

AGREEMENT

BETWEEN

THE BOARD OF EDUCATION
SCHOOL DISTRICT NO. 10

AND

ITASCA SUPPORT STAFF UNION

July 1, 2008 - June 30, 2011

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**ARTICLE I
PARTIES TO THE AGREEMENT/RECOGNITION**

A. Parties to the Agreement

This Agreement is made by and between the Board of Education of Itasca School District #10, DuPage Co., Illinois, hereinafter referred to as the "Board" or "District" and the Itasca Support Staff Union, Northwest Suburban Teachers Union, Local 1211, IFT-AFT/AFL-CIO, hereinafter referred to as the "Union."

B. Recognition

The Board recognizes the Union as the sole and exclusive bargaining agent for all full-time and regularly appointed part-time non-certified support staff, excluding Supervisory, Managerial, Confidential and short-term employees as defined by the Illinois Educational Labor Relations Act, including the Administrative Assistant to the Superintendent, the Administrative Assistant to the Assistant Superintendent, Business Manager, Network Manager and the Director of Technology.

C. Job Classifications

The parties agree that employees covered by this Agreement work in the following job classifications: Teacher Assistant (including Media Center); Secretary; Custodian; District Computer Technician; Building Computer Technician; Support Nurse; Financial Secretary; and Bookkeeper.

**ARTICLE II
BOARD RESPONSIBILITIES AND RIGHTS**

It is recognized that the Board has full authority and responsibility under the laws of the State of Illinois for the operation of the schools of the District. The Board and the Union recognize, understand, and agree that the provisions of this agreement cannot conflict with the provisions of the Illinois School Code or other pertinent statutes of the United States or of the State of Illinois. The Union recognizes that, in the operation of its schools, the Board is guided by the regulations and criteria for the approval, recognition, and accrediting of schools promulgated by the Illinois State Board of Education, the State Superintendent of Education, the Superintendent of the Educational Service Region, and the federal education agencies. The Union recognizes the Board's right to employ, discharge, assign, transfer, and promote all bargaining unit employees.

**ARTICLE III
EMPLOYEE RIGHTS**

A. Evaluation

Within the first month of school the evaluation document will be presented to employees and evaluating supervisor appointed.

Employees will be notified of any problems in their performance during the work year. Each employee will be given an opportunity to discuss any evaluation made by a supervisor. The employee shall have the right to attach comments to any evaluation, which shall be dated and signed by the parties. Any disciplinary action taken as a result of such evaluation must be for proper cause. Probationary employees are not protected under these provisions.

Formal evaluation procedures will take place in the spring of each year, to be completed no later than May 1st. The evaluation document will be reviewed and signed by both the employee and supervisor, acknowledging the meeting and review of the evaluation.

B. Evaluation Committee

A committee will be formed to update the Support Staff evaluation procedures and instruments no later than March 1, 2009. The committee will consist of three appointees from the Superintendent and three Union Members, appointed by the Union President.

C. Assignments

By the end of the school year, each employee will be notified of their tentative building work assignment for the next school year.

D. Job Descriptions

A committee of three Union members appointed by the Union President and three District Representatives appointed by the Superintendent will convene no later than March 1, 2009 to update employee job descriptions, to the extent necessary.

E. Vacancies

Notice of vacancies for all unit positions will be posted in the buildings prior to filling the position.

F. Involuntary Transfer

The District may transfer employees based on the needs of the District, students and/or academic programs. The District shall provide the affected employee with advance notice of any such transfer. The Superintendent or designee will provide the employee notice of the involuntary

transfer and the opportunity to meet with him/her, accompanied with the Union President, to discuss the reasons for the transfer.

G. Voluntary Transfer

Unit members who apply for vacancies within the bargaining unit will be given consideration before the District considers external applicants. If any two unit members apply for the same position, and both are the most qualified applicants, the position will be assigned based upon seniority, with the most senior being first offered the position.

H. Layoff and Recall

1. The order of layoff, provided remaining employees are qualified to perform the needed services, shall be the least senior employee in the affected job classification according to seniority as defined below.
2. Recall of employees shall be in inverse order of layoff with the most senior employee in the affected job classification being recalled first. The Board will maintain a recall list for twelve months for each affected job title. Those employees refusing to return to work within fourteen (14) days from notification of recall will be dropped from the recall list.

I. Seniority

1. Seniority will be determined by date of hire. Ties in seniority between unit members with the same date of hire shall be resolved by lottery. Such lottery shall be conducted jointly with Administration and Union representatives.
2. The District shall supply the Union President with a seniority list prior to February 1 of each school year.
3. Seniority for the purpose of layoff and recall of unit members shall be defined as the length of continuous service as an employee of the Board. Part-time employees will accumulate seniority on a pro-rata basis determined by the fraction of hours worked as compared to a full-time counterpart in the same job category. Approved leaves shall not constitute a break in continuous service.

J. Probationary Period, Discipline and Discharge

1. Probationary Period

The probationary period for all newly hired employees shall be ninety (90) days. The probationary period is the time set aside for the Board to determine its selection of new employees, and, as such, discipline or discharge of probationary employees is not subject to the grievance procedure.

2. Discipline and Discharge

- a. The Board shall discipline employees, including discharge, for just cause. Serious offenses may result in suspension or immediate dismissal. Offenses which do not justify suspension or discharge, if they are a first offense and for which the Board believes the employee should be disciplined may result in an oral or written reprimand.
- b. Employees shall be permitted to review records of disciplinary actions and prepare a written response in accordance with Article III, Section L of the Agreement.

K. Safety and Overall Condition of Facility

The District shall make reasonable efforts to maintain safe and healthful conditions throughout the building. Employees who have concerns that impact safety, cleanliness, and healthful conditions of a building are encouraged to contact his/her immediate supervisor.

L. Personnel Files

1. The Board shall maintain one (1) personnel file for each employee, except that grievance material may be filed separately.
2. The employee shall be given a copy of any document placed in his/her personnel file, provided such document is disciplinary in nature or may otherwise have a negative impact on the continuing employment of the employee. The employee's receipt of a copy of such document(s) shall be acknowledged by the signature of the employee or a witness thereto.
3. Employees shall have the right to attach written reactions to documents placed in their personnel file. Such written reaction must be filed within fifteen (15) working days of the date the document is placed in the personnel file.
4. Employees shall have the right to review the contents of their individual personnel file by making an appointment at least one (1) day in advance with the Superintendent or designee. Employees shall be given copies of requested documents contained in their personnel file at customary expense. Such review shall occur during regular business hours when the employee is not otherwise assigned and in a manner, which shall not interfere with the operation of the personnel office or the District. Such review shall be in the presence of a designated appointee of the Board. This right of review shall not be considered applicable to any evaluative or reference information received by the Board in connection with the Board's decision to employ the employee in the first instance.

5. Material shall not be removed from any personnel file without the written consent of the Superintendent and the knowledge of the employee. The employee shall be given a copy of the Superintendent's written consent and all the material (exclusive of confidential documents) so removed.
6. This Section shall not be construed to prohibit the Board from adopting Board policy and regulations for the maintenance, inspection and dissemination of personnel records pursuant to the Illinois Review of Personnel Records Act provided that, to the extent permitted by law, any rights which employees have pursuant to this Section shall not be diminished by the adoption of said policy and regulations.

ARTICLE IV UNION RIGHTS

A. Dissemination of Information to the Union

The Board shall upon written request from the Union furnish the Union President or designee with one (1) copy of the Board packet. The Board shall make every effort to timely respond to any reasonable request for information.

B. Mailboxes, Bulletin Boards, and Meetings

The Union shall have the right to use the District employee mailboxes and a portion of a designated bulletin board for official Union materials. Materials placed in employee mailboxes and/or posted on designated bulletin boards shall be of a non-derogatory, non-inflammatory and non-partisan political nature.

C. Dues Deduction

1. The Board shall deduct from the pay of each unit member membership dues of the Union and its affiliates, provided that at the time of such deduction there is in possession of the Board a written authorization for dues deduction voluntarily executed by the employee. Such authorization shall continue in effect from year to year unless revoked in writing by the employee.
2. The Union shall certify the annual rate of dues in writing to the Board each year. The amount specified shall be pro-rated and deducted from each paycheck, starting with the first paycheck in October and ending with the last paycheck in May, provided the amount to be deducted shall not vary during this period. Termination of employment for any reason shall constitute revocation of authorization for dues deduction.

D. COPE Deduction

Upon receipt of a voluntary authorization in writing by a unit member, the Board shall deduct from the unit member's salary the amount authorized by the employee for the Northwest Suburban Teachers Union (NWSTRU – COPE). The Board agrees to remit to the treasurer of the Union all sums deducted by the Board pursuant to authorization from the unit member, separating from dues any political contributions.

Union dues and COPE deductions shall be remitted separately.

E. Hold Harmless

The Union shall indemnify defend and save harmless the Board and all of its agents and employees from any and all claims, demands, suits, costs or other forms of liability resulting from any action taken or omitted by the Board or any of its agents or employees for the purpose of complying with the provisions of this Article.

F. Fair Share

All employees covered by this Agreement who are not members of the Union shall pay to the Union their fair share of the cost of the services rendered by the Union that are chargeable to non-members under state and federal law.

The Union shall certify to the Board the amount of the annual fair share fee, not to exceed the dues uniformly required of members of the Union, and shall supply the Board and the non-members a copy of the basis of the calculation of the fee. The Union shall further certify to the Board that "Notice of Fair Share" has been posted in accordance with the IELRB rules and regulations. No payroll deduction of fair share fees shall be made until at least fourteen (14) days after such certification. Such fair share payments shall be deducted by the Board on a pro-rata basis from the earnings of the non-member employees on the same time schedule as Union dues and be paid to the Union. The amount certified by the Union shall not include any fees for contributions related to the election or support of any candidate for political office. Nothing in this Section shall preclude the non-member employee from making voluntary political contributions in conjunction with his or her fair share payment.

This fair share agreement shall safeguard the right of non-association of employees based upon bonafide religious tenets or teaching of a church or religious body of which such employees are members. Such employees may be required to pay an amount equal to their fair share under this Agreement to a non-religious charitable organization mutually agreed upon by the employees affected and the Union, or if no mutual agreement is reached, from an approved list of charitable organizations established by the Illinois Educational Labor Relations Board. Non-member employees who object to the amount of the fair share fee have the right to file an unfair labor practice charge against the Union pursuant to Paragraph 1714(b)(1) of the Illinois Educational Labor Relations Act. Additionally, non-member employees who object to the amount of the fair share fee have the right to file such objection pursuant to the internal Fair Share Implementation Program procedures established by the Union, except that the filing of such objection pursuant to

the internal procedure may not be sufficient to preserve any rights the non-members may have under the IELRA. Upon any such filing, pursuant to said internal procedures and notice of such to the Union, the Union shall place in an interest-bearing escrow account, separated from other funds held by the Union, the amount of each objector's fair share payments made, and to be made pending resolution of the charge, which is fairly placed at issue by the objection or objections, and it shall maintain the escrow account during the pendency of the charge and any judicial review pursuant to the Act.

ARTICLE V WORKING CONDITIONS

A. Work Year

The work year for Teacher Assistants, Non-Certified Nurses and Technical Aides will begin two (2) days prior to the start of student attendance and end on the last day of student attendance. The work year for Teacher Assistants and Non-Certified Nurses does not include institute days during the student attendance school year.

Technical Aides will be required to attend District institute days. If Technical Aides are not needed, employees will be notified in advance of the scheduled institute day.

The work year for ten-month Secretaries and Clerical Staff shall begin up to two (2) weeks prior to the first day of student attendance and will end up to two (2) weeks after the last day of student attendance, and will include all days on which the District Office is open for business.

The work year for all twelve-month employees will include all days on which the District Office is open for business.

B. Workday

Employees will work the hours and days as determined and assigned by the Administration and stated on the employee's assignment letter. The normal workweek shall not exceed forty (40) hours.

Overnight Field Trips: Employees assigned to overnight field trips will be paid their regular hourly rate for their regular work day and employees shall receive a \$381 per trip stipend. The District will make every effort to assign field trip work on a rotating basis based on the needs of the students and field trip program.

C. Vacation

Twelve-month full-time employees shall be eligible for paid vacation days according to the following schedule:

<u>Length of Employment (Years)</u>	<u>Vacation Allotment</u>
1-5	2 weeks
6-10	3 weeks
11+	4 weeks

Employees will be permitted to roll over a maximum of 10 vacation days from one year to the next.

D. Holidays

The District shall provide all bargaining unit employees between ten (10) and fifteen (15) paid holidays. By June 1st the District shall give the Union President the paid holiday schedule for the next school year for all ten (10) and twelve (12) month employees.

E. E-Mail

Each employee will receive a District e-mail account and follow the District's prescribed Acceptable Use Policy. The exception includes custodians, whereby this section only applies to Building (Head) Custodians. Employees are expected to check their District e-mail account on a regular basis.

F. Patrol and Lunchroom/Recess Duties

The parties agree that Teacher Aides are required to perform patrol and lunchroom/recess duties. The parties also agree that such duties are generally considered bargaining unit work. However, the District may utilize non-bargaining unit personnel to perform patrol and/or lunchroom/recess duties for no more than two (2) hours per day subject to the following conditions: 1) there are not enough Teacher Aides assigned to a building to perform patrol and/or lunchroom duties; and 2) the District's use of non-bargaining unit personnel to perform patrol and/or lunchroom/recess duties shall not result in a reduction of hours or pay for Teacher Aides.

**ARTICLE VI
LEAVES**

A. Sick Leave

Each full-time unit member shall be entitled to a total of twelve (12) days sick leave per school year without loss of pay. Said leave shall be pro-rated for half-time and part-time employees.

Such leave shall accumulate to a maximum of 240 days.

B. Personal Leave

Each full-time unit member shall be granted two (2) days personal leave per school year, without loss of pay, for business which cannot be conducted during non-school hours or for emergency conditions which prevent the employee from reporting to work. Except in cases of emergency, employees shall provide their building principal with at least three (3) days notice prior to the requested personal leave day. Personal leave days shall not be used in less than ½ day increments. Generally, employees will not be required to provide reasons to the District for ordinary use of personal leave.

Except with Superintendent approval for special emergency cases, personal leave days should not be requested the first or the last week of a semester, on the school day prior to or after a legal holiday or school recess, or in conjunction with sick leave.

Unused personal leave days will carry over to the next year as sick days.

C. FMLA Leave

Full-time employees may be eligible for medical and/or family leave in accordance with provisions in the Family and Medical Leave Act (FMLA) of 1993 as amended or any successor provision. A more comprehensive explanation of FMLA entitlements and obligations is set forth in Board Policy 5.185.

D. Jury Duty Leave

The Board shall pay the regular salary to employees called to jury duty during a regularly scheduled work day. Employees called for jury duty during school months shall make an effort to have such jury duty postponed until non-working months. Such absence shall not be charged against any other leave of absence. The employees so summoned shall reimburse the Board in the amount of any per diem compensation (exclusive of mileage allowance) received for such service.

E. Bereavement Leave

At the beginning of each school year, each bargaining unit employee shall be granted a maximum of four (4) days bereavement leave for the first instance, and two (2) days bereavement leave for the second instance. As soon as practical, the bargaining unit employee must apply for the bereavement leave in writing using the appropriate form. Said bereavement leave may be used in connection with the death of immediate family including parents, spouse, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, daughters-in-law, sisters-in-law, and legal guardians. Bereavement leave shall not be cumulative.

F. Unpaid Leave of Absence

Employees who have been employed by the District for a minimum of four (4) years may request an unpaid leave of absence for up to one (1) year. The parties acknowledge that unpaid leaves of absence are subject to the approval of the Board and will only be granted under rare circumstances.

**ARTICLE VII
COMPENSATION AND FRINGE BENEFITS**

A. Payroll Procedure

Payroll checks will be regularly issued on the fifteenth (15th) and last day of each month. All paychecks will be issued through direct deposit.

B. IMRF Contributions

The District and eligible employees shall make contributions to IMRF in accordance applicable law. The District will also deduct and remit additional money to IMRF if an employee completes a Form 6.30 requesting additional contributions be made to IMRF.

C. Insurance and Flexible Benefit Plan

The following insurance and flexible benefit plan benefits will be provided to eligible full-time employees.

1. Individual/Dependent Health Insurance Coverage

The Board will pay the full premium for individual health insurance coverage. The Board will contribute toward the dependent health insurance premiums at the following rates.

Spouse - \$175.00
Child(ren) - \$150.00
Family - \$300.00

2. Health Insurance Deductible

The deductible shall be a maximum of \$500 per person with a \$1500 maximum for family coverage participants.

3. Co-Insurance

Co-insurance limits shall be a maximum of 80/20 of \$10,000 for in network including the satisfied deductible. Costs incurred over \$10,000 shall be reimbursed at 100% excluding those provisions so stated in the policy.

4. Lifetime Maximum

The lifetime maximum shall be a minimum of \$2,000,000.

5. Prescription Drug Card

Prescription drug card use shall be unlimited.

6. Life Insurance

The Board will pay the full premium for a \$40,000 individual term life insurance policy.

7. Disability Insurance

The Board will pay the full premium for disability insurance for full-time employees. The monthly benefit shall be a minimum of 60% of covered earnings to a maximum of \$7,500.

8. Flexible Benefit Plan

The Board will be responsible for administering the plan and the yearly administrative fee. Employees shall be responsible for the monthly participation fee.

D. Annuities

If the Board offers the opportunity to participate in tax-sheltered annuity plans, employees covered by this Agreement shall be permitted to participate and the Board would allow payroll deductions therefore.

E. Compensation

Employees will receive the following wage increases during the term of the Agreement:

- 2008-2009 School Year: 4.5%
- 2009-2010 School Year: 4.5%
- 2010-2011 School Year: 4.5%

F. Overtime Pay

Any time worked beyond 40 hours in a work week will be paid at an overtime rate of one and a half (1 1/2) times the employee's regular hourly rate of pay. Employees may, by written agreement, accept Compensation Time in lieu of overtime pay at the rate of one and a half hours of Compensation Time per hour of extra time worked.

Work on Holidays or Sundays will be paid at two (2) times the employee's regular hourly rate of pay and work on snow days will be paid at one and a half (1 1/2) times the employee's regular hourly rate of pay.

G. Additional Duties During the Workday

A unit member who is assigned to perform certified substitute teacher duties, as set forth below, for more than ten (10) minutes during their workday shall be paid for that time on a pro-rated basis rounded up to the next fifteen (15) minute increment at the District Certified Substitute rate of pay, rather than their hourly rate.

At the beginning of each school year, teacher assistants who wish to be considered for certified substitute teacher duties shall submit their names to their building principal. These teacher assistants will be placed on a substitute list in order of seniority. A continuous rotation based upon seniority will be applied in each building to assign certified substitute duties, with the most senior qualified employee being asked upon the first instance of need, the second qualified most senior the next, and so on down the list, until all qualified employees have been used as a certified substitute. Should the District need a substitute in the assigned classroom of an employee on the substitute list, that employee will be first offered the substitute duty. Teacher assistants who are on the substitute list and refuse such assignment on more than two (2) occasions shall be removed from the substitute list for the remainder of the school year. If there are no available teacher assistants on the substitute list, the District may assign substitute duties to the least senior teacher assistant qualified to perform the work.

H. Mileage Reimbursement

Mileage reimbursement for expenses incurred while on District #10 business is paid at the maximum rate allowed by the I.R.S. Requests for mileage reimbursement are to be made on a quarterly basis and must be submitted within thirty (30) days of the end of the quarter. Quarters are defined as 1) July, August, September; 2) October, November, December; 3) January, February, March; 4) April, May, June. Calculation of mileage shall begin from school or home (whichever is closer) to the destination point.

I. Retirement/Unused Sick Days

Full-time employees with 10 or more years of service with the District and who receive a satisfactory evaluation in their last year of employment will receive payment for accrued unused sick days (not used for IMRF credit) at a rate of \$50 per day up to a maximum of 30 days. In order to be eligible for the payment of accrued unused sick days, employees must provide the District with at least 90 days notice of his/her retirement and proof of acceptance for retirement benefits through IMRF.

J. Professional Development

Should the District require an employee to attend workshops or seminars, the District will pay the cost of the enrollment fees.

**ARTICLE VIII
GRIEVANCE PROCEDURE**

A. Purpose

The primary purpose of this procedure is to secure the lowest level equitable solution to the problems of the parties involved. Nothing contained herein shall be construed as limiting the right of any employee with a grievance to discuss the matter informally with the Administration.

B. Definition

1. A grievance is a claim by an employee or the Union on behalf of named employees that there has been a violation, misinterpretation or misapplication of the terms of this Agreement.
2. As used in the Article, "days" shall mean employment days, except during the summer recess when it shall mean days on which the District Business Office shall be open.

C. General Provisions

1. An employee should not be subject to discipline or reprisal because of his/her participation in the grievance procedure.
2. Each case shall be judged on its own merit.
3. A grievance may be withdrawn at any step without establishing precedent.
4. All time limits may be extended by written agreement of both parties.
5. Hearings and conferences under this procedure shall be conducted at a time and place which shall be held, insofar as possible, after regular school hours, or during non-work time of the personnel involved. When such hearing and conferences are held at the option of the Administration during school hours, all employees whose presence is required shall be excused, with pay, for that purpose.
6. No employee at any step of the grievance procedure shall be required to meet with the Administration or the Board without Union representation.
7. All documents dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

D. Procedure

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, a Union member may accompany the employee to assist in the informal resolution of the grievance. The parties agree that the time limits for filing a grievance, set forth below, shall remain in full force and effect throughout any informal discussions, unless the parties agree in writing to extend such time limits. If however, such informal processes fail to satisfy the employee, a grievance may be processed as follows:

Step One

The employee or Union on behalf of named unit members, must present the grievance in writing to the Building Principal within ten (10) days of the occurrence giving rise to the grievance. A meeting to discuss the grievance shall be held within ten (10) days of the filing of the grievance. The Administration shall provide a written answer of the grievance to the aggrieved employee and Union no later than ten (10) days following the meeting, including reasons for decisions.

Step Two

If the employee or Union is not satisfied with the disposition of the grievance at Step One or the time limits expire without the issuance of written reply, the employee or Union may submit written appeal to the Superintendent. A meeting to discuss the grievance shall be held within ten (10) days of the filing of the written appeal to the Superintendent. The Superintendent shall provide a written answer of the grievance to the aggrieved employee and Union no later than ten (10) days following the meeting, including reasons for the decisions.

Step Three

If the Union is not satisfied with the disposition of the grievance at Step Two, or the time limits expire without issuance of the Superintendent's written reply, the Union may submit the grievance to binding arbitration. The Union must submit the grievance to arbitration, by providing a letter to the Superintendent, within fifteen (15) days from the Step Two response or within fifteen (15) days following the date the Step Two response is due, if no response is provided. If arbitration shall be necessary, the parties shall attempt to mutually agree upon an arbitrator. If the parties are unable to agree upon an arbitrator, the services of the American Arbitration Association shall be employed. The Board and the Union shall equally bear the cost of the arbitrator. The arbitrator shall be specifically limited to determining the issues presented in the grievance involving the interpretation or application of the Agreement. The arbitrator shall have no authority to add to, subtract, alter, modify, ignore or change any of the terms of this Agreement.

ARTICLE IX
MISCELLANEOUS

A. Duration

This Agreement shall be effective from July 1, 2008 through June 30, 2011.

B. Date to Start Negotiations

The parties agree to commence negotiations for a Successor Agreement at a mutually acceptable date, but in no event later than the April Board meeting of the year of expiration of this Agreement.

C. Procedure During Negotiations

During negotiations the Board and the Union representatives shall exchange relevant data, points of view and proposals and counter-proposals. The Board shall make available for Union inspection, upon request, all public financial records of the Board relating to negotiable items. Either party may utilize the services of outside consultants and/or lay representatives to assist in negotiations.

The time for these negotiations shall be established by mutual agreement between the parties.

D. Separability - Saving Clause

In the event any provision of this Agreement is or shall at any time be deemed contrary to law, all other provisions of this Agreement shall continue in effect. If any provision of this Agreement is or shall at any time be deemed contrary to or unauthorized by law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law.

E. No Strike Clause

Employees shall not engage in any strike, sympathy strike, work stoppage, work slowdown, picketing or any other action to disrupt the normal District operations during the term of this Agreement.

F. Typing and Photocopying of this Agreement

The Union shall assume all responsibility and cost related to the typing of this Agreement for execution by the parties. Upon execution of this Agreement, the Union shall assume all

responsibility for the photocopying of sufficient copies of this Agreement for the parties. The parties shall split the cost of such photocopying.

IN WITNESS THEREOF:

For the Board of Education:

Nancy DiCiolla
President

12/10/08
Date

For the Itasca Support Staff Union:

[Signature]
President

12/10/08
Date

AGREEMENT

BETWEEN

THE BOARD OF EDUCATION
SCHOOL DISTRICT NO. 10

AND

ITASCA SUPPORT STAFF UNION

July 1, 2011 - June 30, 2015

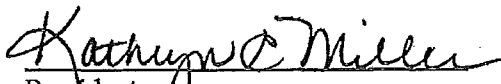
ARTICLE VII:

E. Compensation

1. Employees will receive 80% of Consumer Price Index-All Urban Consumers, hereafter known as the CPI-U, for wage increases during the term of the Agreement as follows:
 - 2011-2012 School Year: 80% of Consumer Price Index-All Urban Consumers (CPI-U) for the calendar year January 1, 2009-December 31, 2009 in a May 2010 letter from the County Clerk.
 - 2012-2013 School Year: 80% of Consumer Price Index-All Urban Consumers (CPI-U) for the calendar year January 1, 2010-December 31, 2010 in a May 2011 letter from the County Clerk.
 - 2013-2014 School Year: 80% of Consumer Price Index-All Urban Consumers (CPI-U) for the calendar year January 1, 2011-December 31, 2011 in a May 2012 letter from the County Clerk.
 - 2014-2015 School Year: 80% of Consumer Price Index-All Urban Consumers (CPI-U) for the calendar year January 1, 2012-December 31, 2012 in a May 2013 letter from the County Clerk.
2. Employees will not receive any of funding from new growth as defined by the assessors' offices.
3. The maximum annual percentage of wage increase will not exceed 4%.
4. During the fourth year of the Agreement, parties have the option of extending the contract with the above terms for one year upon mutual agreement of both the District and Union.

IN WITNESS THEREOF:

For the Board of Education:

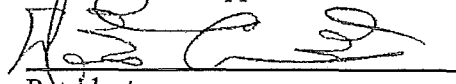


President

5/11/11

Date

For the Itasca Support Staff Union:



President

5-11-11

Date

AGREEMENT

BETWEEN

**THE BOARD OF EDUCATION
SCHOOL DISTRICT NO. 10**

AND

ITASCA SUPPORT STAFF UNION

July 1, 2014 - June 30, 2017

Unless expressly provided to the contrary below, all provisions of the Itasca Support Staff (IFT) Union Contract will remain in full force and effect through June 30, 2017.

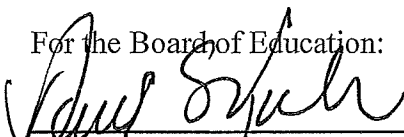
ARTICLE VII:

E. Compensation

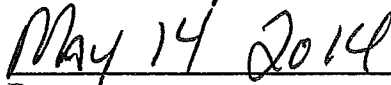
1. Employees will receive 97% of Consumer Price Index-All Urban Consumers, hereafter known as the CPI-U, for wage increases during the term of the Agreement as follows:
 - 2014-2015 School Year: 97% of Consumer Price Index-All Urban Consumers (CPI-U) for the calendar year January 1, 2012-December 31, 2012 in a May 2013 letter from the County Clerk.
 - 2015-2016 School Year: 97% of Consumer Price Index-All Urban Consumers (CPI-U) for the calendar year January 1, 2013-December 31, 2013 in a May 2014 letter from the County Clerk.
 - 2016-2017 School Year: 97% of Consumer Price Index-All Urban Consumers (CPI-U) for the calendar year January 1, 2014-December 31, 2014 in a May 2015 letter from the County Clerk.
2. Employees will not receive any of funding from new growth as defined by the assessors' offices.
3. The maximum annual percentage of wage increase will not exceed 4%.

IN WITNESS THEREOF:

For the Board of Education:

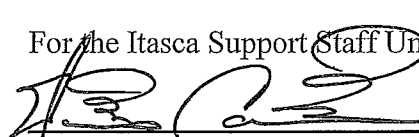


Vice President

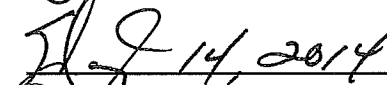


Date

For the Itasca Support Staff Union:



President



Date