers salary schedule.

17-2. Playground teachers shall be paid on a 47-week basis.

17-3. Playground substitutes shall meet the requirements for regular or temporary certification of a teacher in playgrounds or for regular or temporary certification of a teacher of physical education.

17-4. Each playground shall have a fund of \$100 each calendar year to be used to purchase emergency supplies and equipment, all expenditures to be approved by the bureau director.

17-5. Playground teachers shall work a 6-hour day schedule, Monday through Friday. The hours of playground teachers shall be as follows —

Monday through Friday, inclusive — 2:30 p.m. to 9:15 p.m. with 45 minutes for dinner to be taken separately as follows:

one teacher from 5:15 p.m. to 6:00 p.m.

one teacher from 6:00 p.m. to 6:45 p.m.

17-6. Vacation periods and unpaid layoff time shall be on a consecutive week basis unless otherwise requested by the employee, to the extent permitted by the needs of the program through arrangement with the school principal.

Written requests for vacation and/or unpaid layoff time shall be filed by the playground teacher with the school principal at least five school days prior to the vacation or unpaid layoff time.

Seniority in the Chicago public school system of the two regularly assigned playground teachers at any given playground shall be the determining factor to the extent permitted by the needs of the program.

17-7. As long as the playground teachers are assigned in the present organizational structure, the Bureau of Health, Physical Education, Recreation, and Safety and one additional administrator designated by the General Superintendent of Schools shall meet with the playground Professional Problems Committee at the request of either party to discuss playground operations and questions other than grievances relating to the implementation of the Agreement provided, however, that there shall be such a meeting at least once a month at the playground Professional Problems Committee's request.

The Bureau of Health, Physical Education, Recreation, and Safety shall be supplied with an agenda of the items the committee wishes to cover at least 48 hours before any meeting is to take place. The Bureau of Health, Physical Education, Recreation, and Safety may have in attendance any resource persons whose presence is needed in connection with a subject on the agenda. Any item the director places on a meeting agenda shall be supplied to members of the Professional Problems Committee at least 48 hours prior to the meeting.

Membership of the Professional Problems Committee shall be limited to four members.

17-8. Regularly appointed playground teachers may apply for transfer after having served a minimum of five school months in their present assignment. Effective September 1, 1977, playground teachers whose names do not now appear on any transfer list, or those playground teachers whose names appear on only one transfer list, will be permitted to apply for transfer to a total of two playgrounds. After serving one full year, the applicant is eligible for transfer.

Requests for transfer shall be recorded in transfer books according to the date of application, and the applicant shall be given a dated, written receipt of application.

Transfers shall be processed once a year after the deadline date for application to become effective the first day of the ensuing school year in September.

The final decision as to the transfer shall be made by the principal of the receiving school.

Withdrawal requests must be submitted over the signature of the playground teacher before transfer notices are issued. In all cases, it is the playground teacher's responsibility to know if application was made for transfer to a playground and to withdraw if transfer is no longer desired.

Playground teachers granted a voluntary transfer effective September 1, 1985 and thereafter, may apply for another voluntary transfer after having served a minimum of two years in their present school.

17-9. The Bureau of Teacher Personnel shall make available in December and June a list of all playground vacancies.

17-10. The BOARD will review the need for security in playgrounds and will provide security personnel where it deems necessary.

ARTICLE 18 — PRACTICAL ARTS AND VOCATIONAL EDUCATION TEACHERS

18-1. Effective September 1, 1968:

- (a) A teacher of drafting, industrial arts, or unit shop subjects shall be allowed credit for salary step placement

up to and including the sixth step for service and experience as a registered architect, registered professional engineer or drafter senior level or above, or journey-level crafts worker qualified through completion of a registered apprenticeship program, or industrial experience at the technician level or above in the areas to be taught in the industrial education curriculum, gained through full-time employment in a position satisfactory to the General Superintendent of Schools, provided that such service and experience occurred subsequent to receiving a bachelor's degree from an accredited college or university.

- (b) A teacher of drafting or shop with a trade certificate shall be allowed credit for salary step placement up to and including the sixth step for full-time service and experience as a registered architect, registered professional engineer or drafter senior level or above, or journey-level crafts worker qualified through completion of a registered apprenticeship program, or industrial experience at the technician level or above in the occupation for which certification is used, in a position satisfactory to the General Superintendent of Schools.

The present practice of lane placement of teachers employed under a trade certificate will continue.

18-2. Effective September, 1969, a 30-period teaching week for shop teachers shall be implemented. Shop teachers on an extended-day program shall not have more than 40 teaching periods. Each student's basic shop program in general or technical schools shall consist of 10 periods of instruction weekly for each class consisting of five double periods.

Shop teachers on a regular day program who do not have a division shall have five lunch periods and five self-directed professional periods which shall include conferences and preparation of class work each week. Shop teachers on a regular day program who have a division shall have five lunch periods, five self-directed professional periods, and five conference and preparation periods each week. Shop teachers on an extended day or overtime program who have a division shall have five lunch periods, five self-directed professional periods, and five conference and preparation periods each week.

18-3. EMH pupils shall be assigned to classes especially programmed for them when sufficient numbers are present to provide for this grouping.

18-4. Where administratively possible, there should be no more than one class programmed for any one shop or home economics laboratory area at any given time.

18-4.1. Effective September, 1978, where possible for teachers of food and/or food services in the high schools, one of their professional preparation periods each week shall be programmed at the end of the day for the purpose of securing authorized supplies when classes are scheduled for food preparation and/or demonstration.

18-5. The amount appropriated in the 1990-91, 1991-92, and 1992-93 school years for supplies for PAVE classes shall exceed by \$150,000 the full regularly established per pupil appropriation for supplies for practical arts and vocational education classes. The per pupil allocation of the \$150,000 is to be determined by the assistant superintendent for the department of vocational and career education program development in consultation with a representative of the UNION.

18-6. Whenever a teacher of shop or home economics laboratory determines that the classroom conduct of a pupil may create a safety hazard for said pupil or for other pupils enrolled in the class, the shop teacher or home economics laboratory teacher shall immediately notify the principal or the principal's designee, requesting exclusion of that pupil, stating in writing the reasons therefore.

Upon receipt of written directions from the principal or the principal's designee as to where the pupil is to be sent, the pupil may be excluded from that home economics laboratory or shop class.

The principal or the principal's designee shall immediately investigate the matter. Based on the findings of the investigation and a conference with the shop teacher or home economics teacher and other appropriate members of staff, as determined by the principal, the principal shall determine the disposition of the matter.

18-7. Newly assigned teacher coordinators of office occupa-

tions and distributive education shall be regularly certified business education teachers.

18-7.1. Newly assigned teacher coordinators of home economics related occupations shall be regularly certified teachers on a Board of Education homemaking arts certificate.

ARTICLE 19 — PSYCHOLOGISTS

19-1. School psychologists employed in the Bureau of Child Study prior to December 16, 1967, have had the option of working 10 school months (40 weeks), 11 school months (44 weeks), 12 school months (48 weeks), or 12 calendar months. Subsequent to December 16, 1967, all school psychologists newly assigned to the Bureau of Child Study and all school psychologists who elected to convert from 12 calendar months to 12 school months shall be employed on a 12-school-month basis.

Pension contributions and sick leave shall be based on the work year for 47-week personnel. Pension contributions and sick leave for all other employment period classifications shall be based on the 39-week year.

Effective September 6, 1976, all newly appointed school psychologists and all provisional and temporarily certificated school psychologists shall be employed on a 10 school month (39 week) basis. All school psychologists currently employed on a 12 school month (47 week) basis or on an 11 school month (44 week) basis shall be given the opportunity to convert to a 10 school month (39 week) basis. Election to convert shall be final and cannot subsequently be changed at the request of the employee.

Employment of 39-week personnel beyond 39 weeks shall be considered as summer employment. Pension contributions and sick leave shall be based on a 39-week year.

Employment of 43-week personnel beyond 43 weeks shall be considered as summer employment. Pension contributions and sick leave shall be based on a 39-week year.

19-2. Pay shall be based upon the school month. Psychologists who are qualified as school psychologists as defined by state statute and who are assigned as psychologists by the Department of Personnel will receive an increment of \$160 per month in addition to their basic salary.

Psychologists shall furnish the Bureau of Teacher Personnel prior to the beginning of each school year documented evidence of possession of a valid State of Illinois Qualified School Psychologist Permit or a School Psychologist Certificate issued by the Illinois State Teacher Certification Board, registered for that school year and endorsed by the Office of Superintendent, Educational Service Region of Cook County.

19-3. The work day shall be 6-³/₄ hours including a 45-minute lunch period.

19-4. In November, February and May, the Bureau of Teacher Personnel will supply the UNION with a list of the true vacancies for school psychologists to be published in the **Chicago Union Teacher**. School psychologists may indicate their desire to transfer to said vacancies. A supernumerary school psychologist shall be eligible to transfer in accordance with the provisions of Article 42-3 of this Agreement.

The final decision as to transfer shall be made by the Associate Superintendent for Special Education and Pupil Support Services, unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.

19-5. Psychologists employed under the 100-day provision for retired teachers working as school psychologists shall be paid at the same rate as provisionally certified psychologists.

ARTICLE 20 — SCHOOL SOCIAL WORKERS

20-1. Effective December 16, 1967, all newly assigned school social workers and all school social workers who elected to convert from 12 calendar months to 12 school months shall be employed on a 12-school-month basis.

Pension contributions and sick leave shall be based on the work year for 12-school-month personnel.

Effective September 6, 1976, all newly appointed school social workers and all provisional and temporarily certificated school social workers shall be employed on a 10 school month (39 week) basis. All school social workers currently employed on a 12 school month (47 week) basis shall be given

the opportunity to convert to a 10 school month (39 week) basis. Election to convert shall be final and cannot subsequently be changed at the request of the employee.

Employment of 10-school-month school social workers beyond 40 weeks shall be considered as summer employment. Pension contributions and sick leave shall be based on a 10-school-month year.

20-2. Confidential case records of school social workers shall be maintained in a locked file cabinet or shall be secured in an available facility at the local school.

Telephone service shall be available when necessary for follow-up calls.

20-3. In November, February and May, the Bureau of Teacher Personnel will supply the UNION with a list of the true vacancies for school social workers to be published in the **Chicago Union Teacher**. School social workers may indicate their desire to transfer to said vacancies.

The Associate Superintendent for Special Education and Pupil Support Services, the principal, or other appropriate administrator may visit in accordance with the established personnel procedures for transfer visitation and approval.

A supernumerary school social worker shall be eligible to transfer in accordance with the provisions of Article 42-3 of this Agreement.

The final decision as to transfer shall be made by the Associate Superintendent for Special Education and Pupil Support Services, unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.

ARTICLE 21 — SPECIAL EDUCATION TEACHERS

21-1. FTB teachers with a minimum of eight semester hours of approved credit in special education may replace FTB teachers with no training in special education with the further proviso that a fully trained FTB teacher (one who meets the general and specific requirements for a teaching certificate and meets state requirements for special education) may replace any FTB teacher assigned to a special educa-

tion class or program who is not fully trained in the area of special education.

21-1.1 Effective September 1, 1971, regularly certificated and full-time-basis substitute teachers assigned to special education classes who have completed 30 semester hours of approved graduate credit in the areas of special education shall be permitted to advance to Lane II of the salary schedule. Termination of service in the area of special education shall cause said teacher to revert to the appropriate lane of the salary schedule and, further, it shall be the responsibility of the teacher to notify the Bureau of Teacher Personnel of such termination.

21-1.2 Teachers who possess the necessary qualifications for possible assignment in the area of special education are encouraged to make application for such assignment. In order to make known those existing opportunities, the BOARD agrees to supply the UNION in November, February and May of each year with a list of the vacancies in the area of special education to be published in the **Chicago Union Teacher** three times a year. Special education positions in the area of EMH, TMH, blind and partially seeing, deaf and hard of hearing, physically handicapped, speech and language impaired, learning disabilities, behavior disordered and emotionally disturbed not filled by a regularly appointed teacher certificated in the above-cited areas shall be considered a vacancy.

21-1.3. The principal or the principal's designee shall advise special education teachers, within 20 school days after the budget is received in the school, of the total amount of funds available under Fund 210 and Fund 300 special education activity numbers, and the current object, as contained in the annual school budget, for the purchase of supplies and materials. All special education teachers shall have access to and shall review the current **Education Supplies Catalog**.

On or before a specific date to be established by the principal at each school, each special education teacher shall submit, in writing, to the principal or the principal's designee a suggested list of supplies for his or her pupils from the current **Education Supplies Catalog**. It is understood that supply allocations are limited to the funds available.

21-2. Teachers of the Deaf.

21-2.1. Deaf and hard-of-hearing children shall be integrated in all school activities with hearing children if considered feasible by the principal.

21-2.2. One staff member able to communicate with the children shall be designated to remain in the school until any emergencies occurring after the regular school day have been resolved.

21-3. Teachers of EMH-TMH Children.

21-3.1. Pupil placement in an EMH division is made only upon recommendation of a qualified psychologist followed by an authorization of the Department of Special Education.

21-3.2. When availability of teachers and space make it possible, one library period and one physical education period per week shall be provided EMH and TMH pupils.

21-3.3. The amount of money allocated for books and materials for EMH children in the high schools shall be on a per capita rather than a class enrollment formula.

21-3.4. Psychologists, school social workers, school nurses, and/or other district resource personnel designated by the district superintendent shall meet periodically with teachers of TMH and EMH children to discuss matters of professional interest. These meetings shall be held during school hours on the Wednesday morning in-service time or as scheduled by the district superintendent at a location designated by said district superintendent.

21-3.5. New teachers of high school EMH students shall be provided with appropriate in-service education during the school day to the extent possible with the supervisory staff and the substitute service available.

21-3.6. A high school EMH or TMH teacher and an elementary school EMH or TMH teacher shall refer a student in that teacher's class at any time said teacher believes reevaluation is desirable. Said teacher shall continue to be alert to children who appear in need of different special education placement.

21-3.7. The BOARD shall distribute a copy of the updated "**Guidelines for Special Education Programs**" to each full-time teacher assigned to a special education position.

21-3.8. In accordance with the provisions of Article 29-1 of this Agreement the UNION shall have representation on city, district or school level committees established to plan and develop proposals seeking government funding for programs in special education subject areas.

21-4. Social Adjustment Teachers.

Not applicable since the BOARD does not presently employ social adjustment teachers.

21-5. Speech Pathology Teachers.

21-5.1. Each semester the Bureau of Teacher Personnel shall make available to speech pathology teachers a list of vacancies to which they may indicate their desire to transfer. The BOARD shall supply the UNION with said list of vacancies to be published in the **Chicago Union Teacher** three times a year.

A supernumerary speech pathology teacher shall be eligible to transfer in accordance with the provisions of Article 42-3 of this Agreement.

The final decision as to transfer shall be made by the Associate Superintendent for Special Education and Pupil Support Services, unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.

21-5.2. Speech pathology teachers who travel from one school to another during the noon hour shall be allowed 75 minutes including lunch for travel time.

21-5.3. Wherever possible, speech pathology teachers shall be provided with space which is as free from noise and interruption as the administration of the educational program and the location of the school permits.

21-5.4. One city-wide in-service meeting per year for speech pathology teachers to discuss educational, medical and other topics related to speech correction shall be scheduled.

The BOARD shall also conduct one annual staff development workshop for speech pathology teachers.

21-5.5. All new BOARD forms and communications that involve speech therapy shall be designated "Speech and Language Impaired."

21-6. Teachers of the Blind and Partially Sighted.

21-6.1. Consultants and other resource personnel working in the program for the blind and partially sighted shall arrange conferences periodically with the teachers of the blind and partially sighted during the school day at times, if possible, when children are not scheduled for their classrooms.

21-6.2. One city-wide in-service meeting per year for teachers of visually impaired students to discuss educational, medical, and other topics related to visually impaired students shall be scheduled.

21-7. Teachers in Behavior Disordered - E.R.A. Programs.

21-7.1. One city-wide in-service meeting per year for Master teachers assigned to the Behavior Disordered - E.R.A. program to discuss educational, medical and other topics related to the Behavior Disordered - E.R.A. program shall be scheduled.

21-7.2. Teachers assigned to the Behavior Disordered - E.R.A. program shall meet all requirements, including the requirements for financial reimbursement. Teachers not meeting said requirements shall be removed from the position when a fully qualified Behavior Disordered - E.R.A. teacher is available.

21-8. Teachers in Learning Disabilities Programs.

21-8.1. A high school or elementary teacher of a severe learning disability class shall request a staffing conference and possible re-examination for a pupil in the teacher's class whenever the teacher believes re-evaluation is necessary. Said request shall be made in strict accordance with established procedures.

21-9. Physical Therapists.

21-9.1. The handbook of guidelines and procedures for

special education referred to in the 1976-77 Agreement, Article 21, Section 3.7, shall be amended to include a sub-section related to the special education support services of teacher certificated physical therapists when said sub-section has received full and final approval in accordance with Article 45-1 of this Agreement.

21-10. Teachers of Orthopedically Handicapped Children.

21-10.1. One city-wide in-service meeting per year shall be scheduled for all special education classroom teachers of orthopedically handicapped children.

ARTICLE 22 — STADIUM DIRECTORS

22-1. Stadium directors shall receive the following increment in addition to their regular salary:

First year	\$51.02 per month
Second year and thereafter	\$76.52 per month

Effective November 1, 1990, stadium directors shall receive the following increment in addition to their regular salary:

First year	\$54.60 per month
Second year and thereafter	\$81.88 per month

Effective September 1, 1991, stadium directors shall receive the following increment in addition to their regular salary:

First year	\$58.42 per month
Second year and thereafter	\$87.62 per month

Effective September 1, 1992, stadium directors shall receive the following increment in addition to their regular salary:

First year	\$62.50 per month
Second year and thereafter	\$93.76 per month

22-2. The working schedule of days and hours for stadium directors shall be determined by the district superintendent in accordance with the needs of the program.

**ARTICLE 23 — CLASSIFICATION OF
SUBSTITUTE TEACHERS**

23-1. When a vacancy has remained unfilled for fifteen (15) consecutive school days, the principal notifies the Bureau of Teacher Personnel in writing. Vacancies that continue for a period of more than twenty consecutive school days shall

be filled by the Bureau of Teacher Personnel with a full-time-basis (FTB) substitute teacher approved by the principal so as to assure that the racial composition, and where possible, the experience and educational training of each school's faculty more nearly approach the system-wide proportions as follows:

If a vacancy is filled by a teacher approved by the principal whose assignment would assure that the racial composition, and where possible, the experience and educational training of each school's faculty more nearly approach the system-wide proportions, that teacher shall be assigned to the position as an FTB by the Bureau of Teacher Personnel provided the teaching permit area requirements are met.

If a vacancy is filled by a teacher approved by the principal who does not enhance integration but who has agreed in writing to accept an assignment to enhance integration and no other vacancy exists to which the teacher could be assigned to enhance integration, that teacher shall be assigned to the position by the Bureau of Teacher Personnel provided the teaching permit area requirements are met.

It is agreed and understood that all applicants for assignment as full-time-basis (FTB) substitute teachers must indicate in writing, to the Bureau of Teacher Personnel their willingness to work on a full-time-basis. The designation does not include provisional teachers, 100 day pensioners, teachers holding regular teaching permits who have waived or resigned a regular appointment, teachers who have refused an assignment as a full-time-basis (FTB) teacher, nor teachers who do not hold the appropriate teaching permit or do not have an approval request authorization approved by the Bureau of Employment Eligibility for the given subject.

23-2. The title **Day-to-Day Substitute** is used to designate all other substitute teachers.

23-3. Teachers who hold temporary teaching certificates (other than provisional certificates) who are employed as full-time-basis (FTB) substitutes shall be eligible to receive salary adjustments up to and including the second step of the appropriate lane to allow credit for prior service as a full-time day school teacher in the Chicago public schools or in schools outside the Chicago public school system provided, however, that the provisions of Sections 4-28 of the **Rules**

of the Board of Education covering salary adjustments are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) are filed with the Bureau of Teacher Personnel. The Bureau of Teacher Personnel shall acknowledge within 25 days, in writing, the receipt of such application and shall indicate any deficiency in the application. At the time application is made, the teacher shall furnish the Bureau of Teacher Personnel with a stamped, self-addressed envelope.

To be eligible for a salary adjustment based on teaching experience in the Chicago public schools effective on the date of employment, full-time-basis (FTB) substitute teachers must make proper claim to the Bureau of Teacher Personnel within 60 days of the date of employment. After 60 days, the effective date for a salary adjustment based on teaching experience in the Chicago public schools shall be the date proper claim is received in the Bureau of Teacher Personnel.

Salary step adjustments for outside teaching experience for full-time-basis (FTB) substitute teachers shall be made effective from the date of employment provided that proper claim and documentary proof are on file within 90 days of employment. After 90 days of employment, the effective date for salary adjustments becomes the date on which the application and affidavit are received in the Bureau of Teacher Personnel.

No salary adjustment claim or verification of employment outside of the Chicago public schools will be considered if filed after one year of original placement as a full-time-basis temporarily certified teacher.

23-4. Teachers who hold temporary teaching certificates (other than provisional certificates) who are employed as full-time-basis (FTB) substitutes, and who qualify to take an examination for a regular teaching certificate, and who agree to take the examination as soon as it is offered by the Bureau of Employment Eligibility shall also be eligible for an additional salary adjustment up to and including the third step of the appropriate lane provided, however, that they have not had such a salary adjustment at a previous time and that the provisions of Section 4-28 of the **Rules of the Board of Education** covering salary adjustment are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved,

an affidavit (Affidavit Form T. Per. 42) is filed with the Bureau of Teacher Personnel.

Any full-time-basis (FTB) substitute teacher who has had the above-mentioned salary adjustment and who fails to qualify for placement on an Academically Qualified List, if established by the Bureau of Employment Eligibility within one year shall revert to the full-time-basis (FTB) substitute teacher's appropriate step and lane but no higher than step two.

Teachers on existing eligibility lists who are employed as full-time-basis (FTB) substitute teachers shall also be eligible for additional salary adjustment in accordance with the above-cited requirements and procedures.

23-4.1. The full burden of responsibility for submitting claim and proof thereof of all salary and/or lane advancements rests with the teacher. Experience outside of Chicago must be documented.

23-4.2. Whenever a full-time-basis (FTB) substitute teacher is placed on an Academically Qualified List by the Bureau of Employment Eligibility, said full-time-basis (FTB) substitute teacher shall not be subject to the salary step limitations outlined in Articles 23-3 and 23-4 of this Agreement.

23-5. FTBs may be exchanged, assigned or reassigned by the Department of Personnel in such a way as to enhance and maintain the goals of the **Plan to Implement the Provisions of Title VI of the Civil Rights Act of 1964** and to assure that the racial composition, experience and educational training of each school's faculty are in accordance with the Plan.

FTBs in a school who do enhance the achievement of the integration goal and who have regular certificates and who have satisfactory ratings shall have preference over other FTBs in filling vacancies in the area of certification in that school for the following school year.

A review committee shall be established to hear and decide appeals only on the basis of hardship in the case of FTBs whose assignments were made subsequent to June 30, 1990, to enhance and maintain the goals of the Plan provided that said teacher has not had a prior review within the past twelve months.

23-6. FTBs being removed from an assignment during the school year, except when being replaced by a regularly appointed certificated teacher, shall have the right to a conference at the personnel office and may be represented by the UNION.

ARTICLE 24 — SUMMER SCHOOL

24-1. Assignments to regular summer school positions shall be made 10 school days prior to the end of the school year.

24-1.1. Each year summer school employment applications shall be available on or before the Monday following spring vacation. Nothing herein shall be construed to be applicable to any program which may be developed, funded, or implemented subsequent to the above-stated date.

24-1.2. To the extent possible, assignment for summer school employment for other members of the bargaining unit shall be made by June 1.

24-1.3. The BOARD shall establish a list of teachers and other members of the bargaining unit assigned to summer schools during the 1991, 1992, and 1993 summer school session within ten school days after the date summer school assignments are made under the provisions of Article 24-1.2 and 24-2 of this Agreement.

24-2. Assignments to all summer schools shall be made in the following order: (1) Regularly appointed teachers in their own subject, (2) Regularly certificated teachers in their own subject, (3) Regularly appointed teachers certified in other subjects in which they satisfy Board of Examiners requirements, (4) FTBs, (5) Day-to-day substitutes.

24-3. It is agreed and understood that any exception to Articles 24-2 and 24-4 of this Agreement shall be discussed between a three member committee of the UNION and a three member committee of the BOARD, which shall include a representative of the General Superintendent of Schools and a representative of the Deputy Superintendent of Schools for Field Services. Such discussion shall include all programs designated as on-going. Exceptions to the above-cited articles shall not be implemented unless there is agreement between the BOARD and the UNION. Every ef-

fort will be made to conclude the discussions by May 1, each year.

24-4. In areas where there are more qualified applicants for summer school positions than positions available, preferences shall be given to applicants who have taught fewer than two summer sessions immediately preceding the current summer session.

24-5. Final grades for nongraduates enrolled in one class shall be due Thursday of the final week; final grades for nongraduates enrolled in more than one class shall be due on Wednesday of the final week.

24-6. Textbooks shall be available Thursday of the first week, or as soon thereafter as possible considering the need to reorganize classes because of enrollment, and shall not be required to be collected prior to Wednesday of the last week. It is understood that the inventory and accounting of summer school textbooks and materials shall be completed on the last day of summer school.

24-7. Each summer high school will continue to establish a list of summer school subject offerings based upon a consideration of the needs of the students it serves.

24-8. Summer school teachers shall be paid their regular base rate as teachers prorated for the length of the day with no lane or step limitation.

24-9. The amount allocated in 1991, 1992, and 1993 for summer school classes for special education children shall exceed the amount allocated in 1970 by the sum of \$250,000.

24-10. Teachers holding valid certificates in physical education, issued by the Board of Examiners, shall be given priority in the assignment to fill physical activities positions in the summer school programs and in the summer recreation programs in the social centers if such programs are established.

24-11. If summer school classes are provided for students for whom English is a second language, said classes shall be staffed by trained TESL or bilingual education teachers who were employed in these programs during the regular school year.

24-12. Any school clerk position established in summer programs shall be filled by certified school clerks.

24-13. Summer school positions occurring prior to the tenth day of summer school, as a result of opening of new summer school classes or the failure of a teacher to accept a teaching position for the summer, shall be filled in conformity with the applicable provisions of Article 24 of this Agreement.

24-14. When summer school programs are operated at a school site, in order to provide continuity of service, one of the certified school clerks regularly assigned to the school shall be retained for summer service, if a school clerk position is necessary for said program. Such service shall be considered as summer school employment.

If the regularly certified school clerks assigned to the school during the regular school year waive this opportunity, the position shall be filled at the discretion of the Director of Career Service Personnel.

ARTICLE 25 — TEACHER ASSISTANTS

25-1. The BOARD shall employ and maintain 900 teacher assistants in elementary schools and 900 teacher assistants in high schools. The General Superintendent shall consult and advise the President of the UNION monthly on status and progress.

The teacher assistants employed in the elementary schools shall be employed to relieve teachers of nonprofessional duties and clerical chores in the schools. Teacher assistants employed in the high schools, and education and vocational guidance centers shall continue to be employed to give every such teacher, who has a duty period and is teaching a minimum of 20 periods per week, a duty-free period. Teachers so relieved shall use this time for self-directed professional activities, which shall include conferences and the preparation of class work.

25-2. Representation of government-funded teacher assistants by the UNION shall be subject to the following conditions:

- (a) Government-funded assistants to be represented will be those employed by the BOARD in federal- and state-funded programs, excluding Model Cities programs.
- (b) Such assistants as are eligible for representation must express their desires in a secret ballot representation election to be paid for by the UNION.
- (c) It is understood and agreed by the parties that no provision of this Agreement or any guidelines concerning the employment of teacher assistants shall apply where inconsistent with or in conflict with guidelines established by the BOARD and/or the federal or state agency for any given government-funded program.

ARTICLE 26 — SCHOOL NURSES

26-1. Each semester the Bureau of Teacher Personnel shall make available to the school nurses a list of vacancies to which they may indicate their desire to transfer, but the final decision as to the transfer shall be made by the Associate Superintendent for Special Education and Pupil Support Services, unless the duties of the position are to be performed at a single attendance center, in which case the final decision as to transfer shall be made by the principal of the receiving school.

26-2. A supernumerary school nurse shall be eligible to transfer in accordance with the provisions of Article 42-3 of this Agreement.

The final decision as to transfer shall be made by the Associate Superintendent for Special Education and Pupil Support Services, unless the duties of the position are performed at a single attendance center, in which case the final decision as to transfer shall be made by the receiving school principal.

26-3. Effective December 16, 1967, all newly assigned school nurses and all school nurses who elected to convert from 12-calendar months to 12-school months shall be employed on a 12-school month basis.

Pension contributions and sick leave shall be based on the work year for 12-school month personnel.

Effective September 6, 1976, all newly appointed school nurses and all provisional and temporarily certificated school

nurses shall be employed on a 10-school month (39 week) basis. All school nurses currently employed on a 12-school month (47 week) basis shall be given the opportunity to convert to a 10-school month (39 week) basis. Election to convert shall be final and cannot subsequently be changed at the request of the employee.

Employment of 10-school month school nurses beyond 39 weeks shall be considered summer employment. Pension contributions and sick leave shall be based on a 10-school month year.

26-4. In accordance with Section 6-12 of the **Rules of the Board**, the school nurse and the health assistants assigned to a school are under the supervision of the principal. The school nurse shall have direct supervision over health records as well as responsibility for assigning specific duties to the health assistant which relate to the health program.

26-5. Each school shall provide a desk, a chair, and a file cabinet for the school nurse. Telephone service shall be available when necessary for follow-up calls.

In those schools where space is not available for a school nurse office, every effort shall be made to provide suitable space for confidential interviews. It shall be the responsibility of the school nurse to notify the principal or the principal's designee when a confidential interview has been scheduled.

26-6. At least one professional orientation meeting shall be held during the regular school in-service meeting time for all school nurses. Said meeting may be held at the district or city-wide level. It is understood that district meetings may be on different dates in order to provide appropriate resource personnel, if such resource personnel are needed.

26-7. Effective September 1, 1990, all newly appointed and new full-time-basis (FTB) substitute school nurses shall receive credit on the teacher salary schedule for full-time nursing experience subsequent to receipt of a Bachelor's degree in accordance with the provisions of Article 23-3, 23-4, 23-4.1, and 23-4.2 of this Agreement.

ARTICLE 27 — CLASS COVERAGE

27-1. Effective January 1, 1969, the BOARD shall hire and

maintain additional day-to-day substitutes in addition to the 900 previously agreed upon to cover the classes of absent teachers so that educational programs in elementary schools, middle schools, education and vocational guidance centers, and high schools shall not be curtailed.

In removing the ceiling heretofore in effect, it is agreed that the BOARD will diligently utilize all possible means to hire and assign up to 300 of such additional substitutes.

27-1.1. Effective September 6, 1990, for the 1990-91 school year, effective September 5, 1991, for the 1991-92 school year, and effective September 10, 1992 for the 1992-93 school year, the BOARD shall establish a day-to-day substitute Cadre to which it will select and assign day-to-day substitute teachers for the 1990-91, 1991-92, and the 1992-93 school year to cover the classes of absent teachers in the elementary schools, middle schools, and education and vocational guidance centers. On all pupil attendance days through November 1, when the number of teachers absent is less than 300 the remaining Cadre members shall be sent to those schools which the BOARD identifies as having the greatest instructional needs. On all pupil attendance days after November 1, when the number of teachers absent is less than 900 the remaining Cadre members shall be sent to the schools which the BOARD identifies as having the greatest instructional needs.

The Bureau of Teacher Personnel shall establish criteria to be used in the selection and retention of teachers in the substitute Cadre; certified teachers awaiting appointment shall be given first priority for assignment to the day-to-day substitute Cadre. The day-to-day substitute teachers selected by the BOARD shall be employed on all pupil attendance days during the time they are assigned to the substitute Cadre other than on the final day of the 1990-91, 1991-92, and 1992-93 school year. Said day-to-day substitute teachers shall be continuously available to perform substitute service. Further, they shall accept all assignments in any and every school.

Whenever a Cadre member becomes a full-time basis (FTB) substitute teacher under the provisions of Article 23-1 of this Agreement, a day-to-day substitute replacement shall be employed immediately. If a Cadre member is subsequently removed from FTB status, for reasons other than unsatisfactory service, said teacher shall be reassigned to the Cadre as soon as an opening becomes available.

The number of day-to-day substitutes in the Cadre shall not fall below 300 between September 6, 1990 and November 1, 1990, or between September 5, 1991 and November 1, 1991, or between September 10, 1992 and November 1, 1992. The number of day-to-day substitutes in the Cadre shall not fall below 900 after November 1, 1990 or November 1, 1991 or November 1, 1992. Every effort shall be made to recruit a portion of day-to-day substitute teachers for the Cadre who meet the needs of pupils whose first language is other than English.

Day-to-day substitute teachers employed in the Cadre shall be paid \$82.10 per day during the 1990-91 school year, \$87.85 per day during the 1991-92 school year, and \$94.00 during the 1992-93 school year. The provisions of Article 44-2 shall not apply to required inservice training for the Cadre up to a limit of three such sessions of up to two hours per session. The BOARD agrees to pay the full premium cost of individual health coverage for each day-to-day substitute teacher employed full-time in the Cadre. Effective November 1, 1979, a day-to-day substitute teacher employed full-time in the Cadre shall have the option of purchasing at the substitute teacher's own expense family plan hospitalization and major medical insurance coverage at the group rate during the period said day-to-day substitute teacher is assigned to the Cadre. Cadre substitutes shall receive holiday pay provided the teacher is present and serves as a teacher on the school day immediately before and after the holiday. Any and all benefits associated with duty in this substitute Cadre are limited to those enumerated in this Article.

27-2. The BOARD agrees, in principle, that no teacher shall be requested to assume responsibility for students from classrooms of absent teachers when substitutes are unavailable.

In elementary schools, middle schools, education and vocational guidance centers, and high schools, at no time should special programs such as library, physical education, shop, TESL, bilingual or special reading classes, be discontinued so that substitute service may be performed by teachers of these programs, except in the case of emergencies, in which case the above teachers shall be subject to last call after available non-teaching certificated personnel have been assigned.

27-2.1. Teachers shall report their anticipated absences to the substitute center as early as possible in order to enable substitute teachers to arrive in the school before the beginning time of the teachers' work day.

27-3. The BOARD agrees in principle, that teachers, during their duty-free professional preparation periods shall not be requested to take the class of an absent teacher. Effective October 29, 1979, whenever a teacher's duty-free professional preparation period is cancelled, the principal shall schedule a make-up duty-free professional preparation period as defined in Article 25-1 of this Agreement for that teacher at a future time.

27-4. A substitute shall be provided to cover the classes of classroom teachers required by the BOARD to attend Board-sponsored workshops or Board in-service meetings when held during the regular school day.

27-5. The BOARD agrees to maintain a list of day-to-day substitutes who wish to make themselves available for work each day.

27-6. Day-to-day substitute teachers shall indicate their availability for work on a given school day by contacting the substitute center prior to 5:00 p.m. on the preceding school day or between 6:00 a.m. and 7:00 a.m. on that given school day.

ARTICLE 28 — CLASS SIZE

28-2.1. Effective September 7, 1976, the BOARD agrees to implement the following maximum class size program.

- I. Elementary schools and vocational guidance centers
 - A. Staffing: Effective October 2, 1989;
 - 28 at the kindergarten level
 - 28 at the primary level
 - 31 at the intermediate level and upper grade level
 - 20 in the education and vocational guidance centers
 1. The number of classroom teaching positions provided to each elementary school shall be determined as follows:

- a. the total number of intermediate and upper grade students shall be divided by 31 on a whole number basis, i.e., the division shall not be extended to a decimal place. If the division is uneven, then the remaining I4-U8 students shall be included in the primary membership;
 - b. the total number of primary students shall be divided by 28 extended to one decimal place, and rounded up to the nearest whole number;
 - c. the total number of kindergarten students shall be divided by two, extended to one decimal place, and rounded up to the nearest whole number; this number shall then be divided by 28, extended to one decimal place, and rounded up to the nearest half (0.5) number;
 - d. the sum of a, b, and c represents the total number of teaching positions which shall be provided to each elementary school;
 - e. teachers assigned to the Intensive Reading Improvement Program or to bilingual programs shall not be counted as part of the number provided to implement the maximum class size program in each school.
2. The total number of education and vocational guidance center students shall be divided by 20, extended to one decimal place, and rounded up to the nearest whole number.

B. Organization

1. Elementary Schools With Space Available

In those elementary schools in which space is available, the number of students in classes shall be as follows:

27-29 in kindergarten classes

27-29 in primary grade classes

30-32 in intermediate classes and upper grade classes

It is recognized that implementation of these maximums in specific schools may result in problems relating to class reorganization, single section classes, split grades, and installation of experimental programs. Local school deviations from the class sizes indicated above may be made if there is mutual agreement of the principal, the school Professional Problems Committee, and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular school.

2. Elementary Schools Without Space Available

In those elementary schools in which space is unavailable to organize classes as indicated above, the additional teachers provided under the staffing in "A" shall share the curriculum planning, instructional responsibilities, and all other related duties of teachers. Said additional teachers shall be programmed in such a way as to provide for maximum teacher-pupil contacts on a regularly scheduled basis to share the instructional load of the classroom teachers. Said additional teachers may not be used primarily for:

- administrative assistance
- building security purposes
- clerical or office-type tasks
- discipline purposes
- substituting
- lunchroom duty
- playground duty
- guidance purposes—adjustment and counseling

3. All schools shall be designated as schools with space available or schools without space available. The UNION, in accordance with the provisions of Article 1-7 of this Agreement, shall receive from the BOARD five periodic reports during the school year which shall include the following:

- a. a listing of the names of the schools where space is available;

- b. a listing of the names of the schools where space is not available and where additional teachers have been assigned.
4. Elementary schools without space available and where additional teachers have been assigned shall:
- a. receive first priority in the assignment of Cadre and day-to-day substitute teachers;
 - b. have physical education teachers and teacher-librarians assigned based on the number of teaching positions, with each kindergarten class counted as one position.

A joint BOARD-UNION committee shall be established in accordance with the provisions of Article 45-1 of this Agreement to consider problems encountered in schools without space available. The committee shall study, discuss, and analyze the effective use of additional funds made available to the principal's discretionary fund in overcrowded schools, and shall explore other approaches to reduce class size and deliver educational services in overcrowded schools. This committee shall submit recommendations to the General Superintendent of Schools concerning a resolution of this problem. Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel selected by either the BOARD or the UNION.

The BOARD and the UNION seek a joint solution to reduce maximum class size at the kindergarten and primary levels in overcrowded elementary schools. During the 1990-91, 1991-92, and 1992-93 school years, the BOARD agrees to make available to overcrowded elementary schools an amount of funds equal to the cost of reducing class size in those schools by 2 students at the kindergarten level and 2 students at the primary level. These funds shall be placed in the principal's discretionary fund and expended by the principal only after discussion between the Pro-

Professional Problems Committee and the principal. Said expenditures shall be subject to the approval of the Local School Improvement Council. The funds shall be expended for educational purposes, including but not limited to, the assignment of additional career service personnel such as teacher assistants, school community representatives, truant officers or other such support personnel; offering auxiliary and supplemental educational programs and/or additional components to existing programs; and/or ordering and utilizing equipment and facilities to augment the educational program. It is agreed that an "overcrowded school" is one described in the BOARD publication entitled **Overcrowded Enrollment in the Chicago Public Schools**.

5. The BOARD and UNION seek a joint solution to reduce low reading and math achievement at the kindergarten level and primary level in elementary schools designated by the BOARD's Department of Research and Evaluation as elementary schools with low reading and math achievement. During the 1990-91, 1991-92, and 1992-93 school years, the BOARD agrees to make available to such designated elementary schools a total amount of \$250,000 to be distributed in equal proportionate amounts among the designated schools. These funds shall be placed in the principal's discretionary fund and expended by the principal only after discussion between the Professional Problems Committee and the principal. Said expenditures shall be subject to the approval of the Local School Improvement Council. The funds shall be expended for educational purposes, including but not limited to, the assignment of additional professional staff; assignment of additional career service personnel such as teacher assistants, school community representatives, truant officers or other such support personnel; offering auxiliary and supplemental educational programs and/or ordering and utilizing equipment and facilities to augment the educational program.
6. The BOARD and the UNION seek a joint solution

to reduce maximum class size at the kindergarten and primary levels in 100 elementary schools currently in compliance with class size maximums in effect on August 31, 1987. Said 100 elementary schools shall be identified by the Department of Research and Evaluation as elementary schools with the lowest reading and math scores other than those elementary schools designated by the Department of Research and Evaluation pursuant to Article 28-2.1 (B5).

During the 1990-91, 1991-92, and 1992-93 school years, by the fortieth day of the school year, the BOARD agrees to reduce the maximum class size in such designated schools by 2 students at the kindergarten level, by 2 at the first grade level, and by 2 at the 2nd and 3rd grade levels at such designated schools.

During the 1990-91, 1991-92, and 1992-93 school years, by the fortieth day of the school year, the reduction by two (2) students from the established maximum class size in kindergarten through third grade levels shall be continued at said designated schools.

7. Additional art or music teachers shall be assigned to elementary schools in the following formula:
 - .5 position for schools whose enrollment is 750 or less;
 - 1.0 position for schools whose enrollment is 751 or more.

II. High School Staffing and Organization*

- A. The maximum number of students in the classes indicated below shall be as follows:

English (regular, honors, and advanced placement)	28
English (essential or basic)	25
Mathematics (regular, honors, and advanced placement)	28
Mathematics (remedial)	25
Foreign Language	28

Social Studies	28
Business Education	28
General Science — Science Laboratory	28
Home Economics — Non-Laboratory	28

If essential or basic students are programmed in the same English or mathematics class with regular or honors students, the maximum class size shall be 25 students.

It is recognized that implementation of these class sizes in specific schools may result in problems relating to individual class sizes, single section classes, installation of experimental programs, scheduling of special subject classes, and class organization and reorganization. Local school deviations from the class size indicated above may be made if there is mutual agreement of the principal, the Professional Problems Committee, and the teachers involved, when necessary to implement special programs for instructional improvement or to meet special needs of the particular schools. The total number of subject matter students assigned to each teacher will not exceed the number of subject classes multiplied by the maximum class size for the given subject indicated.

- B. Effective September 7, 1986, the number of students assigned to teachers indicated below shall be determined by multiplying the number indicated next to the subject by the number of classes in the given subject.

Art	31
General Music	34
Physical Education	40

*It is agreed and understood that one of the responsibilities of all high school teachers is to work to improve reading skills of all students in all subject areas.

28-3. Shop, Home Economics, Laboratory, and Drafting. Shop, home economics, laboratory and drafting classes shall be limited in size to the maximum number of work stations

available in each individual physical classroom in each school. The number of stations in each individual classroom shall be determined by the individual teacher, school administrator, and the shop supervisor of the BOARD.

28-4. The class size in special education classes shall be in accordance with guidelines established by the BOARD in "Guidelines for Special Education Programs, 1984" and the Rules and Regulations of the State Board of Education.

ARTICLE 29 — CURRICULUM GUIDE AND TEXTBOOK EVALUATION COMMITTEES

29-1. On each curriculum guide committee and textbook evaluation committee, the UNION shall have one representative for every ten committee members or any major fraction thereof. Elementary teachers selected by the UNION shall have at least two years experience as a regularly appointed teacher in the Chicago public schools on their certificate and have competence in the subject area of the committee.

To serve on a high school curriculum or textbook committee, the teacher shall have at least two years of experience as a regularly appointed teacher, teaching on a regular certificate, such certificate to be in the subject area of the committee.

ARTICLE 30 — DISCIPLINE

30-1. A teacher, upon written notice to the principal or the principal's designee, and upon receipt of written instruction of where the pupil is to be sent, which the principal or the principal's designee shall send immediately, may exclude from class a pupil who is causing serious disruption.

Whenever a pupil is excluded from class the teacher will confer with the principal, or the principal's designee, to provide the necessary information concerning the pupil and shall provide a complete written statement of the problem within 24 hours. Said written statement shall include a summary of any informational background or prior action taken by the teacher relative to the student's behavioral problems. The principal, or the principal's designee, will only reinstate the pupil after a conference on classroom conduct and school rules which will be held on non-instructional time and must include the teacher.

The principal, or the principal's designee, and the classroom teacher will initiate immediately a diagnostic review with appropriate members of staff to attempt to determine the basic cause of the pupil's problem and the corrective measures to be taken.

30-2. After a total of three written referrals for a pupil causing serious disruption, the principal, or the principal's designee, shall have the child, parent and teacher or teachers involved attend a conference on classroom conduct and school rules.

The school shall be represented at this conference by the principal, or the principal's designee. If the teacher or teachers involved and the principal, or the principal's designee, agree that a procedure other than a parental conference would be most beneficial to the child, that procedure may be substituted. This shall be a prerequisite to returning the child to class.

30-3. If the pupil continues to cause serious disruption, the principal shall suspend the pupil for a period not exceeding ten school days for each offense.

When a pupil has been suspended, the principal, or the principal's designee, and the teacher will take the necessary steps to continue the diagnostic review with the appropriate members of staff to attempt to determine the basic cause of the pupil's behavioral problem and the corrective measures to be taken.

30-4. Principals, or their designees, shall notify the police in case of serious school-related offenses including, but not limited to, extortion, possession of narcotics, possession of alcohol, arson or attempted arson, serious theft, serious vandalism, false reports of fire or bombs, possession or use of weapons, assault on an employee and reported instances of trespassing. Trespassing is defined as presence without invitation or consent of one in legal possession of the property.

30-5. A continuous record of discipline cases shall be maintained by the principal, or the principal's designee, and shall be available in the school office for use by the assistant principal, the pupil's classroom teachers, counselor, truant officer, psychologist, social worker, and school nurse when needed.

30-6. In the event of a school-related assault on an employee, the Law Department of the BOARD, when notified, shall inform the employee of the employee's legal rights, and the employee shall be assisted by the Law Department in court appearances. Teachers will immediately report to the school principal all cases of assault in which they are involved while acting in the course of their employment.

Principals shall immediately report all school-related assaults by telephone, followed by a written assault report to the Bureau of School Safety/Environment and to their respective district superintendent. The Bureau of School Safety/Environment shall immediately notify the Law Department of the BOARD.

Whenever a teacher or other employee listed under Article 1-1 of this Agreement is involved in a school-related assault case resulting in court action, said employee shall inform the principal, the district superintendent, the Deputy Superintendent of Schools and the Law Department by a written notice to the office of the principal stating the date, time and place of the scheduled court appearance.

30-7. The BOARD, through its principals and other administrators, agrees to work with teachers and other members of the bargaining unit, parents, and appropriate agencies in seeking solutions to school and classroom discipline problems within the applicable provisions of the **School Code** and the **Rules of the Board of Education**.

30-7.1. All other members of the bargaining unit shall continue to assist teachers in the maintenance of proper standards of pupil behavior on the school premises during recess, passing periods, and at times of pupil entrance and dismissal.

30-8. Effective November 1, 1977, each local school principal, or the principal's designee, shall have available for day-to-day substitute teachers local school discipline procedures to be followed by day-to-day substitute teachers.

Day-to-day substitutes, upon reporting for duty, shall request this information from the principal, or the principal's designee.

ARTICLE 31 — DUPLICATING FACILITIES

31-1. Insofar as possible, duplicating machines, duplicating masters, duplicating paper, duplicating fluid and typewriters should be made available for the use of teachers in preparing instructional materials.

ARTICLE 32 — INSURANCE

32-1. The BOARD shall pay, to the carrier that will be selected, full premium cost of individual coverage for each full-time teacher or other bargaining unit member for hospitalization and major medical benefits identical to those benefits provided in the 1967 Agreement. The UNION shall participate with the BOARD Insurance Committee in investigating and evaluating the insurance carrier to be selected by the BOARD.

32-1.1. Effective February 1, 1974, the BOARD shall pay the full premium cost of individual or family plan, whichever is applicable, hospitalization and major medical insurance for teachers granted a leave for illness under the provisions of **Board Rule 4-33** and other members of the bargaining unit on leave for ordinary or duty disability. Payment of individual or family plan, whichever is applicable, premium coverage for regularly appointed members of the teaching force and certified career service members of the bargaining unit shall not exceed 25 school months. Payment of individual or family plan, whichever is applicable, premium coverage for full-time-basis (FTB) temporarily certified teachers shall not exceed five school months unless extended, provided, however, that all individual or family plan, whichever is applicable, premium payments shall terminate at the end of June with the close of school, with the expiration of their temporary teaching certificates.

32-1.1(a). Effective November 1, 1974, the BOARD shall pay the full premium cost of individual or family plan, whichever is applicable, hospitalization and major medical insurance for teachers granted a leave for illness in the family, under the provisions of **Board Rule 4-34** which restricts the duration of said leave to five school months without extension.

32-1.1(b). Effective November 1, 1979, the BOARD shall pay the full premium cost of individual or family plan hospitalization and major medical insurance for teachers granted a

maternity leave of absence under **Board Rule 4-37**. Payment of premium shall not exceed five calendar months.

32-1.2. Effective April 1, 1974, the BOARD shall pay the full premium cost of an increased Major Medical Program which would extend Major Medical benefits from a total amount of \$10,000 to a total amount of \$25,000 for hospital charges, and from a total amount of \$10,000 to a total amount of \$25,000 for professional fees.

Effective October 1, 1974, the BOARD shall pay the full premium cost of an increased Major Medical Program which would extend Major Medical benefits from a total amount of \$25,000 to a total amount of \$40,000 for hospital charges, and from a total amount of \$25,000 to a total amount of \$40,000 for professional fees.

Effective December 1, 1984, the BOARD shall pay the full premium cost of an increased Major Medical Program which would extend Major Medical benefits from a total of \$40,000 to a total of \$100,000 for hospital charges and from a total amount of \$40,000 to a total of \$100,000 for professional fees.

Effective September 1, 1987, the BOARD shall pay the full premium cost of an increased Major Medical Program which would extend Major Medical benefits from a total of \$100,000 to a total of \$200,000 for hospital charges and from a total amount of \$100,000 to a total of \$200,000 for professional fees.

Effective October 1, 1975, the BOARD shall pay the full premium cost of an increased hospitalization plan which would extend hospital stay from a total of 120 days to a total of 365 days.

Effective November 1, 1979, the Blue Shield program and the Major Medical benefits shall include services rendered by licensed clinical psychologists.

The BOARD agrees to pursue with its insurance carrier the procedures for the implementation of a program wherein Blue Shield benefit applications that are denied in whole or in part by Blue Shield shall automatically be referred to Major Medical for consideration for reimbursement under the provisions of Major Medical coverage. The BOARD further agrees to implement this program as soon as said procedures are finalized, but no later than February 1, 1980.

Effective September 1, 1990, the BOARD shall pay the full premium cost of a Basic Health Plan (Comprehensive Major Medical) and a Preferred Provider Option Plan. The lifetime benefit maximum of the Basic Health Plan (Comprehensive Major Medical) and Preferred Provider Option shall be increased to \$1,000,000.

32-2. Effective April 1, 1970, the BOARD shall pay 50 percent of the full premium cost of group family coverage under each of the above policies for each full-time teacher or other bargaining unit member, which policies the BOARD shall continue to make available. Effective April 1, 1971, the BOARD shall pay 100 percent of the group family coverage under each of the above policies for each full-time teacher or other bargaining unit member, which policies the BOARD shall continue to make available.

32-3. Effective April 1, 1974, the BOARD will provide group life insurance in the amount of \$2,500 for each member of the bargaining unit, including teachers granted a leave for illness under the provisions of **Board Rule 4-33**, and other members of the bargaining unit on leave for ordinary or duty disability. Payment of premium for bargaining unit members on such leave shall not exceed 25 school months.

Effective October 1, 1981, the above-cited insurance coverage shall include teachers granted a leave under the provisions of **Board Rule 4-34** and teachers granted a maternity leave of absence under the provisions of **Board Rule 4-37**. Payment of premiums shall not exceed five calendar months.

32-4. Effective February 1, 1974, the BOARD, within the limits of full premium cost of medical insurance provided in this article, shall provide an alternate health program of medical prepaid group practice, individual or family plan, whichever is applicable, for each full-time teacher or other bargaining unit member. Each eligible employee may choose to be covered either by medical insurance provided in this article or by medical prepaid group practice, but shall not be entitled to coverage under both plans. Eligible employees who enroll in the medical prepaid group practice plan must remain in the program for a minimum of 12 consecutive months from the effective date of their membership in this plan.

32-4.1. Effective February 1, 1974, the BOARD shall pay the above-described full premium cost of individual or family plan, whichever is applicable, for medical prepaid group practice plan for teachers granted a leave for illness under the provisions of **Board Rule 4-33** and other members of the bargaining unit on leave for ordinary or duty disability. Payment of such costs of individual or family plan, whichever is applicable, for medical prepaid group practice for regularly appointed members of the teaching force and certified career service members of the bargaining unit shall not exceed 25 school months. Payment of such costs of individual or family plan, whichever is applicable, for medical prepaid group practice for full-time basis (FTB) temporarily certified teachers under **Board Rule 4-33** shall not exceed five school months unless extended, provided, however, that all individual or family plans, whichever are applicable, premium payments terminate at the end of June with the close of school with the expiration of their temporary teaching certificates.

32-4.1(a). Effective November 1, 1975, the BOARD shall pay the full premium cost of individual or family premium, whichever is applicable, for medical prepaid group practice plans for teachers granted a leave for illness in the family under the provisions of **Board Rule 4-34** which restricts the duration of said leave to five school months without extension.

32-4.1(b). Effective November 1, 1979, the BOARD shall pay the full premium cost of individual or family premium for a medical prepaid group practice plan for teachers granted a maternity leave under the provisions of **Board Rule 4-37**. Payment of premiums shall not exceed five calendar months.

32-5. Effective January 1, 1976, the BOARD shall provide, through their health carrier, the payment for all medical treatment arising out of job-related accidents or injuries covered under the Illinois Worker's Compensation Act and Occupational Disease Act.

32-6. Effective November 1, 1979, the BOARD shall pay, under the individual and family plan, the full premium cost of hospitalization coverage which would decrease the maternity waiting period from 240 days to 0 days.

32-7. Effective December 15, 1975, the BOARD shall pay the

full premium cost of an individual dental plan for each full-time teacher or other member of the bargaining unit.

32-8. The UNION agrees to insure that the total costs of the BOARD for individual and family Basic Health Programs, Alternate Health Programs of Medical Prepaid Group Practices (HMOs), and individual Dental insurances for the 1983-84 fiscal year shall not exceed eighty million dollars (\$80,000,000) and that the costs to the BOARD shall not increase more than ten percent (10%) in each subsequent fiscal year.

32-9. The BOARD and the UNION agree that the BOARD shall implement a precertification and counseling program for employees and their covered dependents which requires contacting the precertification and counseling program prior to any non-emergency hospital admission. There shall be a \$1,000.00 reduction in eligible hospital benefits if the employee and/or dependent does not contact the program before the hospital admission.

32-10. The BOARD and the UNION agree that the BOARD shall implement a preferred provider alternative plan in addition to the existing health maintenance organizations' plan alternative and the basic health plan. The \$200.00 in-patient hospital deductible and the 10% co-payment requirements of the basic health plan shall be waived if the employee uses the preferred provider alternative plan. The in-patient deductible and co-payment shall be established as part of the basic health plan with the initiation of the preferred provider plan. There shall be a \$1,000.00 limitation on out-of-pocket in-patient hospital charges for an individual plan and a \$2,000.00 limitation on out-of-pocket in-patient hospital charges for a family plan. The out-of-pocket limitations shall be calculated on a 12-month calendar year basis.

The BOARD further agrees to implement the preferred provider plan as soon as feasible, but no later than June 1, 1985.

32-11. Effective September 1, 1990, the \$400 in-patient hospital deductible shall be waived if the employee uses the preferred provider alternative plan. The \$750 deductible shall be reduced to \$250 if the individual employee uses participating hospitals and participating physicians. The 30% co-insurance under the Basic Health Plan shall be reduced

to 10% if the employee uses the preferred provider alternative plan. There shall be a maximum annual out-of-pocket expense for individual employees using the preferred provider alternative plan of \$1,250 rather than the \$3,750 provided for in the Basic Health Plan. The maximum annual out-of-pocket expense for a couple using said plan shall be \$2,500 rather than the \$7,500 provided for in the Basic Health Plan and a family using said plan shall have an annual out-of-pocket expense maximum of \$3,750 rather than the \$11,250 provided for in the Basic Health Plan. The out-of-pocket limitations shall be calculated on a Plan year basis. (Plan years commence September 1 annually during the term of this Agreement.)

ARTICLE 33 — LEAVES OF ABSENCE

33-1.1. In case of absence exceeding 10 consecutive school days due to personal illness, a full-time-basis (FTB) temporarily certified teacher may apply for and secure a leave of absence without pay, except as provided in the sick pay rule. Such leave shall not exceed five school months unless extended, provided, however, all leaves granted such temporarily certified teachers shall expire at the end of June with the close of the school term with the expiration of their temporary certificates.

33-1.2. In the event that a full-time-basis (FTB) temporarily certified teacher receives another certificate, temporary or regular, through the Board of Examiners for the ensuing school year, said full-time-basis (FTB) substitute teacher will be eligible to apply for and secure another leave of absence upon presentation of proof establishing continued serious personal illness. Said extension will be limited to five school months, and the teacher must pass a health examination by a medical examiner of the BOARD before returning to teaching.

33-1.3. The replacement of a full-time-basis (FTB) temporarily certified teacher by a regularly certified teacher or by another temporarily certified teacher in the position occupied by said full-time-basis (FTB) substitute teacher shall not affect the leave as far as eligibility for sick leave pay is concerned.

33-1.4. Leaves of absence may also be granted, without pay,

except as provided in the sick pay rule, to any full-time-basis (FTB) temporarily certified teacher who shall file a written request for leave because of the serious illness of a member of the immediate family, that is, one who resides with or is supported by such teacher. Such leaves may not exceed five school months within two consecutive school years, provided, further, that such leaves shall automatically expire with the expiration of their temporary certificates at the end of June with the close of the school term.

33-2. Personal illness leaves may be extended to a maximum of 25 school-months for regularly appointed teachers.

33-3. In addition to the provisions of **Board Rule 4-8 (d)**, whenever the absence of a teacher or other bargaining unit member is caused by the death of the teacher's parent, spouse, child, brother or sister, such employee shall be paid the basic salary for the number of days absent from the date of death to the date the employee returns to work provided that the number of days shall not exceed 10 days with the last five being applied against accumulated allowable sick leave.

33-4. When a leave has been granted for a regularly appointed teacher for travel or study, the absence shall not be construed as a break in service so far as seniority is concerned, and the position shall be held open as provided by **Board Rule 4-31**.

33-5. Teachers or other bargaining unit members, including any selected by the UNION, may be granted leave with the approval of the General Superintendent and with authorization from the BOARD to attend, without loss of salary, conferences, meetings, workshops, or conventions of professional organizations which in the judgment of the General Superintendent are beneficial or related to the work of the schools, or a commencement exercise at which a degree is being conferred on the employee. Such leave to attend commencement exercise shall be limited to one day.

33-5.1. When a teacher or other bargaining unit member applies for a leave under the provisions of **Board Rule 4-32**, pertaining to leave to attend conferences, the application shall be accompanied by a self-addressed, number 10 size, stamped envelope. The Department of Personnel shall pro-

vide written notification of the approval or disapproval of said leave to the applicant within 25 school days after the receipt of the application by the Department of Personnel.

33-5.2. Teachers or other bargaining unit members requesting leaves to attend educational conferences, meetings, or conventions, or to receive university degrees must file proper application prior to deadline dates established by the Department of Personnel in an annual personnel bulletin.

33-6. A maternity leave taken subsequent to the effective date of this Agreement shall be for a period of not more than four years from the date on which such leave becomes effective. Continuous, successive maternity leaves shall not exceed eight years. The teacher's position shall be held open during the first consecutive ten school months of the maternity leave or to the end of the semester immediately following said ten months upon the written request of the teacher for such an extension. Upon the expiration of such period of time, if the teacher thereafter remains on maternity leave, the teacher's position shall be declared vacant, provided, however, that upon reporting for duty at the expiration of maternity leave, the teacher then shall be eligible for immediate assignment to a vacant position pursuant to the procedures of Article 42-3 of this Agreement. The teacher shall be placed at the top of the transfer list to return to the teacher's former school if the teacher so desires.

A teacher whose maternity leave expires after the first week of a school term or mid-term may have said leave extended to the first day of the following semester, provided said teacher applies in writing for this extension at least two weeks before the present leave expires.

33-6.1. Paternity Leave.

- (a) Effective January 1, 1974, a member of the teaching force whose legal spouse gives birth to an offspring may request paternity leave.
- (b) In case of absence exceeding 10 consecutive school days due to the birth of an offspring, a male teacher may apply for and secure paternity leave by filing a written application therefor. The General Superintendent of Schools shall have authority, subject to the approval of the Board of Education, to grant paternity leave. A pater-

nity leave taken subsequent to the effective date of this Agreement, shall be for a period of not more than four years from the date on which such leave becomes effective. Continuous paternity leaves shall not exceed eight years. The teacher's position shall be held open during the first period of ten successive school months of paternity leave or to the end of the semester immediately following said ten months upon the written request of the teacher for such extension. Upon the expiration of such period of time, if the teacher thereafter does not return, the teacher's position shall be declared vacant, provided, however, that upon reporting for duty at the expiration of the paternity leave, the teacher shall be eligible for immediate assignment to a vacant position pursuant to the procedures of Article 42-3 of this Agreement. The teacher shall be placed at the top of the transfer list to return to the teacher's former school if the teacher so desires. Paternity leave may be terminated before the expiration of ten successive school months upon the written request of the teacher.

- (c) If a married male teacher accepts for adoption a child less than five years old, then such teacher shall be eligible for paternity leave pursuant to this article under the same terms and conditions as in the case of a natural born child. If the child is released and adoption not completed, then leave must be terminated within five school days from the date of release.
- (d) If a single male teacher accepts for adoption a child less than five years old, then such teacher shall be eligible for paternity leave pursuant to paragraph (c), Sec. 4-37 of the **Rules of the Board of Education**.
- (e) A teacher whose paternity leave expires after the first week of a school term or mid-term may have said leave extended, to the first day of the following semester, provided said teacher applies in writing for this extension at least two weeks before the present leave expires.

33-6.2. The provisions of **Board Rule 4-37 (c)** pertaining to adoption shall be amended to provide that teachers shall be eligible to apply for maternity leave if they accept for adoption a child less than five years of age.

The provisions of **Board Rule 4-36.1** pertaining to adoption shall be amended to provide that teachers shall be eligible

to apply for paternity leave if they accept for adoption a child less than five years of age.

33-6.3. A teacher on maternity or paternity leave may be permitted to serve as a day-to-day substitute at the daily rate paid such a substitute teacher, except when a teacher granted such a leave shall be eligible for sick pay. A teacher so employed as a day-to-day substitute will not be permitted to count such employment to extend the leave nor for purposes of salary adjustment.

33-7. All full-time teachers and other full-time employee members of the bargaining unit (except temporary teachers employed on a part-time hourly or day-to-day basis) shall be granted three school days leave for personal business during each calendar year without loss of pay or deduction from sick leave on the basis of and during the period set up for their positions in the budget consistent with **Board Rule 4-35**, except that no personal business day may be taken the first week of school or the last week of school, and effective September 1, 1970, the day before or the day after a school holiday unless it is used to attend the graduation exercise of a child or spouse, or for a religious holiday, or unless an emergency exists and proof of which is filed with the employee's supervisor immediately upon return. All teachers and other bargaining unit members with less than one year's experience in the Chicago public schools shall receive personal business leave according to this formula: those beginning employment between January 1 and March 31, 3 days; between April 1 and September 30, 2 days; between October 1 and November 30, 1 day; and between December 1 and December 31, 0 days.

Personal business is defined as any business that cannot be conducted at a time not in conflict with the employee's regular school day, an emergency over which the employee has no control which requires immediate attention, and the observance of religious obligations.

Notice of such leave shall be given as far in advance as possible. In giving notice of such leave or immediately upon return to school, if the leave was an emergency, the employee shall complete the form required by the BOARD but shall not be required to give explanation other than that the leave was taken for one of the specific reasons indicated in this section except as above required. Effective September 1, 1983,

at no time shall three personal business days be taken in succession.

Nothing herein shall affect the right of such employee to follow the present policy in respect to religious holidays. Personal business days may not be used while a member of the bargaining unit is on sick leave. Personal business days that are unused at the end of the calendar year may be added to the employee's accumulated sick leave days up to the maximum provided.

33-7.1. New full-time teachers and new full-time members of the bargaining unit shall complete a 60-school day waiting period in order to be eligible for a personal business day (for any reason other than a religious holiday). This provision shall not be applicable to teachers or other bargaining unit members who have been granted personal business days in the preceding school year and have not terminated their services.

33-8. Effective September 1, 1987, the number of unused sick leave days permitted to accumulate to the credit of a teacher or other bargaining unit member shall be 244. Effective September 1, 1990, the number of unused sick days permitted to accumulate to the credit of a teacher or other bargaining unit member shall be 255. Effective September 1, 1991, the number of accumulated unused sick days permitted shall be 265, and effective September 1, 1992, the number of accumulated unused sick days permitted shall be 275. The total number of unused sick days shall appear on the salary check stubs of all bargaining unit members.

33-8.1. New full-time teachers and new full-time members of the bargaining unit shall complete a 60-school day waiting period in order to be eligible for sick days pay. This provision shall not be applicable to teachers or other bargaining unit members who have been granted sick days in the preceding school year and have not terminated their services.

33-9. Effective February, 1974, teachers on extended-day programs, including 8-hour day positions and regularly scheduled classes authorized on an overtime basis (but not including classes established after regular school hours to supplement the regular program, such as after-school classes in reading and arithmetic, driver training programs, evening school programs, and social center programs), will

be entitled to extended-day pay when absent if entitled to sick pay for the normal school day under the provisions of **Board Rule 4-8.**

33-10. Except in circumstances beyond the teacher's control, each teacher who has been absent, or the teacher's designee, shall notify the principal of his or her return by 2:00 p.m. of the day prior to said return.

33-11. Any member of the bargaining unit resigning or leaving the system for any reason, who has exhausted allowable sick leave time for that school year beyond the rate of one day for each month served up to and including the last day of service will have the bargaining unit member's last salary check adjusted for the overpaid days.

33-12. Regularly appointed teachers and regularly certified career service members of the bargaining unit who are on a personal illness leave due to an injury which is covered by the Workers' Compensation Act shall not have their service interrupted for salary purposes, nor shall their absence be construed as a break in service.

33-13. In a case of absence exceeding 10 consecutive school days due to personal illness, a full-time regularly appointed teacher shall apply for and secure a personal illness leave of absence pursuant to the provisions of Section 4-33 of the **Rules of the Board of Education.** Such leave shall not exceed 10 school months nor be in excess of a total of 10 school months in any 2 consecutive school years. The teacher's position shall be held open for 10 school months or to the end of the semester immediately following said 10 school months upon the written request of the teacher for such extension. Thereafter, the position shall be declared vacant but the teacher, upon reporting for duty at the expiration of such extended leave, shall be eligible for immediate assignment pursuant to the procedures of Article 42-3 of this Agreement. The teacher shall be placed at the top of the transfer list to return to the teacher's former school if the teacher so desires.

A teacher whose personal illness leave expires after the first week of a school term or mid-term, may have said leave extended to the first day of the following semester, provided said teacher applies in writing for this extension at least two weeks before the present leave expires.

33-14. There shall be no moratorium on sabbatical leaves of absence during the term of this Agreement.

**ARTICLE 34 — PERSONNEL FILES:
BOARD OF EDUCATION**

34-1. No anonymous letter or materials shall be placed in the teacher's or other bargaining unit member's file or be used in any proceeding or given any credibility anywhere in the BOARD.

34-2. Upon written request by the teacher or other bargaining unit member, the employee shall be permitted to examine his or her personnel file in the presence of a BOARD representative. Such requests shall not be honored during the two weeks prior to the opening of the school term in September nor during the first two weeks of the school term, due to the work load of the Bureau of Teacher Personnel at these particular times.

34-3. No matters pertaining to the grievance procedure shall be included in the teacher's or other bargaining unit member's personnel file unless so requested by the employee. All matters pertaining to a grievance shall be treated as confidential material by the BOARD and shall not be consulted in decisions regarding reemployment, promotion, assignment, or transfer.

34-4. No derogatory statement about a teacher originating outside of the Chicago public school system shall be placed in the teacher's personnel file, provided, further, that any official report or statement originating within the Chicago public school system may be placed in the teacher's personnel file only if the teacher is sent a dated copy thereof at the same time. The teacher may respond and such response shall be attached to the filed copy.

34-4.1. No derogatory statement about a career service member of the bargaining unit originating outside the Chicago public school system shall be filed by the Bureau of Career Service Personnel, provided further, that any official report or statement originating within the Chicago public school system may be filed by the Bureau of Career Service Personnel only if the employee is sent a dated copy thereof at the same time. The career service bargaining unit

member may respond and such response shall be attached to the filed copy.

34-5. No material shall be used in any formal action against any bargaining unit member, when summoned to a conference in the Department of Personnel, which has not been disclosed to the bargaining unit member in advance of said conference. It is further understood that any material to be used by the UNION or bargaining unit member shall be presented to the BOARD in the same manner.

34-5.1. In accordance with present practice, a teacher shall be permitted to submit materials which relate to the teacher's service in the Chicago public school system for inclusion in the teacher's personnel file.

34-5.2. Teachers or other members of the bargaining unit summoned to the Office of the Assistant Superintendent for Personnel, or the Assistant Superintendent's designee, for formal action which could be adverse, shall be given advance notification as to the subject of the conference and shall have the option of having a UNION representative present and representing the teacher. The bargaining unit member shall be responsible for notifying the UNION.

The above procedure shall not apply to unsatisfactory evaluation conferences which are covered under Article 39 of this Agreement.

34-5.3. Teachers and other members of the bargaining unit who are requested to attend a conference with a parent who is accompanied by a representative of a community organization shall be given advance notification as to the subject of the conference and may have the option to have a UNION field representative present. The bargaining unit member shall be responsible for notifying the UNION.

Nothing herein shall preclude a parent's being accompanied to a school conference by a person who will serve as an interpreter if a language barrier exists and nothing herein shall preclude a parent's being accompanied by another member of the family. In such situations the option to have a UNION field representative present shall not apply.

34-6. No derogatory statement about a day-to-day substitute teacher originating outside of the Chicago public school

system shall be placed in the day-to-day substitute's personnel file, provided, further, that any official report or statement originating within the Chicago public school system may be placed in the day-to-day substitute's personnel file only if the day-to-day substitute is sent a dated copy thereof at the same time. The day-to-day substitute may respond and such response shall be attached to the filed copy.

ARTICLE 35 — PROMOTIONAL AND PROFESSIONAL OPPORTUNITIES

35-1. Notice of all promotional and professional opportunities occurring during the school year, including those filled by teachers on loan, shall be posted in all school offices at least 10 days and, when practical, 20 days prior to the closing date for applications. In the event such opportunities arise outside the school term, the BOARD shall notify the UNION and special notice procedures shall be negotiated, if necessary.

35-2. The posting shall include a description of the duties of the positions; the qualifications required of persons applying for the position; the location of the position, if known; and the salary range of the position.

35-3. The Bureau of Teacher Personnel shall acknowledge promptly in writing the receipt of each application, except for summer schools, provided that applicants furnish a stamped, self-addressed, #10 size envelope.

35-4. Applicants for promotional opportunities who are interviewed by an Interview Committee shall furnish the Interview Committee with a stamped, self-addressed, #10 size envelope which shall be used by the Department of Personnel to notify the applicant when the position has been filled.

35-5. Qualified teachers holding a regular kindergarten-primary certificate may also apply for positions as reading clinic teachers when such positions are to be staffed.

35-6. Any ancillary teaching position to be opened for the first time at the local school level shall be reported to the faculty by the principal. Within three school days thereafter, any teacher may make written application to the principal indicating said teacher's qualifications for said position. This

procedure shall not apply to positions covered under the provisions of Article 35-1 of this Agreement and further must be in accordance with the Plan for the Implementation of the Provisions of Title VI of the Civil Rights Act of 1964.

35-7. Any otherwise qualified and certified career service member of the bargaining unit shall be eligible to apply for any advertised position which does not require teaching duties.

35-8. When a teacher or other bargaining unit member makes formal application for a promotional or professional opportunity including positions at reclassified or redesignated schools, the applicant's most recent efficiency rating shall be part of the criteria. The applicant's prior two efficiency ratings shall be considered if the most recent efficiency rating was the teacher's initial evaluation by the principal.

ARTICLE 36 — SALARIES

36-1. The annual salaries of all teachers and the prorated monthly segments thereof are set forth in the teacher salary schedules attached hereto as Appendix A. Such schedules and all other provisions governing compensation and remuneration contained in Appendix A are hereby made a part of this Agreement.

36-1.1. Effective September 1, 1984 and thereafter, the UNION agrees that at least 50% of regularly appointed teachers shall be paid their 39-week annual salary (Appendix 1A) prorated over 52 weeks in 26 bi-weekly payments. Teachers requesting to be paid in this manner must submit proper application to the principal on or before June 15, 1984. Said payroll status shall remain in effect throughout the 1984-85 fiscal year.

If less than 50% of the regularly appointed teachers elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of teachers necessary to reach 50% of the regularly appointed teaching force shall be placed in the 52-week payment program. Said teachers shall be those teachers with the least amount of continuous service in the Chicago public schools.

Effective November 5, 1990, the UNION agrees that at least

75% of all full-time teachers shall be paid their 39-week annual salary (Appendix 1A) prorated over 52 weeks in 26 bi-weekly payments. All full-time-basis (FTB) substitute teachers and all regularly appointed teachers upon their original appointment shall be placed in the 52-week payment program. All other regularly appointed teachers requesting to be paid in this manner must submit proper application to the principal on or before June 1. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for full-time teachers who may be placed involuntarily into the 52-week payment program. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than 75% of all full-time teachers elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time teachers necessary to reach 75% of all full-time teachers shall be placed in the 52-week payment program. Said teachers shall be those teachers with the least amount of continuous service within the Chicago public schools.

Effective September 1, 1992 and thereafter, the UNION agrees that 85% of all full-time teachers shall be paid their 39-week annual salary (Appendix 1A) prorated over 52 weeks in 26 bi-weekly payments. All full-time-basis (FTB) substitute teachers and all regularly appointed teachers upon their original appointment shall be placed in the 52-week payment program. All other regularly appointed teachers requesting to be paid in this manner must submit proper application to the principal on or before June 1. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for regularly appointed teachers who may be placed involuntarily into the 52-week payment program. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than 85% of all full-time teachers elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time teachers necessary to reach 85% of all full-time teachers shall be placed in the 52-week payment program. Said teachers shall be those teachers with the least amount of continuous service within the Chicago public schools.

A joint BOARD-UNION committee shall be established to hear and decide appeals only on the basis of circumstances that create hardships for continuous participation in the extended pay plan for teachers.

Hardship appeals shall be conducted within 15 school days following the receipt of the request. Hardships granted for the circumstances listed above shall be expedited within 15 school days following the date of the hearing. The lump-sum monies shall be paid to the employee within two pay periods after the appeal is granted. Teachers granted hardship appeals shall not be involuntarily returned to the extended pay plan in the following school year.

36-2. The annual salaries of all career service employees in the bargaining unit and the prorated monthly segments thereof are set forth in the career service salary schedules hereto attached in Appendix A. Such schedules and all other provisions governing compensation and remuneration contained in Appendix A are hereby made a part of this Agreement.

36-2.1. Effective September 1, 1984 and thereafter, the UNION agrees that at least 50% of certified career service members of the bargaining unit shall be paid their 39-week annual salary (Appendix A24, A25, A26, A27, A27-1.1 and A28) prorated over 52 weeks in 26 bi-weekly payments. Certified career service members of the bargaining unit requesting to be paid in this manner must submit proper application to the principal on or before June 15, 1984. Said payroll status shall remain in effect throughout the 1984-85 fiscal year.

If less than 50% of the certified career service members of the bargaining unit elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of certified career service members of the bargaining unit necessary to reach 50% shall be placed in the 52-week payment program. Said certified career service members of the bargaining unit shall be those members with the least amount of continuous service within their career service job title classification within the Chicago public schools.

Effective November 5, 1990, the UNION agrees that at least 75% of all full-time career service members of the bargaining unit shall be paid their 39-week annual salary (Appendix A24, A25, A26, A27, and A28) prorated over 52 weeks in 26

bi-weekly payments. All full-time provisional career service members of the bargaining unit and all certified career service members of the bargaining unit upon their date of certification shall be placed in the 52-week payment program. All other certified career service members of the bargaining unit requesting to be paid in this manner must submit proper application to the principal on or before June 1. These applications shall be distributed on or about May 1.

On June 10, the BOARD shall inform the UNION of the estimated date of appointment for career service members of the bargaining unit who may be placed involuntarily into the 52-week payment program. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than 75% of full-time career service members of the bargaining unit elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time career service members of the bargaining unit necessary to reach 75% shall be placed in the 52-week payment program. Said full-time career service members of the bargaining unit shall be those members with the least amount of continuous service within the Chicago public schools.

Effective September 1, 1992 and thereafter, the UNION agrees that 85% of the full-time career service employees of the bargaining unit shall be paid their 39-week annual salary (Appendix A24, A25, A26, A27, A28, A29, A30, A31, and A32) prorated over 52 weeks in 26 bi-weekly payments. All full-time provisional career service members of the bargaining unit and all certified career service members of the bargaining unit upon their date of certification shall be placed in the 52-week payment program. All other certified career service members of the bargaining unit requesting to be paid in this manner must submit proper application to the principal on or before June 1. These applications shall be distributed on or about May 1. On June 10, the BOARD shall inform the UNION of the estimated date of appointment for career service members of the bargaining unit who may be placed involuntarily into the 52-week payment program. The UNION shall place this information in the June issue of the **Chicago Union Teacher**.

If less than 85% of full-time career service members of the bargaining unit elect to apply for the aforesaid change in payroll status, the UNION agrees that the number of full-time career service members of the bargaining unit necessary to

reach 85% shall be placed in the 52-week payment program. Said full-time career service members of the bargaining unit shall be those members with the least amount of continuous service within the Chicago public schools.

A joint BOARD-UNION committee shall be established to hear and decide appeals only on the basis of circumstances that create hardships for continuing participation in the extended pay plan for career service members of the bargaining unit.

Hardship appeals shall be conducted within 15 school days following the receipt of the request. Hardships granted for the circumstances listed above shall be expedited within 15 school days following the date of the hearing. The lump-sum monies shall be paid to the employee within two pay periods after the appeal is granted. Career service members of the bargaining unit granted hardship appeals shall not be involuntarily returned to the extended pay plan in the following school year.

36-3. In accordance with the provisions of the **School Code of Illinois**, salary schedules and compensatory remuneration provisions in the 1990-93 Agreement shall be subject to the terms, provisions, and conditions of the appropriations therefor contained in the fiscal 1990-91 annual and supplemental budgets for the school year 1990-91 and shall be subject to the terms, provisions, and conditions of the appropriations therefor contained in the fiscal 1991-92 annual and supplemental school budgets for the 1991-92 school year and shall be subject to the terms, provisions, and conditions of the appropriations therefor contained in the fiscal 1992-93 annual and supplemental budgets for the 1992-93 school year.

36-3.1. The BOARD shall pick up for each teacher and career service employee in the bargaining unit a sum equal to 7 percent of the amount due each such employee as set forth in Article 27-1.1 of this Agreement and in the annual salary schedules set forth in Appendix A (except A3B, A4, A5, A7, A8, A15, A16, A17, A18, A18-1, A21, A22 and A23) of this Agreement (and not from any other remuneration paid pursuant to the terms of this Agreement) for the Public School Teachers' Pension and Retirement Fund and the Municipal Employees', Officers', and Officials' Annuity and Benefit Fund

to be applied to the retirement account of each such employee (not the survivors' annuity account).

The employee shall have no right or claim to the funds so picked up, except as they may subsequently become available upon retirement or resignation from the Public School Teachers' Pension and Retirement Fund and the Municipal Employees', Officers', and Officials' Annuity and Benefit Fund, or as provided under the laws governing the above two pension funds.

The BOARD does not warrant that the payments made by the BOARD for the employees as set forth above are permissible prior to January 1, 1982, or that any of such payments are excludable from the employees' gross wages, and as such, the UNION and each individual bargaining unit member shall and does hereby agree to indemnify and hold harmless the Board of Education, its members, officers, agents and employees from and against any and all claims, liability by reason of payments of said contributions to the Public School Teachers' Pension and Retirement Fund and the Municipal Employees', Officers', and Officials' Annuity and Benefit Fund made pursuant to the provisions of this article. This pension pick-up will not constitute a continuing element of compensation or benefit beyond fiscal year 1993.

All terms and conditions of employment for future years, including without limitation, salaries, benefits, pension pick-up and staffing formulas, are the subject of negotiation for those years.

36-4. A. Salary step adjustments based on previous teaching experience in the Chicago public schools shall be made no later than 45 days from the date proper claim is received in the Bureau of Teacher Personnel.

B. Salary step adjustments based on previous teaching experience outside the Chicago public schools shall be made no later than 45 days from the date proper claim and documentary proof verifying employment are received in the Bureau of Teacher Personnel.

C. Salary lane placement adjustments for Lane II (master's degree) and Lane VI (doctoral degree) shall be made no later than 45 days from the date proper claim and official transcript certifying completion of all degree requirements are received in the Bureau of Teacher Personnel.

D. Salary lane placement adjustments for Lane III (15 hours of graduate study beyond the Master's degree) Lane IV (30 hours of graduate study beyond the Master's degree), and Lane V (45 hours of graduate study beyond the Master's degree), shall be made no later than 45 days from the date proper claim and official transcripts verifying successful completion of all course work for the 15, 30, or 45 hours beyond the Master's degree are received in the Bureau of Teacher Personnel.

36-5. In accordance with established policy and procedures, the full burden of responsibility for applying for and submitting claims for adjustment and for filing the necessary documentary proof with the Bureau of Teacher Personnel to substantiate such claims for adjustment of teacher salaries as provided in **Board Rule 4-28** shall rest with the teacher.

36-5.1. The Bureau of Teacher Personnel shall acknowledge, in writing, the receipt of each claim within 25 days and shall note any deficiency in said claim.

At the time claim is made, the teacher shall furnish the Bureau of Teacher Personnel with a stamped, self-addressed envelope.

36-6. Whenever bargaining unit members' two week pay would normally fall on the Friday following Thanksgiving, checks shall be issued and distributed on the Wednesday prior to Thanksgiving.

36-7. Any regularly appointed teacher or full-time-basis (FTB) substitute teacher who makes proper application and is approved for placement on Lane II through Lane VI of the teachers' salary schedule, shall be granted a bonus adjustment if the teacher continues in full-time employment, based on the following annual increments which shall be paid on a payroll-by-payroll period basis:

- a) During the first year following advancement to a salary lane beyond the Bachelor's degree \$2000
- b) During the second year following advancement to a salary lane beyond the Bachelor's degree \$1600
- c) During the third year following advancement to a salary lane beyond the Bachelor's degree \$1200

- d) During the fourth year following advancement to a salary lane beyond the Bachelor's degree \$ 800
- e) During the fifth year following advancement to a salary lane beyond the Bachelor's degree \$ 400

If the teacher becomes eligible for further lane advancement on the salary schedule during the five-year cycle, and submits proper application and documentation for said advancement to the Bureau of Teacher Personnel, a new five-year cycle shall commence with the next school year on the effective date of lane advancement.

A teacher shall be eligible for only one bonus adjustment increment during any payroll period of a school year.

In order to be eligible for said bonus adjustment on September 1, 1990, all requirements for advancement to Lane II through Lane VI of the teachers' salary schedule must have been completed by the teacher during the 1990 second semester or the 1990 third (spring) quarter or the 1990 summer session of a regionally accredited college or university, or the Bureau of Staff Development of the BOARD.

36-7.1. The completion date for the fifteen (15), thirty (30), or forty-five (45) semester hours of approved graduate credit beyond the Master's degree shall be determined by the regionally accredited college or university, or the Bureau of Staff Development of the BOARD.

ARTICLE 37 — UNUSED SICK PAY

37-1. Teachers compulsorily retired on reaching their sixty-fifth birthday during the 1967-68 school year or retired at any time between September 1967 and August 31 1968, because of disability under the provisions of the Chicago Public School Teachers Pension and Retirement Fund Act, shall receive pay equivalent to one-third of their accumulated sick days. Teachers compulsorily retired upon reaching their sixty-fifth birthday during the 1968-69 school year or thereafter, or who retire on September 1, 1968, or thereafter, because of disability under the provisions of the Chicago Public School Teachers Pension and Retirement Fund Act, shall receive pay equivalent to one-half of their accumulated sick days.

Effective January 1, 1974, teachers who are compulsorily retired on reaching their sixty-fifth birthday shall receive un-

used sick days pay equivalent to 50% of their accumulated sick days.

Effective January 1, 1974, teachers who retire after 35 years of service shall receive unused sick days pay equivalent to 50% of their accumulated sick days.

Teachers entitled to pay hereunder and who are reemployed as emeritus teachers, after compulsory retirement, shall not be entitled to any other credit for sick days accumulated prior to their retirement and said accumulated sick days shall be cancelled.

All other members of the bargaining unit 65 years of age or over who elected to terminate their employment with the BOARD between September 1967 and August 31, 1968, shall receive pay equivalent to one-third of their accumulated sick days. All of said other members of the bargaining unit 65 years of age or over who elect to terminate their employment with the BOARD on September 1, 1968, or thereafter, shall receive pay equivalent to one-half of their accumulated sick days.

Effective January 1, 1974, all other members of the bargaining unit who elect to retire after 35 years of service or who are compulsorily retired on January 1, 1974, or thereafter, shall receive unused sick days pay equivalent to 50% of their accumulated sick days.

Effective January 1, 1986, teachers or other members of the bargaining unit with 20 to 34 years of service who elect to retire after reaching their 60th birthday and who have 60 or more unused sick days accumulated shall receive unused sick days pay equivalent to 50% of their accumulated sick days.

Effective September 1, 1990, teachers or other bargaining unit members who retire on reaching their 65th birthday shall receive unused sick days pay equivalent to 75% of their accumulated sick days.

Effective September 1, 1990, teachers or other members of the bargaining unit who retire after 35 years of service shall receive unused sick days pay equivalent to 75% of their accumulated sick days.

Effective September 1, 1990, teachers or other members of the bargaining unit with 20 to 34 years of service who elect to retire after reaching their 60th birthday and who have 40

or more unused sick days accumulated, shall receive unused sick days pay equivalent to 75% of their accumulated sick days.

Effective September 1, 1992, teachers or other bargaining unit members who retire on reaching their 65th birthday shall receive unused sick days pay equivalent to 85% of their accumulated sick days.

Effective September 1, 1992, teachers or other members of the bargaining unit who retire at 35 years of service shall receive unused sick days pay equivalent to 85% of their accumulated sick days.

Effective September 1, 1992, teachers or other members of the bargaining unit with 20 to 34 years of service who elect to retire after reaching their 60th birthday, and who have 40 or more unused sick days accumulated, shall receive unused sick days pay equivalent to 85% of their accumulated sick days.

37-2. Effective September 5, 1974, teachers or other members of the bargaining unit whose 65th birthday occurs after regular school closes in June but before it reopens in September may be considered compulsorily retired if otherwise qualified when school closes in June for purposes of their electing to receive that portion of unused sick pay to which they may be entitled under the provisions of Article 37-1 of this Agreement.

37-3. Effective October 1, 1974, in the event a teacher or other member of the bargaining unit has unused sick days at the time of death, the spouse or estate of the deceased shall be entitled to apply for pay equivalent to 50% of the employee's accumulated unused sick days. This benefit is effective once the teacher or other member of the bargaining unit has accumulated 40 or more unused sick days.

Effective September 1, 1990, in the event a teacher or other member of the bargaining unit has unused sick days at the time of death, the spouse or estate of the deceased shall be entitled to apply for pay equivalent to 75% of the employee's accumulated unused sick days. This benefit is effective once the teacher or other member of the bargaining unit has accumulated 40 or more unused sick days.

Effective September 1, 1992, in the event a teacher or other member of the bargaining unit has unused sick days at the

time of death, the spouse or estate of the deceased shall be entitled to apply for pay equivalent to 85% of the employee's accumulated unused sick days. This benefit is effective once the teacher or other member of the bargaining unit has accumulated 40 or more unused sick days.

ARTICLE 38 — TEACHER ASSIGNMENT PROCEDURE

38-1. The Bureau of Teacher Personnel shall continue to appoint teachers from the appropriate eligible list with the proviso that until February 15, 1993, true vacancies which require an additional endorsement shall be filled by the appointment of teachers presently on the applicable eligible lists who have the appropriate endorsement from the Department of Personnel. Said appointments shall be made so that they will assure that the racial composition, experience and educational training of each school's faculty more nearly approaches the system-wide proportions.

Any appointment made pursuant to this Article 38-1 shall not constitute a violation of any other provision of this Agreement. Prior to the filing of any grievance under this provision, the matter shall be reviewed by the UNION with the Director of the Bureau of Employee Relations.

38-1.1. Assignment of teachers to adult education centers shall follow the procedures in Article 38-1 of this Agreement except that teachers with prior satisfactory full-time adult education teaching experience of at least one full school year be given preference in assignment to such centers provided said assignment is not in conflict with the **Plan to Integrate Faculties and Equalize Per Pupil Costs**.

38-2. The UNION and the BOARD will work cooperatively to develop and implement policies with respect to the assignment of teachers in such a manner as to lead to the achievement of representative racial composition of school faculties and of a more equitable distribution of regularly assigned teachers.

38-3. A teacher who does not accept an appointment shall remain on the appropriate eligible list for as long as said teacher's permit remains valid.

38-4. The Bureau of Teacher Personnel shall post and maintain current eligibility lists of teachers by permit who have

been permitted and are awaiting original appointment to a true vacancy.

38-5. For all staffing effective September 1, 1990, and thereafter, when substitute teachers are to be released due to the closing of divisions, appointment, reappointment, transfer, or return from a leave of a regularly appointed teacher to the school, the principal shall utilize the following procedures:

1. Day-to-day substitutes shall be released before any full-time-basis (FTB) substitute is released. Day-to-day substitutes employed on temporary certificates shall be released prior to the release of day-to-day substitutes employed on regular certificates.
2. When full-time-basis (FTB) substitute teachers are released due to the closing of divisions, appointment, reappointment, transfer, or return from leave of a regularly appointed teacher to the school, the following procedures shall be followed:
 - a. FTB teachers shall be released by the principal from a school on the basis of and consistent with their area of certification and experience according to the annual census of all FTB teachers.
 - b. FTB teachers so released shall be reassigned, effective the first Wednesday of the school year, or thereafter, by the Bureau of Teacher Personnel to the Cadre and shall be continuously available to perform substitute service. Further, they shall accept all assignments in any and every school. Displaced FTB members of the Cadre shall continue to be eligible for all medical and dental benefits granted to full-time-basis (FTB) substitute teachers for twelve calendar months after reassignment to the Cadre provided said teachers remain in the Cadre. Displaced FTB teachers assigned to the Cadre shall be paid at the Cadre salary rate outlined in Article 27-1.1 of this Agreement provided, however, that any displaced FTB teacher, who has served as an FTB teacher for 100 school days during the 1990-91 school year, shall be paid \$100 per day, for the remainder of that school year; any displaced FTB teacher, who has served as an FTB teacher for 100 school days during the 1991-92 school year, shall be paid \$107 per day, for the remainder of that school year; and any displaced FTB teacher, who has served

as an FTB teacher for 100 school days during the 1992-93 school year, shall be paid \$114.49 per day, for the remainder of that school year.

The Bureau of Teacher Personnel shall provide the released FTB teacher with a list of all vacant positions for which said teacher is qualified. This vacancy list shall be updated and published on a monthly basis. Released FTB teachers serving in the Cadre shall be given the opportunity to apply and be interviewed for vacant positions throughout the school year. The Bureau of Teacher Personnel shall maintain a list of released FTB teachers in order to assist principals in filling vacancies. An FTB teacher released from a school will not be reassigned to a vacancy temporarily filled by another FTB teacher.

- c. A member of the Cadre may be selected at any time by a principal to fill an existing vacancy provided that this reassignment is consistent with the area of certification required for said vacancy and is consistent with the compliance goals for faculty desegregation outlined in the Consent Decree approved by the United States District Court. If reinstated as an FTB teacher, said teacher shall be placed on the appropriate lane and step of the salary schedule and shall receive all benefits herein provided to FTB teachers.
- d. The BOARD and UNION agree that said displaced FTB teachers shall be included in the number of Cadre substitute teachers maintained by the BOARD under the provisions of Article 27-1.1 of this Agreement. If the number of released FTB teachers causes the size of the Cadre to exceed the specified 300 members from September to November 1 or 900 from November 1 through the end of the school year, the BOARD shall increase the size of the Cadre to accommodate inclusion of any released FTB teachers.

38-6. A review committee shall be established to hear and decide appeals only on the basis of hardship in the case of a regularly certified teacher whose appointment was made subsequent to June 30, 1990, to enhance and maintain the goals of the Plan provided that said teacher has not had a prior review within the past twelve months.

ARTICLE 39 — TEACHER EFFICIENCY RATINGS

39-1. Teacher efficiency ratings shall be distributed to the individual teachers at the local school on or before Friday of the 38th week of the school year except in schools which operate on 43 week, 45 week, 47 week, or 52 week term. Said schools shall issue and distribute efficiency ratings on the Friday immediately prior to the final week of the school term.

A copy of said rating shall be placed in the individual teacher's personnel file.

39-1.1. All appropriate administrators shall hold an orientation meeting after the 20th school day but prior to the 40th school day to review and explain the teacher efficiency rating procedures as set down in Articles 39-4.1, 39-4.2, and 39-7 of this Agreement.

39-2. Regularly certificated teachers on tenure shall be graded only once yearly except for those who are unsatisfactory.

39-3. A principal newly assigned or transferred to a school shall give an efficiency grade to substitute teachers and to those teachers who are on their three-year probationary period. Said principal shall not grade tenured teachers whose work is satisfactory or better until said principal has served in that school at least five months.

39-4. Efficiency Rating Procedures - Unsatisfactory Probationary (Non-Tenured) or Substitute Teachers.

39-4.1. Unsatisfactory Probationary Teachers. Whenever, in the opinion of the principal, the service of a probationary teacher is considered unsatisfactory, the following procedures take place:

- a) The principal of the school notifies the teacher in writing, using Form E-1. This notice, which is given to the teacher in a place insuring privacy, states the reasons for the unsatisfactory rating and offers suggestions and assistance to the teacher for improving said teacher's services.
- b) The principal sends two copies of the E-1 notice to the district superintendent, one for the district superintendent's file and, one to the Department of Personnel.

- c) Following the issuance of the E-1 notice, the principal visits the teacher at least three times and has at least three conferences with said teacher at a place insuring privacy. The district superintendent also visits the teacher. Following each conference, written suggestions are made to the teacher for improving said teacher's services.

The principal shall give the teacher a written memo which will verify, in each instance, that the teacher was visited and that a conference as above described was held.

- d) Upon completion of the 40 school day period after the issuance of the E-1 notice, if the services of the teacher continue to be unsatisfactory, the principal shall present an E-2 notice to the teacher in a conference at a place insuring privacy, and copies are distributed as indicated above.

If the teacher has not received an E-2 notice by the end of the 45th school day following the issuance of the E-1 notice, said E-1 notice is voided and shall be removed from all files and records.

- e) The Department of Personnel then calls a conference in which the following persons are included: the teacher, the principal, the district superintendent, the assistant superintendent in charge of personnel or designee. At this conference the unsatisfactory rating is discussed. A recommendation is then made to the General Superintendent of Schools regarding the action to be taken.

39-4.2. Unsatisfactory Full-time-basis (FTB) Substitute Teachers. In the case of an unsatisfactory full-time-basis (FTB) substitute teacher, the following procedure shall be followed in making such a rating:

- a) Whenever the principal of a school is of the opinion that the services of an FTB teacher are unsatisfactory, the principal shall notify the teacher in writing stating the reasons for the unsatisfactory rating and offering suggestions for improvement.
- b) After the issuance of a notice of unsatisfactory service, the principal shall visit the teacher, observe the teacher in a teaching situation, and confer with said teacher in a place insuring privacy, to offer assistance in improving said teacher's service.

If the principal feels that the work of the teacher is still unsatisfactory, after at least 15 school days following the issuance of the notice of unsatisfactory service, the principal shall notify the Department of Personnel. The principal shall give the teacher a written memo, in duplicate, which will verify that the teacher was visited and a conference was held. The teacher shall initial the memo and return one of the copies to the principal.

- c) The Department of Personnel shall schedule a conference with the FTB teacher to inform the teacher of the receipt of the unsatisfactory rating and give said teacher positive suggestions for improvement. If this is the first unsatisfactory rating, the Department of Personnel may consider transfer to another teaching situation.

39-4.3. Unsatisfactory Day-to-day Substitute Teachers. Whenever a temporarily certificated teacher employed on a day-to-day basis receives an unsatisfactory rating, the Department of Personnel shall schedule a conference with said teacher to give the teacher a written copy of the reasons for the unsatisfactory rating, discuss the reasons, and to give positive suggestions for improvement to the teacher.

The services with the school system of an unsatisfactory temporarily certificated teacher employed on a day-to-day basis shall not be terminated until said teacher has been given an unsatisfactory rating by at least two principals, unless there is evidence of moral laxity or serious misconduct.

39-4.4. Dismissal for Cause. Sections 39-4.1, 39-4.2, and 39-4.3 are efficiency rating procedures only and shall not limit the right of the BOARD to remove any teacher for good cause.

39-5. Efficiency Rating Procedures - Reduction of Rating Probationary Teachers.

39-5.1. Reduction to Excellent. Whenever, in the opinion of the principal, it appears that the efficiency grade of a probationary teacher may be reduced from superior to excellent, the principal shall notify the teacher in writing when this possibility becomes evident to the principal. If the teacher submits a written request for a conference, the principal shall confer with the teacher to discuss ways in which the teacher may increase his or her efficiency and may maintain a superior rating.

This procedure shall not be applicable when said efficiency rating is the initial evaluation of said teacher as a regularly appointed teacher or when a new principal is evaluating teachers for the first time in that school, except that this procedure shall be applicable when the probationary teacher is being evaluated by the same principal who evaluated the probationary teacher as a full-time-basis (FTB) substitute teacher in the semester immediately prior to appointment as a probationary teacher.

39-5.2. Reduction to Satisfactory. Whenever, in the opinion of the principal, it appears that the efficiency grade of a probationary teacher may be reduced to satisfactory, the principal shall notify the teacher in writing, using Form E-1. This notice, which is given to the teacher in a private conference, states the reasons therefor and offers suggestions and assistance to the teacher for improving the teacher's services.

Said notice shall be issued ten weeks prior to the date on which efficiency ratings are issued.

This procedure shall not be applicable when said efficiency rating is the initial evaluation of said teacher as a regularly appointed teacher or when a new principal is evaluating teachers for the first time in that school, except that this procedure shall be applicable when the probationary teacher is being evaluated by the same principal who evaluated the probationary teacher as a full-time-basis (FTB) substitute teacher in the semester immediately prior to appointment as a probationary teacher.

39-6. Efficiency Rating Procedures - Tenured Teachers.

39-6.1. Evaluation Plan. Each tenured teacher shall be evaluated only by a qualified administrator in accordance with the procedures outlined in the Evaluation Plan submitted by the BOARD for approval by the Illinois State Board of Education.

39-7. Efficiency Rating Procedures - Unsatisfactory Tenured Teachers.

39-7.1. Unsatisfactory Tenured Teachers. Whenever, in the opinion of the principal, after personal observation in the classroom on at least two (2) different school days, unless the teacher has no classroom duties, the service of a tenured teacher is considered unsatisfactory, the principal of the

school shall notify the teacher in writing, using Form E-3, Evaluation of Unsatisfactory Service of a Tenured Teacher. This notice, which is given to the teacher in a conference at a place insuring privacy, states the reasons for the unsatisfactory rating and advises the teacher that the teacher is required to participate in a remediation plan.

39-7.2. Consulting Teacher. The qualified consulting teacher shall be one who has received a rating of superior or excellent on his or her most recent evaluation, has a minimum of five years experience in teaching, and has knowledge relevant to the assignment of the teacher under remediation.

Qualified potential consulting teachers shall submit their application for placement on the consulting teacher roster to the Director of Teacher Personnel, with a copy to the appropriate district superintendent and the President of the UNION, by June 1 of the preceding school year. The UNION shall submit to the appropriate district superintendent prior to October 1 of each school year the roster(s) of qualified potential consulting teachers for that district. If the UNION fails to provide a roster to a district superintendent by October 1 of each school year the BOARD shall determine the roster(s) of qualified teachers for that district.

Within 3 school days after issuance of Form E-3, the principal shall select a qualified potential consulting teacher from the appropriate district roster, supplied by the UNION, containing the names of qualified potential consulting teachers from each school within said district. Within 2 school days after notification by the principal of the teacher's selection as a consulting teacher, said teacher may waive this assignment by notifying the principal(s) involved. After accepting selection, if the consulting teacher can no longer participate during the course of a remediation plan, a new consulting teacher shall be selected in the same manner as the initial consulting teacher. The remediation plan shall be amended as necessary upon consulting with the new consulting teacher.

The principal may designate up to 3 preparation periods of any consulting teacher during any one week to be utilized by the consulting teacher for remediation purposes.

The consulting teacher shall advise the teacher under remediation on how to improve teaching skills and how to

successfully comply with the remediation plan during each of said preparation periods designated by the principal for that purpose. For each preparation period thus designated, the consulting teacher shall be scheduled for a make-up preparation period of the same time duration within the same or the next payroll period thereafter. This preparation period shall be scheduled at the end of the regular school day and the consulting teacher shall be paid at a prorata basis of said teacher's basic salary.

39-7.3. Remediation Plan. Within 7 school days after selection of the consulting teacher, the principal shall schedule a meeting with the consulting teacher and the teacher rated unsatisfactory in order to commence the development of a remediation plan designed to correct the areas identified as unsatisfactory. The remediation plan may include the participation of other personnel to assist in correcting areas identified as unsatisfactory. Said remediation plan shall become effective no later than 30 days after issuance of Form E-3 to the unsatisfactory teacher.

39-7.4. Quarterly Evaluations. During the remediation period, the teacher under remediation shall receive quarterly evaluations (each 45 days) and ratings from the principal. The quarterly evaluations and ratings shall be issued at a conference in a place insuring privacy. The consulting teacher shall advise the teacher under remediation on how to improve teaching skills and how to successfully comply with the remediation plan. The consulting teacher shall not participate in any of the required quarterly evaluations and shall not evaluate the performance of the teacher under remediation. If after any such quarterly evaluation additional remediation is provided, the teacher under remediation, the principal, and the consulting teacher, shall confer in order to continue to provide appropriate assistance to the teacher under remediation.

After the initial 45-day remediation period, the principal, in consultation with the consulting teacher, shall determine if sufficient improvement in teaching performance has taken place to justify continuation of the remediation process. If sufficient improvement has not taken place, Article 39-7.6 of this Agreement shall govern.

If the principal, in consultation with the consulting teacher, determines (based on the teacher's progress) that the teacher

may be remediable, the principal may extend the remediation for another 45-days (quarter). Such additional remediation shall create no presumption of remediability. The principal, in consultation with the consulting teacher, shall determine whether that remediation shall be in the classroom or in some other location. Following this additional process of remediation, the teacher shall receive another quarterly evaluation in accordance with Articles 39-7.4 and 39-7.5 of this Agreement.

At the conclusion of the second quarter of remediation, if any, the same process described above for the conclusion of the first period of remediation shall occur and the teacher shall be subject to Article 39-7.6 of this Agreement or, at the discretion of the principal, the remediation shall be continued for another additional quarter (45 days).

At the conclusion of the third quarter of remediation, if any, the same process described above for the conclusion of the first period of remediation shall occur and the teacher shall be subject to Article 39-7.6 of this Agreement or, at the discretion of the principal, the remediation shall be continued for another quarter (45 days).

39-7.5. Satisfactory Completion of the Remediation Plan. Following successful completion of any remediation plan, there shall be monthly evaluations for the first six (6) months and quarterly evaluations for the next six (6) months. Thereafter, the teacher shall be reinstated to a schedule of annual evaluations.

39-7.6. Failure to Successfully Complete the Remediation Plan. Any teacher who fails to complete the remediation plan with a satisfactory or better rating shall be subject to the provisions of Chapter 122, Section 24A-5 of the Illinois Revised Statutes.

39-7.7. Evaluation Schedule. When the evaluation schedule requires an evaluation after the close of the school year, but on or before July 15, such evaluation shall be scheduled to occur no later than two (2) weeks prior to the close of the preceding school year.

When the evaluation schedule requires an evaluation after the close of the school year, but after July 15, such evaluation shall be scheduled to occur not later than two (2) weeks

after students' attendance commences in the following school year.

Failure to strictly comply with the timelines for the required evaluations because of events such as summer months, illness or certain leaves granted under a remediation plan shall not invalidate the results of the remediation plan.

39-7.8. Dismissal for Cause. Articles 39-7.1 through 39-7.6 are efficiency rating procedures only and shall not limit the right of the BOARD to remove any teacher for good cause.

39.8. Teacher Evaluation Review Form. Whenever the Teacher Evaluation Review form is prepared, one copy shall be submitted to the teacher. The teacher may respond in writing to the principal within ten school days after receipt of said review form. Said response shall be attached to the review form.

39-9. Efficiency Rating Procedures - Reduction of Ratings of Tenured Teachers.

39-9.1. Reduction to Excellent. Whenever, in the opinion of the principal, it appears that the efficiency grade of a tenured teacher may be reduced from superior to excellent, the principal shall notify the teacher in writing, when this possibility becomes evident to the principal. If the teacher submits written request for a conference, the principal shall confer with the teacher to discuss ways in which the teacher may increase his or her efficiency and may maintain a superior rating.

This procedure shall not be applicable when said efficiency rating is the initial evaluation of said teacher as a tenured teacher or when a new principal is evaluating teachers for the first time in that school.

39-9.2. Reduction to Satisfactory. Whenever, in the opinion of the principal, it appears that the efficiency grade of a tenured teacher may be reduced to satisfactory, the principal shall notify the teacher in writing, using Form E-1. This notice, which is given to the teacher in a private conference, states the reasons therefor and offers suggestions and assistance to the teacher for improving the teacher's services.

Said notice shall be issued ten weeks prior to the date on which efficiency ratings are issued.

This procedure shall not be applicable when said efficiency rating is the initial evaluation of said teacher as a regularly appointed teacher or when a new principal is evaluating teachers for the first time in that school.

39-10. Peer Professional Advisor Program. The BOARD shall establish a Peer Professional Advisor Program in one elementary school district for the 1990-91 school year in order to assist first-year probationary elementary classroom teachers. This program shall follow the recommendations of the joint BOARD-UNION committee on teacher performance, evaluation, and effectiveness which were approved by the General Superintendent of Schools.

This program shall be evaluated by a joint BOARD-UNION committee composed of three UNION representatives and three representatives appointed by the General Superintendent. Within 20 school days after the close of the 1990-91 school year, said committee shall submit recommendations to the General Superintendent concerning the feasibility of the continuation and/or expansion of said program for the 1991-92 and 1992-93 school years.

ARTICLE 40 — TEACHER PROGRAMMING

40-1. The principal, in programming a teacher, shall (1) keep the number of preparations to a minimum; (2) ability and qualifications being equal, follow the policy of rotation among qualified personnel in the matters of sessions, teaching, building assignments, special classes, honors and other modified classes, and division rooms; (3) consider the teacher's professional background and preparation; (4) in elementary schools, ability and qualifications being equal, program teachers for the grade level at which they have the most experience, except that any teacher may request a change in grade level assignment.

40-2. No later than May 1 of each year, preference sheets shall be distributed to all teachers. A teacher's preference will be honored, to the extent possible, consistent with paragraph 40-1 above.

40-3. A tentative teaching program for the next school year

shall be presented to each teacher by June 1 of the current school year, except that in the high schools a tentative teaching program shall be presented at least five days prior to the end of the school year.

40-4. Where administratively possible, no teacher shall have more than three consecutive teaching assignments. Exceptions shall be allowed for teachers teaching double-period classes or completing part of their teaching assignment outside of the school building.

40-5. Where administratively possible, the number of different rooms to which a teacher is assigned shall be held to the absolute minimum.

40-6. Where administratively possible, the number of lesson preparations shall not exceed three, and every effort shall be made to keep the number at two. Honors and other modified classes shall be considered as separate preparations. Teachers with a full teaching program shall be given preference in the assignment of the number of preparations.

40-7. In elementary schools with ability grouping within a single grade level, ability and qualifications being equal, the principal in programming the teacher shall follow the policy of rotation of teacher assignments within the grade level.

40-8. Prior to February 15, each cooperative vocational education teacher shall confer with the principal, or the principal's designee, relative to a registration procedure for students recommended for placement in the cooperative vocational education program.

Each cooperative vocational education teacher shall furnish to the principal, or the principal's designee, data and rationale to support the recommendations being submitted for consideration. The recommendations of the cooperative education teacher shall be given the highest priority.

ARTICLE 41 — TEACHING LOAD

41-1. High school teachers of art, drafting, music, physical education, and business education, and teachers in education and vocational guidance centers shall have a maximum of 25 teaching periods per week.

41-2. Distributive education teachers on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination.

Distributive education teachers on an extended day carrying a full program shall teach four periods per day and may have a division. The balance of their day shall be devoted to coordination.

41-3. Office occupations coordinators on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination.

Office occupations coordinators on an extended day carrying a full program shall teach four periods per day and may have a division. In the case where a single related period is required, the office occupations coordinator shall teach five periods and shall not have a division. The balance of their respective days shall be devoted to coordination.

41-4. The UNION agrees to urge its members to continue to participate in one open house during each school year, whether held during or after school hours.

41-5. Industrial cooperative education teachers on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination. Industrial cooperative education teachers on an extended day carrying a full program shall teach four periods per day and may have a division. The balance of their day shall be devoted to coordination.

41-6. Each cooperative work training (CWT) teacher, in conjunction with the school programmer, shall develop a student roster for the next school year and interview each student listed on said roster by the end of the first week in June.

41-7. Each cooperative work training (CWT) teacher shall have telephone service available when necessary to contact employers concerning job opportunities for pupils enrolled in the CWT program.

41-8. Cooperative work training (CWT) teachers on an ex-

tended day carrying a one-half program shall teach no more than five periods per day and may have a division. The balance of their day shall be devoted to coordination.

Cooperative work training (CWT) teachers on an extended day carrying a full program shall teach no more than four periods per day and may have a division. The balance of their day shall be devoted to coordination.

41-9. Home economics related occupations (HERO) teachers on an extended day carrying a one-half program shall teach five periods per day and may have a division. The balance of their day shall be devoted to coordination.

Home economics related occupations (HERO) teachers on an extended day carrying a full program shall teach no more than four periods per day and may have a division. The balance of their day shall be devoted to coordination.

ARTICLE 42 — TRANSFER POLICY AND PROCEDURE

42-1. Upon application for transfer, the teacher shall be given a dated, written receipt. Regularly certificated and appointed teachers may apply for transfer after having served a minimum of five school months in their present school. Effective September 1, 1974, teachers whose names do not now appear on any transfer list, or those teachers whose names appear on only one transfer list, will be permitted to apply for transfer to a total of two schools.

Teachers granted a voluntary transfer effective September 1, 1984 and thereafter, may apply for another voluntary transfer after having served a minimum of two years in their present school.

42-1.1 Any regularly appointed teacher who is eligible to transfer shall remain on the transfer list while on an approved sick leave granted under the provisions of **Board Rule 4-33**, provided that the principal, during the official visitation period established by the Bureau of Teacher Personnel, may go to the next name on the transfer list for visitation and approval for transfer if the first name on the list is that of a teacher on sick leave. A teacher returning from sick leave shall notify, in writing, each principal of a school to which transfer has been requested that the teacher is now available for the purpose of visitation by the principal and possible transfer at the next transfer period.

42-2. During July and August, 1990, when assignments are made for September 1, 1990; during July and August, 1991, when assignments are made for September 1, 1991; and during July and August, 1992, when assignments are made for September 1, 1992, said assignments shall first be made from the transfer list if following said transfer, both the receiving school and the sending school remain within the compliance goals for faculty desegregation outlined in the Consent Decree entered and approved by the United States District Court.

The first priority for such transfer shall be granted to any regularly certificated and appointed teacher administratively exchanged with another teacher in June and August, 1977 to meet the goals and objectives of the **Plan to Implement the Provisions of Title VI of the Civil Rights Act of 1964**, who placed his or her name on the transfer list of said teacher's former school on or before February 1, 1978. Said teacher shall be transferred to any true vacancy at the teacher's former school which is appropriate to the teacher's certificate provided that both the receiving and sending schools remain within the above-cited compliance goals for faculty integration and that the established procedures for principal visitation and approval have been completed.

The second priority for transfer shall be granted to supernumerary teachers who have made proper application in accordance with the provisions of Article 42-3 of this Agreement and provided that the established procedures for principal visitation and approval have been completed.

The third priority for transfer shall be granted to any regularly certificated and appointed teacher administratively exchanged with another teacher in August, 1981, to meet the compliance goals for faculty desegregation outlined in the Consent Decree entered and approved by the United States District Court, who places his or her name on the transfer list of said teacher's former school on or before February 1, 1982. Said teacher shall be transferred to any true vacancy at the teacher's former school which is appropriate to the teacher's certificate provided that both the receiving and sending schools remain within the above-cited compliance goals for faculty desegregation and that the established procedures for principal visitation and approval have been completed.

The fourth priority for transfer shall be granted to any other regularly certificated and appointed teacher provided that the above-cited compliance goals for faculty desegregation are met and that the established procedures for application, principal visitation and approval have been completed. Said procedures shall be published in the Personnel Bulletin 60 days prior to the deadline date for transfer applications.

42-2.1. On or before November 30, 1977, a program shall be designed to recruit for assignment at the beginning of the next school year currently employed teachers willing to accept reassignments or transfers to further integrate the faculties. The program shall:

- (a) identify teachers willing to transfer or accept reassignment for the purpose of faculty desegregation whose reassignments would not adversely affect the compliance status of the school to which they are assigned;
- (b) encourage said teachers to visit the prospective schools to which they may be transferred and to discuss each school's program with the principal and other teachers prior to accepting or rejecting the proposed transfer or reassignment;
- (c) permit principals to visit in accordance with established personnel policies and procedures teachers who have volunteered for integration purposes;
- (d) permit only those teachers with satisfactory or better efficiency ratings at the last recorded evaluation and who have not been issued an E-1 or E-3 Notice of Unsatisfactory Teaching Service to apply for voluntary transfer to enhance the integration of faculties;
- (e) the final approval of the transfer shall be made by the receiving school principal.

42-3. The Bureau of Teacher Personnel shall make available in December and June a list of all vacancies in each school occupied by substitute teachers, including those on a full-time basis, stating the grade level and/or specific subject area.

A supernumerary teacher is one whose service is no longer required in a particular school because of a decrease in membership or a change in subject requirements within the school organization. Supernumerary status of a teacher is

determined only by the length of continuous service in Chicago Public Schools on the regularly appointed teaching permit level, and not by the length of service in the school in which the supernumerary position occurs. Service previous to a resignation is not considered.

Upon being declared supernumerary, the Bureau of Teacher Personnel shall immediately provide the supernumerary teacher with a list of all vacant positions for which he or she is qualified and where he or she further enhances or maintains the achievement of the goals of the **Plan to Implement the Provisions of Title VI of the Civil Rights Act of 1964**, and which as a result of his or her selection will assure that the racial composition, experience, and educational training of the schools selected will more nearly approach the system-wide proportions.

Within ten working days from receipt of notification of being declared supernumerary, a supernumerary teacher shall make written application to at least three vacant positions from the list provided by the Bureau of Teacher Personnel. The applications shall be made to the principals and a copy of each shall be provided by the teacher to the Bureau of Teacher Personnel.

The supernumerary teacher shall be interviewed by the principals to whom they submitted written applications.

When a principal makes a written recommendation to the Bureau of Teacher Personnel for selection to a specific position, the supernumerary teacher shall be transferred to said vacant position.

If no vacancy exists in the supernumerary teacher's permit area or if a supernumerary teacher receives written rejections by three principals, the BOARD shall assign the supernumerary teacher to a full-time teaching position according to the permit area and in compliance with the provisions of the **Plan to Implement the Provisions of Title VI of the Civil Rights Act of 1964**. Copies of all written rejections shall be submitted by the principals to the Bureau of Teacher Personnel. The supernumerary teacher shall be required to make written application for assignment to a true vacancy for which he or she is qualified and enhances the racial, experiential, and educational composition, prior to the end of the school year for the next school year and shall follow the same process as set forth in this Article.

A supernumerary teacher shall have the first right to return to his or her original school provided said teacher makes application at the time of the supernumerary conference and said return is approved by the principal, with the further proviso that said return shall assure that the racial composition, experience, and educational training of the original school faculty will more nearly approach the system-wide proportions.

42-4. Effective September 5, 1983 whenever the BOARD designates or redesignates, classifies or reclassifies a school, or a program within a school, whether through Options for Knowledge, the Effective Schools Program, or any other program, the BOARD shall select the school's or program's staff from regularly appointed tenured teachers. Such selection shall be on the basis of specific, articulated criteria which are published, and which relate to the requirements of the position, the academic and professional background and the other relevant experience of the applicants which relate to the requirements of the position.

In choosing between applicants who are equally well qualified in terms of the published criteria, the BOARD shall accord a preference to a person who is already on the staff at the school.

Such selection of staff members shall be consistent with the compliance goals for faculty integration.

A teacher may request a transfer from the new category school.

A supernumerary teacher who is displaced from any school in the system because of a decrease in membership or a change in subject requirements shall be transferred in accordance with the provisions of Article 42-3 of this Agreement.

In a school with an Options for Knowledge partial school program, whenever the services of a teacher selected under this article are no longer required because of a decrease in membership or a change in subject requirements within the school organization, displacement of teachers shall be determined in the following manner:

- (a) when a teacher is to be displaced in the partial school program, the provisions of Article 42-3 shall apply to the whole faculty;

- (b) when a teacher not in the program is to be displaced, the provisions of Article 42-3 shall apply only to the faculty who are not in the program.

A teacher selected in any program pursuant to this article who has the least continuous service in the system may be displaced so long as there is at least one other teacher available in the system who is as well qualified in terms of the published criteria for the position.

ARTICLE 43 — VACATIONS

43-1. Full-time teachers and other full-time members of the bargaining unit, excluding day-to-day substitutes, not already covered by Section 4-7 of the **Rules of the Board of Education**, shall receive a maximum of 10 days' paid vacation at their current rate of salary, it being further provided that those regularly and currently employed on extended day programs, including eight-hour day positions and regularly scheduled overtime classes, shall be paid at the rate of salary prescribed for such programs and classes in accordance with the provisions and subject to the exceptions listed in Article 33-9 of this Agreement. A maximum of five days shall be granted when the schools are closed during spring recess and a maximum of five days shall be granted for Christmas recess.

Only bargaining unit members who are full-time employees of the BOARD at the time of a vacation period shall be eligible for vacation with pay with a further proviso, however, that such full-time employees of the BOARD who are absent on a leave of absence permitted by the **Board Rules** shall be eligible for vacation pay earned prior to said leave and during accumulated sick leave days used while on a sick leave.

Regularly appointed teachers and permanently certified career service members of the bargaining unit who are eligible for vacation pay under this article and who are absent on the day vacation checks are issued or who are absent on a leave of absence permitted by the **Board Rules** shall be eligible to receive their vacation pay by proxy.

All full-time-basis (FTB) substitute teachers and provisionally certified career service employees who are eligible for vacation pay under this article and who are absent on the day vacation checks are issued shall be permitted to receive vacation pay by proxy, provided, however, that said full-time-basis (FTB) substitute teacher or provisionally certified career ser-

vice employee has returned to his or her work assignment following the vacation period prior to the date the checks are issued.

Eligible full-time-basis (FTB) substitute teachers absent on an approved illness leave of absence who have completed five or more years of full-time consecutive service immediately preceding the commencement of said leave shall receive vacation pay upon written application filed with the Department of Employee Relations within 90 days after the vacation period ends.

Eligible full-time-basis (FTB) substitute teachers and eligible full-time provisionally certified career service employees with less than five years of consecutive service immediately preceding the commencement of the vacation period must return to their working assignment following the vacation period in order to receive vacation pay.

Eligible teachers or other bargaining unit members who resign or retire after completing twenty years of service, shall be granted all earned vacation pay provided written application for vacation pay is made to the Department of Employee Relations. The full burden of responsibility for filing written application for vacation pay shall rest with the teacher or other bargaining unit member.

Vacation pay shall be computed on the basis of the following formula:

- a. Christmas recess pay for 1990 shall be computed from the number of days an employee was on the payroll from April 30, 1990 through November 23, 1990 according to the following formula:

1-10 days	0 days vacation pay
11-20 days	1 day vacation pay
21-40 days	2 days vacation pay
41-60 days	3 days vacation pay
61-80 days	4 days vacation pay
81 days or more	5 days vacation pay

Spring vacation pay for 1991 shall be computed from November 26, 1990 through April 19, 1991 according to the above-stated formula.

- b. Christmas recess pay for 1991 shall be computed from the number of days an employee was on the payroll from April 29, 1991 through November 22, 1991 according to the above-stated formula.

Spring vacation pay for 1992 shall be computed from November 25, 1991 through April 17, 1992 according to the above-stated formula.

- c. Christmas recess pay for 1992 shall be computed from the number of days an employee was on the payroll from April 27, 1992 through November 27, 1992 according to the above-stated formula.

Spring vacation pay for 1993 shall be computed from November 30, 1992 through April 23, 1993, according to the above-stated formula.

Vacation credits earned for the school months of May and June shall be carried over to the ensuing school year. Employees who are scheduled to work when the schools are closed for spring and Christmas recess shall arrange time off with their department head. Seniority shall be the determining factor to the extent permitted by the needs of the department. Vacations shall be on a consecutive-week basis unless otherwise requested by the employee to the extent permitted by the needs of the department.

43-1.1. In the event a member of the bargaining unit, who is eligible for vacation pay under this article, has not received pay due to death which occurred preceding, during or within 60 days after said vacation period, the estate or appropriate legal beneficiary shall be entitled to apply for said vacation pay.

43-1.2. Effective September 3, 1979, and thereafter, full-time-basis (FTB) substitute teachers and regularly appointed teachers displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a full-time-basis (FTB) substitute teacher or regularly appointed teacher up to the maximum number of days allowed under the formula stated in Article 43-1, provided that such otherwise eligible teacher has been paid as a day-to-day or cadre substitute teacher during the payroll period immediately preceding the vacation period.

Effective September 15, 1983, certified career service employees displaced from full-time service by the BOARD, other than for unsatisfactory service, shall be eligible for vacation pay for service rendered as a full-time basis certified employee up to a maximum number of days allowed

under the formula stated in Article 43-1, provided that such otherwise eligible career service employee has been paid as a BOARD employee during the payroll period immediately preceding the vacation period.

Eligible day-to-day or cadre substitute teachers or eligible certified career service employees shall make written application for vacation pay to the Department of Employee Relations within ninety days after said vacation period. Said application shall be reviewed in accordance with established policy and the provisions of Article 43 of this Agreement. Vacation pay shall be paid to eligible applicants at the rate of pay the teacher or career service employee was receiving on the last day of full-time-basis (FTB) substitute or regularly appointed service. In no case shall any such claim for vacation pay be considered if filed more than ninety days after the end of the vacation period.

The full burden of responsibility for filing written application with the Department of Employee Relations requesting this vacation pay shall rest with the teacher or career service employee.

ARTICLE 44 — GENERAL PROVISIONS

44-1. Proposals seeking Federal and State funds for specific programs shall be written in compliance with the applicable provisions of this Agreement.

44-2. Teachers or other bargaining unit members required to attend in-service training programs outside their regularly scheduled hours shall be paid at their regular rate of salary.

44-3. No teacher shall be required to perform such custodial duties as emptying trash, dusting erasers, washing boards, dusting or placing chairs on desks, or returning furniture to its proper place.

44-4. It is the objective of the BOARD that all schools be provided with washrooms and rest areas for men and women teachers that are private, clean, and comfortable.

44-5. Hallways, classrooms, washrooms, entrance areas, lounge areas, lunchrooms, teachers' rooms, and playgrounds shall be cleaned daily.

44-6. Final action or decisions made at faculty meetings shall be posted on school bulletin boards or published in the school's daily or weekly bulletin.

44-7. This Agreement shall be reproduced by the UNION with \$4,990 of the cost to be paid by the BOARD. The BOARD shall distribute the Agreement to each person who is or becomes a member of the bargaining unit during its effective term.

The UNION will distribute the tentative Agreement to each of the members mentioned in the bargaining unit.

The initial delivery to the units shall be completed as soon as possible but no later than 20 school days after the printed Agreements have been delivered to the BOARD. The UNION shall submit to the Department of Employee Relations a list by unit number of all parcels delivered to the Bureau of Supplies Management and Distribution, located at 1819 West Pershing Road, Chicago, Illinois. Seven thousand copies of said Agreement shall be delivered to the Office of Employee Relations.

44-8. Subject to the credit below, teachers or other bargaining unit members whose absences result from school-related assault shall be paid full salary and medical expenses by the BOARD for the time of their total temporary incapacity and no deductions shall be made from sick leave.

There shall be coordination of salary payable hereunder with any sums payable under the Workers' Compensation Act for temporary total incapacity for work in that in calculating the amount due to an employee under this article, the BOARD shall be entitled to and shall take credit for any sum payable under the Workers' Compensation Act for temporary total disability. The credit hereunder is to be limited to temporary total disability only.

44-8.1. Teachers and all other members of the bargaining unit shall immediately report to the school principal all cases of assault in which they are involved while acting in the course of their employment.

44-8.2. It shall be the responsibility of each teacher and/or bargaining unit member to supply any available information concerning a school-related assault and cooperate in any subsequent legal action concerning said incident.

44-9. Teachers or other bargaining unit members shall work under safe and healthful conditions.

44-9.1. Teachers and other bargaining unit members shall report immediately any acts of vandalism to the principal.

44-10. Affirmative Action Program. The UNION agrees to work cooperatively with the BOARD to insure equal employment opportunities in all aspects of the BOARD's personnel policies.

44-11. It is the objective of the BOARD that teachers or other bargaining unit members be provided with off-street parking areas for their automobiles and that this area shall, to the extent possible, be secure and adjacent to the school.

44-12. Special clothing and safety equipment used by teachers and required by statute shall be provided by the BOARD.

44-13. Teachers and school clerks authorized by BOARD action to work on student orientation and/or articulation days in the week preceding Labor Day shall be paid at the teacher's or school clerk's regular hourly rate of salary.

44-14. It is the objective of the BOARD that teachers and other bargaining unit members assigned to a permanent work station be provided a special lunch area and when this area is not a regular lunchroom, facilities for warming, refrigerating and storing food shall be provided, to the extent that these items are provided for in the annual budget adopted by the BOARD.

44-15. Transportation allowance checks shall be received no later than the twenty-first of each month.

44-16. The approved textbook list shall be made available in the schools by February 1 of each school year whenever possible.

44-17. In all schools where an intercom is used, an oral signal shall be given to indicate the intercom is beginning to be put into operation, or a light shall be installed on each outlet to indicate when the intercom is in operation.

44-18. The first school day for students following orientation day shall be a half-day for students. For all teachers and all other bargaining unit members this shall be a full day for the purpose of preparing and organizing for the opening of school.

44-19. As staff and funds can be made available, the audio-visual department shall label plainly film containers with the names of the films.

44-20. Teachers shall keep an accurate account of the educational equipment and materials issued to them for instruction of their classes.

44-21. The provisions of Article 4-12, 4-13, 4-14, and 4-15 of this Agreement shall be applicable to the middle schools.

44-22. In situations over which the school system has no control, the UNION agrees to cooperate with the school administration in implementing workable solutions.

To combat situations over which the school system has no control, the UNION agrees to identify and train certain of its staff members so that in instances where serious school disruptions present a threat to the safety of pupils and bargaining unit members a solution shall be worked out by the BOARD and the UNION.

44-23. The BOARD shall make every effort to provide physical facilities for bilingual teachers who have classroom divisions to teach their classes on a comparable basis with other classroom teachers in the same building.

44-24 Unless precluded by the specific needs of an educational program, the BOARD shall offer to qualified teachers and/or qualified members of the bargaining unit the opportunity to work beyond their regular work day or work year prior to seeking the services of outside vendors to perform said work.

44-25. Curriculum guides shall be provided for and used by each teacher in the respective subject area or areas.

44-26. Credit for purposes of lane placement shall be granted to teachers for participation in subject-related workshops or training sessions which are conducted by industry

and other approved organizations and which have been approved in advance by the Department of Instruction Services. Requests for such approval shall be given in writing to the Department of Instruction Services and submitted sufficiently far in advance to permit appropriate investigations by the Department of Instruction Services. A reviewing committee set up by the Department of Instruction Services shall approve or disapprove promotional credits for particular training sessions or educational programs which do not bear university credit and shall determine credit hour equivalencies of such attendance. (This applies to all teachers.)

44-27. The BOARD and the UNION agree that no employee of the Board of Education shall be punished or rewarded, harassed or be discriminated against in any manner because of participation or lack of participation in activities relating to work stoppage (strike). Nothing herein shall preclude the right of the UNION from implementing UNION policy as to its members.

44-28. High school music teachers, with prior approval of the principal, shall be permitted to select sheet music and records that are not on the approved list.

44-29. Effective January, 1972, the parties agree that the schools shall be closed on January 15, the birthday of Dr. Martin Luther King, Jr., when said birth date occurs on a day when schools are in session. Members of the bargaining unit employed on a full-time basis shall be granted full basic pay for such a holiday provided they work either the day before or the day after such holiday or are receiving sick pay. No salary shall be paid for such holiday where such bargaining unit member's first day of appointment to duty falls on the day after the holiday.

When such holiday falls on Sunday, the Monday next following shall be held and considered such holiday.

The above two paragraphs of this article shall be superceded by the following:

Effective January, 1986, the Dr. Martin Luther King, Jr. holiday shall be observed on the third Monday in January. Schools shall be closed. Members of the bargaining unit employed on a full-time basis shall be granted full basic pay for such a holiday provided they work either the day before

or the day after such holiday or are receiving sick pay. No salary shall be paid for such holiday where such bargaining unit member's first day of appointment to duty falls on the day after the holiday.

44-30. The provisions of Article 4-12 shall be applicable to the education and vocational guidance centers.

44-31. The BOARD shall maintain a school calendar in which: Employees scheduled for 39 weeks shall receive their annual salary (including vacation pay) prorated over 41 weeks (39 school weeks and two weeks of vacation). Employees scheduled for 47 weeks shall receive their annual salary (including vacation pay) prorated over 49 weeks (47 school weeks and two weeks of vacation). Subsequent to January 1, 1973, in lieu of a shortened school year, employees scheduled for 52 weeks shall be granted basic vacation pay each year with payment for service prior to July 1 as follows:

1. three weeks for one year and up to 10 years of service
2. four weeks for 10 years and up to 20 years of service
3. five weeks for 20 or more years of service

44-32. In elementary schools, education and vocational guidance centers, middle schools and high schools, the BOARD shall appropriate additional funds in the educational fund appropriations for instructional supplies of \$35.00 per classroom teacher for the 1990-91 school year, \$42.00 per classroom teacher for the 1991-92 school year, and \$50.00 per classroom teacher for the 1992-93 school year which shall be allocated by the principal to individual classroom teachers for the purchase of instructional supplies for classroom use which are not available in the schools, such funds to be expended with the prior approval of the principal and in accordance with procedures that have been developed by the Department of Control and the Bureau of Purchases. Problems related to the allocation and expenditure of these funds, within the framework of the above-mentioned procedures, shall be worked out by the principal and the teachers involved.

It is agreed and understood that these materials shall be used for student instruction. Funds shall be distributed to

the schools in two equal payments on November 15 and February 15.

44-33. In the education and vocational guidance centers, the principal shall advise the faculty of the total amount of funds available to the school under Budget Classification 210-000-7998-5320 and, if a home economics program is in operation, the total amount of funds available to the school under Budget Classification 210-000-2271-5320 (elementary) or 210-000-2276-5320 (high school) for the purchase of supplies and materials. All teachers shall have access to and shall review the current **Education Supplies Catalog**. On or before a specific date to be established at each school, each teacher may submit, in writing, to the principal a suggested list of supplies for the teacher's pupils from the current **Education Supplies Catalog**. It is understood that supply allocations are limited to the available funds.

Funds for items which are ordered and marked "out-of-stock" and which remain unexpended at the end of the school year shall be added to the local school's regular supply appropriation for the following year.

44-34. Immediately upon changing residence or telephone number, each member of the bargaining unit shall give written notice to the employee's immediate supervisor and also submit a notice of change card to the Department of Personnel through the office of the school or work location.

44-35. On or before December 10, 1981, the BOARD will publish city-wide seniority lists for teachers in each area of certification.

44-36. The substitute center shall maintain a list of bilingual substitutes and shall make every effort to provide a bilingual day-to-day substitute in the case of the absence of the bilingual teacher.

44-37. The BOARD agrees to supply the UNION with a list of vacancies in the area of TESL and bilingual education to be published in the **Chicago Union Teacher** three times a year.

44-38. Vision screening and audiometric technicians shall be scheduled during the month of September to test new students enrolling in the Education and Vocational Guidance Centers.

A teacher in the EVGC shall confer with the principal and the school nurse whenever said teacher is of the opinion that a student may be in need of a physical examination or there appears to be a physical problem which may impair the efficiency of the student.

44-39. In the Education and Vocational Guidance Centers the principal and teachers shall develop a minimum of three in-service meetings to be held during the regularly scheduled in-service meeting periods. Said meetings shall be concerned with the areas of learning disabilities, adolescent psychology, human relations, cultural factors involved in learning and innovative techniques in teaching over age under-achievers.

44-40. Reading Center Laboratory Teachers. There shall be consultation between the school reading center laboratory teacher and the school principal in selecting students for participation in the school reading center laboratory and for discontinuing the student's participation.

In connection with the above consultation, the school reading center teacher shall submit written student progress reports to the principal.

44-41. A joint BOARD-UNION committee shall continue under the provisions of Articles 45-1 and 45-1.1 to review the guidelines and regulations of Title IX of the Education Amendments of 1972.

44-42. Regular school hours for teachers in middle schools shall be from 8:30 a.m. to 3:15 p.m. with a continuous duty-free lunch period of 45 minutes except that if the regular lunch period is shortened the teachers' day shall be shortened an equal number of minutes. Where the duty-free lunch period presents an administrative problem, a solution shall be worked by the BOARD and the UNION.

44-43. In accordance with current policy, library, physical education, and other unifying arts programs in the middle schools shall begin no later than the Monday of the second week following the opening of the school year unless certificated physical education teachers, teacher-librarians and other unifying arts teachers have not been assigned to the middle school.

44-44. All BOARD employees who wish to confer with a teacher or teachers shall report to the principal, or the principal's designee, immediately upon arrival and shall sign the official register.

44-45. All members of the bargaining unit shall give written notice of intention to resign or retire at least 10 school days prior to the effective date thereof. Such notice shall be filed with the administrator of the work location and a copy shall be filed with the Department of Personnel.

ARTICLE 45 — COMMITTEES

45-1. The BOARD and the UNION agree to negotiate the establishment of joint BOARD-UNION study committees, the number and subject matter of such committees to grow out of needs identified through further negotiations.

All joint BOARD-UNION committees established through the provisions of this Agreement shall submit their reports to the General Superintendent of Schools. After submission to the General Superintendent, a copy of the committee's report shall be provided to the UNION and to the appointed committee members. The General Superintendent will provide to the UNION and to each appointed committee member the General Superintendent's recommendations pertaining to the committee's report before it is discharged.

45-2. A joint BOARD-UNION committee shall continue to study and evaluate the TESL and bilingual-bicultural education program. Committee members shall not exceed six from the UNION and six from the BOARD.

The committee's final report shall be submitted to the General Superintendent of Schools in accordance with the provisions of Article 45-1 of this Agreement.

45-3. A joint BOARD-UNION committee shall be established under the provisions of Article 45-1 of this Agreement to review the clerical work required of elementary teachers and to make specific viable recommendations to the General Superintendent of Schools to reduce said clerical work.

Membership on said committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-4. A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to recommend to the General Superintendent of Schools standards, criteria, and procedures for providing a fifth major for sophomore, junior, and senior high school students. Said recommendations shall be submitted on or before February 1, 1991. Provided funds are available, those recommendations, approved by the General Superintendent of Schools, shall be implemented for the 1991-92 school year.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-5. A joint BOARD-UNION committee shall be established under the provisions of Article 45-1 to review the established guidelines for the Child Parent Centers.

45-6. A joint BOARD-UNION committee shall be established in accordance with the provisions of Article 45-1 of this Agreement to study, discuss, and submit recommendations to the General Superintendent of Schools concerning the following specific issues which affect class size:

- reduction of class size in overcrowded schools;
- long-range reductions in elementary school class size;
- teacher residency requirements;
- recruitment of new teachers necessary for class size reductions;
- recruitment of art and music teachers;
- recruitment of special education teachers;
- mainstreaming of special education pupils;
- recruitment of additional day-to-day substitute teachers.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-7. A joint BOARD-UNION committee shall be established under the provisions of Article 45-1 of this Agreement to study health care benefits and services to reduce costs.

All proposals which would reduce health care benefits to bargaining unit members shall be mutually agreed upon by the BOARD and the UNION.

Membership of the committee shall be limited to five from the BOARD and five from the UNION.

45-8. A joint BOARD-UNION committee shall be established in accordance with the provisions of Article 45-1 of this Agreement to study, discuss, and submit recommendations to the General Superintendent of Schools concerning the purpose, scope, eligibility requirements, and duties for teachers selected to participate in a voluntary career opportunity program. Among the areas to be considered are said teachers' involvement at the local school level in in-service training programs, staff development, and curriculum and instruction improvements.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-9. A joint BOARD-UNION committee shall be established in accordance with Article 45-1 of this Agreement to submit recommendations to the General Superintendent for alternative models for restructuring time schedules in schools. Any model approved by the General Superintendent of Schools may be utilized by the principal and Local School Council, subject to the waiver procedure outlined in Appendix C of this Agreement.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-10. A joint BOARD-UNION committee shall be established under the provisions of Article 45-1 of this Agreement in order to make recommendations to the General Superintendent concerning viable procedures to grant credit on the teacher salary schedule for prior full-time experience as a career service employee of the BOARD.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel selected by either the BOARD or the UNION.

45-11. A joint BOARD-UNION committee shall be established under the provisions of Article 45-1 of this Agreement to study, discuss, and submit recommendations concerning the establishment of a voluntary employee assistance program. Said recommendations shall include the feasibility, scope, funding, and suggested operating procedures for this program. The confidentiality of all information concerning an employee's participation in such program shall be maintained and assured.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel selected by either the BOARD or the UNION.

45-12. A joint BOARD-UNION committee shall be established in accordance with the provisions of Article 45-1 of this Agreement to recommend procedures to recruit additional day-to-day substitute teachers.

This committee shall suggest techniques for improved delivery of service, improved performance and increased effectiveness of day-to-day substitute teachers within the local school setting.

45-13. A joint BOARD-UNION committee shall be established in accordance with the provisions of Article 45-1 of this Agreement to study the problem of providing additional benefits to bargaining unit members who have exhausted their accumulated sick days due to a catastrophic illness. This committee shall seek to provide viable recommendations to the General Superintendent of Schools to address this problem.

Membership of this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-14. A joint BOARD-UNION committee shall be established under the provisions of Article 45-1 of this Agreement to study, discuss, and submit recommendations concerning class size, staffing and organization of Early Childhood Programs.

Membership on said committee shall be limited to five from

the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-15. A joint BOARD-UNION committee shall be established under the provisions of Article 45-1 of this Agreement to review employee attendance and to develop procedures to maximize employee attendance in the Chicago public schools.

45-16. A joint BOARD-UNION committee shall be established in accordance with the provisions of Article 45-1 of this Agreement to study and recommend viable procedures for assisting school staff members in the utilization of computer resource centers and computer laboratories, monitoring, equipping and securing such centers and laboratories.

Membership of this committee shall be limited to four from the BOARD and four from the UNION.

45-17. A joint BOARD-UNION committee shall be established in accordance with the provisions of Article 45-1 of this Agreement to review unresolved issues relative to the establishment of a pilot intern program during the 1991-92 school year. Said issues shall include recruitment of interns, compensation for interns and mentor teachers, and procedures for evaluation of the intern program. The recommendations of this committee shall be forwarded to the General Superintendent of Schools on or before June 1, 1991.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel selected by either the BOARD or the UNION.

45-18. A joint BOARD-UNION committee shall be established in accordance with the provisions of Article 45-1 of this Agreement to study and make recommendations concerning the development of career ladders for career service members of the bargaining unit.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

45-19. A joint BOARD-UNION committee shall be established during the 1990-91 school year, in accordance with the provisions of Article 45-1 of this Agreement, to develop procedures and evaluation criteria for the awarding of a performance bonus to all employees in a local school which achieves the goals of new approved educational programs introduced at that school.

After review and approval of said criteria and procedures by the General Superintendent of Schools, subject to available funding, schools would be eligible to develop and implement new educational programs approved by the General Superintendent which would enable that school to qualify for said performance bonus after the close of the 1991-92 school year and the 1992-93 school year.

Membership on this committee shall be limited to five from the BOARD and five from the UNION. It is agreed and understood that said limitations shall not preclude utilization of appropriate resource personnel.

ARTICLE 46 — INTEGRATION - QUALITY EDUCATION

46-1. In order to implement the joint policy of the BOARD and the UNION to work affirmatively to give each child the advantage of an integrated school, the BOARD agrees —

- 1) in concert with the UNION, to encourage regularly appointed teachers to apply for transfers under the provisions of Article 42-2.1 of this Agreement;
- 2) in concert with the UNION, to encourage the extensive use of curriculum, texts, and supplementary materials which represent contributions made to civilization by all elements of our population;
- 3) as funds are available, to develop programs and select schools to receive the services and personnel required to deal comprehensively and effectively with the total needs of a child in a school so that all elements of a sound educational structure are present, such as drastically reduced class size, additional teachers, additional counselors, reading specialists, psychologists and teacher assistants.

46-2. The UNION and the BOARD agree that, as an important element in improved staffing and instruction in inner city schools, a program of staff instructional groups shall

be initiated utilizing members with different levels of preparation and task competence, including paraprofessionals and headed by certified teachers serving as master teachers.

46-3. The BOARD and UNION agree to urge the publishers of standardized tests for pupils to include questions on the contributions of Afro-Americans, other minority groups, and women to world and United States history as appropriate.

46-4. The parties agree to continue to participate in negotiations with each other and with the Department of Justice during the term of this Agreement in the planning of a workable and effective program for the integration of school personnel. In this connection, the parties will negotiate with respect to such modifications of Article 23-5 and 42-2 of this Agreement as either party may deem appropriate.

ARTICLE 47 — CONFORMITY

47-1. In conformity with the Decree of the Circuit Court of Cook County, General Number 65CH5524 affirmed by the Appellate Court of Illinois on November 9, 1966 (petition for leave to appeal denied by the Supreme Court of Illinois on March 28, 1967), the UNION agrees —

- 1) not to strike, not to picket in any manner which would tend to disrupt the operation of any public school in the city of Chicago or of the administrative offices of the BOARD;
- 2) that the benefit of any and all decisions and conclusions the BOARD may reach after having negotiated with the UNION shall apply equally to all teacher and other educational personnel employed by the BOARD who are members of the bargaining unit;
- 3) should negotiations fail to resolve differences, that the decision of the BOARD shall be final.

47-1.1. A. The implementation during the 1990-91 school year (Fiscal Year 1991) of Appendix items 1A-1, 1B-1, 1C-1, 1D-1, 24-1, 25-1, 26A-1, 26B-1, 26C-1, 27-1, 28A-1, 28B-1, 28C-1, 29-1, 30-1, 31A-1, 31B-1, 31C-1, 32-1 and 33-1 is contingent upon the following events:

1. The amendments to Sections 34-53, 34-54.1, 34-60, 34-60.1 and 34-61 of The School Code and Sections 17-128, 17-129, 17-130.1 and 17-131 of The Illinois Pension Code

as contained in Senate Bill 1591, with the changes recommended by the Governor to the General Assembly on August 16, 1990, becoming law and effective during Fiscal Year 1991 of the Board and such statutory modifications producing the following results for that Fiscal Year:

- (a) The BOARD shall be entitled to at least \$15 million of increased revenue in its Educational Fund as a result of the increase in the extension rate for taxes for that Fund; and
 - (b) The BOARD shall be entitled to use for the purpose of making contributions on behalf of its employees to the Public School Teacher's Pension and Retirement Fund and to the Municipal Employees', Officers' and Officials' Annuity and Benefit Fund at least \$50 million of collections on or after July 1, 1990 of taxes levied pursuant to Section 34-60 of The School Code, with no obligation upon the BOARD to make any employer contributions to either of those pension funds as a result of such a use of those tax collections; and
2. Adoption by the BOARD and subsequent approval by the Chicago School Finance Authority of Amended Revenue Estimates for Fiscal Year 1991, on both an accrual and a cash basis, reflecting the results of the statutory modifications referred to in paragraph 1; and
 3. Adoption by the BOARD and subsequent approval by the Chicago School Finance Authority of an Amended or Supplemental Budget for Fiscal Year 1991 reflecting the results of the statutory modifications referred to in paragraph 1.

None of the aforesaid Appendix items shall be implemented until all of the aforesaid events occur. In the event that the aforesaid statutory modifications have not become law as described in paragraph 1 or that the events in paragraphs 2 and 3 have not occurred by December 31, 1990, the aforesaid Appendix items shall be null and void. In such event, the UNION may present to the BOARD those matters of wages, hours and conditions of employment on which the parties will negotiate. Further, in such event, the UNION may, on 30 days' written notice, terminate this Agreement. The BOARD and the UNION shall meet and commence negotiations for

a new or amended Agreement within five (5) days following submission of the UNION's proposals. The BOARD and the UNION agree that negotiations for any new or amended Agreement and all rights associated therewith, including the right to strike in the event this Agreement is terminated, shall be the sole and exclusive remedies to be pursued under these circumstances. In the event this Agreement is terminated, the BOARD and the UNION agree that they each shall have the right to submit proposals for a new Agreement.

In the event the BOARD is required to submit a subsequent Amended or Supplemental Budget pursuant to Section 34A-404(e) in connection with paragraph A.1(b) above at any time after the events described in paragraphs A.1, A.2 and A.3 above have occurred, the aforesaid Appendix items shall immediately become null and void. In such event, the UNION may present to the BOARD those matters of wages, hours and conditions of employment on which the parties will negotiate. Further, in such event, the UNION may, on 30 days' written notice, terminate this Agreement. The BOARD and the UNION shall meet and commence negotiations for a new or amended Agreement within five (5) days following submission of the UNION's proposals. The BOARD and the UNION agree that negotiations for any new or amended Agreement and all rights associated therewith, including the right to strike in the event this Agreement is terminated, shall be the sole and exclusive remedies to be pursued under these circumstances. In the event this Agreement is terminated, the BOARD and the UNION agree that they each shall have the right to submit proposals for a new Agreement.

B. The implementation during the 1991-92 school year (Fiscal Year 1992) of Appendix items 1A-2, 1B-2, 1C-2, 1D-2, 24-2, 25-2, 26A-2, 26B-2, 26C-2, 27-2, 28A-2, 28B-2, 28C-2, 29-2, 30-2, 31A-2, 31B-2, 31C-2, 32-2 and 33-2 is contingent upon the following events:

1. The amendments to Sections 34-53, 34-54.1, 34-60, 34-60.1 and 34-61 of The School Code and Sections 17-128, 17-129, 17-130.1 and 17-131 of The Illinois Pension Code as contained in Senate Bill 1591, with the changes recommended by the Governor to the General Assembly on August 16, 1990, continue to be law and effective during Fiscal Year 1992 of the BOARD and such statutory modifications produced in that fiscal year not less than the results specified in paragraph A.1(a) and paragraph A.1(b) of this Article; and

2. Approval of an Annual Budget for Fiscal Year 1992, pursuant to Section 34A-404 of The School Code of Illinois, which contains estimates of accrual revenues, Fund Balance Available for Appropriation (which may be a negative number) and appropriations consistent with the Chicago School Finance Authority regulations, such that the sum of accrual revenues and the Fund Balance Available for Appropriation in the Educational Fund and the amount of local tax collections for the Chicago Teachers' Pension and Retirement Fund that the BOARD may use for pension pick-up expenditures in Fiscal Year 1992 (with no obligation upon the BOARD to make any employer contributions to said pension fund as a result of such a use of those tax collections) is at least \$1,365,733,000. For purposes of this Agreement, Educational Fund revenues to be included in this computation shall be defined as those from property taxes, corporate personal property replacement taxes, general state aid, special education state aid (except aid for orphanage group programs), transportation state aid and vocational education state aid, only to the extent additional expenditures by the BOARD are not required; and
3. Approval of an Annual Budget for Fiscal Year 1992, pursuant to Section 34A-404 of The School Code of Illinois, which contains estimates of cash receipts and an unrestricted beginning cash balance such that the Educational Fund and Teachers' Pension and Retirement Fund are balanced on a cash basis consistent with the Chicago School Finance Authority regulations and the aforementioned estimates of accrual revenues and Fund Balance Available for Appropriation.

In the event that any of the foregoing conditions are not fulfilled and the BOARD fails to appropriate the salary and wage increases for Fiscal Year 1992 provided in the aforesaid Appendix items listed in paragraph B above in its Annual Budget approved pursuant to Section 34A-404, or in the event that the BOARD fails to appropriate amounts sufficient to pay its obligations under the salary and wage schedules for the 1991-92 school year contained in this Agreement in its Annual Budget for Fiscal Year 1992 approved pursuant to Section 34A-404, the aforesaid Appendix items listed in paragraph B above shall immediately become null and void and the UNION may terminate this Agreement upon 30 days' written notice to the other party. On or before August 1, 1991,

the BOARD shall notify the UNION in writing whether the BOARD anticipates the foregoing conditions will be fulfilled. If this Agreement is to terminate, the UNION may submit its proposals following such notification. The BOARD and the UNION shall meet and commence negotiations for a new Agreement within five (5) days following submission of the UNION's proposals. The BOARD and the UNION agree that negotiation of a new Agreement and all rights associated therewith shall be the sole and exclusive remedy to be pursued under these circumstances. The BOARD and the UNION agree that they each shall have the right to submit additional proposals following commencement of any such negotiations.

In the event the BOARD is required to submit a subsequent Amended or Supplemental Budget pursuant to Section 34A-404(e) in connection with paragraph A.1(b) above at any time during Fiscal Year 1992, the aforesaid Appendix items listed in paragraph B above shall immediately become null and void. In such event, the UNION may present to the BOARD those matters of wages, hours and conditions of employment on which the parties will negotiate. Further, in such event, the UNION may, on 30 days' written notice, terminate this Agreement. The BOARD and the UNION shall meet and commence negotiations for a new or amended Agreement within five (5) days following submission of the UNION's proposals. The BOARD and the UNION agree that negotiations for any new or amended Agreement and all rights associated therewith, including the right to strike in the event this Agreement is terminated, shall be the sole and exclusive remedies to be pursued under these circumstances. In the event this Agreement is terminated, the BOARD and the UNION agree that they each shall have the right to submit proposals for a new Agreement.

C. The implementation during the 1992-93 school year (Fiscal Year 1993) of Appendix items 1A-3, 1B-3, 1C-3, 1D-3, 24-3, 25-3, 26A-3, 26B-3, 26C-3, 27-3, 28A-3, 28B-3, 28C-3, 29-3, 30-3, 31A-3, 31B-3, 31C-3, 32-3 and 33-3 is contingent upon the following events:

1. The amendments to Sections 34-53, 34-54.1, 34-60, 34-60.1 and 34-61 of The School Code and Sections 17-128, 17-129, 17-130.1 and 17-131 of The Illinois Pension Code as contained in Senate Bill 1591, with the changes recommended by the Governor to the General Assembly

on August 16, 1990, continue to be law and effective during Fiscal Year 1993 of the BOARD and such statutory modifications produce in that fiscal year not less than the results specified in paragraph A.1(a) and paragraph A.1(b) of this Article; and

2. Approval of an Annual Budget for Fiscal Year 1993, pursuant to Section 34A-404 of The School Code of Illinois, which contains estimates of accrual revenues, Fund Balance Available for Appropriation (which may be a negative number) and appropriations consistent with the Chicago School Finance Authority regulations, such that the sum of accrual revenues and the Fund Balance Available for Appropriation in the Educational Fund and the amount of local tax collections for the Chicago Teachers' Pension and Retirement Fund that the BOARD may use for pension pick-up expenditures in Fiscal Year 1993 (with no obligation upon the BOARD to make any employer contributions to said pension fund as a result of such a use of those tax collections) is at least \$1,482,361,000. For purposes of this Agreement, Educational Fund revenues to be included in this computation shall be defined as those from property taxes, corporate personal property replacement taxes, general state aid, special education state aid (except aid for orphanage group programs), transportation state aid and vocational education state aid, only to the extent additional expenditures by the BOARD are not required; and
3. Approval of an Annual Budget for Fiscal Year 1993, pursuant to Section 34A-404 of The School Code of Illinois, which contains estimates of cash receipts and an unrestricted beginning cash balance such that the Educational Fund and Teachers' Pension and Retirement Fund are balanced on a cash basis consistent with the Chicago School Finance Authority regulations and the aforementioned estimates of accrual revenues and Fund Balance Available for Appropriation.

In the event that any of the foregoing conditions are not fulfilled and the BOARD fails to appropriate the salary and wage increases for Fiscal Year 1993 provided in the aforesaid Appendix items listed in paragraph C above in its Annual Budget approved pursuant to Section 34A-404, or in the event that the BOARD fails to appropriate amounts sufficient to pay its obligations under the salary and wage schedules for

the 1992-93 school year contained in this Agreement in its Annual Budget for Fiscal Year 1993 approved pursuant to Section 34A-404, the aforesaid Appendix items listed in paragraph C above shall immediately become null and void and the UNION may terminate this Agreement upon 30 days' written notice to the other party. On or before August 1, 1992, the BOARD shall notify the UNION in writing whether the BOARD anticipates the foregoing conditions will be fulfilled. If this Agreement is to terminate, the UNION may submit its proposals following such notification. The BOARD and the UNION shall meet and commence negotiations for a new Agreement within five (5) days following submission of the UNION's proposals. The BOARD and the UNION agree that negotiation of a new Agreement and all rights associated therewith shall be the sole and exclusive remedy to be pursued under these circumstances. The BOARD and the UNION agree that they each shall have the right to submit additional proposals following commencement of any such negotiations.

In the event the BOARD is required to submit a subsequent Amended or Supplemental Budget pursuant to Section 34A-404(e) at any time during Fiscal Year 1993, the aforesaid Appendix items listed in paragraph C above shall immediately become null and void. In such event, the UNION may present to the BOARD those matters of wages, hours and conditions of employment on which the parties will negotiate. Further, in such event, the UNION may, on 30 days' written notice, terminate this Agreement. The BOARD and the UNION shall meet and commence negotiations for a new or amended Agreement within five (5) days following submission of the UNION's proposals. The BOARD and the UNION agree that negotiations for any new or amended Agreement and all rights associated therewith, including the right to strike in the event this Agreement is terminated, shall be the sole and exclusive remedies to be pursued under these circumstances. In the event this Agreement is terminated, the BOARD and the UNION agree that they each shall have the right to submit proposals for a new Agreement.

ARTICLE 48 — REPRESENTATION

48-1. Recognition by the BOARD of the Chicago Teachers Union as sole and exclusive bargaining agent shall continue provided, however, that should any other employee organization seek to represent employees in the bargaining unit, as

defined in Article 1, Paragraph 1-1 of this Agreement, such request shall be dealt with and governed pursuant to the provisions of the Illinois Educational Labor Relations Act.

ARTICLE 49 — CONCLUSION

49-1. Subject to the provisions of Article 47-1.1, this Agreement shall be effective as of September 1, 1990, and shall remain in effect until August 31, 1993. Negotiations for a subsequent Agreement will commence no later than May 1, 1993, upon written request of either party filed two weeks before this date. The Chicago Teachers Union shall submit its proposals at least 30 days prior to the commencement of negotiations.

49-2. In the event either party wishes to modify or amend this Agreement, written notice thereof shall be given to the other party at least 20 days prior to the consideration of said modification or amendment and, if said modification or amendment is thereafter mutually agreed upon, this Agreement will be so amended.

49-3. Neither the BOARD and its representatives nor the UNION and the members of the bargaining unit shall take any action violative of or inconsistent with any provision of this Agreement. The parties agree that if either has made a proposal not included herein, such proposal has been withdrawn in consideration of the making of this Agreement. All terms and conditions of employment for future years, including without limitation, salaries, benefits, pension pick-up and staffing formulae, are the subject of negotiation for those years.

IN WITNESS WHEREOF, the parties have caused these presents to be signed and sealed by their Presidents and attested by their Secretaries this twenty-first day of September, A.D. 1990.

BOARD OF EDUCATION OF
THE CITY OF CHICAGO,
a body politic and corporate,

By (s) James W. Compton
President

Attest:

(s) Thomas J. Corcoran
Secretary

CHICAGO TEACHERS UNION, LOCAL 1
AMERICAN FEDERATION OF TEACHERS,
AFL-CIO, a voluntary organization and
unincorporated association,

By (s) Jacqueline B. Vaughn
President

Attest:

(s) Pamelyn Massarsky
Secretary

Board Authority:

Board Report Number: 90-0919-PE8

Dated: September 19, 1990

APPENDIX A

CHICAGO PUBLIC SCHOOLS

**Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education
Effective September 3, 1990**

- 1A. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 39 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

		LANE I					LANE II					LANE III Master's plus 15 Semester Hours of Approved Graduate Credit				
		Bachelor's Degree				Master's Degree										
		Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.			
150	Old Step	New Step														
	1-4	1	2253.66	23100	1617	24717	2409.76	24700	1729	26429	2487.80	25500	1785	27285		
		5	2370.74	24300	1701	26001	2526.82	25900	1813	27713	2604.88	26700	1869	28569		
		6	2497.56	25600	1792	27392	2653.66	27200	1904	29104	2731.70	28000	1960	29960		
		7	2614.64	26800	1876	28676	2770.74	28400	1988	30388	2848.78	29200	2044	31244		
		8	2731.70	28000	1960	29960	2887.80	29600	2072	31672	2965.86	30400	2126	32528		
		9	2848.78	29200	2044	31244	3004.88	30800	2156	32956	3082.92	31600	2212	33812		
	10	7	2946.34	30200	2114	32314	3102.44	31800	2226	34026	3180.48	32600	2282	34882		
	11	8	3063.42	31400	2198	33598	3219.52	33000	2310	35310	3297.56	33800	2366	36166		
	12	9	3180.48	32600	2282	34882	3336.58	34200	2394	36594	3414.64	35000	2450	37450		
	13	10	3297.56	33800	2366	36166	3453.66	35400	2478	37878	3531.70	36200	2534	38734		
	14	11	3424.40	35100	2457	37557	3580.48	36700	2569	39269	3658.54	37500	2625	40125		
	15	12	3541.46	36300	2541	38841	3697.56	37900	2653	40553	3775.60	38700	2709	41409		

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Old Step	New Step	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
1-4	1	2565.86	26300	1841	28141	2643.90	27100	1897	28997	2721.96	27900	1953	29853
	5	2682.92	27500	1925	29425	2760.98	28300	1981	30281	2839.02	29100	2037	31137
	6	2809.76	28800	2016	30816	2887.80	29600	2072	31672	2965.86	30400	2128	32528
	7	2926.82	30000	2100	32100	3004.88	30800	2156	32956	3082.92	31600	2212	33812
	8	3043.90	31200	2184	33384	3121.96	32000	2240	34240	3200.00	32800	2296	35096
	9	3160.98	32400	2268	34668	3239.02	33200	2324	35524	3317.08	34000	2380	36380
	10	3258.54	33400	2338	35738	3336.58	34200	2394	36594	3414.64	35000	2450	37450
	11	3375.60	34600	2422	37022	3453.66	35400	2478	37878	3531.70	36200	2534	38734
	12	3492.68	35800	2506	38306	3570.74	36600	2582	39162	3648.78	37400	2618	40018
	13	3609.76	37000	2590	39590	3687.80	37800	2646	40446	3765.86	38600	2702	41302
	14	3736.58	38300	2681	40981	3814.64	39100	2737	41837	3892.68	39900	2793	42693
	15	3853.66	39500	2765	42265	3931.70	40300	2821	43121	4009.76	41100	2877	43977

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 41 weeks of pay for 39 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

Monthly Rates for 39-week Teachers Paid on the 39-week Basis Compared with
Approximate Monthly Rates for 39-week Teachers Paid on the Extended Pay Plan

Effective September 3, 1990

LANE I

LANE II

LANE III

Master's plus 15
Semester Hours of

Bachelor's Degree

Master's Degree

Approved Graduate Credit

Step	LANE I		LANE II		LANE III	
	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly
1	2253.66	1874.00	2409.76	2003.80	2487.80	2068.70
2	2370.74	1971.36	2526.82	2101.14	2604.88	2166.06
3	2497.56	2076.82	2653.66	2206.62	2731.70	2271.50
4	2614.64	2174.16	2770.74	2303.98	2848.78	2368.86
5	2731.70	2271.50	2887.80	2401.30	2965.86	2466.22
6	2848.78	2368.86	3004.88	2498.66	3082.92	2563.56
7	2946.34	2449.98	3102.44	2579.80	3180.48	2644.68
8	3063.42	2547.34	3219.52	2677.14	3297.56	2742.04
9	3180.48	2644.68	3336.58	2774.48	3414.64	2839.40
10	3297.56	2742.04	3453.66	2871.84	3531.70	2936.74
11	3424.40	2847.52	3580.48	2977.30	3658.54	3042.20
12	3541.46	2944.86	3697.56	3074.66	3775.60	3139.54

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Step	LANE IV		LANE V		LANE VI	
	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly
1	2565.86	2133.60	2643.90	2198.50	2721.96	2263.40
2	2682.92	2230.94	2760.98	2295.86	2839.02	2360.74
3	2809.76	2336.42	2887.80	2401.30	2965.86	2466.22
4	2926.82	2433.76	3004.88	2498.66	3082.92	2563.56
5	3043.90	2531.12	3121.96	2596.02	3200.00	2660.92
6	3160.98	2628.46	3239.02	2693.36	3317.08	2758.28
7	3258.54	2709.60	3336.58	2774.48	3414.64	2839.40
8	3375.60	2806.94	3453.66	2871.84	3531.70	2936.74
9	3492.68	2904.28	3570.74	2969.20	3648.78	3034.10
10	3609.76	3001.64	3687.80	3066.54	3765.86	3131.44
11	3736.58	3107.10	3814.64	3172.02	3892.68	3236.90
12	3853.66	3204.46	3931.70	3269.36	4009.76	3334.26

To determine the biweekly rate (paycheck rate) divide the monthly rate by 2. Extended pay plan rates indicated above are calculated at 83.1536 percent so that the extended pay plan salary will remain the same throughout the year assuming that the employee does not change steps or lanes during the year and is paid for all 205 days.

CHICAGO PUBLIC SCHOOLS

Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education

Effective September 3, 1990

- 1B. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 43 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

154	LANE I				LANE II				LANE III					
	Bachelor's Degree				Master's Degree				Master's plus 15 Semester Hours of Approved Graduate Credit					
	Old Step	New Step	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
	1-4	1	2248.84	25299	1771	27070	2404.60	27052	1894	28945	2482.48	27928	1955	29883
		5	2365.64	26613	1863	28476	2521.38	28366	1986	30351	2599.28	29242	2047	31289
		6	2492.30	28038	1963	30001	2648.08	29791	2085	31876	2725.94	30667	2147	32814
		7	2609.10	29352	2055	31407	2764.86	31105	2177	33282	2842.74	31981	2239	34219
		8	2725.92	30667	2147	32813	2881.68	32419	2269	34688	2959.58	33295	2331	35626
		9	2842.72	31981	2239	34219	2998.48	33733	2361	36094	3076.36	34609	2423	37032
		10	2940.08	33076	2315	35391	3095.84	34828	2438	37266	3173.72	35704	2499	38204
		11	3057.00	34391	2407	36799	3212.78	36144	2530	38674	3290.64	37020	2591	39611
		12	3173.68	35704	2499	38203	3329.44	37456	2622	40078	3407.34	38333	2683	41016
		13	3290.54	37019	2591	39610	3446.30	38771	2714	41485	3524.18	39647	2775	42422
		14	3417.14	38443	2691	41134	3572.88	40195	2814	43009	3650.78	41071	2875	43946
		15	3533.90	39756	2783	42539	3689.66	41509	2906	44414	3767.54	42385	2967	45352

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Old Step	New Step	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
1-4	1	2560.38	28804	2016	30821	2638.24	29680	2078	31758	2716.14	30557	2139	32696
	5	2677.14	30118	2108	32226	2755.04	30994	2170	33164	2832.92	31870	2231	34101
	6	2803.84	31543	2208	33751	2881.72	32419	2269	34689	2959.62	33296	2331	35626
	7	2920.62	32857	2300	35157	2998.52	33733	2361	36095	3076.38	34609	2423	37032
	8	3037.46	34171	2392	36563	3115.36	35048	2453	37501	3193.22	35924	2515	38438
	9	3154.26	35485	2484	37969	3232.12	36361	2545	38907	3310.02	37238	2607	39844
	10	3251.62	36581	2561	39141	3329.50	37457	2622	40079	3407.38	38333	2683	41016
	11	3368.52	37896	2653	40549	3446.42	38772	2714	41486	3524.30	39648	2775	42424
	12	3485.22	39209	2745	41953	3563.10	40085	2806	42891	3640.98	40961	2867	43828
	13	3602.08	40523	2837	43360	3679.94	41399	2898	44297	3757.84	42276	2959	45235
	14	3728.66	41947	2936	44884	3806.56	42824	2998	45821	3884.42	43700	3059	46759
	15	3845.44	43261	3028	46289	3923.30	44137	3090	47227	4001.20	45014	3151	48164

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 45 weeks of pay for 43 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

**Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education
Effective September 3, 1990**

- 1C. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 47 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

		LANE I				LANE II				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit				
		Bachelor's Degree				Master's Degree								
		Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	
156	Old Step	New Step												
	1-4	1	2244.86	27500	1925	29425	2400.36	29404	2058	31463	2478.08	30356	2125	32481
	5	2	2361.46	28928	2025	30953	2516.92	30832	2158	32991	2594.68	31785	2225	34010
	6	3	2487.92	30477	2133	32610	2643.42	32382	2267	34649	2721.16	33334	2333	35668
	7	4	2604.52	31905	2233	34139	2760.02	33810	2367	36177	2837.76	34763	2433	37196
	8	5	2721.12	33334	2333	35667	2876.62	35239	2467	37705	2954.38	36191	2533	38725
	9	6	2837.72	34762	2433	37195	2993.22	36667	2567	39234	3070.96	37619	2633	40253
	10	7	2934.90	35953	2517	38469	3090.40	37857	2650	40507	3168.14	38810	2717	41526
	11	8	3051.60	37382	2617	39999	3207.10	39287	2750	42037	3284.84	40239	2817	43056
	12	9	3168.04	38808	2717	41525	3323.52	40713	2850	43563	3401.28	41666	2917	44582
	13	10	3284.76	40238	2817	43055	3440.26	42143	2950	45093	3518.00	43096	3017	46112
	14	11	3411.10	41786	2925	44711	3566.58	43691	3058	46749	3644.34	44643	3125	47768
	15	12	3527.64	43214	3025	46239	3683.14	45118	3158	48277	3760.86	46071	3225	49295

		LANE IV Master's plus 30 Semester Hours of Approved Graduate Credit				LANE V Masters's plus 45 Semester Hours of Approved Graduate Credit				LANE VI Doctorate Degree (Ph.D. or Ed.D.)				
157	Old Step	New Step	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
		1-4	1	2555.84	31309	2192	33501	2633.58	32261	2258	34520	2711.34	33214	2325
		5	2672.42	32737	2292	35029	2750.18	33690	2358	36048	2827.90	34642	2425	37067
		6	2798.92	34287	2400	36687	2876.66	35239	2467	37706	2954.42	36192	2533	38725
		7	2915.50	35715	2500	38215	2993.24	36667	2567	39234	3070.98	37620	2633	40253
		8	3032.12	37143	2600	39744	3109.86	38096	2667	40762	3187.60	39048	2733	41781
		9	3148.70	38572	2700	41272	3226.44	39524	2767	42291	3304.20	40476	2833	43310
		10	3245.88	39762	2783	42545	3323.62	40714	2850	43564	3401.38	41667	2917	44584
		11	3362.58	41192	2883	44075	3440.34	42144	2950	45094	3518.08	43096	3017	46113
		12	3479.02	42618	2983	45601	3556.78	43571	3050	46620	3634.50	44523	3117	47639
		13	3595.74	44048	3083	47131	3673.48	45000	3150	48150	3751.24	45953	3217	49169
		14	3722.06	45595	3192	48787	3799.82	46548	3258	49806	3877.56	47500	3325	50825
		15	3838.62	47023	3292	50315	3916.36	47975	3358	51334	3994.12	48928	3425	52353

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 49 weeks of pay for 47 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

**Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education
Effective September 3, 1990**

- 1D. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 52 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

158	LANE I						LANE II				LANE III			
	Bachelor's Degree						Master's Degree				Master's plus 15 Semester Hours of Approved Graduate Credit			
	Old Step	New Step	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
	1-4	1	2199.98	28600	2002	30602	2352.36	30581	2141	32721	2428.54	31571	2210	33781
	5	2	2314.28	30086	2106	32192	2466.64	32066	2245	34311	2542.84	33057	2314	35371
	6	3	2438.12	31696	2219	33914	2590.50	33677	2357	36034	2666.68	34667	2427	37094
	7	4	2552.44	33182	2323	35504	2704.82	35163	2461	37624	2781.02	36153	2531	38684
	8	5	2666.62	34666	2427	37093	2819.00	36647	2565	39212	2895.20	37638	2635	40272
	9	6	2780.92	36152	2531	38683	2933.30	38133	2669	40802	3009.48	39123	2739	41862
	10	7	2876.20	37391	2617	40008	3028.58	39372	2756	42128	3104.76	40362	2825	43187
	11	8	2990.52	38877	2721	41598	3142.90	40858	2860	43718	3219.08	41848	2929	44777
	12	9	3104.70	40361	2825	43186	3257.08	42342	2964	45306	3333.28	43333	3033	46366
	13	10	3219.06	41848	2929	44777	3371.44	43829	3068	46897	3447.62	44819	3137	47956
	14	11	3342.88	43457	3042	46499	3495.24	45438	3181	48619	3571.44	46429	3250	49679
	15	12	3457.10	44942	3146	48088	3609.48	46923	3285	50208	3685.66	47914	3354	51268

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Old Step	New Step	LANE IV		Pension Pick-up	Total Comp.	LANE V		Pension Pick-up	Total Comp.	LANE VI		Pension Pick-up	Total Comp.
		Monthly	Annual			Monthly	Annual			Monthly	Annual		
1-4	1	2504.74	32562	2279	34841	2580.92	33552	2349	35901	2657.12	34543	2418	36961
	5	2619.02	34047	2383	36431	2695.22	35038	2453	37491	2771.40	36028	2522	38550
	6	2742.88	35657	2496	38153	2819.08	36648	2565	39213	2895.28	37639	2635	40273
	7	2857.20	37144	2600	39744	2933.40	38134	2669	40804	3009.58	39125	2739	41863
	8	2971.38	38628	2704	41332	3047.58	39619	2773	42392	3123.76	40609	2843	43452
	9	3085.68	40114	2808	42922	3161.86	41104	2877	43981	3238.06	42095	2947	45041
	10	3180.96	41352	2895	44247	3257.16	42343	2964	45307	3333.36	43334	3033	46367
	11	3295.28	42839	2999	45837	3371.48	43829	3068	46897	3447.66	44820	3137	47957
	12	3409.46	44323	3103	47426	3485.66	45314	3172	48486	3561.84	46304	3241	49545
	13	3523.82	45810	3207	49016	3600.02	46800	3276	50076	3676.22	47791	3345	51136
	14	3647.62	47419	3319	50738	3723.84	48410	3389	51799	3800.02	49400	3458	52858
	15	3761.86	48904	3423	52327	3838.04	49895	3493	53387	3914.24	50885	3562	54447

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar. Vacation time is granted in accordance with the provisions of Board Rule 4-7.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education

Effective November 5, 1990

1A-1. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 39 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

160	LANE I						LANE II				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
	Old Step	New Step	Bachelor's Degree		Pension Pick-up	Total Comp.	Master's Degree		Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
	1-4	1	2411.42	24717	1730	26447	2578.44	26429	1850	28279	2661.96	27285	1910	29195
		5	2536.70	26001	1820	27821	2703.70	27713	1940	29653	2787.24	28569	2000	30569
		6	2672.38	27392	1917	29309	2839.40	29104	2037	31141	2922.90	29960	2097	32057
		7	2797.66	28676	2007	30683	2964.68	30388	2127	32515	3048.18	31244	2187	33431
		8	2922.92	29960	2097	32057	3089.94	31672	2217	33889	3173.48	32528	2277	34805
		9	3048.20	31244	2187	33431	3215.22	32956	2307	35263	3298.74	33812	2367	36179
		10	3152.58	32314	2262	34576	3319.60	34026	2382	36408	3403.10	34882	2442	37323
		11	3277.86	33598	2352	35950	3444.88	35310	2472	37782	3528.38	36166	2532	38698
		12	3403.12	34882	2442	37324	3570.14	36594	2562	39156	3653.68	37450	2622	40072
		13	3528.38	36166	2532	38698	3695.40	37878	2651	40529	3778.90	38734	2711	41445
		14	3664.10	37557	2629	40186	3831.10	39269	2749	42018	3914.62	40125	2809	42934
		15	3789.36	38841	2719	41560	3956.38	40553	2839	43392	4039.88	41409	2899	44307

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Old Step	New Step	LANE IV				LANE V				LANE VI			
		Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
1-4	1	2745.48	28141	1970	30111	2828.98	28997	2030	31027	2912.50	29853	2090	31943
	5	2870.74	29425	2060	31485	2954.26	30281	2120	32401	3037.76	31137	2180	33317
	6	3006.44	30816	2157	32973	3089.94	31672	2217	33889	3173.46	32528	2277	34805
	7	3131.70	32100	2247	34347	3215.22	32956	2307	35263	3298.72	33812	2367	36179
	8	3256.98	33384	2337	35721	3340.50	34240	2397	36637	3424.00	35096	2457	37553
	9	3382.26	34668	2427	37095	3465.76	35524	2487	38011	3549.28	36380	2547	38927
	10	3486.64	35738	2502	38240	3570.14	36594	2562	39156	3653.66	37450	2622	40072
	11	3611.90	37022	2592	39614	3695.42	37878	2651	40530	3778.92	38734	2711	41445
	12	3737.18	38306	2681	40988	3820.70	39162	2741	41904	3904.20	40018	2801	42819
	13	3862.44	39590	2771	42361	3945.94	40446	2831	43277	4029.46	41302	2891	44193
	14	3998.14	40981	2869	43850	4081.66	41837	2929	44766	4165.16	42693	2989	45681
	15	4123.42	42265	2959	45224	4206.92	43121	3018	46139	4290.44	43977	3078	47055

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 41 weeks of pay for 39 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

Monthly Rates for 39-week Teachers Paid on the 39-week Basis Compared with
Approximate Monthly Rates for 39-week Teachers Paid on the Extended Pay Plan

Effective November 5, 1990

LANE I

LANE II

LANE III
Master's plus 15
Semester Hours of
Approved Graduate Credit

Bachelor's Degree

Master's Degree

Step	LANE I Bachelor's Degree		LANE II Master's Degree		LANE III Master's plus 15 Semester Hours of Approved Graduate Credit	
	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly
1	2411.42	1874.00	2578.44	2003.80	2661.96	2068.70
2	2536.70	1971.36	2703.70	2101.14	2787.24	2166.06
3	2672.38	2076.80	2839.40	2206.60	2922.90	2271.48
4	2797.66	2174.16	2964.68	2303.96	3048.18	2368.84
5	2922.92	2271.50	3089.94	2401.30	3173.48	2466.22
6	3048.20	2368.86	3215.22	2498.66	3298.74	2563.56
7	3152.58	2449.98	3319.60	2579.78	3403.10	2644.66
8	3277.86	2547.34	3444.88	2677.14	3528.38	2742.02
9	3403.12	2644.68	3570.14	2774.48	3653.68	2839.40
10	3528.38	2742.02	3695.40	2871.82	3778.90	2936.72
11	3664.10	2847.50	3831.10	2977.28	3914.62	3042.18
12	3789.36	2944.84	3956.38	3074.64	4039.88	3139.54

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Step	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly
1	2745.48	2133.60	2828.98	2198.50	2912.50	2263.40
2	2870.74	2230.96	2954.26	2295.86	3037.76	2360.74
3	3006.44	2336.40	3089.94	2401.30	3173.46	2466.20
4	3131.70	2433.76	3215.22	2498.66	3298.72	2563.56
5	3256.98	2531.12	3340.50	2596.02	3424.00	2660.92
6	3382.26	2628.48	3465.76	2693.36	3549.28	2758.26
7	3486.64	2709.58	3570.14	2774.48	3653.66	2839.38
8	3611.90	2806.94	3695.42	2871.84	3778.92	2936.74
9	3737.18	2904.30	3820.70	2969.20	3904.20	3034.10
10	3862.44	3001.64	3945.94	3066.52	4029.46	3131.44
11	3998.14	3107.10	4081.66	3172.00	4165.16	3236.90
12	4123.42	3204.46	4206.92	3269.34	4290.44	3334.26

To determine the biweekly rate (paycheck rate) divide the monthly rate by 2. Extended pay plan rates indicated above are calculated at 77.7135 percent so that the extended pay plan salary will remain the same throughout the year assuming that the employee does not change steps or lanes during the year and is paid for all 205 days.

CHICAGO PUBLIC SCHOOLS

Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education

Effective November 12, 1990

1B-1. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 43 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

		LANE I					LANE II					LANE III Master's plus 15 Semester Hours of Approved Graduate Credit				
		Bachelor's Degree				Master's Degree										
164	Old Step	New Step	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.		
		1-4	1	2406.26	27070	1895	28965	2572.92	28945	2026	30972	2656.26	29883	2092	31975	
	5	2	2531.24	28476	1993	30470	2697.88	30351	2125	32476	2781.24	31289	2190	33479		
	6	3	2666.76	30001	2100	32101	2833.44	31876	2231	34108	2916.76	32814	2297	35110		
	7	4	2791.74	31407	2198	33606	2958.42	33282	2330	35612	3041.74	34220	2395	36615		
	8	5	2916.74	32813	2297	35110	3083.42	34688	2428	37117	3166.76	35626	2494	38120		
	9	6	3041.72	34219	2395	36615	3208.40	36095	2527	38621	3291.72	37032	2592	39624		
	10	7	3145.88	35391	2477	37869	3312.56	37266	2609	39875	3395.88	38204	2674	40878		
	11	8	3271.00	36799	2576	39375	3437.68	38674	2707	41381	3521.00	39611	2773	42384		
	12	9	3395.84	38203	2674	40877	3562.52	40078	2805	42884	3645.86	41016	2871	43887		
	13	10	3520.88	39610	2773	42383	3687.56	41485	2904	44389	3770.88	42422	2970	45392		
	14	11	3656.34	41134	2879	44013	3823.00	43009	3011	46019	3906.34	43946	3076	47023		
	15	12	3781.28	42539	2978	45517	3947.96	44415	3109	47524	4031.28	45352	3175	48527		

	LANE IV Master's plus 30 Semester Hours of Approved Graduate Credit						LANE V Masters's plus 45 Semester Hours of Approved Graduate Credit				LANE VI Doctorate Degree (Ph.D. or Ed.D.)			
	Old Step	New Step	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
105	1-4	1	2739.60	30821	2157	32978	2822.92	31758	2223	33981	2906.26	32695	2289	34984
		5	2864.56	32226	2256	34482	2947.90	33164	2321	35485	3031.22	34101	2387	36488
		6	3000.12	33751	2363	36114	3083.44	34689	2428	37117	3166.78	35626	2494	38120
		7	3125.06	35157	2461	37618	3208.42	36095	2527	38621	3291.74	37032	2592	39624
		8	3250.08	36563	2559	39123	3333.44	37501	2625	40126	3416.76	38439	2691	41129
		9	3375.06	37969	2658	40627	3458.38	38907	2723	41630	3541.74	39845	2789	42634
		10	3479.22	39141	2740	41881	3562.54	40079	2806	42884	3645.90	41016	2871	43888
		11	3604.34	40549	2838	43387	3687.68	41486	2904	44390	3771.02	42424	2970	45394
		12	3729.18	41953	2937	44890	3812.52	42891	3002	45893	3895.86	43828	3068	46896
		13	3854.22	43360	3035	46395	3937.54	44297	3101	47398	4020.90	45235	3166	48402
		14	3989.66	44884	3142	48026	4073.02	45821	3208	49029	4156.34	46759	3273	50032
		15	4114.62	46289	3240	49530	4197.94	47227	3306	50533	4281.30	48165	3372	51536

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 45 weeks of pay for 43 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education Effective November 19, 1990

1C-1. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 47 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

LANE I

Bachelor's Degree

LANE II

Master's Degree

LANE III Master's plus 15 Semester Hours of Approved Graduate Credit

199

Old Step	New Step	LANE I Bachelor's Degree				LANE II Master's Degree				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
		Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
1-4	1	2402.00	29425	2060	31484	2568.38	31463	2202	33665	2651.56	32482	2274	34755
5	2	2526.76	30953	2167	33120	2693.12	32991	2309	35300	2776.30	34010	2381	36390
6	3	2662.08	32610	2283	34893	2828.46	34649	2425	37074	2911.64	35668	2497	38164
7	4	2786.84	34139	2390	36529	2953.22	36177	2532	38709	3036.40	37196	2604	39800
8	5	2911.60	35667	2497	38164	3077.98	37705	2639	40345	3161.18	38724	2711	41435
9	6	3036.36	37195	2604	39799	3202.74	39234	2746	41980	3285.92	40253	2818	43070
10	7	3140.34	38469	2693	41162	3306.72	40507	2836	43343	3389.90	41526	2907	44433
11	8	3265.22	39999	2800	42799	3431.60	42037	2943	44980	3514.78	43056	3014	46070
12	9	3389.80	41525	2907	44432	3556.18	43563	3049	46613	3639.38	44582	3121	47703
13	10	3514.70	43055	3014	46069	3681.08	45093	3157	48250	3764.26	46112	3228	49340
14	11	3649.88	44711	3130	47841	3816.24	46749	3272	50021	3899.44	47768	3344	51112
15	12	3774.58	46239	3237	49475	3940.96	48277	3379	51656	4024.14	49296	3451	52746

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Old Step	New Step	LANE IV				LANE V				LANE VI			
		Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
1-4	1	2734.74	33501	2345	35846	2817.92	34520	2416	36936	2901.12	35539	2488	38026
	5	2859.48	35029	2452	37481	2942.68	36048	2523	38571	3025.86	37067	2595	39661
	6	2994.84	36687	2568	39255	3078.02	37706	2639	40345	3161.22	38725	2711	41436
	7	3119.58	38215	2675	40890	3202.78	39234	2746	41980	3285.96	40253	2818	43071
	8	3244.36	39743	2782	42525	3327.56	40763	2853	43616	3410.74	41782	2925	44706
	9	3369.12	41272	2889	44161	3452.30	42291	2960	45251	3535.50	43310	3032	46342
	10	3473.10	42545	2978	45524	3556.28	43564	3050	46614	3639.48	44584	3121	47704
	11	3597.96	44075	3085	47160	3681.16	45094	3157	48251	3764.34	46113	3228	49341
	12	3722.54	45601	3192	48793	3805.74	46620	3263	49884	3888.92	47639	3335	50974
	13	3847.46	47131	3299	50431	3930.64	48150	3371	51521	4013.84	49170	3442	52611
	14	3982.62	48787	3415	52202	4065.82	49806	3486	53293	4149.00	50825	3558	54383
	15	4107.34	50315	3522	53837	4190.50	51334	3593	54927	4273.70	52353	3665	56018

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 49 weeks of pay for 47 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

**Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education
Effective November 26, 1990**

1D-1. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 52 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

		LANE I					LANE II				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
		Bachelor's Degree				Master's Degree								
		Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	
168	Old Step	New Step												
	1-4	1	2353.98	30602	2142	32744	2517.02	32721	2290	35012	2598.54	33781	2365	36146
	5	2	2476.28	32192	2253	34445	2639.30	34311	2402	36713	2720.84	35371	2476	37847
	6	3	2608.78	33914	2374	36288	2771.84	36034	2522	38556	2853.34	37093	2597	39690
	7	4	2731.12	35505	2485	37990	2894.18	37624	2634	40258	2975.70	38684	2708	41392
	8	5	2853.28	37093	2596	39689	3016.32	39212	2745	41957	3097.86	40272	2819	43091
	9	6	2975.58	38683	2708	41390	3138.62	40802	2856	43658	3220.14	41862	2930	44792
	10	7	3077.54	40008	2801	42809	3240.60	42128	2949	45077	3322.10	43187	3023	46210
	11	8	3199.86	41598	2912	44510	3362.92	43718	3060	46778	3444.42	44777	3134	47912
	12	9	3322.02	43186	3023	46209	3485.06	45306	3171	48477	3566.60	46366	3246	49611
	13	10	3444.40	44777	3134	47912	3607.46	46897	3283	50180	3688.96	47956	3357	51313
	14	11	3576.88	46499	3255	49754	3739.90	48619	3403	52022	3821.44	49679	3478	53156
	15	12	3699.10	48088	3366	51454	3862.14	50208	3515	53722	3943.66	51268	3589	54856

		LANE IV Master's plus 30 Semester Hours of Approved Graduate Credit				LANE V Masters's plus 45 Semester Hours of Approved Graduate Credit				LANE VI Doctorate Degree (Ph.D. or Ed.D.)			
Old Step	New Step	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
1-4	1	2680.08	34841	2439	37280	2761.60	35901	2513	38414	2843.12	36961	2587	39548
	5	2802.36	36431	2550	38981	2883.90	37491	2624	40115	2965.40	38550	2699	41249
	6	2934.88	38153	2671	40824	3016.40	39213	2745	41958	3097.94	40273	2819	43092
	7	3057.20	39744	2782	42526	3138.74	40804	2856	43660	3220.26	41863	2930	44794
	8	3179.38	41332	2893	44225	3260.90	42392	2967	45359	3342.42	43451	3042	46493
	9	3301.68	42922	3005	45926	3383.18	43981	3079	47060	3464.72	45041	3153	48194
	10	3403.64	44247	3097	47345	3485.16	45307	3171	48479	3566.70	46367	3246	49613
	11	3525.94	45837	3209	49046	3607.48	46897	3283	50180	3689.00	47957	3357	51314
	12	3648.12	47426	3320	50745	3729.64	48485	3394	51879	3811.16	49545	3468	53013
	13	3770.50	49017	3431	52448	3852.02	50076	3505	53582	3933.56	51136	3580	54716
	14	3902.96	50738	3552	54290	3984.50	51799	3626	55424	4066.02	52858	3700	56558
	15	4025.20	52328	3663	55991	4106.72	53387	3737	57124	4188.24	54447	3811	58258

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar. Vacation time is granted in accordance with the provisions of Board Rule 4-7.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

**Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education
Effective September 2, 1991**

1A-2. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 39 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

Step	LANE I				LANE II				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
	Bachelor's Degree		Pen- sion Pick- up	Total Comp.	Master's Degree		Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
	Monthly	Annual			Monthly	Annual						
1	2580.22	26447	1851	28299	2758.94	28279	1980	30259	2848.30	29195	2044	31239
2	2714.26	27821	1947	29769	2892.96	29653	2076	31729	2982.34	30569	2140	32709
3	2859.44	29309	2052	31361	3038.16	31141	2180	33321	3127.50	32057	2244	34301
4	2993.50	30683	2148	32831	3172.20	32515	2276	34791	3261.56	33431	2340	35771
5	3127.52	32057	2244	34301	3306.24	33889	2372	36261	3395.62	34805	2436	37241
6	3261.58	33431	2340	35771	3440.28	35263	2468	37731	3529.66	36179	2533	38712
7	3373.26	34576	2420	36996	3551.98	36408	2549	38958	3641.32	37324	2613	39936
8	3507.32	35950	2517	38467	3686.02	37782	2645	40426	3775.36	38697	2709	41406
9	3641.34	37324	2613	39936	3820.06	39156	2741	41897	3909.44	40072	2805	42877
10	3775.36	38697	2709	41406	3954.08	40529	2837	43366	4043.42	41445	2901	44346
11	3920.58	40186	2813	42999	4099.28	42018	2941	44959	4188.64	42934	3005	45939
12	4054.62	41560	2909	44469	4233.32	43392	3037	46429	4322.68	44307	3102	47409

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Step	LANE IV				LANE V				LANE VI			
	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.	Monthly	Annual	Pension Pick-up	Total Comp.
1	2937.66	30111	2108	32219	3027.00	31027	2172	33199	3116.38	31943	2236	34179
2	3071.70	31485	2204	33689	3161.06	32401	2268	34669	3250.40	33317	2332	35649
3	3216.90	32973	2308	35281	3306.24	33889	2372	36261	3395.60	34805	2436	37241
4	3350.92	34347	2404	36751	3440.28	35263	2468	37731	3529.64	36179	2533	38711
5	3484.96	35721	2500	38221	3574.34	36637	2565	39202	3663.68	37553	2629	40181
6	3619.02	37095	2597	39692	3708.36	38011	2661	40671	3797.74	38927	2725	41652
7	3730.70	38240	2677	40916	3820.06	39156	2741	41897	3909.42	40072	2805	42877
8	3864.74	39614	2773	42387	3954.10	40530	2837	43367	4043.44	41445	2901	44346
9	3998.78	40987	2869	43857	4088.14	41903	2933	44837	4177.50	42819	2997	45817
10	4132.82	42361	2965	45327	4222.16	43277	3029	46307	4311.52	44193	3094	47287
11	4278.02	43850	3069	46919	4367.38	44766	3134	47899	4456.72	45681	3198	48879
12	4412.06	45224	3166	48389	4501.40	46139	3230	49369	4590.78	47055	3294	50349

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 41 weeks of pay for 39 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education

Effective September 2, 1991

1B-2. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 43 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

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LANE I

Bachelor's Degree

Step	Monthly	Annual	Pension Pick-up	Total Comp.
1	2574.70	28965	2028	30993
2	2708.42	30470	2133	32603
3	2853.44	32101	2247	34348
4	2987.16	33606	2352	35958
5	3120.92	35110	2458	37568
6	3254.64	36615	2563	39178
7	3366.10	37869	2651	40519
8	3499.98	39375	2756	42131
9	3633.54	40877	2861	43739
10	3767.34	42383	2967	45349
11	3912.28	44013	3081	47094
12	4045.98	45517	3186	48703

LANE II

Master's Degree

Monthly	Annual	Pension Pick-up	Total Comp.
2753.02	30971	2168	33139
2886.74	32476	2273	34749
3031.78	34108	2388	36495
3165.50	35612	2493	38105
3299.26	37117	2598	39715
3432.98	38621	2703	41324
3544.44	39875	2791	42666
3678.32	41381	2897	44278
3811.90	42884	3002	45886
3945.68	44389	3107	47496
4090.62	46019	3221	49241
4224.32	47524	3327	50850

LANE III

**Master's plus 15
Semester Hours of
Approved Graduate Credit**

Monthly	Annual	Pension Pick-up	Total Comp.
2842.20	31975	2238	34213
2975.92	33479	2344	35823
3120.94	35111	2458	37568
3254.66	36615	2563	39178
3388.44	38120	2668	40788
3522.14	39624	2774	42398
3633.60	40878	2861	43739
3767.48	42384	2967	45351
3901.08	43887	3072	46959
4034.84	45392	3177	48569
4179.78	47023	3292	50314
4313.48	48527	3397	51924

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Step	LANE IV		Pen- sion Pick- up	Total Comp.	LANE V		Pen- sion Pick- up	Total Comp.	LANE VI		Pen- sion Pick- up	Total Comp.
	Monthly	Annual			Monthly	Annual			Monthly	Annual		
1	2931.38	32978	2308	35286	3020.52	33981	2379	36360	3109.70	34984	2449	37433
2	3065.08	34482	2414	36896	3154.26	35485	2484	37969	3243.40	36488	2554	39042
3	3210.12	36114	2528	38642	3299.28	37117	2598	39715	3388.46	38120	2668	40789
4	3343.82	37618	2633	40251	3433.00	38621	2703	41325	3522.16	39624	2774	42398
5	3477.58	39123	2739	41861	3566.78	40126	2809	42935	3655.94	41129	2879	44008
6	3611.32	40627	2844	43471	3700.46	41630	2914	44544	3789.66	42634	2984	45618
7	3722.76	41881	2932	44813	3811.92	42884	3002	45886	3901.12	43888	3072	46960
8	3856.64	43387	3037	46424	3945.82	44390	3107	47498	4035.00	45394	3178	48571
9	3990.22	44890	3142	48032	4079.40	45893	3213	49106	4168.58	46897	3283	50179
10	4124.02	46395	3248	49643	4213.16	47398	3318	50716	4302.36	48402	3388	51790
11	4268.94	48026	3362	51387	4358.14	49029	3432	52461	4447.28	50032	3502	53534
12	4402.64	49530	3467	52997	4491.80	50533	3537	54070	4581.00	51536	3608	55144

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 45 weeks of pay for 43 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

**Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education
Effective September 2, 1991**

1C-2. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 47 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

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LANE I					LANE II				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
Bachelor's Degree					Master's Degree							
Step	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
1	2570.14	31484	2204	33688	2748.16	33665	2357	36022	2837.16	34755	2433	37188
2	2703.64	33120	2318	35438	2881.64	35300	2471	37771	2970.64	36390	2547	38938
3	2848.42	34893	2443	37336	3026.46	37074	2595	39669	3115.46	38164	2672	40836
4	2981.92	36529	2557	39086	3159.94	38709	2710	41419	3248.94	39800	2786	42585
5	3115.42	38164	2671	40835	3293.44	40345	2824	43169	3382.46	41435	2900	44336
6	3248.90	39799	2786	42585	3426.94	41980	2939	44919	3515.94	43070	3015	46085
7	3360.16	41162	2881	44043	3538.20	43343	3034	46377	3627.20	44433	3110	47544
8	3493.78	42799	2996	45795	3671.82	44980	3149	48128	3760.82	46070	3225	49295
9	3627.08	44432	3110	47542	3805.12	46613	3263	49876	3894.14	47703	3339	51042
10	3760.72	46069	3225	49294	3938.76	48250	3377	51627	4027.76	49340	3454	52794
11	3905.38	47841	3349	51190	4083.38	50021	3501	53523	4172.40	51112	3578	54690
12	4038.80	49475	3463	52939	4216.82	51656	3616	55272	4305.84	52747	3692	56439

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Step	LANE IV		Pension		LANE V		Pension		LANE VI		Pension	
	Monthly	Annual	Pick-up	Total Comp.	Monthly	Annual	Pick-up	Total Comp.	Monthly	Annual	Pick-up	Total Comp.
1	2926.18	35846	2509	38355	3015.18	36936	2586	39521	3104.20	38026	2662	40688
2	3059.64	37481	2624	40104	3148.66	38571	2700	41271	3237.68	39662	2776	42438
3	3204.48	39255	2748	42003	3293.48	40345	2824	43169	3382.50	41436	2900	44336
4	3337.96	40890	2862	43752	3426.98	41981	2939	44919	3515.98	43071	3015	46086
5	3471.46	42525	2977	45502	3560.48	43616	3053	46669	3649.50	44706	3129	47836
6	3604.96	44161	3091	47252	3693.96	45251	3168	48419	3782.98	46342	3244	49585
7	3716.22	45524	3187	48710	3805.22	46614	3263	49877	3894.24	47704	3339	51044
8	3849.82	47160	3301	50462	3938.84	48251	3378	51628	4027.84	49341	3454	52795
9	3983.12	48793	3416	52209	4072.14	49884	3492	53376	4161.14	50974	3568	54542
10	4116.78	50431	3530	53961	4205.78	51521	3606	55127	4294.80	52611	3683	56294
11	4261.40	52202	3654	55856	4350.42	53293	3730	57023	4439.44	54383	3807	58190
12	4394.86	53837	3769	57606	4483.84	54927	3845	58772	4572.86	56018	3921	59939

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 49 weeks of pay for 47 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education

Effective September 2, 1991

1D-2. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 52 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

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Step	LANE I Bachelor's Degree				LANE II Master's Degree				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
1	2518.76	32744	2292	35036	2693.22	35012	2451	37463	2780.44	36146	2530	38676
2	2649.62	34445	2411	36856	2824.06	36713	2570	39283	2911.30	37847	2649	40496
3	2791.40	36288	2540	38828	2965.86	38556	2699	41255	3053.08	39690	2778	42468
4	2922.30	37990	2659	40649	3096.78	40258	2818	43076	3184.00	41392	2897	44289
5	3053.02	39689	2778	42468	3227.46	41957	2937	44894	3314.72	43091	3016	46108
6	3183.88	41390	2897	44288	3358.32	43658	3056	46714	3445.56	44792	3135	47928
7	3292.96	42808	2997	45805	3467.44	45077	3155	48232	3554.64	46210	3235	49445
8	3423.86	44510	3116	47626	3598.32	46778	3274	50053	3685.52	47912	3354	51266
9	3554.56	46209	3235	49444	3729.02	48477	3393	51871	3816.26	49611	3473	53084
10	3685.50	47912	3354	51265	3859.98	50180	3513	53692	3947.18	51313	3592	54905
11	3827.26	49754	3483	53237	4001.70	52022	3642	55664	4088.94	53156	3721	56877
12	3958.04	51455	3602	55056	4132.50	53723	3761	57483	4219.72	54856	3840	58696

Step	LANE IV Master's plus 30 Semester Hours of Approved Graduate Credit				LANE V Masters's plus 45 Semester Hours of Approved Graduate Credit				LANE VI Doctorate Degree (Ph.D. or Ed.D.)			
	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
1	2867.68	37280	2610	39889	2954.92	38414	2689	41103	3042.14	39548	2768	42316
2	2998.52	38981	2729	41709	3085.78	40115	2808	42923	3172.98	41249	2887	44136
3	3140.32	40824	2858	43682	3227.54	41958	2937	44895	3314.80	43092	3016	46109
4	3271.20	42526	2977	45502	3358.46	43660	3056	46716	3445.68	44794	3136	47929
5	3401.94	44225	3096	47321	3489.16	45359	3175	48534	3576.38	46493	3255	49747
6	3532.80	45926	3215	49141	3620.00	47060	3294	50354	3707.26	48194	3374	51568
7	3641.90	47345	3314	50659	3729.12	48479	3393	51872	3816.36	49613	3473	53086
8	3772.76	49046	3433	52479	3860.00	50180	3513	53693	3947.24	51314	3592	54906
9	3903.48	50745	3552	54297	3990.72	51879	3632	55511	4077.94	53013	3711	56724
10	4034.44	52448	3671	56119	4121.66	53582	3751	57332	4208.90	54716	3830	58546
11	4176.16	54290	3800	58090	4263.42	55424	3880	59304	4350.64	56558	3959	60517
12	4306.96	55990	3919	59910	4394.20	57125	3999	61123	4481.42	58258	4078	62337

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar. Vacation time is granted in accordance with the provisions of Board Rule 4-7.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

**Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education
Effective September 7, 1992**

1A-3. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 39 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

LANE I

Bachelor's Degree

LANE II

Master's Degree

**LANE III
Master's plus 15
Semester Hours of
Approved Graduate Credit**

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Step	LANE I Bachelor's Degree				LANE II Master's Degree				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
1	2760.84	28299	1981	30280	2952.06	30259	2118	32377	3047.68	31239	2187	33425
2	2904.26	29769	2084	31852	3095.46	31728	2221	33949	3191.10	32709	2290	34998
3	3059.60	31361	2195	33556	3250.84	33321	2332	35654	3346.42	34301	2401	36702
4	3203.04	32831	2298	35129	3394.26	34791	2435	37227	3489.86	35771	2504	38275
5	3346.44	34301	2401	36702	3537.68	36261	2538	38800	3633.32	37242	2607	39848
6	3489.90	35771	2504	38275	3681.10	37731	2641	40372	3776.74	38712	2710	41421
7	3609.38	36996	2590	39586	3800.62	38956	2727	41683	3896.22	39936	2796	42732
8	3752.84	38467	2693	41159	3944.04	40426	2830	43256	4039.64	41406	2898	44305
9	3896.24	39936	2796	42732	4087.46	41896	2933	44829	4183.10	42877	3001	45878
10	4039.64	41406	2898	44305	4230.86	43366	3036	46402	4326.46	44346	3104	47450
11	4195.02	42999	3010	46009	4386.24	44959	3147	48106	4481.84	45939	3216	49155
12	4338.44	44469	3113	47582	4529.66	46429	3250	49679	4625.26	47409	3319	50728

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Step	LANE IV		Pension		LANE V		Pension		LANE VI		Pension	
	Monthly	Annual	Pick-up	Total Comp.	Monthly	Annual	Pick-up	Total Comp.	Monthly	Annual	Pick-up	Total Comp.
1	3143.30	32219	2255	34474	3238.90	33199	2324	35523	3334.52	34179	2393	36571
2	3286.72	33689	2358	36047	3382.34	34669	2427	37096	3477.92	35649	2495	38144
3	3442.08	35281	2470	37751	3537.68	36261	2538	38800	3633.30	37241	2607	39848
4	3585.48	36751	2573	39324	3681.10	37731	2641	40372	3776.72	38711	2710	41421
5	3728.90	38221	2675	40897	3824.54	39202	2744	41946	3920.14	40181	2813	42994
6	3872.36	39692	2778	42470	3967.94	40671	2847	43518	4063.58	41652	2916	44567
7	3991.84	40916	2864	43781	4087.46	41896	2933	44829	4183.08	42877	3001	45878
8	4135.28	42387	2967	45354	4230.88	43367	3036	46402	4326.48	44346	3104	47451
9	4278.70	43857	3070	46927	4374.32	44837	3139	47975	4469.92	45817	3207	49024
10	4422.12	45327	3173	48500	4517.72	46307	3241	49548	4613.32	47287	3310	50597
11	4577.48	46919	3284	50204	4673.10	47899	3353	51252	4768.70	48879	3422	52301
12	4720.90	48389	3387	51776	4816.50	49369	3456	52825	4912.14	50349	3524	53874

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 41 weeks of pay for 39 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

**Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education
Effective September 7, 1992**

1B-3. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 43 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

Step	LANE I Bachelor's Degree				LANE II Master's Degree				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
1	2754.92	30993	2169	33162	2945.74	33140	2320	35459	3041.16	34213	2395	36608
2	2898.00	32603	2282	34885	3088.82	34749	2432	37182	3184.24	35823	2508	38330
3	3053.18	34348	2404	36753	3244.00	36495	2555	39050	3339.40	37568	2630	40198
4	3196.26	35958	2517	38475	3387.08	38105	2667	40772	3482.48	39178	2742	41920
5	3339.38	37568	2630	40198	3530.20	39715	2780	42495	3625.64	40788	2855	43644
6	3482.46	39178	2742	41920	3673.28	41324	2893	44217	3768.70	42398	2968	45366
7	3601.72	40519	2836	43356	3792.56	42666	2987	45653	3887.96	43740	3062	46801
8	3744.98	42131	2949	45080	3935.80	44278	3099	47377	4031.20	45351	3175	48526
9	3887.88	43739	3062	46800	4078.74	45886	3212	49098	4174.16	46959	3287	50246
10	4031.06	45349	3174	48524	4221.88	47496	3325	50821	4317.28	48569	3400	51969
11	4186.14	47094	3297	50391	4376.96	49241	3447	52688	4472.36	50314	3522	53836
12	4329.20	48704	3409	52113	4520.02	50850	3560	54410	4615.42	51923	3635	55558

Step	LANE IV Master's plus 30 Semester Hours of Approved Graduate Credit				LANE V Masters's plus 45 Semester Hours of Approved Graduate Credit				LANE VI Doctorate Degree (Ph.D. or Ed.D.)			
	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
1	3136.58	35287	2470	37757	3231.96	36360	2545	38905	3327.38	37433	2620	40053
2	3279.64	36896	2583	39479	3375.06	37969	2658	40627	3470.44	39042	2733	41775
3	3434.82	38642	2705	41347	3530.24	39715	2780	42495	3625.66	40789	2855	43644
4	3577.88	40251	2818	43069	3673.32	41325	2893	44218	3768.72	42398	2968	45366
5	3721.02	41861	2930	44792	3816.46	42935	3005	45941	3911.86	44008	3081	47089
6	3864.12	43471	3043	46514	3959.50	44544	3118	47662	4054.94	45618	3193	48811
7	3983.36	44813	3137	47950	4078.76	45886	3212	49098	4174.20	46960	3287	50247
8	4126.60	46424	3250	49674	4222.02	47498	3325	50823	4317.46	48571	3400	51971
9	4269.54	48032	3362	51395	4364.96	49106	3437	52543	4460.38	50179	3513	53692
10	4412.70	49643	3475	53118	4508.08	50716	3550	54266	4603.52	51790	3625	55415
11	4567.76	51387	3597	54984	4663.22	52461	3672	56134	4758.60	53534	3747	57282
12	4710.82	52997	3710	56706	4806.22	54070	3785	57855	4901.68	55144	3860	59004

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 45 weeks of pay for 43 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education

Effective September 7, 1992

1C-3. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 47 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

LANE I

Bachelor's Degree

LANE II

Master's Degree

**LANE III
Master's plus 15
Semester Hours of
Approved Graduate Credit**

Step	LANE I Bachelor's Degree				LANE II Master's Degree				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
1	2750.06	33688	2358	36046	2940.54	36022	2522	38543	3035.76	37188	2603	39791
2	2892.90	35438	2481	37919	3083.36	37771	2644	40415	3178.58	38938	2726	41663
3	3047.80	37336	2613	39949	3238.32	39669	2777	42446	3333.54	40836	2859	43694
4	3190.66	39086	2736	41822	3381.14	41419	2899	44318	3476.36	42585	2981	45566
5	3333.50	40835	2858	43694	3523.98	43169	3022	46191	3619.24	44336	3103	47439
6	3476.32	42585	2981	45566	3666.82	44919	3144	48063	3762.06	46085	3226	49311
7	3595.38	44043	3083	47126	3785.88	46377	3246	49623	3881.10	47543	3328	50872
8	3738.34	45795	3206	49000	3928.84	48128	3369	51497	4024.08	49295	3451	52746
9	3880.98	47542	3328	50870	4071.48	49876	3491	53367	4166.74	51043	3573	54616
10	4023.98	49294	3451	52744	4214.48	51627	3614	55241	4309.70	52794	3696	56489
11	4178.76	51190	3583	54773	4369.22	53523	3747	57270	4464.46	54690	3828	58518
12	4321.52	52939	3706	56644	4512.00	55272	3869	59141	4607.24	56439	3951	60389

LANE IV
Master's plus 30
Semester Hours of
Approved Graduate Credit

LANE V
Masters's plus 45
Semester Hours of
Approved Graduate Credit

LANE VI
Doctorate Degree
(Ph.D. or Ed.D.)

Step	LANE IV		Pension		LANE V		Pension		LANE VI		Pension	
	Monthly	Annual	Pick-up	Total Comp.	Monthly	Annual	Pick-up	Total Comp.	Monthly	Annual	Pick-up	Total Comp.
1	3131.02	38355	2685	41040	3226.24	39521	2767	42288	3321.50	40688	2848	43537
2	3273.82	40104	2807	42912	3369.06	41271	2889	44160	3464.32	42438	2971	45409
3	3428.80	42003	2940	44943	3524.02	43169	3022	46191	3619.28	44336	3104	47440
4	3571.62	43752	3063	46815	3666.86	44919	3144	48063	3762.10	46086	3226	49312
5	3714.46	45502	3185	48687	3809.72	46669	3267	49936	3904.96	47836	3349	51184
6	3857.30	47252	3308	50560	3952.54	48419	3389	51808	4047.78	49585	3471	53056
7	3976.36	48710	3410	52120	4071.58	49877	3491	53368	4166.84	51044	3573	54617
8	4119.30	50461	3532	53994	4214.56	51628	3614	55242	4309.78	52795	3696	56490
9	4261.94	52209	3655	55863	4357.20	53376	3736	57112	4452.42	54542	3818	58360
10	4404.96	53961	3777	57738	4500.18	55127	3859	58986	4595.44	56294	3941	60235
11	4559.70	55856	3910	59766	4654.94	57023	3992	61015	4750.20	58190	4073	62263
12	4702.50	57606	4032	61638	4797.70	58772	4114	62886	4892.96	59939	4196	64134

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar and includes the payment of ten days of vacation so that it is based upon 49 weeks of pay for 47 weeks of employment.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

CHICAGO PUBLIC SCHOOLS

**Salary Schedule for Regularly Appointed Teachers — Elementary and Secondary Education
Effective September 7, 1992**

1D-3. Basic schedule of school month salaries and annual salaries based upon a 6-hour day during the regular school term of 52 weeks for regularly appointed members of the teaching staff holding regular certificates: elementary, high school, trade, and vocational.

LANE I

Bachelor's Degree

LANE II

Master's Degree

LANE III

**Master's plus 15
Semester Hours of
Approved Graduate Credit**

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Step	LANE I Bachelor's Degree				LANE II Master's Degree				LANE III Master's plus 15 Semester Hours of Approved Graduate Credit			
	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
1	2695.08	35036	2453	37489	2881.74	37463	2622	40085	2975.08	38676	2707	41383
2	2835.10	36856	2580	39436	3021.74	39283	2750	42032	3115.10	40496	2835	43331
3	2986.80	38828	2718	41546	3173.48	41255	2888	44143	3266.80	42468	2973	45441
4	3126.86	40649	2845	43495	3313.56	43076	3015	46092	3406.88	44289	3100	47390
5	3266.74	42468	2973	45440	3453.38	44894	3143	48037	3546.76	46108	3228	49335
6	3406.76	44288	3100	47388	3593.40	46714	3270	49984	3686.74	47928	3355	51283
7	3523.46	45805	3206	49011	3710.16	48232	3376	51608	3803.46	49445	3461	52906
8	3663.54	47626	3334	50960	3850.20	50053	3504	53556	3943.50	51266	3589	54854
9	3803.38	49444	3461	52905	3990.06	51871	3631	55502	4083.40	53084	3716	56800
10	3943.48	51265	3589	54854	4130.18	53692	3758	57451	4223.48	54905	3843	58749
11	4095.16	53237	3727	56964	4281.82	55664	3896	59560	4375.16	56877	3981	60858
12	4235.10	55056	3854	58910	4421.78	57483	4024	61507	4515.10	58696	4109	62805

Step	LANE IV Master's plus 30 Semester Hours of Approved Graduate Credit				LANE V Masters's plus 45 Semester Hours of Approved Graduate Credit				LANE VI Doctorate Degree (Ph.D. or Ed.D.)			
	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.	Monthly	Annual	Pen- sion Pick- up	Total Comp.
1	3068.42	39889	2792	42682	3161.76	41103	2877	43980	3255.10	42316	2962	45278
2	3208.42	41709	2920	44629	3301.78	42923	3005	45928	3395.08	44136	3090	47226
3	3360.14	43682	3058	46740	3453.46	44895	3143	48038	3546.84	46109	3228	49337
4	3500.18	45502	3185	48688	3593.56	46716	3270	49986	3686.88	47929	3355	51285
5	3640.08	47321	3312	50634	3733.40	48534	3397	51932	3826.72	49747	3482	53230
6	3780.10	49141	3440	52581	3873.40	50354	3525	53879	3966.76	51568	3610	55178
7	3896.84	50659	3546	54205	3990.16	51872	3631	55503	4083.50	53086	3716	56801
8	4036.86	52479	3674	56153	4130.20	53693	3758	57451	4223.54	54906	3843	58749
9	4176.72	54297	3801	58098	4270.08	55511	3886	59397	4363.40	56724	3971	60695
10	4316.86	56119	3928	60048	4410.18	57332	4013	61346	4503.52	58546	4098	62644
11	4468.50	58091	4066	62157	4561.86	59304	4151	63455	4655.18	60517	4236	64754
12	4608.44	59910	4194	64103	4701.80	61123	4279	65402	4795.12	62337	4364	66700

The column entitled "Annual" reflects the annual salary rounded to the nearest dollar. Vacation time is granted in accordance with the provisions of Board Rule 4-7.

The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar is the amount of pension paid by the Board of Education calculated at seven percent of salary.

The column entitled "Total Comp" reflects the total compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

2. Full-Time-Basis Substitute Teachers. Teachers who hold temporary teaching permits (other than provisional permits) who are employed as full-time-basis substitutes shall be eligible to receive salary adjustments up to and including the second step of the appropriate lane on the appropriate salary schedule to allow credit for prior service as a full-time day school teacher in the Chicago public schools or in schools outside the Chicago public school system provided, however, that the provisions of Section 4-28 of the **Rules of the Board of Education** covering salary adjustments are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) are filed with the Bureau of Teacher Personnel.

To be eligible for a salary adjustment based on teaching experience in the Chicago public schools effective on the date of employment, full-time-basis substitute teachers must make proper claim to the Bureau of Teacher Personnel within 60 days of the date of employment. After 60 days, the effective date for salary adjustment based on teaching experience in the Chicago public schools shall be the date proper claim is received in the Bureau of Teacher Personnel.

Salary step adjustments for outside teaching experience for full-time-basis substitute teachers shall be made effective from the date of employment provided that proper claim and documentary proof are on file within 90 days of employment. After 90 days of employment the effective date for salary adjustment becomes the date on which the application and affidavit are received in the Bureau of Teacher Personnel.

Teachers who hold temporary teaching permits (other than provisional permits) who are employed as full-time-basis (FTB) substitutes and who agree to apply for placement on an Academically Qualified List as soon as it is established by the Bureau of Employment Eligibility shall also be eligible for an additional salary adjustment up to and including the third step of the appropriate lane on the appropriate salary schedule provided, however, that they have not had such a salary adjustment at a previous time and that the provisions of Section 4-28 of the **Rules of the Board of Education** covering salary adjustment are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) are filed in the Bureau of Teacher Personnel.

Any full-time-basis substitute teacher who has had the above-

mentioned salary adjustment and who fails to qualify for placement on an Academically Qualified List within one year if established by the Bureau of Employment Eligibility shall revert to the full-time-basis (FTB) substitute teacher's appropriate step and lane but no higher than step two.

Teachers on existing eligibility lists, who are employed as full-time-basis (FTB) substitutes shall also be eligible for the above-cited additional salary adjustment up to and including the third step of the appropriate lane, provided, however, that they have not had such a salary adjustment at a previous time and that the provisions of Section 4-28 of the **Rules of the Board of Education** covering salary adjustment are met and an application (Salary Adjustment T. Per. 41) and, if outside time is involved, an affidavit (Affidavit Form T. Per. 42) is filed with the Bureau of Teacher Personnel.

3. Day-to-Day Substitute Teachers.

- A. The title **day-to-day substitute** is used to designate all other temporarily certificated teachers (excluding Cadre substitutes) not employed on a full-time basis and includes all teachers holding provisional certificates regardless of length of service, 100-day pensioners, and regularly certified teachers who have waived appointment on their regular certificates.

Elementary, High, Trade, and Vocational Schools:

Effective September 1, 1990	Flat Rate per Day
6-hour day	\$ 73.13*
8-hour day	87.07*

*After 100 days of service during the 1990-91 school year, the following flat rate per day shall be paid for services rendered through August 31, 1991:

6-hour day	\$ 76.62
8-hour day	90.56

Effective September 1, 1991	Flat Rate per Day
6-hour day	\$ 78.25*
8-hour day	93.16*

*After 100 days of service during the 1991-92 school year, the following flat rate per day shall be paid for services rendered through August 31, 1992:

6-hour day	\$ 81.98
8-hour day	96.90

Effective September 1, 1992	Flat Rate per Day
6-hour day	\$ 83.73*
8-hour day	99.68*

*After 100 days of service during the 1992-93 school year, the following flat rate per day shall be paid for services rendered through August 31, 1993:

6-hour day	\$ 87.72
8-hour day	103.68

- B. Psychologists employed under the 100-day provision for retired teachers are paid:

Effective September 1, 1990	Flat Rate per Day
6-hour day	\$72.69

Effective September 1, 1991	Flat Rate per Day
6-hour day	\$77.78

Effective September 1, 1992	Flat Rate per Day
6-hour day	\$83.22

4. Provisionally Certified Teachers.

- A. Provisionally certified teachers employed as day-to-day substitute teachers are paid:

Effective September 1, 1990	Flat Rate per Day
6-hour day	\$54.18

Effective September 1, 1991	Flat Rate per Day
6-hour day	\$57.97

Effective September 1, 1992	Flat Rate per Day
6-hour day	\$62.03

- B. Provisionally certified teachers employed in a full teaching position on a full-time basis are paid:

Effective September 1, 1990	Flat Rate per Day
6-hour day	\$73.13

Effective September 1, 1991	Flat Rate per Day
6-hour day	\$78.25

Effective September 1, 1992	Flat Rate per Day
6-hour day	\$83.73

- 5. Provisionally Certified School Social Workers.** Provisionally certified school social workers are paid on a flat rate salary basis providing they hold a master's degree in social

work from a fully accredited institution (accredited by National Council on Social Work Education) with a sequence in case work and meet state requirements for full approval as a school social worker.

Effective September 1, 1990	Flat Rate per Day
6-hour day	\$62.03
Effective September 1, 1991	Flat Rate per Day
6-hour day	\$66.37
Effective September 1, 1992	Flat Rate per Day
6-hour day	\$71.02

6. **Provisionally Certified School Psychologists.** Not applicable since the BOARD does not presently employ provisionally certified school psychologists.

7. **Emeritus Teachers.** Not applicable since the BOARD does not presently employ emeritus teachers.

8. High school teachers employed on an approved overtime basis shall be paid on a pro-rata basis of their basic salary for each period per day in excess of eight (12½ percent).

The approved request for said overtime teaching service shall be presented to the BOARD on or before the first regularly scheduled meeting in November. Any necessary salary adjustment shall be processed within thirty school days thereafter.

9. **M.A.T. (Master of Arts in Teaching) Program.** Teachers serving on temporary certificates in the M.A.T. program receive a pro-rata salary of a first-year teacher (Lane I, Step 1) on the appropriate schedule as determined by that portion of the teaching program they carry.

10. **Trade and Vocational School Teachers (including Cooperative Work Programs and Teachers in Vocational Home Economics Programs).** Eight-hour trade and vocational teachers (including cooperative work program teachers and teachers in vocational home economics programs) shall be paid their basic salary plus 20 percent.

11. Head Teachers (Branch Schools).

Effective September 1, 1990

Effective January 1 of each year, in addition to monthly basic salary as a teacher, a head teacher shall be paid an increment according to the number of teachers on the staff the head teacher supervises, as determined by the last previous October enrollment report of the school, as follows:

Number of Teachers	Weeks of Employment		
	39 Weeks	47 Weeks	52 Weeks
2 - 3	\$32.88	\$32.74	\$32.10
3.1 - 7	49.32	49.14	48.16
7.1 or more	65.76	65.50	64.20

Effective September 1, 1991

Number of Teachers	Weeks of Employment		
	39 Weeks	47 Weeks	52 Weeks
2 - 3	\$35.18	\$35.04	\$34.34
3.1 - 7	52.78	52.58	51.54
7.1 or more	70.36	70.08	68.70

Effective September 1, 1992

Number of Teachers	Weeks of Employment		
	39 Weeks	47 Weeks	52 Weeks
2 - 3	\$37.64	\$37.50	\$36.74
3.1 - 7	56.48	56.26	55.14
7.1 or more	75.28	74.98	73.50

In addition to regular salary, an acting head teacher shall receive the following increment based on the number of weeks of employment budgeted for said position:

Effective September 1, 1990

Weeks of Employment	Per Month
39	\$16.44
47	16.38
52	16.06

Effective September 1, 1991

Weeks of Employment	Per Month
39	\$17.60
47	17.52
52	17.18

Effective September 1, 1992

Weeks of Employment	Per Month
39	\$18.84
47	18.74
52	18.38

12. Assistant Principals. In addition to the monthly basic salary as a teacher, an assistant principal shall be paid an increment based on the years of service as an assistant principal and the category of the school, which will be adjusted January 1 of each year to reflect the number of teachers on the staff of the unit in which the assistant principal functions, as determined by the last previous October (40th school day of the school year) staffing report of the school according to the following appropriate schedule:

Effective September 1, 1990

Category	I	II	III	IV	V
Steps	Number of Teachers on Staff				
(Years of Service)	7.1-21	21.1-40	40.1-54	54.1-71	71.1 Plus
39 Weeks of Employment					
1st year	76.20	76.20	76.20	76.20	76.20
2nd year	78.18	106.40	106.40	106.40	106.40
3rd year	78.18	106.40	134.62	134.62	134.62
4th year	78.18	106.40	134.62	162.84	162.84
5th year	78.18	106.40	134.62	162.84	191.08
47 Weeks of Employment					
1st year	75.90	75.90	75.90	75.90	75.90
2nd year	77.88	105.98	105.98	105.98	105.98
3rd year	77.88	105.98	134.10	134.10	134.10
4th year	77.88	105.98	134.10	162.84	162.84
5th year	77.88	105.98	134.10	162.84	191.08
52 Weeks of Employment					
1st year	74.38	74.38	74.38	74.38	74.38
2nd year	76.32	103.88	103.88	103.88	103.88
3rd year	76.32	103.88	131.42	131.42	131.42
4th year	76.32	103.88	131.42	159.00	159.00
5th year	76.32	103.88	131.42	159.00	186.52

Effective September 1, 1991

Category	I	II	III	IV	V
Steps	Number of Teachers on Staff				
(Years of Service)	7.1-21	21.1-40	40.1-54	54.1-71	71.1 Plus
39 Weeks of Employment					
1st year	81.54	81.54	81.54	81.54	81.54
2nd year	83.66	113.84	113.84	113.84	113.84
3rd year	83.66	113.84	144.04	144.04	144.04

4th year	83.66	113.84	144.04	173.60	173.60
5th year	83.66	113.84	144.04	173.60	204.46

47 Weeks of Employment

1st year	81.22	81.22	81.22	81.22	81.22
2nd year	83.34	113.40	113.40	113.40	113.40
3rd year	83.34	113.40	143.48	143.48	143.48
4th year	83.34	113.40	143.48	173.60	173.60
5th year	83.34	113.40	143.48	173.60	203.66

52 Weeks of Employment

1st year	79.58	79.58	79.58	79.58	79.58
2nd year	81.66	111.16	111.16	111.16	111.16
3rd year	81.66	111.16	140.62	140.62	140.62
4th year	81.66	111.16	140.62	170.14	170.14
5th year	81.66	111.16	140.62	170.14	199.58

Effective September 1, 1992

Category	I	II	III	IV	V
Steps	Number of Teachers on Staff				
(Years of Service)	7.1-21	21.1-40	40.1-54	54.1-71	71.1 Plus

39 Weeks of Employment

1st year	87.24	87.52	87.52	87.52	87.52
2nd year	89.52	121.80	121.80	121.80	121.80
3rd year	89.52	121.80	154.12	154.12	154.12
4th year	89.52	121.80	154.12	186.44	186.44
5th year	89.52	121.80	154.12	186.44	218.78

47 Weeks of Employment

1st year	86.90	86.90	86.90	86.90	86.90
2nd year	89.18	121.34	121.34	121.34	121.34
3rd year	89.18	121.34	153.52	153.52	153.52
4th year	89.18	121.34	153.52	185.76	185.76
5th year	89.18	121.34	153.52	185.76	217.92

52 Weeks of Employment

1st year	85.16	85.16	85.16	85.16	85.16
2nd year	87.38	118.94	118.94	118.94	118.94
3rd year	87.38	118.94	150.46	150.46	150.46
4th year	87.38	118.94	150.46	182.04	182.04
5th year	87.38	118.94	150.46	182.04	213.56

The salary category of high school and occupational center assistant principals, including those in branches, will be based upon the total number of teaching divisions in the high

school main building and branch, in the total high school and elementary school, or occupational center and branches under the administration of the principal to whom the assistant principal reports.

Only Board of Education-supported divisions shall be counted in the determination of the category of the school.

Where the category of a school (classified under the above categories) has been lowered due to a reduction in the number of teachers and the current assistant principal remains in the school, the increment shall be maintained at the same category level for a period of three additional years from the following September unless the category of the school rises.

In addition to regular salary as a teacher, an acting assistant principal of a school shall receive the following increment based on the number of weeks of employment budgeted for the assistant principal's position.

Effective September 1, 1990

Weeks of Employment	Rate per Month
39	\$32.88
47	32.74
52	32.10

Effective September 1, 1991

Weeks of Employment	Rate per Month
39	\$35.18
47	35.04
52	34.34

Effective September 1, 1992

Weeks of Employment	Rate per Month
39	\$37.64
47	37.50
52	36.74

13. Supervisors and Other Classifications Entitled to Additional Salary Increments. Not applicable since the BOARD does not presently employ supervisors and other classifications entitled to additional salary increments.

14. Psychologists, School Social Workers and Speech Pathology Teachers. Psychologists, school social workers, and speech pathology teachers shall receive the following monthly increment based on the number of weeks of employment budgeted for their positions provided they meet the stipulated requirements for school psychologist (**Illinois School Code**, Section 14-1.09), school social workers or speech pathology teachers.

Effective September 1, 1990

Weeks of Employment	Rate per Month
39	\$175.38
43	175.00
47	174.68

Effective September 1, 1991

Weeks of Employment	Rate per Month
39	\$187.66
43	187.26
47	186.90

Effective September 1, 1992

Weeks of Employment	Rate per Month
39	\$200.80
43	200.36
47	199.98

15. Washburne Evening School, Regular Certificates.

Effective September 1, 1990

Step (Years of Service)	Rate per Hour
1st year	\$11.53
2nd year	12.21
3rd year and thereafter	13.21

Effective September 1, 1991

Step (Years of Service)	Rate per Hour
1st year	\$12.34
2nd year	13.06
3rd year and thereafter	14.13

Effective September 1, 1992

Step (Years of Service)	Rate per Hour
1st year	\$13.20
2nd year	13.97
3rd year and thereafter	15.12

Washburne Evening School, Temporary Certificates.

Effective September 1, 1990

Per Hour \$10.77

Effective September 1, 1991

Per Hour \$11.52

Effective September 1, 1992

Per Hour \$12.33

16. Teachers of Driver Education.

Effective September 1, 1990

Per Hour \$14.66

Effective September 1, 1991

Per Hour \$15.69

Effective September 1, 1992

Per Hour \$16.79

17. Summer School Personnel (Personnel Employed for the Regular School Term of 39 Weeks).

- A. Teachers and assistant principals in the regular summer schools shall be paid 66-²/₃ percent of their basic salary if employed on a four-hour summer school day, 80 percent if employed on a five-hour summer school day, or 100 percent if employed on a six-hour day (not including any extra increments earned during the regular school year). Basic salaries refer to their salaries as teachers during the month of June immediately preceding the summer session.
- B. Teachers and assistant principals in the special elementary summer schools shall be paid the regular base salary for which they qualify as teachers (not including any extra increments).
- C. Part-time teachers shall be paid prorata on the above basis.
- D. Teachers and assistant principals employed during the summer months other than in summer school shall be paid the same salary they would receive as teachers in the special elementary summer schools.

18. Compensation for Teachers Engaged in Extracurricular Activities.

Effective September 1, 1990

Extracurricular Activity	Rate per Hour	Maximum Number of Hours per Year
Football		
Head Coach	\$ 9.99	240
Assistant Coach	9.99	200
Frosh-Soph Coach	9.99	160
Cross Country	9.99	42
Basketball		
Head Coach	9.99	240
Frosh-Soph Coach	9.99	200
Swimming	9.99	200
Wrestling	9.99	200*
Track (indoor and outdoor)	9.99	200
Baseball		
Head Coach	9.99	200
Frosh-Soph Coach	9.99	140
Gymnastics	9.99	200
Tennis	9.99	40
Golf	9.99	40
Bowling	9.99	50
Soccer	9.99	80
Chess	9.99	20
Checkers	9.99	20
Ice Skating	9.99	5
Intramurals (boys)	9.99	50
Instrumental Groups	9.99	85
Vocal Groups	9.99	50
Drama	9.99	75
Clubs (flat rate)	112.78	
Other Activities		
(approved by principal)	338.34	
Crowd Control (per session)	11.28	
(Saturday = 1½ sessions)		

*Limited to 38 high schools.

Effective September 1, 1991

Extracurricular Activity	Rate per Hour	Maximum Number of Hours per Year
Football		
Head Coach	\$ 10.69	240
Assistant Coach	10.69	200
Frosh-Soph Coach	10.69	160
Cross Country	10.69	42
Basketball		
Head Coach	10.69	240
Frosh-Soph Coach	10.69	200
Swimming	10.69	200
Wrestling	10.69	200*
Track (indoor and outdoor)	10.69	200
Baseball		
Head Coach	10.69	200
Frosh-Soph Coach	10.69	140
Gymnastics	10.69	200
Tennis	10.69	40
Golf	10.69	40
Bowling	10.69	50
Soccer	10.69	80
Chess	10.69	20
Checkers	10.69	20
Ice Skating	10.69	5
Intramurals (boys)	10.69	50
Instrumental Groups	10.69	85
Vocal Groups	10.69	50
Drama	10.69	75
Clubs (flat rate)	120.68	
Other Activities		
(approved by principal)	362.02	
Crowd Control (per session)	12.07	
(Saturday = 1½ sessions)		

*Limited to 38 high schools.

Effective September 1, 1992

Extracurricular Activity	Rate per Hour	Maximum Number of Hours per Year
Football		
Head Coach	\$ 11.44	240
Assistant Coach	11.44	200

Frosh-Soph Coach	11.44	160
Cross Country	11.44	42
Basketball		
Head Coach	11.44	240
Frosh-Soph Coach	11.44	200
Swimming	11.44	200
Wrestling	11.44	200*
Track (indoor and outdoor)	11.44	200
Baseball		
Head Coach	11.44	200
Frosh-Soph Coach	11.44	140
Gymnastics	11.44	200
Tennis	11.44	40
Golf	11.44	40
Bowling	11.44	50
Soccer	11.44	80
Chess	11.44	20
Checkers	11.44	20
Ice Skating	11.44	5
Intramurals (boys)	11.44	50
Instrumental Groups	11.44	85
Vocal Groups	11.44	50
Drama	11.44	75
Clubs (flat rate)	129.12	
Other Activities		
(approved by principal)	387.36	
Crowd Control (per session)	12.91	
(Saturday = 1½ sessions)		

*Limited to 38 high schools.

18-1. Compensation for Teachers Engaged in Extracurricular Activities (Girls).

Effective September 1, 1990

Extracurricular Activity	Rate per Hour	Maximum Number of Hours per Year
Pompon Girls	\$ 9.99	50
Cheerleaders	9.99	60
G.A.A. and Intramurals	9.99	75
Bowling	9.99	50
Tennis	9.99	40
Golf	9.99	40
Swimming	9.99	200

Volleyball	9.99	200
Frosh-Soph Coach	9.99	140
Gymnastics	9.99	200
Basketball	9.99	240
Frosh-Soph Coach	9.99	200
Softball	9.99	200
Frosh-Soph Coach	9.99	140
Track (indoor and outdoor)	9.99	200
Cross Country	9.99	42

Effective September 1, 1991

Extracurricular Activity	Rate per Hour	Maximum Number of Hours per Year
Pompon Girls	\$ 10.69	50
Cheerleaders	10.69	60
G.A.A. and Intramurals	10.69	75
Bowling	10.69	50
Tennis	10.69	40
Golf	10.69	40
Swimming	10.69	200
Volleyball	10.69	200
Frosh-Soph Coach	10.69	140
Gymnastics	10.69	200
Basketball	10.69	240
Frosh-Soph Coach	10.69	200
Softball	10.69	200
Frosh-Soph Coach	10.69	140
Track (indoor and outdoor)	10.69	200
Cross Country	10.69	42

Effective September 1, 1992

Extracurricular Activity	Rate per Hour	Maximum Number of Hours per Year
Pompon Girls	\$ 11.44	50
Cheerleaders	11.44	60
G.A.A. and Intramurals	11.44	75
Bowling	11.44	50
Tennis	11.44	40
Golf	11.44	40
Swimming	11.44	200
Volleyball	11.44	200
Frosh-Soph Coach	11.44	140

Gymnastics	11.44	200
Basketball	11.44	240
Frosh-Soph Coach	11.44	200
Softball	11.44	200
Frosh-Soph Coach	11.44	140
Track (indoor and outdoor)	11.44	200
Cross Country	11.44	42

19. Playground Teachers. Playground teachers are employed on a 47-week basis and are paid at the monthly salary rate indicated for regularly certificated teaches employed on a 47-week basis.

20. Playground Teachers in Charge of Stadia. Playground teachers in charge of stadia shall be paid the following increment in addition to the monthly basic salary of playground teachers:

Effective September 1, 1990

Steps (Years of Service)	Per Month
1st year	\$54.60
2nd year & thereafter	81.88

Effective September 1, 1991

Steps (Years of Service)	Per Month
1st year	\$58.42
2nd year & thereafter	87.62

Effective September 1, 1992

Steps (Years of Service)	Per Month
1st year	\$62.50
2nd year & thereafter	93.76

21. Playground Teacher - Substitutes (Day-to-Day).

Effective September 1, 1990

Flat Rate per Day
\$73.13

Effective September 1, 1991

Flat Ray per Day
\$78.25

Effective September 1, 1992

Flat Rate per Day
\$83.73

22. Social Center Personnel (Part-Time Employees)

Effective September 1, 1990

	Hourly Rate
Program Coordinator	\$16.92
Teacher - Director	11.28
Teacher	9.87
Paraprofessional	6.76

Effective September 1, 1991

	Hourly Rate
Program Coordinator	\$18.10
Teacher - Director	12.07
Teacher	10.56
Paraprofessional	7.23

Effective September 1, 1992

	Hourly Rate
Program Coordinator	\$19.37
Teacher - Director	12.91
Teacher	11.30
Paraprofessional	7.74

23. Summer Swimming Pools.

Effective September 1, 1990

\$8.46 per hour

Effective September 1, 1991

\$9.05 per hour

Effective September 1, 1992

\$9.68 per hour

24. Senior Truant Officer (Title Code 3591) Career Service — Grade 9 (39 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1856.54	19030	1332	20362
After 1 year	2	1952.28	20011	1401	21412
After 2 years	3	2048.02	20992	1469	22462
3½ years to 6 years inclusive	4	2066.18	21178	1482	22661
7th year to 11th year inclusive	5	2172.74	22271	1559	23830
12th year to 16th year inclusive	6	2281.78	23388	1637	25025

17th year to 20th year inclusive	7	2398.04	24580	1721	26301
21st year and thereafter	8	2516.72	25796	1806	27602

**24-1. Senior Truant Officer (Title Code 3591) Career Service
— Grade 9 (39 weeks)**

Effective November 5, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1986.50	20362	1425	21787
After 1 year	2	2088.94	21412	1499	22910
After 2 years	3	2191.38	22462	1572	24034
3½ years to 6 years inclusive	4	2210.82	22661	1586	24247
7th year to 11th year inclusive	5	2324.84	23830	1668	25498
12th year to 16th year inclusive	6	2441.50	25025	1752	26777
17th year to 20th year inclusive	7	2565.90	26300	1841	28142
21st year and thereafter	8	2692.90	27602	1932	29534

**24-2. Senior Truant Officer (Title Code 3591) Career Service
— Grade 9 (39 weeks)**

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	2125.56	21787	1525	23312
After 1 year	2	2235.16	22910	1604	24514
After 2 years	3	2344.78	24034	1682	25716
3½ years to 6 years inclusive	4	2365.58	24247	1697	25944
7th year to 11th year inclusive	5	2487.58	25498	1785	27283
12th year to 16th year inclusive	6	2612.40	26777	1874	28651
17th year to 20th year inclusive	7	2745.52	28142	1970	30111
21st year and thereafter	8	2881.40	29534	2067	31602

**24-3. Senior Truant Officer (Title Code 3591) Career Service
— Grade 9 (39 weeks)**

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	2274.34	23312	1632	24944
After 1 year	2	2391.62	24514	1716	26230
After 2 years	3	2508.92	25716	1800	27517
3½ years to 6 years inclusive	4	2531.18	25945	1816	27761
7th year to 11th year inclusive	5	2661.72	27283	1910	29192
12th year to 16th year inclusive	6	2795.26	28651	2006	30657
17th year to 20th year inclusive	7	2937.70	30111	2108	32219
21st year and thereafter	8	3083.10	31602	2212	33814

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup"

(Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

25. Truant Officer (Title Code 3590) and Truant Officer Bilingual Spanish (Title Code 3597) Career Service — Grade 8 (39 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1685.28	17274	1209	18483
After 1 year	2	1768.46	18127	1269	19396
After 2 years	3	1856.54	19030	1332	20362
3½ years to 6 years inclusive	4	1877.20	19241	1347	20588
7th year to 11th year inclusive	5	1969.26	20185	1413	21598
12th year to 16th year inclusive	6	2066.18	21178	1482	22661
17th year to 20th year inclusive	7	2172.74	22271	1559	23830
21st year and thereafter	8	2281.78	23388	1637	25025

25-1. Truant Officer (Title Code 3590) and Truant Officer Bilingual Spanish (Title Code 3597) Career Service — Grade 8 (39 weeks)

Effective November 5, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1803.26	18483	1294	19777
After 1 year	2	1892.26	19396	1358	20753
After 2 years	3	1986.50	20362	1425	21787
3½ years to 6 years inclusive	4	2008.60	20588	1441	22029
7th year to 11th year inclusive	5	2107.10	21598	1512	23110
12th year to 16th year inclusive	6	2210.82	22661	1586	24247
17th year to 20th year inclusive	7	2324.84	23830	1668	25498
21st year and thereafter	8	2441.50	25025	1752	26777

25-2. Truant Officer (Title Code 3590) and Truant Officer Bilingual Spanish (Title Code 3597) Career Service — Grade 8 (39 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1929.48	19777	1384	21162
After 1 year	2	2024.72	20753	1453	22206
After 2 years	3	2125.56	21787	1525	23312
3½ years to 6 years inclusive	4	2149.20	22029	1542	23571
7th year to 11th year inclusive	5	2254.60	23110	1618	24727
12th year to 16th year inclusive	6	2365.58	24247	1697	25944

17th year to 20th year inclusive	7	2487.58	25498	1785	27283
21st year and thereafter	8	2612.40	26777	1874	28651

25-3. Truant Officer (Title Code 3590) and Truant Officer Bilingual Spanish (Title Code 3597) Career Service — Grade 8 (39 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	2064.54	21162	1481	22643
After 1 year	2	2166.46	22206	1554	23761
After 2 years	3	2274.34	23312	1632	24944
3½ years to 6 years inclusive	4	2299.64	23571	1650	25221
7th year to 11th year inclusive	5	2412.42	24727	1731	26458
12th year to 16th year inclusive	6	2531.18	25945	1816	27761
17th year to 20th year inclusive	7	2661.72	27283	1910	29192
21st year and thereafter	8	2795.26	28651	2006	30657

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

26A. School Clerk I (Title Code 0468) Career Service — Grade 7 (39 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1607.18	16474	1153	17627
After 1 year	2	1685.28	17274	1209	18483
After 2 years	3	1768.46	18127	1269	19396
3½ years to 6 years inclusive	4	1785.14	18298	1281	19579
7th year to 11th year inclusive	5	1877.20	19241	1347	20588
12th year to 16th year inclusive	6	1969.26	20185	1413	21598
17th year to 20th year inclusive	7	2066.16	21178	1482	22661
21st year and thereafter	8	2172.74	22271	1559	23830

26A-1. School Clerk I (Title Code 0468) Career Service — Grade 7 (39 weeks)

Effective November 5, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1719.68	17627	1234	18861
After 1 year	2	1803.26	18483	1294	19777
After 2 years	3	1892.26	19396	1358	20753

3½ years to 6 years inclusive	4	1910.10	19579	1370	20949
7th year to 11th year inclusive	5	2008.60	20588	1441	22029
12th year to 16th year inclusive	6	2107.10	21598	1512	23110
17th year to 20th year inclusive	7	2210.80	22661	1586	24247
21st year and thereafter	8	2324.84	23830	1668	25498

26A-2. School Clerk I (Title Code 0468) Career Service — Grade 7 (39 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1840.06	18861	1320	20181
After 1 year	2	1929.48	19777	1384	21162
After 2 years	3	2024.72	20753	1453	22206
3½ years to 6 years inclusive	4	2043.80	20949	1466	22415
7th year to 11th year inclusive	5	2149.20	22029	1542	23571
12th year to 16th year inclusive	6	2254.60	23110	1618	24727
17th year to 20th year inclusive	7	2365.56	24247	1697	25944
21st year and thereafter	8	2487.58	25498	1785	27283

26A-3. School Clerk I (Title Code 0468) Career Service — Grade 7 (39 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1968.86	20181	1413	21593
After 1 year	2	2064.54	21162	1481	22643
After 2 years	3	2166.46	22206	1554	23761
3½ years to 6 years inclusive	4	2186.86	22415	1569	23984
7th year to 11th year inclusive	5	2299.64	23571	1650	25221
12th year to 16th year inclusive	6	2412.42	24727	1731	26458
17th year to 20th year inclusive	7	2531.14	25944	1816	27760
21st year and thereafter	8	2661.72	27283	1910	29192

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

26B. School Clerk I (Title Code 0468) Career Service — Grade 7 (47 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1600.92	19611	1373	20984

After 1 year	2	1678.70	20564	1439	22004
After 2 years	3	1761.56	21579	1511	23090
3½ years to 6 years inclusive	4	1778.18	21783	1525	23307
7th year to 11th year inclusive	5	1869.88	22906	1603	24509
12th year to 16th year inclusive	6	1961.58	24029	1682	25711
17th year to 20th year inclusive	7	2058.10	25212	1765	26977
21st year and thereafter	8	2164.26	26512	1856	28368

26B-1. School Clerk I (Title Code 0468) Career Service — Grade 7 (47 weeks)

Effective November 19, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1712.98	20984	1469	22453
After 1 year	2	1796.20	22003	1540	23544
After 2 years	3	1884.86	23090	1616	24706
3½ years to 6 years inclusive	4	1902.66	23308	1632	24939
7th year to 11th year inclusive	5	2000.78	24510	1716	26225
12th year to 16th year inclusive	6	2098.90	25712	1800	27511
17th year to 20th year inclusive	7	2202.16	26976	1888	28865
21st year and thereafter	8	2315.76	28368	1986	30354

26B-2. School Clerk I (Title Code 0468) Career Service — Grade 7 (47 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1832.88	22453	1572	24024
After 1 year	2	1921.94	23544	1648	25192
After 2 years	3	2016.80	24706	1729	26435
3½ years to 6 years inclusive	4	2035.84	24939	1746	26685
7th year to 11th year inclusive	5	2140.84	26225	1836	28061
12th year to 16th year inclusive	6	2245.82	27511	1926	29437
17th year to 20th year inclusive	7	2356.32	28865	2021	30885
21st year and thereafter	8	2477.86	30354	2125	32479

26B-3. School Clerk I (Title Code 0468) Career Service — Grade 7 (47 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1961.18	24024	1682	25706
After 1 year	2	2056.48	25192	1763	26955
After 2 years	3	2157.98	26435	1850	28286
3½ years to 6 years inclusive	4	2178.34	26685	1868	28553
7th year to 11th year inclusive	5	2290.70	28061	1964	30025
12th year to 16th year inclusive	6	2403.02	29437	2061	31498

17th year to 20th year inclusive	7	2521.26	30885	2162	33047
21st year and thereafter	8	2651.32	32479	2274	34752

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 49 weeks of pay for 47 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

26C. School Clerk I (Title Code 0468) Career Service — Grade 7 (52 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	An-nual*	Pen-sion Pickup*	Total Comp*
1st year	1	1568.92	20396	1428	21824
After 1 year	2	1645.16	21387	1497	22884
After 2 years	3	1726.32	22442	1571	24013
3½ years to 6 years inclusive	4	1742.66	22655	1586	24240
7th year to 11th year inclusive	5	1832.56	23823	1668	25491
12th year to 16th year inclusive	6	1922.44	24992	1749	26741
17th year to 20th year inclusive	7	2017.02	26221	1835	28057
21st year and thereafter	8	2121.04	27574	1930	29504

26C-1. School Clerk I (Title Code 0468) Career Service — Grade 7 (52 weeks)

Effective November 26, 1990

Years of Service	Step	Monthly	An-nual*	Pen-sion Pickup*	Total Comp*
1st year	1	1678.74	21824	1528	23351
After 1 year	2	1760.32	22884	1602	24486
After 2 years	3	1847.16	24013	1681	25694
3½ years to 6 years inclusive	4	1864.64	24240	1697	25937
7th year to 11th year inclusive	5	1960.84	25491	1784	27275
12th year to 16th year inclusive	6	2057.02	26741	1872	28613
17th year to 20th year inclusive	7	2158.22	28057	1964	30021
21st year and thereafter	8	2269.52	29504	2065	31569

26C-2. School Clerk I (Title Code 0468) Career Service — Grade 7 (52 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	An-nual*	Pen-sion Pickup*	Total Comp*
1st year	1	1796.26	23351	1635	24986
After 1 year	2	1883.54	24486	1714	26200
After 2 years	3	1976.46	25694	1799	27493
3½ years to 6 years inclusive	4	1995.16	25937	1816	27753

7th year to 11th year inclusive	5	2098.10	27275	1909	29185
12th year to 16th year inclusive	6	2201.02	28613	2003	30616
17th year to 20th year inclusive	7	2309.30	30021	2101	32122
21st year and thereafter	8	2428.38	31569	2210	33779

26C-3. School Clerk I (Title Code 0468) Career Service — Grade 7 (52 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1922.00	24986	1749	26735
After 1 year	2	2015.38	26200	1834	28034
After 2 years	3	2114.82	27493	1924	29417
3½ years to 6 years inclusive	4	2134.82	27753	1943	29695
7th year to 11th year inclusive	5	2244.96	29184	2043	31227
12th year to 16th year inclusive	6	2355.10	30616	2143	32759
17th year to 20th year inclusive	7	2470.96	32122	2249	34371
21st year and thereafter	8	2598.36	33779	2365	36143

* The annual salary has been rounded to the nearest dollar. Vacation time is granted in accordance with the provisions of Board Rule 4-7. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

27. Audiometric Technician (Title Code 3149), School Library Assistant (Title Code 0531), Vision Screening Technician (Title Code 3151) and Interpreter Clerk (Title Code 0470) Career Service — Grade 6 (39 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1529.08	15673	1097	16770
After 1 year	2	1607.18	16474	1153	17627
After 2 years	3	1685.28	17274	1209	18483
3½ years to 6 years inclusive	4	1700.44	17430	1220	18650
7th year to 11th year inclusive	5	1785.14	18298	1281	19579
12th year to 16th year inclusive	6	1877.20	19241	1347	20588
17th year to 20th year inclusive	7	1969.26	20185	1413	21598
21st year and thereafter	8	2066.18	21178	1482	22661

27-1. Audiometric Technician (Title Code 3149), School Library Assistant (Title Code 0531), Vision Screening Technician (Title Code 3151) and Interpreter Clerk (Title Code 0470) Career Service — Grade 6 (39 weeks)

Effective November 5, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1636.12	16770	1174	17944
After 1 year	2	1719.68	17627	1234	18861
After 2 years	3	1803.26	18483	1294	19777
3½ years to 6 years inclusive	4	1819.48	18650	1305	19955
7th year to 11th year inclusive	5	1910.10	19579	1370	20949
12th year to 16th year inclusive	6	2008.60	20588	1441	22029
17th year to 20th year inclusive	7	2107.10	21598	1512	23110
21st year and thereafter	8	2210.82	22661	1586	24247

27-2. Audiometric Technician (Title Code 3149), School Library Assistant (Title Code 0531), Vision Screening Technician (Title Code 3151) and Interpreter Clerk (Title Code 0470) Career Service — Grade 6 (39 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1750.64	17944	1256	19200
After 1 year	2	1840.06	18861	1320	20181
After 2 years	3	1929.48	19777	1384	21162
3½ years to 6 years inclusive	4	1946.84	19955	1397	21352
7th year to 11th year inclusive	5	2043.80	20949	1466	22415
12th year to 16th year inclusive	6	2149.20	22029	1542	23571
17th year to 20th year inclusive	7	2254.60	23110	1618	24727
21st year and thereafter	8	2365.58	24247	1697	25944

27-3. Audiometric Technician (Title Code 3149), School Library Assistant (Title Code 0531), Vision Screening Technician (Title Code 3151) and Interpreter Clerk (Title Code 0470) Career Service — Grade 6 (39 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1873.18	19200	1344	20544
After 1 year	2	1968.86	20181	1413	21593
After 2 years	3	2064.54	21162	1481	22643
3½ years to 6 years inclusive	4	2083.12	21352	1495	22847
7th year to 11th year inclusive	5	2186.86	22415	1569	23984
12th year to 16th year inclusive	6	2299.64	23571	1650	25221
17th year to 20th year inclusive	7	2412.42	24727	1731	26458
21st year and thereafter	8	2531.18	25945	1816	27761

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the

amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

28A. School Clerk Assistant (Title Code 0467) Career Service—Grade 5 (39 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1388.00	14227	996	15223
After 1 year	2	1456.06	14925	1045	15969
After 2 years	3	1529.08	15673	1097	16770
3½ years to 6 years inclusive	4	1545.38	15840	1109	16949
7th year to 11th year inclusive	5	1620.46	16610	1163	17772
12th year to 16th year inclusive	6	1700.44	17430	1220	18650
17th year to 20th year inclusive	7	1785.14	18298	1281	19579
21st year and thereafter	8	1877.20	19241	1347	20588

28A-1. School Clerk Assistant (Title Code 0467) Career Service — Grade 5 (39 weeks)

Effective November 5, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1485.16	15223	1066	16288
After 1 year	2	1557.98	15969	1118	17087
After 2 years	3	1636.12	16770	1174	17944
3½ years to 6 years inclusive	4	1653.56	16949	1186	18135
7th year to 11th year inclusive	5	1733.90	17772	1244	19017
12th year to 16th year inclusive	6	1819.48	18650	1305	19955
17th year to 20th year inclusive	7	1910.10	19579	1370	20949
21st year and thereafter	8	2008.60	20588	1441	22029

28A-2. School Clerk Assistant (Title Code 0467) Career Service — Grade 5 (39 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1589.12	16288	1140	17429
After 1 year	2	1667.04	17087	1196	18283
After 2 years	3	1750.64	17944	1256	19200
3½ years to 6 years inclusive	4	1769.30	18135	1269	19405
7th year to 11th year inclusive	5	1855.28	19017	1331	20348
12th year to 16th year inclusive	6	1946.84	19955	1397	21352
17th year to 20th year inclusive	7	2043.80	20949	1466	22415
21st year and thereafter	8	2149.20	22029	1542	23571

28A-3. School Clerk Assistant (Title Code 0467) Career Service — Grade 5 (39 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1700.36	17429	1220	18649
After 1 year	2	1783.74	18283	1280	19563
After 2 years	3	1873.18	19200	1344	20544
3½ years to 6 years inclusive	4	1893.16	19405	1358	20763
7th year to 11th year inclusive	5	1985.16	20348	1424	21772
12th year to 16th year inclusive	6	2083.12	21352	1495	22847
17th year to 20th year inclusive	7	2186.86	22415	1569	23984
21st year and thereafter	8	2299.64	23571	1650	25221

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

28B. School Clerk Assistant (Title Code 0467) Career Service—Grade 5 (47 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1382.64	16937	1186	18123
After 1 year	2	1450.30	17766	1244	19010
After 2 years	3	1523.14	18658	1306	19965
3½ years to 6 years inclusive	4	1539.44	18858	1320	20178
7th year to 11th year inclusive	5	1614.16	19773	1384	21158
12th year to 16th year inclusive	6	1693.86	20750	1452	22202
17th year to 20th year inclusive	7	1778.22	21783	1525	23308
21st year and thereafter	8	1869.96	22907	1603	24511

28B-1. School Clerk Assistant (Title Code 0467) Career Service — Grade 5 (47 weeks)

Effective November 19, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1479.42	18123	1269	19391
After 1 year	2	1551.82	19010	1331	20340
After 2 years	3	1629.76	19965	1398	21362
3½ years to 6 years inclusive	4	1647.20	20178	1412	21591
7th year to 11th year inclusive	5	1727.16	21158	1481	22639
12th year to 16th year inclusive	6	1812.44	22202	1554	23757

17th year to 20th year inclusive	7	1902.70	23308	1632	24940
21st year and thereafter	8	2000.86	24511	1716	26226

28B-2. School Clerk Assistant (Title Code 0467) Career Service — Grade 5 (47 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1582.98	19392	1357	20749
After 1 year	2	1660.44	20340	1424	21764
After 2 years	3	1743.84	21362	1495	22857
3½ years to 6 years inclusive	4	1762.50	21591	1511	23102
7th year to 11th year inclusive	5	1848.06	22639	1585	24223
12th year to 16th year inclusive	6	1939.32	23757	1663	25420
17th year to 20th year inclusive	7	2035.88	24940	1746	26685
21st year and thereafter	8	2140.92	26226	1836	28062

28B-3. School Clerk Assistant (Title Code 0467) Career Service — Grade 5 (47 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1693.78	20749	1452	22201
After 1 year	2	1776.68	21764	1524	23288
After 2 years	3	1865.90	22857	1600	24457
3½ years to 6 years inclusive	4	1885.88	23102	1617	24719
7th year to 11th year inclusive	5	1977.42	24223	1696	25919
12th year to 16th year inclusive	6	2075.08	25420	1779	27199
17th year to 20th year inclusive	7	2178.40	26685	1868	28553
21st year and thereafter	8	2290.78	28062	1964	30026

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 49 weeks of pay for 47 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

28C. School Clerk Assistant (Title Code 0467) Career Service—Grade 5 (52 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1354.98	17615	1233	18848
After 1 year	2	1421.38	18478	1293	19771
After 2 years	3	1492.66	19405	1358	20763

3½ years to 6 years inclusive	4	1508.56	19611	1373	20984
7th year to 11th year inclusive	5	1581.88	20564	1440	22004
12th year to 16th year inclusive	6	1659.92	21579	1511	23089
17th year to 20th year inclusive	7	1742.66	22655	1586	24240
21st year and thereafter	8	1832.54	23823	1668	25491

28C-1. School Clerk Assistant (Title Code 0467) Career Service — Grade 5 (52 weeks)

Effective November 26, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1449.82	18848	1319	20167
After 1 year	2	1520.88	19771	1384	21155
After 2 years	3	1597.14	20763	1453	22216
3½ years to 6 years inclusive	4	1614.16	20984	1469	22453
7th year to 11th year inclusive	5	1692.62	22004	1540	23544
12th year to 16th year inclusive	6	1776.12	23090	1616	24706
17th year to 20th year inclusive	7	1864.64	24240	1697	25937
21st year and thereafter	8	1960.82	25491	1784	27275

28C-2. School Clerk Assistant (Title Code 0467) Career Service — Grade 5 (52 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1551.30	20167	1412	21579
After 1 year	2	1627.34	21155	1481	22636
After 2 years	3	1708.94	22216	1555	23771
3½ years to 6 years inclusive	4	1727.16	22453	1572	24025
7th year to 11th year inclusive	5	1811.10	23544	1648	25192
12th year to 16th year inclusive	6	1900.44	24706	1729	26435
17th year to 20th year inclusive	7	1995.16	25937	1816	27753
21st year and thereafter	8	2098.08	27275	1909	29184

28C-3. School Clerk Assistant (Title Code 0467) Career Service — Grade 5 (52 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1659.90	21579	1511	23089
After 1 year	2	1741.26	22636	1585	24221
After 2 years	3	1828.56	23771	1664	25435
3½ years to 6 years inclusive	4	1848.06	24025	1682	25707
7th year to 11th year inclusive	5	1937.88	25192	1763	26956
12th year to 16th year inclusive	6	2033.48	26435	1850	28286
17th year to 20th year inclusive	7	2134.82	27753	1943	29695
21st year and thereafter	8	2244.94	29184	2043	31227

* The annual salary has been rounded to the nearest dollar. Vacation time is granted in accordance with the provisions of Board Rule 4-7. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

29. Interpreter Assistant (Title Code 3429) Career Service — Grade 4 (39 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1322.56	13556	949	14505
After 1 year	2	1387.98	14227	996	15223
After 2 years	3	1456.06	14925	1045	15969
3½ years to 6 years inclusive	4	1470.26	15070	1055	16125
7th year to 11th year inclusive	5	1545.38	15840	1109	16949
12th year to 16th year inclusive	6	1620.46	16610	1163	17772
17th year to 20th year inclusive	7	1700.44	17430	1220	18650
21st year and thereafter	8	1785.14	18298	1281	19579

29-1. Interpreter Assistant (Title Code 3429) Career Service — Grade 4 (39 weeks)

Effective November 5, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1415.14	14505	1015	15521
After 1 year	2	1485.14	15223	1066	16288
After 2 years	3	1557.98	15969	1118	17087
3½ years to 6 years inclusive	4	1573.18	16125	1129	17254
7th year to 11th year inclusive	5	1653.56	16949	1186	18135
12th year to 16th year inclusive	6	1733.90	17772	1244	19017
17th year to 20th year inclusive	7	1819.48	18650	1305	19955
21st year and thereafter	8	1910.10	19579	1370	20949

29-2. Interpreter Assistant (Title Code 3429) Career Service — Grade 4 (39 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1514.20	15521	1086	16607
After 1 year	2	1589.10	16288	1140	17428
After 2 years	3	1667.04	17087	1196	18283
3½ years to 6 years inclusive	4	1683.30	17254	1208	18462
7th year to 11th year inclusive	5	1769.30	18135	1269	19405
12th year to 16th year inclusive	6	1855.28	19017	1331	20348

17th year to 20th year inclusive	7	1946.84	19955	1397	21352
21st year and thereafter	8	2043.80	20949	1466	22415

29-3. Interpreter Assistant (Title Code 3429) Career Service — Grade 4 (39 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1620.20	16607	1162	17770
After 1 year	2	1700.34	17428	1220	18648
After 2 years	3	1783.74	18283	1280	19563
3½ years to 6 years inclusive	4	1801.14	18462	1292	19754
7th year to 11th year inclusive	5	1893.16	19405	1358	20763
12th year to 16th year inclusive	6	1985.16	20348	1424	21772
17th year to 20th year inclusive	7	2083.12	21352	1495	22847
21st year and thereafter	8	2186.86	22415	1569	23984

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

30. School Community Representative (Title Code 0701), Instructor Assistant (Title Code 3917) and Teacher Assistant - Montessori Program (Title Code 2520) Career Service — Grade 3 (39 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1259.60	12911	904	13815
After 1 year	2	1322.56	13556	949	14505
After 2 years	3	1387.98	14227	996	15223
3½ years to 6 years inclusive	4	1400.04	14350	1005	15355
7th year to 11th year inclusive	5	1470.26	15070	1055	16125
12th year to 16th year inclusive	6	1545.38	15840	1109	16949
17th year to 20th year inclusive	7	1620.46	16610	1163	17772
21st year and thereafter	8	1700.44	17430	1220	18650

30-1. School Community Representative (Title Code 0701), Instructor Assistant (Title Code 3917) and Teacher Assistant - Montessori Program (Title Code 2520) Career Service — Grade 3 (39 weeks)

Effective November 5, 1990

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1347.78	13815	967	14782
After 1 year	2	1415.14	14505	1015	15521
After 2 years	3	1485.14	15223	1066	16288
3½ years to 6 years inclusive	4	1498.04	15355	1075	16430
7th year to 11th year inclusive	5	1573.18	16125	1129	17254
12th year to 16th year inclusive	6	1653.56	16949	1186	18135
17th year to 20th year inclusive	7	1733.90	17772	1244	19017
21st year and thereafter.....	8	1819.48	18650	1305	19955

30-2. School Community Representative (Title Code 0701), Instructor Assistant (Title Code 3917) and Teacher Assistant - Montessori Program (Title Code 2520) Career Service — Grade 3 (39 weeks)**Effective September 2, 1991**

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1442.12	14782	1035	15816
After 1 year	2	1514.20	15521	1086	16607
After 2 years	3	1589.10	16288	1140	17428
3½ years to 6 years inclusive	4	1602.90	16430	1150	17580
7th year to 11th year inclusive	5	1683.30	17254	1208	18462
12th year to 16th year inclusive	6	1769.30	18135	1269	19405
17th year to 20th year inclusive	7	1855.28	19017	1331	20348
21st year and thereafter.....	8	1946.84	19955	1397	21352

30-3. School Community Representative (Title Code 0701), Instructor Assistant (Title Code 3917) and Teacher Assistant - Montessori Program (Title Code 2520) Career Service — Grade 3 (39 weeks)**Effective September 7, 1992**

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1543.06	15816	1107	16924
After 1 year	2	1620.20	16607	1162	17770
After 2 years	3	1700.34	17428	1220	18648
3½ years to 6 years inclusive	4	1715.10	17580	1231	18810
7th year to 11th year inclusive	5	1801.14	18462	1292	19754
12th year to 16th year inclusive	6	1893.16	19405	1358	20763
17th year to 20th year inclusive	7	1985.16	20348	1424	21772
21st year and thereafter.....	8	2083.12	21352	1495	22847

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the

amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

**31A. Teacher Assistant (Title Code 0463) Career Service—
Grade 1B (39 weeks)**

Effective September 3, 1990

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1179.64	12091	846	12938
After 1 year	2	1240.16	12712	890	13601
After 2 years	3	1300.54	13331	933	14264
3½ years to 6 years inclusive	4	1313.54	13464	942	14406
7th year to 11th year inclusive	5	1378.88	14134	989	15123
12th year to 16th year inclusive	6	1444.34	14804	1036	15841
17th year to 20th year inclusive	7	1517.04	15550	1088	16638
21st year and thereafter	8	1594.52	16344	1144	17488

**31A-1. Teacher Assistant (Title Code 0463) Career Service —
Grade 1B (39 weeks)**

Effective November 5, 1990

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1262.22	12938	906	13843
After 1 year	2	1326.98	13602	952	14554
After 2 years	3	1391.58	14264	998	15262
3½ years to 6 years inclusive	4	1405.48	14406	1008	15415
7th year to 11th year inclusive	5	1475.40	15123	1059	16181
12th year to 16th year inclusive	6	1545.44	15841	1109	16950
17th year to 20th year inclusive	7	1623.24	16638	1165	17803
21st year and thereafter	8	1706.14	17488	1224	18712

**31A-2. Teacher Assistant (Title Code 0463) Career Service —
Grade 1B (39 weeks)**

Effective September 2, 1991

Years of Service	Step	Monthly	An- nual*	Pen- sion Pickup*	Total Comp*
1st year	1	1350.58	13843	969	14812
After 1 year	2	1419.86	14554	1019	15572
After 2 years	3	1489.00	15262	1068	16331
3½ years to 6 years inclusive	4	1503.86	15415	1079	16494
7th year to 11th year inclusive	5	1578.66	16181	1133	17314
12th year to 16th year inclusive	6	1653.62	16950	1186	18136
17th year to 20th year inclusive	7	1736.86	17803	1246	19049
21st year and thereafter	8	1825.58	18712	1310	20022

31A-3. Teacher Assistant (Title Code 0463) Career Service — Grade 1B (39 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1445.12	14812	1037	15849
After 1 year	2	1519.26	15572	1090	16662
After 2 years	3	1593.24	16331	1143	17474
3½ years to 6 years inclusive	4	1609.14	16494	1155	17648
7th year to 11th year inclusive	5	1689.18	17314	1212	18526
12th year to 16th year inclusive	6	1769.38	18136	1270	19406
17th year to 20th year inclusive	7	1858.44	19049	1333	20382
21st year and thereafter	8	1953.38	20022	1402	21424

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

31B. Teacher Assistant (Title Code 0463) Career Service—Grade 1B (47 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1174.20	14384	1007	15391
After 1 year	2	1234.40	15121	1058	16180
After 2 years	3	1294.58	15859	1110	16969
3½ years to 6 years inclusive	4	1307.60	16018	1121	17139
7th year to 11th year inclusive	5	1372.70	16816	1177	17993
12th year to 16th year inclusive	6	1437.90	17614	1233	18847
17th year to 20th year inclusive	7	1510.30	18501	1295	19796
21st year and thereafter	8	1587.42	19446	1361	20807

31B-1. Teacher Assistant (Title Code 0463) Career Service — Grade 1B (47 weeks)

Effective November 19, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1256.40	15391	1077	16468
After 1 year	2	1320.80	16180	1133	17312
After 2 years	3	1385.20	16969	1188	18157
3½ years to 6 years inclusive	4	1399.14	17139	1200	18339
7th year to 11th year inclusive	5	1468.78	17993	1259	19252
12th year to 16th year inclusive	6	1538.56	18847	1319	20167

17th year to 20th year inclusive	7	1616.02	19796	1386	21182
21st year and thereafter.....	8	1698.54	20807	1456	22264

31B-2. Teacher Assistant (Title Code 0463) Career Service — Grade 1B (47 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year.....	1	1344.34	16468	1153	17621
After 1 year.....	2	1413.26	17312	1212	18524
After 2 years.....	3	1482.16	18156	1271	19427
3½ years to 6 years inclusive	4	1497.08	18339	1284	19623
7th year to 11th year inclusive	5	1571.60	19252	1348	20600
12th year to 16th year inclusive	6	1646.26	20167	1412	21578
17th year to 20th year inclusive	7	1729.14	21182	1483	22665
21st year and thereafter.....	8	1817.44	22264	1558	23822

31B-3. Teacher Assistant (Title Code 0463) Career Service — Grade 1B (47 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year.....	1	1438.44	17621	1233	18854
After 1 year.....	2	1512.18	18524	1297	19821
After 2 years.....	3	1585.92	19428	1360	20787
3½ years to 6 years inclusive	4	1601.88	19623	1374	20997
7th year to 11th year inclusive	5	1681.62	20600	1442	22042
12th year to 16th year inclusive	6	1761.50	21578	1510	23089
17th year to 20th year inclusive	7	1850.18	22665	1587	24251
21st year and thereafter.....	8	1944.66	23822	1668	25490

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 49 weeks of pay for 47 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

31C. Teacher Assistant (Title Code 0463) Career Service—Grade 1B (52 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year.....	1	1150.46	14956	1047	16003
After 1 year.....	2	1209.48	15723	1101	16824
After 2 years.....	3	1268.58	16492	1154	17646
3½ years to 6 years inclusive	4	1281.24	16656	1166	17822

7th year to 11th year inclusive	5	1345.06	17486	1224	18710
12th year to 16th year inclusive	6	1408.94	18316	1282	19598
17th year to 20th year inclusive	7	1479.90	19239	1347	20585
21st year and thereafter	8	1555.50	20222	1416	21637

31C-1. Teacher Assistant (Title Code 0463) Career Service — Grade 1B (52 weeks)

Effective November 26, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1231.00	16003	1120	17123
After 1 year	2	1294.14	16824	1178	18001
After 2 years	3	1357.38	17646	1235	18881
3½ years to 6 years inclusive	4	1370.92	17822	1248	19069
7th year to 11th year inclusive	5	1439.22	18710	1310	20020
12th year to 16th year inclusive	6	1507.56	19598	1372	20970
17th year to 20th year inclusive	7	1583.50	20586	1441	22026
21st year and thereafter	8	1664.38	21637	1515	23152

31C-2. Teacher Assistant (Title Code 0463) Career Service — Grade 1B (52 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1317.18	17123	1199	18322
After 1 year	2	1384.74	18002	1260	19262
After 2 years	3	1452.40	18881	1322	20203
3½ years to 6 years inclusive	4	1466.88	19069	1335	20404
7th year to 11th year inclusive	5	1539.96	20019	1401	21421
12th year to 16th year inclusive	6	1613.08	20970	1468	22438
17th year to 20th year inclusive	7	1694.34	22026	1542	23568
21st year and thereafter	8	1780.88	23151	1621	24772

31C-3. Teacher Assistant (Title Code 0463) Career Service — Grade 1B (52 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1409.38	18322	1283	19604
After 1 year	2	1481.68	19262	1348	20610
After 2 years	3	1554.06	20203	1414	21617
3½ years to 6 years inclusive	4	1569.56	20404	1428	21833
7th year to 11th year inclusive	5	1647.76	21421	1499	22920
12th year to 16th year inclusive	6	1726.00	22438	1571	24009
17th year to 20th year inclusive	7	1812.94	23568	1650	25218
21st year and thereafter	8	1905.54	24772	1734	26506

* The annual salary has been rounded to the nearest dollar. Vacation time is granted in accordance with the provisions of Board Rule 4-7. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

32. School Assistant (Title Code 0462), School Assistant (Bilingual Spanish) (Title Code 0474), School Assistant (Bilingual) (Title Code 0475) and School Social Service Assistant (Title Code 3501) Career Service — Grade 1A (39 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1173.90	12032	842	12875
After 1 year	2	1234.38	12652	886	13538
After 2 years	3	1294.80	13272	929	14201
3½ years to 6 years inclusive	4	1308.02	13407	939	14346
7th year to 11th year inclusive	5	1373.34	14077	985	15062
12th year to 16th year inclusive	6	1438.82	14748	1032	15780
17th year to 20th year inclusive	7	1511.52	15493	1085	16578
21st year and thereafter	8	1589.02	16287	1140	17428

32-1. School Assistant (Title Code 0462), School Assistant (Bilingual Spanish) (Title Code 0474), School Assistant (Bilingual) (Title Code 0475) and School Social Service Assistant (Title Code 3501) Career Service — Grade 1A (39 weeks)

Effective November 5, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1256.08	12875	901	13776
After 1 year	2	1320.78	13538	948	14486
After 2 years	3	1385.44	14201	994	15195
3½ years to 6 years inclusive	4	1399.58	14346	1004	15350
7th year to 11th year inclusive	5	1469.48	15062	1054	16117
12th year to 16th year inclusive	6	1539.54	15780	1105	16885
17th year to 20th year inclusive	7	1617.32	16578	1160	17738
21st year and thereafter	8	1700.26	17428	1220	18648

32-2. School Assistant (Title Code 0462), School Assistant (Bilingual Spanish) (Title Code 0474), School Assistant (Bilingual) (Title Code 0475) and School Social Service Assistant (Title Code 3501) Career Service — Grade 1A (39 weeks)

Effective September 2, 1991

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1344.00	13776	964	14740

After 1 year	2	1413.24	14486	1014	15500
After 2 years	3	1482.42	15195	1064	16258
3½ years to 6 years inclusive	4	1497.56	15350	1074	16424
7th year to 11th year inclusive	5	1572.34	16116	1128	17245
12th year to 16th year inclusive	6	1647.30	16885	1182	18067
17th year to 20th year inclusive	7	1730.54	17738	1242	18980
21st year and thereafter	8	1819.28	18648	1305	19953

32-3. School Assistant (Title Code 0462), School Assistant (Bilingual Spanish) (Title Code 0474), School Assistant (Bilingual) (Title Code 0475) and School Social Service Assistant (Title Code 3501) Career Service — Grade 1A (39 weeks)

Effective September 7, 1992

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1438.08	14740	1032	15772
After 1 year	2	1512.16	15500	1085	16585
After 2 years	3	1586.18	16258	1138	17396
3½ years to 6 years inclusive	4	1602.38	16424	1150	17574
7th year to 11th year inclusive	5	1682.40	17245	1207	18452
12th year to 16th year inclusive	6	1762.62	18067	1265	19332
17th year to 20th year inclusive	7	1851.68	18980	1329	20308
21st year and thereafter	8	1946.64	19953	1397	21350

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

33. Speech Pathology Assistant (Title Code 3406) Career Service — Grade 10 (39 weeks)

Effective September 3, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	1969.26	20185	1413	21598
After 1 year	2	2066.16	21178	1482	22661
After 2 years	3	2172.74	22271	1559	23830
3½ years to 6 years inclusive	4	2281.78	23388	1637	25025
7th year to 11th year inclusive	5	2398.04	24580	1721	26301
12th year to 16th year inclusive	6	2516.72	25796	1806	27602
17th year to 20th year inclusive	7	2642.72	27088	1896	28984
21st year and thereafter	8	2773.50	28428	1990	30418

33-1. Speech Pathology Assistant (Title Code 3406) Career Service — Grade 10 (39 weeks)

Effective November 5, 1990

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	2107.10	21598	1512	23110
After 1 year	2	2210.80	22661	1586	24247
After 2 years	3	2324.84	23830	1668	25498
3½ years to 6 years inclusive	4	2441.50	25025	1752	26777
7th year to 11th year inclusive	5	2565.90	26300	1841	28142
12th year to 16th year inclusive	6	2692.90	27602	1932	29534
17th year to 20th year inclusive	7	2827.72	28984	2029	31013
21st year and thereafter	8	2967.64	30418	2129	32548

33-2. Speech Pathology Assistant (Title Code 3406) Career Service — Grade 10 (39 weeks)**Effective September 2, 1991**

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	2254.60	23110	1618	24727
After 1 year	2	2365.56	24247	1697	25944
After 2 years	3	2487.58	25498	1785	27283
3½ years to 6 years inclusive	4	2612.40	26777	1874	28651
7th year to 11th year inclusive	5	2745.52	28142	1970	30111
12th year to 16th year inclusive	6	2881.40	29534	2067	31602
17th year to 20th year inclusive	7	3025.66	31013	2171	33184
21st year and thereafter	8	3175.38	32548	2278	34826

33-3. Speech Pathology Assistant (Title Code 3406) Career Service — Grade 10 (39 weeks)**Effective September 7, 1992**

Years of Service	Step	Monthly	Annual*	Pension Pickup*	Total Comp*
1st year	1	2412.42	24727	1731	26458
After 1 year	2	2531.14	25944	1816	27760
After 2 years	3	2661.72	27283	1910	29192
3½ years to 6 years inclusive	4	2795.26	28651	2006	30657
7th year to 11th year inclusive	5	2937.70	30111	2108	32219
12th year to 16th year inclusive	6	3083.10	31602	2212	33814
17th year to 20th year inclusive	7	3237.46	33184	2323	35507
21st year and thereafter	8	3397.66	34826	2438	37264

* The annual salary has been rounded to the nearest dollar and includes the payment of 10 days vacation so that it is based upon 41 weeks of pay for 39 weeks of employment. The column entitled "Pension Pickup" (Article 36-3.1) which has been rounded to the nearest dollar, is the amount of pension paid by the Board of Education calculated at seven percent of salary. The column entitled "Total Comp" reflects compensation paid (annual salary plus pension pickup) and is rounded to the nearest dollar.

**Monthly Rates for 39-week Career Service Employees Paid on the 39-week Basis Compared with
Approximate Monthly Rates for 39-week Career Service Employees Paid on the Extended Pay Plan**

Effective September 3, 1990

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Step	GRADE 10		GRADE 9		GRADE 8		GRADE 7		GRADE 6	
	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly
1	1969.26	1637.52	1856.54	1543.78	1685.28	1401.38	1607.18	1336.42	1529.08	1271.48
2	2066.16	1718.08	1952.28	1623.40	1768.46	1470.54	1685.28	1401.38	1607.18	1336.42
3	2172.74	1806.72	2048.02	1703.00	1856.54	1543.78	1768.46	1470.54	1685.28	1401.38
4	2281.78	1897.38	2066.18	1718.10	1877.20	1560.96	1785.14	1484.40	1700.44	1413.98
5	2398.04	1994.06	2172.74	1806.72	1969.26	1637.52	1877.20	1560.96	1785.14	1484.40
6	2516.72	2092.74	2281.78	1897.38	2066.18	1718.10	1969.26	1637.52	1877.20	1560.96
7	2642.72	2197.52	2398.04	1994.06	2172.74	1806.72	2066.16	1718.08	1969.26	1637.52
8	2773.50	2306.26	2516.72	2092.74	2281.78	1897.38	2172.74	1806.72	2066.18	1718.10
Step	GRADE 5		GRADE 4		GRADE 3		GRADE 1B		GRADE 1A	
	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly
1	1388.00	1154.18	1322.56	1099.76	1259.60	1047.40	1179.64	980.92	1173.90	976.14
2	1456.06	1210.76	1387.98	1154.16	1322.56	1099.76	1240.16	1031.24	1234.38	1026.44
3	1529.08	1271.48	1456.06	1210.76	1387.98	1154.16	1300.54	1081.44	1294.80	1076.68
4	1545.38	1285.04	1470.26	1222.58	1400.04	1164.18	1313.54	1092.26	1208.02	1087.66
5	1620.46	1347.48	1545.38	1285.04	1470.26	1222.58	1378.88	1146.58	1373.34	1141.98
6	1700.44	1413.98	1620.46	1347.48	1545.38	1285.04	1444.34	1201.02	1438.82	1196.44
7	1785.14	1484.40	1700.44	1413.98	1620.46	1347.48	1517.04	1261.48	1511.52	1256.88
8	1877.20	1560.96	1785.14	1484.40	1700.44	1413.98	1594.52	1325.90	1589.02	1321.32

To determine the biweekly rate (paycheck rate) divide the monthly rate by 2. Extended pay plan rates indicated above are calculated at 83.1536 percent so that the extended pay plan salary will remain the same throughout the year assuming that the employee does not change steps during the year and is paid for all 205 days.

**Monthly Rates for 39-week Career Service Employees Paid on the 39-week Basis Compared with
Approximate Monthly Rates for 39-week Career Service Employees Paid on the Extended Pay Plan**

Effective November 5, 1990

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Step	GRADE 10		GRADE 9		GRADE 8		GRADE 7		GRADE 6	
	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly
1	2107.10	1637.50	1986.50	1543.78	1803.26	1401.38	1719.68	1336.42	1636.12	1271.48
2	2210.80	1718.10	2088.94	1623.38	1892.26	1470.54	1803.26	1401.38	1719.68	1336.42
3	2324.84	1806.72	2191.38	1703.00	1986.50	1543.78	1892.26	1470.54	1803.26	1401.38
4	2441.50	1897.38	2210.82	1718.10	2008.60	1560.96	1910.10	1484.40	1819.48	1413.98
5	2565.90	1994.06	2324.84	1806.72	2107.10	1637.50	2008.60	1560.96	1910.10	1484.40
6	2692.90	2092.74	2441.50	1897.38	2210.82	1718.10	2107.10	1637.50	2008.60	1560.96
7	2827.72	2197.52	2565.90	1994.06	2324.84	1806.72	2210.80	1718.10	2107.10	1637.50
8	2967.64	2306.26	2692.90	2092.74	2441.50	1897.38	2324.84	1806.72	2210.82	1718.10

Step	GRADE 5		GRADE 4		GRADE 3		GRADE 1B		GRADE 1A	
	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay Monthly	Monthly	Ext. Pay
1	1485.16	1154.16	1415.14	1099.76	1347.78	1047.40	1262.22	980.92	1256.08	976.14
2	1557.98	1210.76	1485.14	1154.16	1415.14	1099.76	1326.98	1031.24	1320.78	1026.42
3	1636.12	1271.48	1557.98	1210.76	1485.14	1154.16	1391.58	1081.44	1385.44	1076.68
4	1653.56	1285.04	1573.18	1222.58	1498.04	1164.18	1405.48	1092.24	1399.58	1087.66
5	1733.90	1347.48	1653.56	1285.04	1573.18	1222.58	1475.40	1146.58	1469.48	1141.98
6	1819.48	1413.98	1733.90	1347.48	1653.56	1285.04	1545.44	1201.02	1539.54	1196.44
7	1910.10	1484.40	1819.48	1413.98	1733.90	1347.48	1623.24	1261.48	1617.32	1256.88
8	2008.60	1560.96	1910.10	1484.40	1819.48	1413.98	1706.14	1325.90	1700.26	1321.34

To determine the biweekly rate (paycheck rate) divide the monthly rate by 2. Extended pay plan rates indicated above are calculated at 77.7135 percent so that the extended pay plan salary will remain the same throughout the year assuming that the employee does not change steps during the year and is paid for all 205 days.

34. Monthly Travel Reimbursement*

	Amount
Senior truant officers, truant officers assigned to high schools, special schools, and social adjustment schools	\$98.50
Elementary school truant officers	81.00
Kindergarten teachers serving two schools	25.00
All other teachers whose assignment requires daily travel from one school or branch to another ..	25.00
School Community Representative	25.00
All cooperative education teachers (coordinators)	59.00
Speech pathology assistants	62.00
Audiometric technicians and vision screening technicians	62.00
School social workers, speech pathology teachers and school psychologists	62.00
Field adjustment teachers - social adjustment ..	81.00
School social service assistants	35.00
Teacher nurses - assigned to:	
2 schools	25.00
3 schools	43.00
4 or more schools	51.00

*All travel reimbursement requirements must be met.

35. Choice of Dental Maintenance Plan (DMO) for employees and dependents or a fee for service plan for employees only.

Actual benefit/reimbursement schedule to follow.

36. Vocational Teacher Service Providers. (Part-time Employees)

Effective September 1, 1990	Rate per Hour
Teacher	\$13.91
Effective September 1, 1991	Rate per Hour
Teacher	\$14.88
Effective September 1, 1992	Rate per Hour
Teacher	\$15.92

37. Case Manager. (Special Education)

**Effective September 1, 1990,
and thereafter**

\$500.00 per semester

38. State Legislation Impact Assistance Grant Program (SLIAG)

Effective September 1, 1990

Part-time employees.

Rate per Hour

Teacher

\$13.91

Career Service Employee . . .

Regular hourly rate

Effective September 1, 1991

Part-time employees.

Rate per Hour

Teacher

\$14.88

Career Service Employee . . .

Regular hourly rate

Effective September 1, 1992

Part-time employees.

Rate per Hour

Teacher

\$15.92

Career Service Employee . . .

Regular hourly rate

APPENDIX B

NON-MEMBER FAIR SHARE PAYMENTS — CHICAGO TEACHERS UNION IMPLEMENTATION PROGRAM AND APPEAL PROCEDURE

1. Fair Share Fee Determination.

The Executive Committee of the Chicago Teachers Union is authorized and directed to determine the amount of the fair share fee which non-member employees are required to pay to the UNION pursuant to the Agreement between the Board of Education of the City of Chicago and the Chicago Teachers Union.

2. Filing Objections to Fair Share Payments.

Any non-member employee making such payments may object to any expenditure of his or her fair share payment for purposes not related to services rendered by the UNION as provided by law. Any such objection may be made by the objector individually by sending a letter addressed to the Chicago Teachers Union President, 201 North Wells Street, Ninth Floor, Chicago, Illinois 60606, stating the objection(s), the desire to invoke the Chicago Teachers Union Internal Appeal Procedure, and the objector's address, and bearing the objector's signature. The letter must be postmarked or delivered at any time **after** notice by the UNION of the amount of the fee, as required by the collective bargaining agreement, **but before** the sixty-first day following the first deduction of the fee from the objecting non-member's earnings. This internal appeal procedure is an alternative to other actions available to an objector under law.

3. Escrow Arrangements.

Upon the UNION's receipt of a letter invoking this procedure, the UNION shall deposit in an escrow account, separate from all other UNION funds, the amount of fee payments received on behalf of the objector that is fairly placed at issue by the objection(s) stated in the letter but not less than 33% of the fair share fee. The UNION shall furnish the objector with verification of the terms of the escrow arrangement.

The escrow fund will be established and maintained by a reputable independent bank or trust company and the agreement therefore shall provide that the escrow ac-

counts be interest bearing at the highest available rate; that the escrowed funds remain intact until the final disposition as provided for herein; and that the escrow fund will terminate and the fund therein be distributed only by the terms of an ultimate award, determination, or judgment including any appeals, or by the terms of a mutually agreeable settlement between the UNION and an objector or group of objectors.

4. Appeal Procedure.

Within thirty (30) days of the expiration of the period for filing objections, the Chicago Teachers Union Executive Committee shall meet to review the objections and determine whether any reduction in the amount of the fair share shall be made. Any objector(s) shall be notified in advance of the date, time and place of the meeting, and may appear and make a presentation pertinent to his (her) objection(s). Each objector shall be notified of the decision of the Executive Committee in a letter mailed within ten (10) days after the above meeting. Any objection not appealed to arbitration as provided herein will be deemed an acceptance of the Executive Committee determination, and the escrow shall terminate as to that objector(s).

5. Arbitration Proceedings.

Any objector(s) who is dissatisfied with the Executive Committee's determination may appeal the determination to arbitration by notifying the Chicago Teachers Union President by letter delivered or postmarked within thirty (30) days after the date that the Executive Committee's determination is mailed to the objector(s). If more than one objector has appealed, the UNION shall send each objector who has appealed to arbitration a list of all such objectors and the objections appealed shall be consolidated for the arbitration proceedings. Those objectors and the UNION shall each select a spokesperson, and so notify the other, for selecting the arbitrator, coordinating discovery, and organizing the presentation at the hearing.

The spokespersons shall request that the American Arbitration Association (hereafter "AAA") proffer a panel composed of persons who are certified by the AAA as labor arbitrators and who are licensed to practice law.

The spokespersons shall select the arbitrator from the panel pursuant to AAA Rules.

The arbitrator shall set the hearing for the earliest date that the arbitrator, the objector(s) and the UNION are available. Prior to the hearing, the parties shall provide each other with access to all relevant records requested of each other; any disputes concerning such discovery shall be submitted to the arbitrator for determination.

The fee and any expenses of the arbitrator, and the costs of discovery agreed to or ordered by the arbitrator, shall be borne by the UNION. Any party may record or transcribe the hearing at its own costs.

6. Arbitrator Award.

The arbitrator shall issue a written award, based on the evidence and relevant provisions of the collective bargaining agreement and the law, determining whether the fair share fee was appropriately calculated and, if not, what the appropriate calculation should have been. The award shall be final and binding, subject to judicial review in accord with applicable principles of law. The applicable escrow funds and the interest accrued thereon, shall be disbursed pursuant to the award unless an action for judicial review is filed and served within thirty-five (35) days of the date of the award.

APPENDIX C

PROCEDURES FOR WAIVERS FOR THE DURATION OF THIS AGREEMENT

1. The school principal shall meet with the faculty during the school day to discuss any proposal which may require a waiver from any provision of this Agreement.
2. In order to secure a waiver from any provision of this Agreement, a secret ballot vote shall be conducted among all CTU members assigned to the school.
3. The procedures for conducting such a vote shall be mutually agreed upon between the principal and the school delegate.
4. An extraordinary majority of 70% of the CTU members voting shall be required to approve a waiver. A waiver that is rejected may not be submitted more than once in any school year.
5. If the waiver is approved, the principal and school delegate shall sign the waiver indicating that the voting procedures were followed and reporting the results of the vote.
6. The waiver shall be submitted to the local school council for its approval or rejection.
7. Copies of this approved waiver shall be forwarded immediately to the Department of Employee Relations and the Chicago Teachers Union.
8. The CTU executive committee shall review all waiver applications approved as provided in steps 1-7 and shall have final authority to approve or reject any waiver of the Agreement.
9. The approved waiver automatically terminates at the conclusion of the school year.
10. Failure to implement the procedure, or failure to implement the approved waiver, or improper implementation of the approved waiver shall be subject to the grievance procedure pursuant to Article 3 of this Agreement.

The Board of Education shall develop and distribute procedures for waivers of BOARD policies and procedures.

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