

CONTRACT

BELLEVILLE AREA SPECIAL SERVICES COOPERATIVE
GOVERNING BOARD

AND

BELLEVILLE AREA SPECIAL SERVICES COOPERATIVE
EMPLOYEES' UNION,
IFT/AFT, LOCAL #6143

2017-2020

This contract brought to you as a service of BASSCEU, IFT/AFT, Local 6143.

TABLE OF CONTENTS

Article I - Parties to the Agreement	1
Article II - Recognition, Jurisdiction, and Scope	1
Article III - Management Rights.....	1
Article IV - No Strike Provision.....	1
Article V - Tenure and Seniority	2
Section 1. Certificated Employee Seniority.....	2
Section 2. Non-Certificated Employee Seniority	2
Section 3. Staff Assignments.....	4
Section 4. Vacancy Notification.....	5
Section 5. Labor Management Committee	5
Article VI - Leaves of Absence	5
Section 1. Sick Leave	5
Section 2. Personal Leave.....	5
Section 3. Extended Illness Leave	5
Section 4. Leaves of Absence.....	6
Section 5. Funeral Leave	6
Article VII - Fringe Benefits.....	6
Section 1. Group Insurance.....	6
Section 2. Vacations	7
Section 3. Holidays.....	7
Section 4. Inclement Weather Days.....	8
Section 5. Temporary Part-time Employees.....	9
Section 6. Permanent Part-time Employees.....	9
Section 7. Retirement Incentive.....	9
Section 8. Section 125 IRS Plan Including Flexible Spending Accounts	12
Article VIII - Salary.....	12
Section 1. Salary Schedule	12
Section 2. Mileage Allowance	13
Section 3. Prior Experience Credit	13
Section 4. Salary Schedule Advancement	14
Section 5. Schedule Ceiling Adjustment	14
Section 6. Calendar Year Adjustment	14
Section 7. 185 Day Contracts	16
Section 8. Length of Day	16
Section 9. Overtime	16
Section 10. Length of Work Year.....	16

Section 11. Substitute Calling.....	17
Section 12. Calendar.....	17
Section 13. Professional Development.....	17
Article IX - Grievance Procedure.....	18
Article X - Working Conditions.....	20
Section 1. Safety in the Work Place.....	20
Section 2. Safety Training.....	20
Section 3. Technology/Curriculum.....	21
Section 4. IEP Preparation Time.....	21
Article XI - Fair Share.....	21
Article XII - Effect of the Agreement.....	23
2017-2020 Salary Schedules.....	24-28
Certified 2017-2018 - 185 days.....	24
Certified 2018-2019 - 185 days.....	25
Certified 2019-2020 - 185 days.....	26
Non-Certified 2017-2018 & 2018-2019.....	27
Non-Certified 2019-2020.....	28

1 **ARTICLE I - PARTIES TO THE AGREEMENT**

2
3 This agreement is made and entered into this 15th day of August, 2017, by and between the
4 Belleville Area Special Services Cooperative Governing Board, St. Clair County, Illinois
5 hereinafter referred to as the "Board" and the Belleville Area Special Services Cooperative
6 Employees' Union, IFT/AFT, Local 6143, hereinafter referred to as the "Union."
7

8 **ARTICLE II - RECOGNITION, JURISDICTION AND SCOPE**

9
10 **Section 1.** For the purpose of collective bargaining with respect to wages, hours and terms and
11 conditions of employment, the Board recognizes the Union as the sole and exclusive
12 representative for all full and part time staff employed as teachers, social workers, psychologists,
13 speech therapists, secretaries, bookkeepers and school nurses by BASSC hereinafter referred to
14 as the "Staff" during the term of the agreement. Managerial, confidential and supervisory, short-
15 term, and student employees, as well as physical and occupational therapists, their assistants, and
16 bilingual aides shall be excluded from the unit.
17

18 From time to time, the Board may create new positions which may be excludable from the
19 Bargaining Unit under the terms of the Illinois Education Labor Relations Act as managerial,
20 supervisory, confidential or short term employees. On those occasions, the Director or his/her
21 designee shall be required to first send a copy of the job posting for said position(s) to the Illinois
22 Federation of Teachers Field Service Director of record.
23

24 **ARTICLE III - MANAGEMENT RIGHTS**

25
26 It is expressly understood and agreed that all functions, rights, powers or authority of the
27 administration of the Belleville Area Special Services Cooperative (BASSC) and the Board of
28 Directors which are not specifically limited by the express language of this Agreement are
29 retained by the Board provided, however, that no such right shall be exercised so as to violate
30 any of the specific provisions of this Agreement.
31

32 **ARTICLE IV - NO STRIKE PROVISION**

33
34 During the term of this agreement, no employee covered by this Agreement, nor the Union, nor
35 any person acting on behalf of the Union shall ever or at any time engage in, authorize, or
36 instigate any picketing, any recognition of any picket line at the BASSC facilities, any strike,
37 slowdown or other refusal to render full and complete services to the Board, or any activity
38 whatsoever which would disrupt in any manner in whole or in part the operation of the BASSC
39 services.
40

41 In the event of any violation or violations of any provision of this Article by the Union, its
42 members, or representatives, or by any employee:
43

- 44 1. Any violating employee shall be subject to discipline or discharge as determined
45 appropriate in the sole and unilateral discretion of the Board.
46
- 47 2. The Union shall, upon notice from the Board, immediately direct such employees both
48 orally and in writing to resume normal operations immediately and take every other
49 reasonable effort to end any violations.
50

51 **ARTICLE V – TENURE, SENIORITY AND VACANCY NOTIFICATION**

52

53 **Section 1. Certificated Employee Seniority:** Certificated employee seniority status shall be
54 determined in accordance with Section 24-12 of the Illinois School Code and current BASSC
55 policy which is:

- 56
- 57 a) BASSC seniority is defined as the length of continuous service as a Staff member in
58 BASSC. Continuous service shall be based on the date of Board action to hire; any ties
59 shall be broken based on the order in which the Staff member appeared on the
60 employment list of the BASSC Governing Board.
61
- 62 b) Adjustments to the seniority list are made on unpaid periods of absence on working days
63 except for military service. All adjustments will be made on a 185 day school calendar.
64
- 65 c) It is the responsibility of the certified staff member to supply supportive documentation,
66 including complete transcripts, concerning teaching area qualifications. Furthermore, it
67 is the staff member’s responsibility to provide the director with any evidence of change
68 of future educational qualifications.
69
- 70 d) In the event, it is necessary to reduce the number of positions covered by this agreement
71 and such is not accomplished by normal attrition, the provisions of the School Code of
72 Illinois, Sections 24-11 and 24-12 shall apply.
73

74 **Section 2. Non-Certificated Employee Seniority:** Non-Certificated Employee Seniority shall
75 be determined as follows:

- 76
- 77 a) The seniority of all full-time and part-time employees covered by this Agreement shall
78 date from the employee’s first day of continuous employment measured from the first
79 day the employee actually reported to work in accordance to School Code. For the
80 purpose of this article, employees regularly working 37.5 hours per week yet less than the
81 full calendar year, shall be considered Full Time and earn seniority pro rata with the
82 amount of time each does actually work. The term “last hiring date” shall mean the date
83 on which the employee was hired and since which date such employee has not quit,
84 retired, or been discharged. Time shall be deducted from an employee’s seniority due to
85 absences occasioned by any unpaid leave of absence.
86

- 87 b) A seniority list of the employees covered by this Agreement will be made available to the
88 Union representative and the seniority list shall be periodically revised not less frequently
89 than once each twelve (12) months. (February 1 of each year).
90
- 91 c) There shall be two categories of positions, Class I is the Head Bookkeeper; Class II is all
92 other BASSC secretaries and bookkeepers. Class I employee if dismissed will retain
93 seniority in Class II. Class I employee may bump Class II employees, however, Class II
94 employees may not bump Class I employee. Said categories shall be for the purpose of
95 reduction in force only, and do not pertain to salary placement.
96
- 97 d) In the event, it is necessary to reduce the number of positions covered by this agreement
98 and such is not accomplished by normal attrition, the provisions of the School Code of
99 Illinois, Sections 10-23.5 shall apply.
100
- 101 e) The Belleville Area Special Services Cooperative, and the Belleville Area Special
102 Services Cooperative Employees' Union, Local 6143, being parties to a collective
103 bargaining relationship, and sharing an interest and desire to modify and alter, by
104 agreement, the current practice of calculating secretary/bookkeeper pay, do agree as
105 detailed below.
106

107 The daily rate of pay shall be based on 250 days divided into the existing twelve month
108 plus IMRF salary schedule. The hourly rate shall be based on the daily rate divided by
109 7.5 hours.
110

111 The basis of the 250 day divisor is as follows: Using a 10 year average – the
112 secretary/bookkeeping staff work a maximum of 237 days per year (with the exception of
113 leap years which is 238 days). Of the 237/238 days – an average of 194 days are 7.5 hour
114 work days and an average of 43 days are 7 hour work days (June 15 – August 15). Please
115 see attached schedule for detailed documentation of rationale.
116

117 The application of this procedure will immediately, upon dated signature by both parties,
118 apply comprehensively to all secretaries/bookkeepers new to BASSC in any manner that
119 the previously applied “229 calculation” would have otherwise been used. This
120 procedure will also immediately apply to existing secretaries/bookkeepers for
121 calculations pertaining to overtime pay and the calculation of seniority. For the term of
122 the current collective bargaining agreement, existing staff members in this category of
123 employment will be subjected to the utilization of two hundred-twenty-nine (229) as the
124 divisor for the purposes of calculating a daily rate to be used for leaves of absence,
125 extended illness leaves, and resignations.
126
127
128

Fiscal Year	Regular Days Worked	Hours Per Day	Summer Days Worked	Hours Per Day	Snow Days	Full Days worked Equivalent	Holidays(15) & Institute(1)	Total Days
97-98	193	7.5	44	7	0	234	16	250
98-99	189	7.5	44	7	4	234	16	250
99-00	195	7.5	43	7	0	235	16	251
00-01	191	7.5	42	7	3	233	16	249
01-02	193	7.5	42	7	1	233	16	249
02-03	192	7.5	44	7	1	234	16	250
03-04	191	7.5	45	7	2	235	16	251
04-05	194	7.5	43	7	0	234	16	250
05-06	194	7.5	43	7	0	234	16	250
06-07	195	7.5	42	7	0	234	16	250
Total	1938		432					
Avg 10 yrs	194		43			234	16	250

The calculation is as follows:

Average summer days worked (43) times summer hours per day (7) divided by regular hours per day (7.5) equals an average (40) full days worked equivalent for summer.

Average regular days worked at 7.5 hours (194) plus full days worked equivalent for summer (40) plus holiday/institute day (16) = 250

$194 + 40 + 16 = 250$ average number of days worked per year

Section 3. Staff Assignments

The Belleville Area Special Services Cooperative, and the Belleville Area Special Services Cooperative Employees' Union, Local 6143, being parties to a collective bargaining relationship, and sharing an interest and desire to resolve, by agreement, any and all existing differences related to staff assignment, do agree as detailed below.

In the work environment of the Belleville Area Services Cooperative, staff members are encouraged to pursue areas of mastery and interest. The satisfaction and rewards of job placement for all staff members is considered important to the foundation of the cooperative.

It is the practice of the Belleville Area Special Services Cooperative to recruit and employ the very best candidates for positions within the cooperative. Employees are hired into a position (psychologist, social worker, teacher) not into an assignment (a particular district or a typed/level of service). Based on the needs of the cooperative as a whole, the Director may make shifts in assignments that are considered in the best interest of the students and districts of the cooperative. When possible, the Director will give consideration not only to the needs of the cooperative but also the professional vision of the employees involved. Prior to major (programmatic) reassignments, all affected employees will be contacted and given opportunity for input. In all cases, the Director retains the authority to make all assignments based on his/her judgment.

178 **Section 4. Vacancy Notification**

179
180 BASSC shall send to each employee an electronic notice of all vacancies as openings occur.
181 Such notice shall be accompanied by a job description and a statement of minimum
182 qualifications.

183
184 **Section 5. Labor Management Committee**

185
186 Labor management committee will meet on a monthly basis as necessary with an agenda agreed
187 upon by both parties.

188
189 **ARTICLE VI - LEAVES OF ABSENCE**

190
191 **Section 1. Sick Leave:** Each staff member shall be annually entitled to fourteen (14) days of
192 sick leave each year without loss of pay. Part-time employees covered by the contract shall be
193 provided sick leave on a prorated basis consistent with their percentage of employment.
194 Commencing with the 2017-2018 contract year, members with 18-25 years of service shall be
195 entitled to 16 sick days per year. Members with 26+ years of service shall be entitled to 20 days
196 of sick leave per year. Sick leave not used in the year of service for which it is granted shall
197 accumulate. Sick leave shall be usable and recordable in one hour increments.

198
199 **Section 2. Personal Leave:** When necessary, full time staff shall be granted personal leave.
200 Personal needs shall be interpreted to mean urgent personal business, which, in general, may be
201 defined as such business over which a person has no control, or the person's presence is of
202 special significance. Guidelines for utilization are:

- 203
204 a) The staff member has no control over setting the date.
205
206 b) Absence would not be covered under sick leave.
207
208 c) A maximum of 3.5 full days or 7 one-half days may be granted for each year of the
209 contract. In addition, personal leave shall be usable and recordable in one hour
210 increments. Days do not accumulate as personal leave. No specific reason shall be
211 required to be given when one requests a personal day. Any unused personal leave shall
212 accumulate as employee's sick leave.
213
214 d) Leave cannot be used the day before or the day after a holiday except with the Director's
215 approval.
216
217 e) The staff member shall notify his/her supervisor at least twenty-four (24) hours in
218 advance unless emergency conditions dictate otherwise.
219

220 **Section 3. Extended Illness Leave:** Upon utilization of all accumulated sick leave, a staff
221 member may be granted, upon request, an extended leave of absence of up to a maximum of one
222 year without pay for personal illness subject to medical certification. The staff member shall
223 notify the Director in writing of their intention to return to work at least thirty (30) days prior to

224 the end of their granted leave of absence. Failure to comply with this regulation shall be
225 considered as a resignation.

226
227 **Section 4. Leaves of Absence:** Tenured certificated staff and non-certified staff members may
228 apply for a leave of absence without pay for reasons other than those contained in Article VII,
229 Section 3 of this agreement. Applications shall be addressed to the Board. A staff member on
230 any type of leave of absence shall notify the Board in writing prior to March 1 whether or not he
231 or she intends to return to BASSC the following school term. Failure to comply with this
232 regulation shall be considered as a resignation.

233
234 All benefits available to a staff member under this agreement shall be suspended during a leave
235 of absence without pay or dock day. The staff member may continue participation in the BASSC
236 insurance program for employees, provided the staff member agrees to pay all premium costs
237 during the leave period by submitting payment for their coverage to the business office by a date
238 designated by the Director.

239
240 **Section 5. Funeral Leave:** In the event of the death of a member of an employee's immediate
241 family, as identified by the School Code, such employee shall be entitled to a maximum of (3)
242 days of absence, per death, without loss of pay and without loss of personal or sick leave.

243
244 Employee's shall be entitled to one (1) funeral leave day per death of any non-immediate family
245 member without loss of pay and without loss of personal or sick leave, with a maximum of two
246 (2) funeral leave days per school year to attend the funeral of non-immediate family members.

247 248 249 **ARTICLE VII - FRINGE BENEFITS**

250
251 **Section 1. Group Insurance:** The parties agree to the following monthly insurance benefits for
252 the duration of this contract:

253 254 **2017-2018**

255 **Single:** 100% per month.

256 **Family:** Board pays up to maximum of \$610 (91%) per month above single rate.

257 **Employee/Spouse:** Board pays up to maximum of \$533 (91%) per month above single rate.

258 **Employee/Child:** Board pays up to maximum of \$495 (91%) per month above single rate.

259 260 **2018-2019 and 2019-2020**

261 **Single:** 100% per month.

262 **Family:** Board pays up to maximum of \$610 per month above single rate, and any premium in
263 excess of \$610 per month is paid 50% employee and 50% employer.

264 **Employee/Spouse:** Board pays up to maximum of \$533 per month above single rate and any
265 premium in excess of \$533 per month is paid 50% employee and 50% employer.

266 **Employee/Child:** Board pays up to maximum of \$495 per month above single rate and any
267 premium in excess of \$495 per month is paid 50% employee and 50% employer.

268
269 The Board shall provide a life insurance policy (\$10,000) for each full time staff member.

270
271 The Board and the Union will establish an insurance committee containing at least two (2) Union
272 members. The committee will research insurance plans annually (at minimum) to ensure
273 competitive rates for the following year.

274
275 **Section 2. Vacations:** Vacation time shall be granted to non-certificated employees on the
276 anniversary of employment as follows:

- 277
- 278 a) One year employment equals one week paid vacation.
 - 279
 - 280 b) Starting in year two through year six of employment equals two weeks paid vacation.
 - 281
 - 282 c) Seventh to fourteenth years equals three weeks paid vacation.
 - 283
 - 284 d) Fifteenth or more years of employment equals four weeks paid vacation.
 - 285
 - 286 e) If a holiday occurs during vacation time said day shall not count as a vacation day. If an
287 employee retires, resigns, is laid off, dismissed, or becomes unable to work, that
288 employee shall be paid on the next pay period that portion for vacation earned at the time
289 of leaving active employment only upon completion of one year's employment. In case
290 of death, said payment shall be made to the estate.

291
292 Earned vacation must be used within one calendar year of the date on which it is earned. All
293 vacation shall be requested at least thirty days in advance unless otherwise mutually agreed
294 between the employee and his/her supervisor. Any vacation time taken shall require written
295 approval of the employee's supervisor. Employees will be permitted to schedule vacation which
296 at the time of the scheduling is unearned but will be earned during the fiscal year with the
297 understanding that said vacation may not be taken unless it is actually earned.

298
299 Vacation requests will be honored in the order in which they are received by his/her supervisor.
300 If two or more employees simultaneously (on the same day) request the same vacation and
301 granting both or all employees the vacation will render impossible the operation of the
302 Cooperative, the employee(s) with the least seniority will be denied.

303
304 All vacation not used during the eligible one calendar year period will be lost unless the
305 employee requested the use of vacation time and was denied said request by the Cooperative. In
306 the case of a Cooperative denial of a request to use or re-schedule vacation time and when said
307 vacation cannot be used or re-scheduled by joint agreement of the employee and the
308 Cooperative, said employee shall be paid for said unused vacation on the date of his/her
309 employment anniversary with the Cooperative.

310
311 **Section 3. Holidays:** For non-certificated staff, the following days shall be considered paid
312 holidays:

313

314	Fourth of July	Martin Luther King Day
315	Labor Day	Lincoln's Day

316	Columbus Day	Casmir Pulaski Day
317	Wednesday before	*Thursday before Easter or
318	Thanksgiving	Tuesday following Easter
319	Thanksgiving Day	Friday before Easter
320	Monday following Easter	Friday following Thanksgiving
321	Christmas Day	Memorial Day
322	New Year's Day.	

323

324 and other holidays or snow days declared by the BASSC Board.

325

326 *Easter holiday shall be observed the Friday before Easter and the Monday following Easter and
 327 one additional day will be observed to be determined by the Cooperative which will either be the
 328 Thursday before Easter or the Tuesday after Easter.

329

330 Annually, the BASSC Board shall establish either Lincoln's Birthday or President's Day as
 331 holidays.

332

333 If any contractual holiday occurs on a Saturday, the day shall be awarded on the Friday prior. If
 334 any such holiday occurs on a Sunday, the day shall be awarded on the following Monday.

335

336 The Wednesday before Thanksgiving shall be observed as a consistent holiday in lieu of
 337 Veteran's Day for all non-certified staff.

338

339 Additionally, the non-certificated employees shall be off without pay on the days on which
 340 Pathways students are not in attendance during winter break (Christmas Break).

341 In order to be eligible for such holiday pay, an employee must be in pay status on the last day
 342 scheduled to work before such holiday and the first day scheduled to work following such
 343 holiday unless excused. No employee on layoff or unpaid leave of absence at the time a
 344 designated holiday occurs shall be entitled to the holiday pay.

345

346 The St. Clair County Institute Day(s) shall be days off with pay for non-certificated Cooperative
 347 employees under this contract.

348

349 **Section 4. Inclement Weather Days:** Should a snow day be necessary for Pathways and
 350 Central Campus and occur on a day which has been previously requested and approved as leave
 351 (sick, vacation, personal, funeral), the day shall be counted only as an emergency snow day.

352

353 When Pathways is closed for snow days, 12 month employees can be required to report to work
 354 for a maximum of one snow day per school year. If the employee is unable to report to work, the
 355 employee will have the option of using a personal day or vacation day to avoid loss of pay.
 356 Employees that are able to report to work, upon request, will be permitted to work their normal
 357 work hours under a modified schedule. If Pathways is closed for reasons other than a snow day,
 358 the Director and Union representatives will meet to discuss the 12 month employees' work
 359 schedules.

360

361 **Section 5. Temporary Part-time Employees:** Part-time, non-certificated employees covered
362 by the contract shall receive no paid vacations or holidays.

363
364 **Section 6. Permanent Part-time Employees:** Permanent part-time non-certificated employees
365 are employees who either:

366
367 A. work less than 37.5 hours per week for twelve months per year or

368
369 B. regularly work 37.5 hours per week for at least 9 months, yet less than twelve months
370 of the year. Said employees shall receive pro-rated sick leave, personal leave, funeral
371 leave, and holidays. In addition, said employees shall be able to receive the same
372 insurance benefits provided to full time employees, however, the Cooperative's
373 contribution toward said purchase of insurance shall be pro-rated according to the
374 percentage of time worked against 1350 hours as the full time standard. (The impact of
375 the 1350 hours numerical value is to grant full insurance benefit to all Type B Permanent
376 Part-time Employees and pro-rata up to and including full benefits for Type A Permanent
377 Part-time Employees depending on the number of hours worked per year.)

378
379 C. For part-time certified employees hired after the effective date of the 2011-2012
380 contract, only part-time employees regularly employed to work a .50 or more Full Time
381 Equivalent ("FTE") schedule will be entitled to pro-rated benefits (i.e. sick leave,
382 personal leave, funeral leave and insurance benefits). Part-time employees hired prior to
383 the effective date of the 2011-2012 contract will be grandfathered and will continue to
384 receive pro-rated benefits for sick leave, personal leave and funeral leave, (but not
385 insurance), even if employed to work less than a .50 FTE work schedule.

386
387 **Section 7. Retirement Incentive:** Belleville Area Special Service Cooperative shall have the
388 following provisions regarding retirement for employees:

389
390 A. The entirety of this Section (A) shall apply exclusively to the positions of Class I and
391 Class II employees, defined as Head Bookkeeper, and secretaries and bookkeepers,
392 respectively. The intention of this section is to define severance terms for all Belleville
393 Area Special Services Cooperative Local 6143 non-certificated employees who
394 contribute to the Illinois Municipal Retirement Fund, and only those employees.

395
396 The employee must submit an irrevocable letter of resignation for retirement on or before June 1
397 prior to the years of the retirement incentive. As many as the last two years of an employee's
398 career may be included in the pre-retirement letter.

399
400 Upon the written notification of impending bona fide retirement, a retirement incentive shall be
401 paid in equal installments to the individual employee over the course of the last two years
402 worked, based upon the number of full years of employment in BASSC. This amount of
403 retirement benefit will be calculated according to the following schedule:

	Full years of service	Non-certified
407		
408	10	2000
409	11	2200
410	12	2400
411	13	2600
412	14	2800
413	15	3000
414	16	3200
415	17	3400
416	18	3600
417	19	3800
418	20	4000
419		

420 Any employee not following this time schedule waives any claim to any part of this retirement
421 incentive.

422
423 The employee will continue to be paid his/her salary according to the negotiated contract. In
424 June, at the end of each year an employee is in the retirement plan, the District will compare the
425 employee's IMRF creditable earnings to his/her previous year's creditable earnings. The District
426 will pay the employee such amount of the retirement benefit to increase his/her creditable
427 earnings up to a maximum amount of 6% over his/her previous year's IMRF creditable earnings.
428 If the total amount of the retirement benefit cannot be paid to the employee as IMRF creditable
429 earnings due to the 6% limitation, the employee will be paid the balance of any retirement
430 benefit on the 65th day after the employee's last day of work.

431
432 This benefit shall be payable to the employee's estate in the case of the employee's death while
433 in the employ of BASSC.

434
435 B. The entirety of this Section (B) shall apply exclusively to those employees who are
436 currently employed in positions with the Belleville Area Special Services Cooperative
437 which are required contributors to the Teachers Retirement System (TRS). This Section
438 shall only apply to those employees who are currently contributing members of TRS. No
439 employee who is not currently a contributing member of TRS, and no employee who is
440 currently employed in any position other than a TRS contributing position shall be
441 entitled to the retirement incentive provided for herein.

442 C. For certified BASSC employees covered under TRS who qualify under this retirement
443 plan, the board shall for the last years of service immediately preceding retirement, pay the
444 employee a retirement benefit as follows:

- 445
- 446 1. The certified employee must be eligible and apply for retirement under the Illinois Teacher
447 Retirement System; and
- 448
- 449 2. The employee must submit a TRS information sheet verifying his/her years of service and
450 eligibility for this incentive; and
- 451

- 452 3. The employee must submit an irrevocable letter of resignation for retirement on or before
453 September 1 of the year up to, and including, the school year of retirement. (As many as
454 the last four (4) years of an employee's career may be included in the pre-retirement
455 period.).
456
- 457 a. Submitting an irrevocable letter of resignation for retirement by September 1 prior
458 to the last 4 years of service, the employee will be removed from the salary schedule
459 and receive a 6% salary increase in each of the last 4 years.
460
- 461 b. Submitting an irrevocable letter of resignation for retirement by September 1, prior
462 to the last 3 years of service, the employee will be removed from the salary schedule
463 and receive a 6% salary increase each of the last 3 years, and a post retirement
464 incentive payment of \$2,000 to be paid after the employee's last workday and/or
465 receipt of his/her last paycheck, whichever comes last.
466
- 467 c. Submitting an irrevocable letter of resignation for retirement by September 1, prior
468 to the last 2 years of service, the employee will be removed from the salary schedule
469 and receive a 6% salary increase each of the last 2 years, and a post retirement
470 incentive payment of \$4,000 to be paid after the employee's last workday and/or
471 receipt of his/her last paycheck, whichever comes last.
472
- 473 d. Submitting an irrevocable letter of resignation for retirement by September 1, in the
474 last year of service, the employee will be removed from the salary schedule and
475 receive a 6% salary increase in his/her last year of employment, and a post
476 retirement incentive payment of \$6,000 to be paid after the employee's last
477 workday and/or receipt of his/her last paycheck, whichever comes last.
478
- 479 4. The parties agree that an employee's TRS creditable earnings shall not increase more than
480 6% per year in any year the employee receives retirement benefits under this provision
481 even if the employee voluntarily agrees to perform additional duties that would increase
482 his/her TRS creditable earnings above 6%. The District agrees that it will not involuntarily
483 assign additional TRS paid duties to an employee that is receiving these retirement benefits
484 if the additional duties would cause the employee's TRS creditable earnings to increase by
485 more than 6%.
486
- 487 5. TRS creditable earnings including but not limited to extended school year will not be
488 calculated in any 6% salary increase if the employee does not continue performing that
489 work in any year the employee receives retirement benefits under this provision. For
490 example, if an employee's salary (\$50,000) included \$1,500 earned for extended school
491 year work and the employee did not perform that extended school year work in his/her next
492 year of employment, the employee's retirement benefit under this provision will be \$2,910
493 ($\$50,000 - \$1,500 = \$48,500 \times 6\% \text{ salary increase} = \$2,910$) for a total TRS creditable
494 earnings in that next year of employment of \$51,410 ($\$48,500 + \$2,910 = \$51,410$).
495

496 6. Other Provisions:

- 497
- 498 a. In the event an employee who elects this retirement incentive and subsequently
- 499 becomes ineligible to retire on the date designated in his/her irrevocable notice
- 500 because (s)he does not have sufficient years of TRS creditable service (e.g.,
- 501 employee expected to retire with 35 years of TRS service by using 2 years of sick
- 502 leave but had to use a number of sick leave days, pursuant to The School Code, and
- 503 is no longer able to purchase 2 years of service credit), the Board may allow the
- 504 employee to rescind his/her retirement or the Board may move the effective
- 505 retirement date to the first date on which the employee obtains thirty-five (35) years
- 506 of creditable service (including accumulated sick leave). The employee will not be
- 507 required to pay back any retirement benefits received, but shall be removed from
- 508 the retirement program and placed on the salary schedule as if the employee had
- 509 never participated in the program. Moreover, the employee shall not be eligible to
- 510 re-enter the retirement program.
- 511
- 512 b. The parties agree that if the legislature lowers the 6% allowable rate to a lower rate
- 513 and this contract is not grandfathered and exempt from that change, the parties will
- 514 renegotiate this provision for both TRS and IMRF staff members. Amounts above
- 515 the lowered rate up to 6% if not grandfathered in shall be paid post retirement.
- 516

517 **Section 8. Section 125 IRS Plan Including Flexible Spending Accounts:**

518

519 The BASSC Administration shall select a provider at no cost to BASSC for the purpose of

520 providing employees the opportunity to access a Section 125 IRS Plan.

521

522

523 **ARTICLE VIII - SALARY**

524

525 **Section 1. Salary Schedule:** Refer to the attached Salary schedules.

526

527 The parties agree to a three year contract with salary increases as follows:

528

529 **2017-2018:** One (1) step for those eligible for one step, plus 0.5%. For employees not eligible

530 for one step, the employee will receive a 2.5% increase above their previous year's salary on the

531 salary schedule.

532

533 **2018-2019:** One (1) step for those eligible for one step, plus .5%. For employees not eligible

534 for one step, the employee will receive a 2.5% increase above their previous year's salary on the

535 salary schedule.

536

537 **2019-2020:** One (1) step for those eligible for one step, plus 2%. For employees not eligible

538 for one step, the employee will receive a 2.5% increase above their previous year's salary on the

539 salary schedule.

540

541 BASSC shall provide a system for automatic deposit of one's salary directly into his/her personal
542 bank account at the employee's request.

543
544 BASSC shall pay the certified employee's required T.R.S pension contribution up to a maximum
545 of 11.4% starting in the 2011-2012 school year and up to a maximum of 12.4% starting in the
546 2012-2013 school year. This payment by BASSC on behalf of the employee is over and above
547 the employee's salary. The Supervisor of Speech and Language Therapist - 3.86% of BA Step 1.
548

549 The head bookkeeper shall be compensated at the rate of 10% the salary he/she would normally
550 be paid as a function of the salary schedule.

551
552 The permanent part-time non-certificated employee shall be considered a salaried employee paid
553 on the schedule at the pro-rated amount equal to his/her percentage of work time as compared to
554 the standard day.
555

556 **Section 2. Mileage Allowance:** Staff members who are required to use their personal vehicles
557 in the course of their employment or otherwise use their vehicles in authorized service to BASSC
558 shall be reimbursed at the IRS accepted rate. Applicable miles shall include:

559
560 A. Actual miles to first work site and actual miles from last work site, each minus the
561 actual miles to the BASSC Office from his/her home; (a calculation resulting in a
562 negative number may not reduce the employees Mileage Allowance under this section.)
563

564 B. Actual miles driven between the first work site of each day and the last work site of
565 each day which are required miles in the course of carrying out one's duties; and
566

567 C. Actual miles driven in relation to approved travel in conjunction with BASSC
568 business.
569

570 **Section 3. Prior Experience Credit:**

571
572 Staff members employed by BASSC shall be allowed full credit for prior public school
573 experience.
574

575 Staff members employed by BASSC shall be allowed full credit (earn a year for each year
576 experience) for –
577

- 578 a. any prior public school experience that was at least half time for the entire academic
579 year and earned credit for the teacher retirement system in the jurisdiction of the
580 experience (includes internship if it is creditable experience);
581 b. any post-masters degree private-school experience relating to the employee's work
582 with students with disabilities that was for at least half time for the entire academic
583 year; or
584 c. any post-masters agency or hospital work dealing with children and family issues that
585 was for at least half time for at least 9 months of any fiscal Year (July1, to June 30),
586 with a maximum credit of one year experience for a fiscal year.

587

588 **Section 4. Salary Schedule Advancement:** Subject to the approval of the Director, all college
589 credit from an accredited institution in a field appropriate to the staff member's discipline will be
590 recognized for salary schedule advancement in full upon presentation of the official transcript to
591 the Director on or before September 1. Additional credits earned during the year will be counted
592 for salary advancement at the beginning of the following school year.

593
594 **Section 5. Schedule Ceiling Adjustment:** Each year that an individual is off the salary
595 schedule, he/she shall receive 2.5% above the top salary in that column. The Cooperative shall
596 pay the employee's IMRF or TRS contribution on this added 2.5% longevity amount.

597
598 **Section 6. Calendar Year Adjustment:**

- 599
600 1. Employees shall no longer continue the practice of report day where "report days" has been
601 defined as working from one's home to write reports. This concession was granted in
602 exchange for the following assurances--
603
604 2. a. A minimum of one (1) full day of report-writing time shall be scheduled for each
605 psychologist per week
606
607 b. Report-writing time may not be removed or interrupted except in cases of emergencies,
608 and then must be adequately rescheduled: and
609
610 c. The employer shall provide individually assigned, quiet work space for report writing, and
611 said space shall be equipped with up-to-date, operational computers.
612
613 3. The employer currently has the ability to schedule employees for limited flex schedules by
614 assigning either a 30 or 60 minute lunch period and adjusting by the same 30 minute period,
615 the start of the day or the end of the day off of the normal 8 AM start or 4 PM ending times.
616 In an effort to reduce the number of early or late starting meetings, and the number of earned
617 comp days as a result, the parties agree to explore jointly the possibilities of expanding the
618 range of flex schedules earlier and/or later. If created, a new labor management committee
619 can be used as the forum to discuss ways of using flexible schedules of employees to reduce
620 the number of early starting or late finishing meetings for each employee.

621
622 In creating such a new plan, the parties agree --

- 623
624 a. the employer retains existing control over existing flex scheduling of the lunch and
625 start/end times, and
626
627 b. each employee can refuse an expanded flex schedule and require that flexing be limited as
628 to what currently exists.
629
630 4. Employees shall earn a comp day on the following schedule -- 20 early start or late ending
631 meetings for the first comp day and each additional comp day for 15 early start or late ending

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meetings.

Early starting or late ending meetings to be counted toward the award of comp days includes MDC, IEP, parent conferences or other appropriate meetings assigned by BASSC administration.

“Early starting” or “late ending” meetings, defined herein as those meetings which either begin prior to the start of the regular work day or extend after the end of the regular work day.

5. Meetings which occur entirely outside of the regular work day, including those which are immediately adjacent in time to the work day, hereinafter “extra meetings” shall not be considered applicable meetings under Article VIII – Salary, Section 6, Calendar Year Adjustment.
 - a. A BASSC employee requested to be in attendance at an extra meeting must first get the permission of the employee’s immediate BASSC supervisor prior to attending the meeting.
 - b. If the BASSC supervisor withholds permission, it shall be the responsibility of the supervisor to immediately communicate such denial of permission IN WRITING AND VIA TELEPHONE to both the BASSC employee seeking permission and the individual who requested the presence of the BASSC employee at the extra meeting.
 - c. On those occasions when permission is granted by the BASSC supervisor for the BASSC employee to attend an extra meeting, such permission will be in written form.
 - d. On those occasions when permission is granted by the BASSC supervisor for the BASSC employee to attend an extra meeting, the BASSC supervisor and the BASSC employee shall agree on a scheduled time for the BASSC employee to take one-for-one comp time (i.e. – thirty-five minutes of comp time in exchange for thirty-five minutes of work time) in the form of a calendar year adjustment.
 - e. It is the sole and exclusive responsibility of the BASSC supervisor to communicate the terms of the calendar year adjustment to those individuals and/or agencies who will realize lost services as a result of the calendar year adjustment.
 - f. It is recognized that on those occasions when the BASSC supervisor withholds permission for the BASSC employee to attend the extra meeting, the individual or agency from whom or from which the request originated may have a negative reaction to the denial. It is further recognized that on those occasions when permission is granted and the calendar year adjustment is made, the individual and/or agency realizing lost services may have a negative reaction. Knowing in advance that such negative reactions are possible, the employer, BASSC, agrees that BASSC will take any and all necessary steps to protect the BASSC employee from the impact of the negative reaction, and BASSC further agrees that dealing with any and all negative reaction to the denial of permission for the BASSC employee to attend the extra meeting, and/or negative reaction to calendar year adjustments shall be the sole and exclusive responsibility of the BASSC supervisor and administration.
6. Employees may choose to utilize the original “staffing credit” provisions for meetings and times that would otherwise fall under minute for minute compensation time criteria by

678 logging such meetings on the yellow Calendar Year Adjustment form and submitting that
679 form to their supervisor. Meetings that are submitted in this manner will be granted time
680 based on the original (staffing credit) procedure regardless of whether or not the meeting
681 occurred entirely outside of the employee's normal work day.
682

683 7. The procedure outlined above allows for each employee to indicate his/her preference in
684 being granted credit for the applicable time by submitting either a yellow Calendar Year
685 Adjustment form or a blue Request for Short Term Leave form. The type of form submitted
686 will guide the supervisor as to which provision applies to the request being submitted.
687

688 **Section 7. 185 Day Contracts:** Certificated employees working a 185 day school year calendar
689 shall have their salary determined according to the following formula: Salary schedule placement
690 is divided by 200 (days) and then multiplied by 185.
691

692 **Section 8. Length of Day:** The work day shall be 7 hours long plus a lunch period of up to one
693 hour in length for certificated staff.
694

695 The work day shall be 8.5 hours long with an unpaid lunch period of one hour in length for non-
696 certificated staff. Each non-certificated employee shall be entitled to either two 15 minute paid
697 breaks per day or one 30 minute paid break per day at the direction of the employee's immediate
698 supervisor. The regular work week for non-certificated employees shall consist of five (5)
699 consecutive work days, Monday through Friday. Work hours for non-certificated employees
700 shall be reduced by one-half hour per day for the periods June 15th to August 15th.
701

702 **Section 9. Overtime:** Non-certificated employees working beyond 7.5 hours per day shall be
703 compensated at the rate of 1 and 1/2 times the normal rate in either salary or comp time as
704 determined by the Director. Earned comp time may be taken at a mutually determined time
705 between the Director and the employee. Employees not able to schedule and take comp time off
706 by the end of the fiscal year in which it was earned shall be compensated at the employee's
707 regular rate of pay per hour. Said compensation shall be included in the June 30 paycheck.
708

709 Non-certificated employees required to work on weekends shall be paid double time and if
710 required to work on a holiday, shall be paid double time in addition to regular holiday pay.
711

712 **Section 10. Length of Work Year:** For certificated staff, the "Standard Length of the Work
713 Year" (number of Days) is set by the Board at initial hiring and remains until adjusted by mutual
714 agreement between the employee and the Board. Those days may be scheduled flexibly for each
715 employee by agreement between the employee and the Director. Absent an agreement to the
716 contrary, the normal work year will be mid-August to mid-June.
717

718 Days worked beyond the "Standard Length of the Work Year" shall be compensated at the
719 working employee's regular per diem rate for each "Extra Work Day." Any "Extra Work Day"
720 which is for the purpose of attendance at a conference, however, shall not be at the regular per
721 diem, but shall be at a mutually agreed stipend to be set in advance of the conference.
722

723 An employee who has requested and been granted a reduction in work day, week or year from
724 full-time to part-time status for any particular year or years who wishes to return to full-time (or
725 requests any increase in assignment for a subsequent year) shall make such request in writing to
726 the Director of BASSC on or before January 15 of the year before the increase is to be effective
727 or said employee shall not be entitled to the increase.
728

729 **Section 11. Substitute Calling:** If, at the request of the employer, a non-certificated employee
730 arranges for substitutes outside of his or her regular work hours, the employee shall be paid for a
731 minimum of one-half (1/2) hours work.
732

733 **Section 12. Calendar:** The BASSC Board shall annually establish the calendar for the next
734 school year and shall distribute to each member of the bargaining unit a copy of the next year's
735 school calendar within ten days of its adoption or amendment by the BASSC Board. Nothing in
736 this section shall be considered a waiver of any kind on the part of the union to bargain over
737 matters related to material changes in the school calendar from year to year.
738

739 **Section 13. Professional Development**

740
741 Each certified employee shall be granted up to six hundred dollars (\$600.00) per school year to
742 reimburse -

743 A. vouchered expenses attributed to educational/professional leave to attend meetings or events
744 which qualify for use of professional leave; or

745

746 B. vouchered expenses attributed to educational/professional purposes; or

747

748 C. coursework once a transcript showing credit earned has been presented. While not only to
749 count for professional development, all hours earned and paid for under the provision shall count
750 toward salary schedule credit.
751

752 Professional leave shall be used for school visitation to observe new techniques or programs,
753 professional conferences or programs which, in the opinion of BASSC administration, will
754 benefit BASSC's educational program.
755

756 Use of these professional leave or educational/professional funds shall require advance written
757 request and the advance written approval of BASSC administration. BASSC administration
758 shall have the authority to deny individual requests which, in the opinion of BASSC
759 administration, lack educational value or when, in the opinion of BASSC administration, the
760 staff member's absence on a particular day or days would unduly negatively affect the BASSC
761 educational mission.
762

763 Reasonable vouchered professional leave expenses shall be paid for mileage, meals, registration
764 fees, lodging, and other appropriate expenses subject to the limitations herein and in accordance
765 with BASSC policies otherwise applicable. Staff may petition BASSC administration for
766 additional monies for professional development in the excess of \$600.00.
767
768

769 **ARTICLE IX - GRIEVANCE PROCEDURE**

770

771 **Definition**

772 A grievance shall mean a written complaint by a member of the bargaining unit that there has
773 been an alleged violation, misinterpretation, or misapplication of the specific provisions of this
774 Agreement.

775

776 **Purpose**

777 Every employee covered by this Agreement shall have the right to present grievances in
778 accordance with these procedures, the purpose of which is to secure, at the lowest possible
779 administrative level, equitable solutions to valid grievances which may arise. Any employee
780 who participates in the Grievance Procedure shall not be subject to disciplinary action or reprisal
781 because of such participation.

782

783 **Representation**

784

785 The grievant has the right to representation of choice in the grievance procedure. The grievant or
786 his/her representative shall be present at all grievance discussions unless the Board, Union, and
787 the grievant mutually agree that the grievant's presence is not desirable or necessary. When the
788 presence of the grievant at a grievance hearing is required by either party, illness or incapacity of
789 the grievant shall be grounds for any necessary extension of grievance procedure time limits.

790

791 **Time Limits**

792 A grievance must be filed within ten (10) school work days of event or when grievant became
793 aware or should reasonably become aware of the event that gave rise to the grievance, whichever
794 is later. The number of days indicated at each step in the procedure shall be considered as the
795 maximum allowable to the parties and every effort shall be made to resolve the grievance as
796 rapidly as possible.

797

798 **Constraints**

799 Any investigation or other handling or processing of any grievances by the grievant or the Union
800 shall be conducted so as to result in no interference with or interruption whatsoever of the
801 instructional program and related work activities of the grievant or of BASSC's employees.

802

803 Failure of a grievant or the Union to act on any grievance within the prescribed time limits will
804 act as a bar to any further appeal and an administrator's failure to give a decision within the time
805 limits shall permit the grievant to proceed to the next step. Time limits may be extended in
806 writing by mutual agreement.

807

808 If the Union or any employee files any claim or complaint in any form other than under the
809 grievance procedure of this Agreement, then BASSC shall not be required to process the same
810 claim or set of facts through the grievance procedure.

811

812

813

814

815 **Procedure**

816
817 Step One: It is desirable for an employee and the immediate supervisor to resolve problems
818 through free and informal communications. Therefore, before a grievance is filed, the claimant
819 shall discuss the claim with his/her most immediate supervisor.
820

821 Step Two: If the complaint cannot be resolved informally, the aggrieved employee shall file the
822 grievance in writing with his/her immediate supervisor, who shall certify by signature the date
823 and hour the grievance was received. This certification shall be witnessed by the grievant. The
824 written grievance shall state the nature of the grievance, shall note the specific clause or clauses
825 of the Agreement which are applicable, and shall state the remedy requested. The filing of the
826 formal, written grievance must be within ten (10) school work days from the date of the
827 occurrence of the event giving rise to the grievance. The supervisor shall make a decision on the
828 grievance and communicate it in writing to the employee and the Director within ten (10) school
829 work days after receipt of the grievance.
830

831 Step Three: In the event a grievance has not been satisfactorily resolved at the second step, the
832 grievant shall file, within ten (10) school work days of the immediate supervisor's written
833 decision at Step Two, a copy of the grievance with the Director. Within ten (10) school work
834 days after receipt of the grievance, the Director or his designee shall meet with the grievant to
835 resolve the grievance. The Director or his designee shall file an answer within ten (10) school
836 work days of the third step grievance meeting and communicate it in writing to the grievant and
837 the immediate supervisor. The Union has the right to review and terminate the grievance
838 procedure at this point.
839

840 Step Four: If the grievance is to continue beyond Step 3, the grievance shall proceed to the
841 Board. The grievance will be considered on the same date as the next regularly scheduled
842 monthly meeting of the Board. A written decision will be rendered by the Board within ten (10)
843 school work days of the fourth step grievance hearing.
844

845 Step Five: If the grievance is not satisfactorily resolved at Step Four, the grievance shall proceed
846 to binding arbitration. The Union shall submit to the Director a written request on behalf of the
847 Union and the grievant to enter into binding arbitration. This request must be submitted within
848 twenty (20) school work days of receipt of the Step Four answer.
849

850 Arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties from
851 a roster of arbitrators provided by the American Arbitration Association. Within seven (7)
852 calendar days after the Association requests binding arbitration, the two parties will request the
853 American Arbitration Association provide a panel of seven (7) arbitrators. Each of the two
854 parties will alternately strike one name at a time from the panel until only one name shall remain.
855 The remaining name shall be the Arbitrator. Expenses for the arbitrator's services shall be borne
856 equally by the Board and the Union.
857

858 The decision of the Arbitrator shall be final and binding on the parties. The arbitrator, in his
859 opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. The
860 arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him

861 in writing by the Board and the Union and his decision must be based solely and only upon his
862 interpretation of the meaning or application of the express relevant language of the Agreement.

863

864 **ARTICLE X – WORKING CONDITIONS**

865

866 **Section 1. Safety in the Workplace**

867

868 The Union and the Board agree to a joint non-binding advisory process. This process will
869 involve Executive Committee Members, BASSC Administrative staff, and direct service staff
870 involved in the BASSC Instructional Programs. The goal of the process will be to engage in
871 long range planning, problem solving, and program review/revisions that will promote the well-
872 being and safety of staff and students.

873

874 The process will be administered in three parts:

875

876 1. There will be a committee comprised of direct service staff involved in the BASSC
877 Instructional Programs and BASSC Administrative Staff. The committee will discuss issues
878 related to the goals of the process. The committee will meet twice a month for the months of
879 January and February, 2008, with a total of four (4) meetings all together.

880 Thereafter, the committee will meet monthly for a maximum of no more than one (1) year.

881

882 2. The Administrative Staff will report the findings of the Committee to an Advisory
883 Committee. The Advisory Committee shall consist of BASSC Administrative Staff and
884 Executive Committee Members of BASSC. The Advisory Committee shall report to the
885 Executive Committee for a maximum of no more than one (1) year.

886

887 3. The Advisory Committee will report to the Executive Committee at regularly scheduled
888 Board meetings.

889

890 4. After one (1) year, the committee referenced above in 1. shall dissolve, and the issue of
891 “Safety” shall be a mandatory subject of discussion at meetings of the Labor Management
892 Committee.

893

894 It is the express intent of the parties that the committee not be a bargaining committee, within the
895 meaning of the *Alton* decision and that the committee’s work product shall not result in a
896 collectively bargained agreement unless and until the parties actually engage in bargaining in a
897 forum other than the committee through their respective representatives thereby reaching an
898 agreement that is subsequently ratified by the parties.

899

900 **Section 2. Safety Training**

901

902 The Cooperative shall provide Crisis Prevention Institute (CPI) training to all certified staff
903 within the first forty-five (45) days of employment at no loss of pay or benefits.

904

905 The Cooperative shall provide CPI refresher training annually for all employees at no cost or loss
906 of pay to the employee.

907
908 **Section 3. Technology/Curriculum**
909
910 BASSC will make every effort to keep classrooms supplied with current technology and supplies
911 that are currently being used throughout the Cooperative.
912

913 **Section 4. IEP Preparation Time**
914

915 1. Case managers (i.e., classroom teachers and itinerant teachers) assigned 1-3 students will
916 receive 2.5 hours of IEP prep time per student per school year. Case managers assigned the
917 equivalent of 4 to 7 students will receive the equivalent of 2 days of IEP prep time per school
918 year. Case managers assigned 8 to 13 students will receive the equivalent of 3 days of IEP prep
919 time per school year. Prep time must be taken on-site or at the BASSC Central Office.
920 Supervising administrators have discretion over when prep time is taken. Prep time may be
921 taken in half-day increments.
922

923 2. Direct services providers, who do not act as case managers, will receive 1.5 days of IEP
924 preparation time, which can be used in ½ hour increments. Example: With an average caseload
925 of 40-50 students per service provider, that equals approximately 3 IEPs per ½ hour)
926

927 3. Prep time shall not interfere with or cause rescheduling of meetings.
928

929 **Section 5. Staff Supplies**
930

931 If a staff member submits a request for supplies, and that request is denied, the denied request
932 shall be brought to Labor Management Committee (LMC) for discussion and resolution if
933 needed.
934

935
936 **ARTICLE XI - FAIR SHARE**
937

938 **Section 1.** All employees covered by this Agreement who are not members of the Union,
939 commencing on the effective date of this Agreement, or upon their initial employment, and
940 continuing during the term of this Agreement, and so long as they remain non-members of the
941 UNION, shall pay to the UNION each month their fair share of the costs of the services rendered
942 by the UNION that are chargeable to non-members under state and federal law.
943

944 **Section 2.** Such fair share payment by non-members shall be deducted by the BOARD from the
945 earnings of the non-member employees and remitted to the UNION, provided, however, that the
946 UNION shall certify to the BOARD a fair share amount not to exceed the dues uniformly
947 required as members in conformity with state law and Labor Board rules.
948

949 **Section 3.** The BOARD shall cooperate with the UNION to ascertain the names of all employee
950 non-members of the UNION from whose earnings the fair share payments shall be deducted,
951 their work locations and available space to post a notice concerning fair share.
952

953 **Section 4.** The UNION shall cause to be posted a notice concerning the fair share fee
954 information required or permitted by the Labor Relations Act and Board rules.

955
956 **Section 5.** Upon adoption of any UNION internal appeal procedure, the UNION shall supply the
957 BOARD with a copy. In addition, the UNION shall advise the BOARD of subsequent changes
958 therein.

959
960 **Section 6.** Upon receipt of formal notice of an objection or unfair labor practice charge to the
961 Labor Board, the UNION and the BOARD, hereby, agree to comply with Labor Board rules.
962 The BOARD shall forward the objector's fee or portion of the objector's fees being contested to
963 the Labor Board to be placed in an escrow account pending a decision or mutually agreeable
964 settlement between the UNION and the objector(s).

965
966 **Section 7.** The UNION shall indemnify and hold harmless the Board, its members, officers,
967 agents and employees from and against any and all claims, demands, actions, complaints, suits,
968 or other forms of liability that shall arise out of, or by reason of action taken by the BOARD for
969 the purposes of complying with the above provisions of this Article, or in reliance on any list,
970 notice, certification, affidavit, or assignment furnished under any such provisions.

971
972 **Section 8.** If during the term of this agreement, the Labor Board or a court of competent
973 jurisdiction rules any part of this Article void or not enforceable, the UNION and the BOARD
974 agree to convene negotiations on these matters immediately for the sole purpose of bringing this
975 Article into compliance with the standards or rulings of said Labor Board or court.

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999 **Article XII - EFFECT OF AGREEMENT**

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1001 **Complete Understanding:** The terms and conditions set forth in this Agreement represent the
1002 full and complete understanding between the parties. The terms and conditions may be modified
1003 only through the written mutual consent of the parties.
1004

1005 **Savings Clause:** Should any article, section, or clause of this Agreement be declared illegal by a
1006 court of competent jurisdiction, then that article, section or clause shall be deleted from this
1007 Agreement to the extent that it violates the law. The remaining articles, sections, and clauses
1008 shall remain in full force and effect.
1009

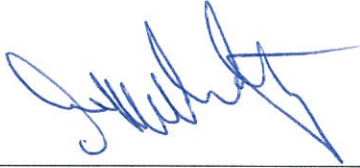
1010 **Terms of Agreement:** This Agreement shall be effective August 15, 2017, unless specified to
1011 some other date in the specific terms of this agreement, and shall continue in effect until June 30,
1012 2020.
1013

1014
1015 This Agreement is signed this 15th day of November, 2017.
1016

1017
1018
1019 **IN WITNESS WHEREOF:**

1020
1021 Christine Mitchell-Endsley

1022
1023
1024 Amanda Hargan
1025 For BASSCEU, IFT/AFF Local 6143
1026

1027


For the Board of Directors of
Belleville Area Special Services Cooperative

2017-2018 185 Day Certified Staff Salary Schedule
 TRS not Included

Level -->	BA (1)	BA+15 (2)	MS (3)	MS+15 (4)	MS+30 (5)	MS+45 (6)	PhD (7)
Step							
1	38,379	39,494	40,505	42,312	44,218	45,223	46,229
2	39,086	40,228	41,264	43,112	45,062	46,091	47,118
3	39,356	40,421	41,490	43,392	45,401	46,462	47,512
4	39,625	40,643	41,748	43,705	45,773	46,866	47,954
5	39,894	40,893	42,033	44,052	46,178	47,302	48,423
6	40,165	41,176	42,351	44,427	46,616	47,783	48,931
7	41,200	42,256	43,465	45,603	47,857	49,045	50,236
8	42,231	43,362	44,611	46,813	49,133	50,341	51,581
9	43,264	44,504	45,791	48,059	50,447	51,707	52,970
10	44,299	45,680	47,004	49,340	51,802	53,095	54,396
11	45,334	46,892	48,256	50,660	53,192	54,529	55,865
12	46,179	48,136	49,547	52,020	54,625	56,004	57,379
13	46,314	48,601	50,093	53,419	56,101	57,579	58,935
14				54,860	57,624	59,083	60,541
15				55,698	59,184	60,689	62,187
16					60,797	62,341	63,889
17					62,457	64,044	65,639
18					64,162	65,799	67,439
19					64,579	67,472	67,861
20					67,078	69,141	70,636

For employees not eligible for one step, the employee will receive a 2.5% increase above their previous year's salary.
 3.86% of BA, Step 1, will be added to the Speech supervisor's salary.

2018-2019 185 Day Certified Staff Salary Schedule
 TRS not Included

Level -->	BA (1)	BA+15 (2)	MS (3)	MS+15 (4)	MS+30 (5)	MS+45 (6)	PhD (7)
Step							
1	38,571	39,692	40,707	42,523	44,439	45,449	46,460
2	39,282	40,429	41,471	43,328	45,288	46,322	47,354
3	39,553	40,623	41,698	43,609	45,628	46,694	47,750
4	39,823	40,846	41,956	43,924	46,002	47,100	48,193
5	40,094	41,098	42,243	44,272	46,409	47,539	48,665
6	40,366	41,382	42,562	44,649	46,849	48,022	49,176
7	41,406	42,468	43,683	45,831	48,096	49,290	50,487
8	42,442	43,579	44,834	47,047	49,379	50,593	51,839
9	43,481	44,727	46,020	48,299	50,699	51,966	53,234
10	44,521	45,909	47,239	49,587	52,061	53,361	54,668
11	45,560	47,127	48,497	50,913	53,458	54,802	56,144
12	46,410	48,377	49,794	52,280	54,898	56,284	57,666
13	46,546	48,844	50,344	53,686	56,382	57,867	59,230
14				55,134	57,912	59,378	60,844
15				55,977	59,480	60,992	62,498
16					61,101	62,653	64,208
17					62,769	64,364	65,967
18					64,483	66,128	67,776
19					64,902	67,809	68,200
20					67,413	69,487	70,990

For employees not eligible for one step, the employee will receive a 2.5% increase above their previous year's salary.
 3.86% of BA, Step 1, will be added to the Speech supervisor's salary.

2019-2020 185 Day Certified Staff Salary Schedule
 TRS not Included

Level -->	BA (1)	BA+15 (2)	MS (3)	MS+15 (4)	MS+30 (5)	MS+45 (6)	PhD (7)
Step							
1	39,342	40,486	41,521	43,374	45,328	46,358	47,389
2	40,068	41,238	42,300	44,195	46,193	47,248	48,301
3	40,344	41,436	42,532	44,481	46,540	47,628	48,705
4	40,620	41,663	42,796	44,802	46,922	48,043	49,157
5	40,896	41,920	43,088	45,158	47,337	48,490	49,638
6	41,173	42,209	43,414	45,542	47,786	48,982	50,160
7	42,234	43,317	44,556	46,748	49,058	50,276	51,497
8	43,291	44,450	45,731	47,988	50,367	51,605	52,875
9	44,350	45,621	46,940	49,265	51,713	53,005	54,299
10	45,411	46,827	48,184	50,579	53,102	54,428	55,761
11	46,471	48,069	49,467	51,932	54,527	55,898	57,267
12	47,338	49,345	50,790	53,326	55,996	57,409	58,820
13	47,477	49,821	51,351	54,760	57,509	59,025	60,414
14				56,237	59,070	60,566	62,061
15				57,096	60,670	62,212	63,748
16					62,323	63,906	65,492
17					64,024	65,651	67,286
18					65,773	67,451	69,131
19					66,200	69,165	69,564
20					68,761	70,876	72,409

For employees not eligible for one step, the employee will receive a 2.5% increase above their previous year's salary.
 3.86% of BA, Step 1, will be added to the Speech supervisor's salary.

2017-2018 Non-Cert Schedule

Step	2016-2017	Plus IMRF
1	32,839	34,387
2	33,641	35,226
3	34,527	36,154
4	35,416	37,084
5	36,302	38,013
6	37,191	38,943
7	38,078	39,872
8	38,964	40,800
9	39,839	41,716
10	40,739	42,659
11	41,628	43,589
12	42,515	44,518
13	43,444	45,491
14	44,291	46,378

For employees not eligible for one step, the employee will receive a 2.5% increase above their previous year's salary
Additional 10% for Head Bookkeeper

2018-2019 Non-Cert Schedule

Step	2016-2017	Plus IMRF
1	33,004	34,559
2	33,809	35,402
3	34,700	36,335
4	35,593	37,270
5	36,484	38,203
6	37,377	39,138
7	38,268	40,071
8	39,159	41,004
9	40,038	41,925
10	40,943	42,872
11	41,836	43,807
12	42,727	44,740
13	43,662	45,719
14	44,512	46,610

For employees not eligible for one step, the employee will receive a 2.5% increase above their previous year's salary
Additional 10% for Head Bookkeeper

2019-2020 Non-Cert Schedule

Step	2016-2017	Plus IMRF
1	33,664	35,250
2	34,485	36,110
3	35,394	37,062
4	36,305	38,015
5	37,214	38,967
6	38,124	39,921
7	39,033	40,873
8	39,942	41,825
9	40,839	42,763
10	41,762	43,730
11	42,673	44,683
12	43,582	45,635
13	44,535	46,633
14	45,403	47,542

For employees not eligible for one step, the
employee will receive a 2.5% increase
above their previous year's salary
Additional 10% for Head Bookkeeper