

AGREEMENT

Between

Board of Trustees

Illinois Eastern Community Colleges

District No. 529

And

Illinois Eastern Community Colleges Education Association IEA/NEA

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AGREEMENT

This AGREEMENT is entered into this 1st day of September, 2023, by and between the BOARD OF TRUSTEES OF ILLINOIS EASTERN COMMUNITY COLLEGES, DISTRICT NO. 529 (hereafter referred to as the "Board") and the ILLINOIS EASTERN COMMUNITY COLLEGES EDUCATION ASSOCIATION, an affiliate of the IEA/NEA (hereafter referred to as the "Association"), and only applies to said parties.

WITNESSETH:

WHEREAS, the Board and the Association have voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting relations between the Board and the full-time faculty members included in the appropriate bargaining unit insofar as such practices and procedures are appropriate to the obligations of the Board to retain the right effectively to operate Illinois Eastern Community Colleges and are consonant with the paramount interests of the public and the students of Illinois Eastern Community Colleges.

WHEREAS, it is the intention of the parties to this Agreement to provide, where not otherwise mandated by law, for the salaries, hours, fringe benefits and conditions of employment of the full-time faculty members covered by this Agreement, to prevent interruptions of work and interference with the efficient operation of Illinois Eastern Community Colleges, and to provide an orderly and prompt method of handling and processing grievances:

NOW, THEREFORE, the parties agree with each other as follows:

ARTICLE I - RECOGNITION

Section 1.0 Recognition. The Board recognizes the Association as the exclusive bargaining representative for the bargaining unit described as follows:

Included are all full-time faculty including Lead Instructors. Excluded are faculty in Workforce Education, Radio Station Manager and Engineer, and all other employees of Illinois Eastern Community Colleges, District No. 529.

A "temporary full-time faculty member" is defined as someone employed by the Board to teach fifteen (15) credit hours or more, but not for more than two (2) consecutive regular academic semesters, with no assurance of continued employment, and who is specifically informed by the Board, in writing, that their employment relationship is temporary in nature. Nothing in this section shall be used to replace a full-time faculty position by hiring a series of temporary full-time faculty members. Such persons shall not be deemed members of the bargaining unit represented by the Association.

Section 1.1 Meeting with Other Faculty Organizations. This Agreement shall not be construed to prevent the Board or any administrator from meeting with any employee or employee organization representing members of the bargaining unit for the purpose of hearing the views and proposals of such employee or such employee organization, provided that as to these matters covered by this Agreement no changes or modifications shall be made which conflict with the provisions of this Agreement. However, the specific rights granted to the Association by this Agreement shall not be extended to any competing union.

ARTICLE II - GENERAL PROVISIONS

Section 2.0 No Partisan Activity. During the term of this Agreement, neither the Association nor any full-time faculty member covered by this Agreement will engage in, support, encourage or condone any activity whatsoever which would knowingly or intentionally engender or intend to engender student reaction against the Board with respect to any matter concerning negotiations or the administration of this Agreement.

Section 2.1 Gender. Unless the context in which they are used clearly requires otherwise, words used in this contract denoting gender shall refer to both the masculine and feminine.

Section 2.2 Commencement. All full-time faculty members are encouraged to participate in the commencement ceremonies in academic regalia, as provided by the College.

Section 2.3 Outside Employment. A full-time faculty member who wishes to engage in secondary employment or self-employment will provide the Board with at least twenty-one (21) days' notice before the start date. The notice will provide the District with the name and description of the employer. Secondary employment or self-employment cannot impact the faculty member's ability to perform his/her duties.

Section 2.4 Ownership & Royalties of Inventions and/or Materials. As a basic principle, Illinois Eastern Community Colleges District, No. 529 recognizes that ownership of inventions and/or materials and the royalties resulting therefrom, normally belong to the full-time faculty members, except as otherwise provided in this policy.

College or joint ownership of inventions and/or materials developed or prepared by a full-time faculty member exists when any one or a combination of the following conditions apply:

- A. When the invention and/or material bears a direct relationship to, or is made or developed in connection with the employee's duties and responsibilities as an employee of the Board.
- B. When the invention and/or material is made or developed with a contribution of College facilities, equipment (owned and rented), materials, funds, information, or of time and services of full-time faculty members and/or students on College and related duties.

- C. When the invention and/or material is made or developed in performance of College commissioned projects including private or government sponsored grants received by the College.

It shall be the responsibility of the full-time faculty member to obtain any copyrights or patents relative to joint ownership. It shall be the responsibility of the College to obtain any copyrights or patents for inventions and/or materials made or developed under the auspice of a College commission.

General principles of ownership and equity will be in accordance with the following guidelines:

<u>Involvement</u>	<u>Equity</u>	<u>Ownership</u>
No College involvement Inventions and/or materials	Full-time Faculty Member	Full-time Faculty Member
College involvement (see conditions A&B above) Inventions and/or written materials	College 20% Full-time Faculty Member 80%	Full-time Faculty Member
College involvement (see conditions A&B above) Recorded materials	College 80% Full-time Faculty Member 20%	College
College commissioned (see condition C above) Inventions and/or materials	College	College

The distribution of equity under the general principles listed above are subject to modification by mutual consent of the full-time faculty member and the College.

It shall be the responsibility of the full-time faculty member to give written notification to the College of intent to make, develop, patent, or copyright inventions and/or materials as soon as possible.

Internal use of inventions and/or materials resulting from College involvement will be without charge to the College.

Full-time faculty member(s) shall be responsible for obtaining appropriate written releases from individuals identifiable in or, in some manner, requested to participate in the creation of College supported materials. Written statements shall also be obtained from appropriate College personnel indicating that to the best of their knowledge, any of the materials developed do not infringe on existing copyrights or other legal rights.

The following definitions apply under the term of this policy:

Inventions -- All devices, discoveries, processes, methods, uses, products, or combinations, whether or not patented or patentable at any time under the Federal Patent Act as now existing or hereafter amended or supplemented.

Written Materials -- All instructional, literary, art, dramatic, and musical materials or works and all other materials, published or unpublished whether or not copyrighted or copyrightable.

Materials -- Written materials and recorded materials.

Section 2.5 Distribution. Upon ratification of this Agreement, the parties will cause the Agreement to be printed in adequate multiple copies. The parties will equally share the cost of the printing at the standard district printing cost.

Section 2.6 Board Agenda. The President of the Association or the President's designee shall be given written or electronic notice of all regular and special meetings of the Board of Trustees together with a copy of the Board packets, attachments (including but not limited to financials), agendas, and open session minutes of the previous meeting at the same time items are distributed to the Board of Trustees.

Section 2.7 Information to the Association. The Board shall make available to the Association upon reasonable request any records, reports, and other written documents, which have been, or by law should have been, made available to the public.

Section 2.8 Meetings, Notices and General Information. The Association shall have the right to hold a reasonable number of meetings on College property at times when the campus is normally open and accessible provided such meetings in no way interfere with any aspect of the instructional program. Any abnormal out-of-pocket expenses to the District resulting from such meetings will be borne by the Association. In accordance with applicable College procedure, such meetings will be scheduled at least seventy-two (72) hours in advance.

The Association shall have the right to use faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit.

The Association shall be provided bulletin board space or approved space to mount a bulletin board at each institution. Only authorized representatives of the Association will use bulletin boards for Association announcements and all material posted will relate only to the Association's official business as negotiation agent of the bargaining unit. Locations for bulletin boards shall be approved by the individual College President. Privileges granted by this section shall not extend to inflammatory or partisan political materials.

Section 2.9 Day of Service. All full-time faculty members are expected to be on campus for each day of service specified or in the College calendar unless the employer has approved leave for other College activities or other approved professional activities away from the campus.

During the regular academic year, full-time faculty shall work 179 days of service, which shall include up to 153 days of instruction, 4 faculty workshop days, 5 service days, 8 academic testing days, and 9 holidays. Holidays shall be Labor Day, Columbus Day, Veterans Day, Thanksgiving Thursday and Friday, Martin Luther King Day, President's Day, Spring Holiday, Casimir Pulaski Holiday which is observed on the Monday of the week of Spring Break.

In the event of unusual circumstances, such as excessive snow, epidemics, energy crises, or acts of God, which close down the College operations, it may be necessary to schedule make-up days for the students' educational benefit or to meet ICCB regulations. In no case, however, will the total number of days of service exceed 179 during the regular academic year.

Section 2.10 Office Hours. Each full-time faculty member shall maintain regular, posted office hours adequate to the needs of the students. Hours by appointment shall be arranged by the faculty member for students whose schedules do not allow use of posted hours. At least five (5) posted office hours per week shall be maintained by each faculty member. At the discretion of each faculty member, up to two (2) of the required hours may be online provided that their online office hours are not conducted at the same time as an in-office, office hour. Faculty members who elect to hold online office hours agree to arrange for timely face-to-face meetings for students who request face-to-face meetings.

If necessary, the Board and the Association agree to review issues related to this section through the Communications Committee.

Section 2.11 Academic Year Length. The length of the regular academic year, i.e., fall and spring semesters, shall not exceed 278 consecutive calendar days, exclusive of commencement (graduation) days. Except as otherwise provided in this Agreement, the Board retains the right to determine the academic calendar. Before publishing the calendar for an upcoming academic year, the Board will offer to meet and discuss the planned calendar with the Association pursuant to Article XIV (Communications Committee).

Section 2.12 Americans With Disabilities Act. Notwithstanding any other provision of this Agreement, it is agreed that the Board may take all actions necessary to comply with the Americans With Disabilities Act.

Section 2.13 Faculty Rank. Determination of faculty rank is based on continued education, experience, longevity, and review which shall include objective evidence of excellence in the delivery of instruction; service to the college and/or District and the profession; and service to the community.

Placement is as follows:

Rank	Eligibility
Instructor	All bargaining-unit faculty members initial placement unless otherwise determined at hire*.
Assistant Professor	Faculty receive this rank upon being awarded tenure, having completed 3 continuous years at IECC full-time teaching, and

	have an earned Bachelor's degree or the equivalent educational level as defined in Section 9.9.3.
Associate Professor	Faculty are eligible for this rank if they are tenured, have completed 6 continuous years at IECC full-time teaching, have an earned Bachelor's degree and 57.6 C.E.U.'s** or earned Master's degree or the equivalent educational level as defined in Section 9.9.3. Faculty must apply for this rank and pass review of the Faculty Rank Committee***.
Professor	Faculty are eligible for this rank if they are tenured, have completed 12 continuous years at IECC full-time teaching, have an earned either: - a.) The equivalent educational level to a Master's degree plus 18 graduate hours, as defined by Section 9.9.3 or - b.) A Bachelor's degree and an additional 28.8 C.E.U.'s** beyond the 57.6 required for the rank of Associate Professor, or - c.) A Master's degree plus 18 graduate hours in a single academic discipline. Faculty must apply for this rank and pass review of the Faculty Rank Committee***. <i>On the effective date of this contract, any full-time faculty member who has been a full-time faculty member prior to September 1, 2002, will not have to satisfy 18 graduate hours in a single academic discipline beyond a Master's degree to be eligible for this rank if they are tenured, have completed 15 continuous years at IECC full-time teaching and have an earned Master's degree. Any full-time faculty member who became a full-time faculty member after September 1, 2002, must have 18 graduate hours in a single academic discipline beyond their Master's degree.</i>

Faculty members who want to apply for the rank of Associate Professor or Professor must submit their application to the Executive Director of Human Resources, either in writing or electronically, by mid-term of the Spring semester.

A faculty member's ranking will be determined 60 days after the last instructional day in May each academic year.

*The Administration may confer a rank during initial hiring that recognizes prior higher education, teaching experience and previous rank held at other respective institutions.

****All C.E.U. requests intended for use in the academic rank process, regardless of when they were earned, must be pre-approved through the Dean of Instruction and the District Human Resources Department. C.E.U.'s submitted for promotion in faculty rank must be within the faculty member's discipline or related to teaching and learning in higher education. C.E.U.'s (or appropriate academic courses) offered through IECC will be made available to bargaining unit faculty with a full waiver of tuition and fees.**

*****A committee on rank will be established to consider applications for promotion to the rank of Associate Professor and Professor. The Faculty Rank Committee shall consist of 2 Vice Chancellors/Presidents, 2 Deans of Instruction, the Executive Director of Human Resources, as appointed by the Chancellor, four Faculty Members, as appointed by the Association President, and the Association President or his/her designee. The committee shall pass an applicant for higher rank based on a simple majority vote. The Faculty Rank Committee shall meet during the spring semester and the summer session to consider applications. The decision of the committee is final.**

ARTICLE III - BOARD MANAGEMENT RIGHTS

Section 3.0 It is understood and agreed that the Board, on behalf of the electors of the District, retains and reserves all of its powers and authority to direct, manage, and control all operations and activities of the District to the full extent of the law. Included in but not limited to those duties and powers are the exclusive right to: maintain executive and administrative control of the District and its properties and of all its personnel; determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; to establish its educational policies, goals and objectives; insure the rights and educational opportunities of students; determine staffing patterns; determine class size; determine the number and kinds of personnel required; maintain the efficiency of District operations; determine the curriculum; build, move or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenue; decide whether to make or purchase goods or services; and take action on any matter in the event of an emergency. In addition, the Board retains the right to hire, classify, assign, evaluate, promote, demote, terminate, and discipline employees.

Section 3.1 The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific terms are in conformance with law.

Section 3.2 No action, statement, agreement, settlement, or representation made by any member of the bargaining unit shall impose any obligation or duty or be considered to be authorized by or binding upon the Board unless and until the Board has agreed thereto in writing.

Section 3.3 Nothing contained herein shall be construed to deny or restrict the Board of its rights, responsibilities, and authority under the Illinois Public Community College Act or any other national, state, county, district, or local law or regulation as they pertain to education.

ARTICLE IV - FACULTY PERSONNEL FILE

Section 4.0 Access to Personnel File. Within ten (10) days of a faculty member's written request, the Board shall provide a faculty member with access to non-confidential information, which may be contained in the faculty member's official personnel file. A faculty member shall be permitted to request copies of non-confidential portions of documents contained in their personnel file at the time of inspection. If a faculty member requests copies of more than twenty-five (25) pages of documents during a single academic year, then the Board may require the faculty member to pay for the cost of copying the additional documents. Nothing herein shall require the Board to research, prepare, collate or compile any information or reports contained in a faculty member's personnel file.

If a faculty member disagrees with any information contained in the non-confidential portion of his or her personnel file, then a removal or correction of the information may be mutually agreed upon between the Board and the faculty member. If an agreement cannot be reached, the faculty member may submit a written statement explaining the faculty member's position. The Board shall attach the faculty member's statement to the disputed portion of the personnel record. The faculty member's statement shall be included whenever that disputed portion of the personnel record is released to a third party as long as the disputed record is part of the file. The inclusion of any such written statement by the faculty member without further comment or action by the Board shall not imply or create any presumption that the Board agrees with the contents of the faculty member's statement.

A faculty member may, at their request, be accompanied by one Association representative at the time they review their personnel file. This section shall not entitle any faculty member to examine letters of recommendation or reference, or to examine any other documents, which are exempt from disclosure under applicable law.

ARTICLE V - ASSOCIATION/BOARD RELATIONS

Section 5.0 Non-discrimination. In accordance with applicable federal and state law, neither the Board nor the Association shall discriminate on the basis of a full-time faculty member's race, color, sex, sexual orientation, age, marital status, religious affiliation, veteran status, national origin, disability, genetic information, or any other protected category. Any contractual cause of action or disagreement concerning the interpretation and application of this paragraph shall be resolved through the grievance procedure set forth in this Agreement.

Any statutorily based cause of action for discrimination claims must be resolved exclusively through the appropriate federal or state agency or court to ensure adherence to established legal standards and jurisdiction.

Inquiries regarding the interpretation of applicability of this section may be made to the Title IX/ADA Coordinator, 320 East North Avenue, Noble, IL 62868; (618) 393-7508.

Section 5.1 Dues Deduction. Any full-time faculty member may have his Association dues deducted from his paycheck upon submission of written request. The appropriate authorization form for dues deduction will be supplied by the Association. A continuous authorization shall remain in effect from year-to-year unless the full-time faculty member revokes said authorization in writing between August 15 and August 31 of any year. Should a full-time faculty member leave the District or drop his membership, the Employer will deduct the remainder of the dues from the next available paycheck, to the extent funds are adequate. The Association will notify the Employer annually of the total amount of dues to be deducted for each covered full-time faculty member. Such dues will be remitted to the Association within ten (10) days following the last pay period each month.

The Association agrees to indemnify and hold harmless against any and all claims, suits, orders or judgments for monetary damages brought or issued against the Board as a result of any action taken or not taken by the Board under the provisions of this Section.

Section 5.2 Fair Share. During the term of this Agreement, full-time faculty members who are not members of the Association shall, commencing sixty (60) days after their employment or sixty (60) days after the effective date of this Agreement, whichever is later, pay a fair share fee to the Association for collective bargaining and contract administration services rendered by the Association as the exclusive representative of the full-time faculty members covered by this Agreement. Such fair share fees shall be deducted by the Board from the earnings of non-members and remitted to the Association. The Association shall annually submit to the Board a list of the full-time faculty members covered by this Agreement who are not members of the Association and an affidavit, which specifies the amount of the fair share fee, which amount shall not exceed the dues uniformly required of members of the Association. The amount of the fair share fee certified by the Association shall not include any fees for contributions related to the election or support of any candidate for political office or member only benefits.

Non-members who object to this fair share fee based upon bona fide religious tenets or teachings of a church or religious body shall pay an amount equal to such fair share fee to a non-religious charitable organization mutually agreed upon by the full-time faculty member and the Association. If the effected non-member and the Association are unable to reach Agreement on the organization, the organization shall be selected by the effected non-member from an approved list of charitable organizations established by the Illinois Education Labor Relations Board and the payment shall be made to said organization.

The Association shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken or not taken by the Board for the purpose of complying with the above provisions of this article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any of such provisions.

The Board shall promptly notify the Association if there is any lawsuit or other legal challenge to the provisions of this article and the Association, upon such notice being given, shall have the right to designate legal counsel to defend such action; provided, however, the Board shall have the right to designate its own legal counsel, if the Board determines it is necessary, in any such legal proceedings.

ARTICLE VI - GRIEVANCE PROCEDURE

Section 6.0 Definition. A contract grievance is a claim by an employee covered by the contract (hereinafter to be known as the grievant) of an alleged misinterpretation or misapplication of a specific article or section of this Agreement.

Section 6.1 Definition of Days. Days are defined as days in which the Board District Central Office is normally open to conduct business.

Section 6.2 Grievance Procedure.

Section 6.2.1 Informal Level. Within ten (10) days after the occurrence of the action or omission giving rise to a grievance, the grievant shall attempt to resolve it by an informal conference with the immediate supervisor. Every effort shall be made by both parties to settle grievances at this informal step. In order to facilitate early settlement, it is agreed that any settlement made at this step in any grievance shall not constitute a precedent for any future settlement of any grievance at any step.

Section 6.2.2 Formal Level Procedure.

Step 1. Failing to resolve the difficulty through informal means, the grievant may, within five (5) days from the termination of the informal conference, register a formal grievance. The grievance shall be in writing, on standardized grievance forms, with copies to the Association, the appropriate Dean or the Dean's designee, the President of the College and the Chief Executive Officer, District No. 529 office, stating the following:

- a. Statement of grievance listing the specific action and events alleged to violate this Agreement, and the article or articles and provision or provisions violated.
- b. Steps taken to resolve differences through informal means;
- c. Steps the grievant recommends the District take to provide relief to the grievant.

The Dean or the Dean's designee will meet with the grievant and shall communicate a decision, in writing, to the grievant with a copy to the President of the College, the Chief Executive Officer, District No. 529 office, and the Association, within ten (10) days after receiving the grievance.

Step 2. In the event the grievant is not satisfied with the decision at Step 1, he may appeal the decision to the President, or his designee, within ten (10) days after receiving the Step 1 decision. The written appeal shall contain the following:

- a. A copy of the original grievance;
- b. The decision rendered at Step 1;
- c. A clear and concise statement of the reasons for the appeal.

The President, or his designee, shall confer with the grievant and Association representative if requested by the grievant and shall communicate a decision, in writing, to the grievant, with a copy to the Association, the immediate supervisor, and the Chief Executive Officer, District No. 529 office, within ten (10) days after receiving the appeal.

Step 3. If not satisfied with the decision at Step 2, the grievant may, within five (5) days, appeal the decision to the Chief Executive Officer, District No. 529 office, Association representative, and all other parties specified in previous steps.

The grievant shall furnish the Chief Executive Officer with a full-report of the grievance. Within ten (10) working days, the grievant, an Association representative, the President of the College, and the Chief Executive Officer, District No. 529 office, shall meet, and the Chief Executive Officer, or his designee, shall, ten (10) working days thereafter, render a written decision with copies to the grievant, the Association representative, and all parties specified in previous steps.

Step 4. If the Association is not satisfied with the disposition of the grievance at Step 3, the Association may submit the grievance to arbitration. If a demand for arbitration is not filed within ten (10) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn.

The parties shall attempt to agree upon an arbitrator within seven (7) days after receipt of the notice of referral. In the event the parties are unable to agree upon an arbitrator within said seven (7) day period, the parties shall immediately jointly request the Federal Mediation and Conciliation Service to submit a panel of five (5) arbitrators. Both the Association and the Board shall have the right to strike two (2) names from the panel. The party requesting arbitration shall strike the first two names; the other party shall then strike two names. The person remaining shall be the arbitrator. The arbitrator shall be notified of his selection and shall be requested to set a time and place for the hearing, subject to the availability of Association and Board representatives.

Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. More than one grievance may be submitted to the same arbitrator if both parties mutually agree in writing.

The arbitrator shall submit his decision, in writing, within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later.

Section 6.3 Limitation on Authority of Arbitrator. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation, or misapplication of the specific provisions of this Agreement based on the specific issue submitted to the arbitrator by the parties in writing. If no joint written

stipulation of the issue is agreed to by the Board and Association, the arbitrator shall be empowered to determine the issue raised by the grievance as submitted in writing at the Second Step. The arbitrator shall have no authority to make a recommendation on any issue not so submitted or raised. The decision of the arbitrator, if made in accordance with the jurisdiction and authority granted to the arbitrator pursuant to this Agreement, will be accepted as final and binding by the Board, the Association, and the grievant, and all parties will abide by it through the term of this Agreement.

Section 6.4 Withdrawal of Grievance. A grievance may be withdrawn at any level without establishing precedent.

Section 6.5 Time Limits. No grievance shall be entertained or processed unless it is submitted within ten (10) days after the grievant becomes aware of the first event giving rise to the grievance. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be considered acceptance of the decision rendered at that step. Failure at any step of this procedure to communicate a decision on a grievance within the specified time limits shall permit the aggrieved party to proceed to the next step. The parties may by mutual agreement in writing extend any of the time limits set forth in this Article.

Section 6.6 Arbitrator's Fees. The fees and expenses of the arbitrator and the cost of a written transcript shall be divided equally between the Board and the Association provided, however, that each party shall be responsible for compensating its own representative and witnesses.

Section 6.7 Bypassing of a Step. If the Association and the Chief Executive Officer agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

Section 6.8 Released Time for Arbitration. In the event that a full-time faculty member's presence is required at an arbitration hearing, such full-time faculty member shall be released from regular assignment for reasonable time required to attend the hearing without loss of pay or benefits.

Section 6.9 No Reprisals. No reprisals shall be taken against any full-time faculty member for his filing a grievance, or being a witness in the grievance process.

ARTICLE VII - ENTIRE AGREEMENT

Section 7.0 This Agreement upon ratification, supersedes all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties, and concludes collective bargaining for its term.

The parties acknowledge that, during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any

subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter, referred to or covered in this Agreement, including the impact of the Board's exercise of its rights as set forth herein, on wages, hours or terms and conditions of employment.

ARTICLE VIII - NON-INTERRUPTION OF SERVICES AND WORK

Section 8.0 No full-time faculty member covered by this Agreement will instigate, sponsor, or participate in any strike, sympathy strike, slowdown, stoppage of work, or any other interruption of the operations of the College, regardless of the reason for so doing. Any or all full-time faculty members who violate this provision may be terminated or otherwise disciplined by the Board.

Section 8.1 During the term of this Agreement, the Association will not instigate, promote, sponsor, encourage, or participate in any strike, slowdown, or other concerted effort to supply less than full service to the District for any reason.

ARTICLE IX - COMPENSATION

Section 9.0 General Statement. Total compensation at IECC for full-time faculty members shall consist of base salary, payroll deduction and tax sheltering of State Universities Retirement System contributions, (i.e., the amount which the Board deducts and pays State Universities Retirement System out of the faculty member's compensation) and group major medical insurance. Total compensation may include overload payments and stipends when appropriate.

Section 9.1 Teaching Load. The full-time load of a full-time faculty member shall be fifteen (15) equated semester hours for each academic semester, i.e., fall and spring semesters, for a total of thirty (30) equated semester hours for an academic year.

Faculty employed to teach less than fifteen (15) credit hours per semester, or portions thereof, an/or faculty who do not meet the definition of a "faculty member" under the Illinois Community College Tenure Act shall not be considered members of the bargaining unit represented by the Association.

Section 9.2 Teaching Load Formula. Lecture hours for full-time faculty will be equated at a ratio of one-to-one (1:1). Lab hours and Core lab hours will be equated at a ratio of one-to-one (1:1).

Section 9.3 Overload. Full-time faculty members who teach more than fifteen (15) equated semester hours during an academic semester shall be paid an overload pay rate as follows:

<u>Overload Rate for Faculty</u>	<u>Effective Date</u>
\$650 per equated semester hour	Fall 2023 – Spring 2024
\$725 per equated semester hour	Fall 2024 – Spring 2025
\$800 per equated semester hour	Fall 2025 – Spring 2026

The Overload pay rate formula is Load hours (over 15) X Overload Rate = Overload Pay

One-half of overload pay for Spring semester and Fall semester will be paid at mid-term and one-half of overload for Spring and Fall semester will be paid at the end of the term. Full-time faculty employees will receive payment for overload upon receipt of pay sheets in accordance with the following schedule of pay dates:

- A. ½ Fall overload paid in the second paycheck in October of each year.
- B. ½ Fall overload paid in the second paycheck in December of each year.
- C. ½ Spring overload paid in the first paycheck in March of each year.
- D. ½ Spring overload paid in the first paycheck in May of each year.

The rate for teaching individualized applied music shall be the following:

<u>Rate Per Student Per Credit Hour</u>	<u>Effective Date</u>
\$180	Fall 2023
\$190	Fall 2024
\$200	Fall 2025

Individual Applied Music pay rate formula is:

Individual Applied Music Rate X Number of Students X Credit Hours = Load

The parties acknowledge that the Board may pay any or all part-time faculty a part-time teaching rate, which may be greater or less than the overload rate for full-time faculty.

Section 9.4 Summer School. Full-time faculty members who teach in the summer shall be paid a summer school rate as follows:

<u>Rate</u>	<u>Effective Date</u>
\$800 per equated semester hour	Summer 2024
\$850 per equated semester hour	Summer 2025

\$900 per equated semester hour Summer 2026

The Summer School pay rate formula is Load Hours X Summer School Pay
Rate = Summer School Pay

One-half of summer pay for the summer semester will be paid at mid-term and one half of the summer pay will be paid at the end of the term. Full-time faculty employees will receive payment for summer upon receipt of pay sheets in accordance with the following schedule:

- A. ½ summer semester paid on the regularly scheduled pay date nearest to midterm.
- B. ½ summer semester paid on the regularly scheduled pay date nearest to end of term.

Section 9.5 Terms of Insurance Policies. The extent of coverage under the group major medical insurance policy referred to in this Agreement shall be governed by the terms and conditions set forth in said policies. Questions concerning the administration of said insurance policies shall be resolved in accordance with the terms and conditions set forth in said policies and shall not be subject to the grievance and arbitration procedure set forth in this Agreement. The Board retains the right to change insurance carriers or otherwise provide for coverage of insurance (i.e., self-insurance) as long as benefits remain reasonably the same.

Section 9.6 Insurance Benefits. The Board will pay the full amount towards the cost of an individual faculty member's premium on the Option 2 Qualified High Deductible Health Plan (QHDHP) and dental insurance policy premium. The Board will apply and pay the premium amount for the Option 2 (QHDHP) towards the other medical plans for any faculty member who selects the other medical plans, with the faculty member paying the premium difference through payroll deductions. The Board will also contribute \$1,000 in calendar year 2024, 2025, and 2026 to a Health Savings Account (HSA) for each faculty member who opts for one of the Qualified High Deductible Health Plans (QHDHPs) and chooses to enroll in the HSA for 2024, 2025, and 2026. (HSA contributions shall be prorated for eligible faculty members hired after January in a calendar year.)

Full-time faculty members may elect to carry dependent coverage at their own cost and may have the premiums for this coverage deducted through payroll deductions.

In the event an individual faculty member chooses to waive medical coverage for himself or herself on the IECC Group plan and elect coverage under a spouse's plan or private insurance, IECC will reimburse up to \$3,500 in medical out of pocket expenses, not including insurance premiums, per faculty member per year. The Board will only pay amounts billed on the spouse's plan or private insurance plan's Explanation of Benefits (EOB). A faculty member cannot choose a spouse's plan if such plan is a Health Savings Account (HSA). Qualified High Deductible plans cannot have reimbursement from any other source.

Section 9.7 Travel Reimbursements. Full-time faculty will be reimbursed for approved business-related travel at the current Internal Revenue Service (IRS) standard mileage rate.

Full-time faculty will only be reimbursed for approved travel from the first work site to a second work site. When travel is from a personal residence to a second work site, travel will be reimbursed for mileage equal to the difference between the faculty member's personal residence and the first/closer work site.

Section 9.8 Tuition Waivers for Full-time Faculty Members and Family. Each full-time faculty member, spouse, and dependents of the full-time faculty member shall be entitled to enroll tuition-free in credit courses on a space available basis. Applicable course fees will be paid by the individual. The enrollment of any dependents or spouse shall not count towards any administratively established class size minimum.

Section 9.9 Initial Placement and Advancement on Salary Schedule.

Section 9.9.1 Base Salary. According to the Pay Raise Chart (Appendix C) raises shall be given as follows:

For the academic year of 2023-2024, all full-time faculty will receive a 4.25% increase to their base salary listed at the end AY2023.

For the academic year of 2024-25, designated as the adjustment year, all full-time faculty will be placed on the salary matrix with percent increases determined by the following formula:

$$\%raise(AY25) = \left(\frac{AY26 \text{ matrix salary}}{1.05 * AY24 \text{ salary}} \right) - 1$$

Any raises, for eligible faculty members, that fall below 5% are kept at 5%.

For the academic year 2025-26, all full-time faculty will receive a 5.10% increase to their base salary as shown at the end of AY2025.

Section 9.9.2 Movement Between Educational Levels. If, prior to the District's first instructional day in September, a full-time faculty member covered by this Agreement submits official transcripts reflecting earned hours and/or degrees previously approved in writing by the District Human Resources Office, sufficient for movement from one educational level to another, said faculty member shall receive in his/her September payroll check the applicable prorated salary increase as set forth in the Educational Level Change Chart below:

<u>Educational Level Change</u>	<u>Salary Increase</u>
From Below AA to AA	<u>1000.00</u>
From AA to AA + 32	<u>1000.00</u>

From AA + 32 to BA	<u>1000.00</u>
From BA to BA + 16	<u>1000.00</u>
From BA + 16 to MA	<u>1000.00</u>
From MA to MA + 12	<u>1000.00</u>
From MA + 12 to MA + 24	<u>1000.00</u>
From MA + 24 to MA + 36	<u>1000.00</u>
From MA + 36 to MA + 48	<u>1000.00</u>
From MA + 48 to Ph.D.& Ed.D.	<u>2000.00</u>

Section 9.9.3 Special Provisions for Vocational/Technical Faculty Educational Level

Change. Full-time vocational/technical faculty with primary subject discipline in the vocational/technical area may move from one educational level to another by the completion of approved courses or activities. The courses or activities counted toward educational level change must be planned in advance and approved by the District Human Resources Office prior to their beginning. Proof of completion of any previously planned and approved courses or activities must be in the District Human Resources Office prior to the commencement of the fall term. The proof of the completion must be provided each year regardless of whether a move has been earned. The following guidelines will be followed:

1. Undergraduate courses and graduate courses may be given approval.
2. Credit may be given for non-academic activities on the following basis:
 - a. Work experience
 - (1) Work experience must be directly related to the faculty member's subject discipline.
 - (2) One (1) semester hour may be granted for each one hundred twenty (120) hours of approved work experience. (Not to exceed a total of sixteen (16) hours of credit for any one five year period nor more than (4) hours in any one year period.)
 - (3) A letter from the employer stating duties, hours worked, and appraisal of the faculty member's performance and knowledge obtained is required for completion. A standard report form developed by the Communications Committee will be acceptable in lieu of the letter.
 - b. Workshops, seminars, conferences and clinics.

- (1) One (1) semester hour credit may be granted for each twenty-four (24) clock hours in approved workshops, seminars, conferences, and clinics.
- (2) One (1) semester hour credit may be granted for each 1.6 C.E.U. earned.
- (3) One (1) semester hour credit may be granted for each sixteen (16) contact hours earned.
- (4) A report from the workshop, seminar, conference, or clinic sponsor must be submitted to the District Human Resources Office as evidence of satisfactory completion. A standard report form developed by the Communication's Committee will be acceptable in lieu of the report.

Double credit will not be awarded for any single effort. Each work experience shall be such that new skills are acquired or the work is progressively more responsible in nature and scope.

Full-time faculty assigned their primary load in the following primary career fields are the full-time faculty eligible for Article IX, Compensation, Section 9.9.3., Special Provisions for Vocational/Technical Faculty Educational Level Change:

Accounting	Lineman Training
Industrial Maintenance Technology	Marketing Business Management
Agricultural Technology	Medical Laboratory Technician
Air Conditioning and Refrigeration	Medical Office Assistant
Nursing	Truck Driving
Automotive Services Technology	Pharmacy Technician
Physical Therapy Assistant	Diesel Equipment Technology
Broadband Telecom	Process Technology
Diesel Equipment Technology	Radio TV-Broadcasting
Early Childhood Education	Radiography
Sport Management	Truck Driving
Welding	

The Board and the Association may review this list each year through the Communications Committee.

Section 9.9.4 Eligible Activities. Internal activities typically referred to as program or staff development activities sponsored by and funded by Illinois Eastern Community Colleges may qualify as credit toward educational level change. Courses taken at Illinois Eastern Community Colleges and other accredited institutions shall qualify if required to earn a degree.

Section 9.9.5 Initial Placement. The initial placement of new faculty members in an appropriate salary range shall be determined by the new faculty member's educational level, prior experience, if any, and present salary, if any, provided that no new faculty member shall be

placed beyond the maximum or below the minimum of the appropriate educational level for the hiring ranges in Appendix A.

Educational Level Assignment:

Below AA, AA, AA+32, BA, BA+16, MA, MA+12, MA+24, MA+36, MA+48, PhD. New faculty will be placed at the appropriate level, as determined by the Board, according to their educational preparation as indicated by transcripts and other documentation.

Experience Credit for Initial Placement:

Experience is defined as full-time and part-time teaching experience and other related work experience, as determined by the Board, with a limit of **twenty (20) years** for placement purposes within the salary range of the appropriate educational level.

- Community college and university teaching experience shall be credited at a 1-to-1 ratio.
- High school teaching and other related work experience shall be credited at a ½-to-1 ratio.

Salary Adjustments for Market-Based Placements:

The initial salary offered to faculty upon placement shall be made in accordance with the hiring range(s) presented in Appendix A.

If a new hire is placed at an annual salary above an existing bargaining unit employee with the same years of experience and education level, the base salary of that existing member shall be increased to match the new hire's salary.

Union Notification:

Following the completion of the hiring process, the Association President shall be provided with notification of the initial placement experience awarded to the new hire, including the calculation of initial experience.

Section 9.10 Pay Dates. Base salary will be paid every other Friday on a bi-weekly schedule.

First pay date of the academic year. The first pay period of the academic year shall be no later than the first full bi-weekly pay period following the beginning of the academic year.

Last pay date of the academic year for faculty on nine-month pay distribution. The last pay shall occur 36 weeks following the first pay received in the academic year.

Last pay date of the academic year for faculty on twelve-month pay distribution. The last pay date shall occur 50 weeks following the first pay of the academic year.

Section 9.11 Internet Course Development.

Definition.

Internet Course: A course which predominantly involves asynchronous instruction of a credit hour course, which is specifically approved for delivery via the Internet. (Email, posting of assignments, quizzes, and posting of instructional materials does not constitute an Internet course, for example.)

Internet Course Compensation. To the extent the Board elects to assign a faculty member to develop and teach an Internet Course, then a one-time stipend of Six Hundred Seventy Five Dollars (\$675) per load hour, in addition to the faculty member's regular salary, will be paid to such faculty member at the time that the course is fully developed – deemed such by mutual agreement of the faculty and the Board designee. A master shell of this approved course will be maintained and provided to faculty when they are assigned to teach the course. Faculty will have the option to “roll-over” a course from a previous term if they are assigned to teach the course in subsequent terms.

As it is in the mutual benefit of the faculty and the Board to deliver exceptional educational experiences for students, the content of the internet course will be reviewed, by a faculty member with subject matter expertise and the Board designee, on a triennial basis to ensure accuracy and functionality of course materials, incorporate contemporary approaches to teaching and learning, to reflect changes in the face-to-face curriculum and/or learning outcomes, to change test banks and other assessment measures, and to ensure compliance with section 508 and Quality Matters. Faculty members who elect to partner with the Board in this review process will be paid a one-time stipend of Three Hundred Fifty Dollars (\$350) per load hour, in addition to the faculty member's regular salary. This stipend will be paid when the review is deemed complete at the mutual agreement of the faculty and the Board designee.

Load. For purposes of workload determination, an Internet Course shall count the same as a regular course as defined in Section 9.2 of the agreement.

Pre-approval. No faculty member shall be eligible for additional compensation under this section for teaching an Internet Course unless such assignment and additional compensation is specifically approved, in advance, by the Board's CEO.

Section 9.12 Stipends and Release Time for Extracurricular/Non-Instructional Duties.

All stipends currently paid to full-time faculty members will be included in the Agreement under Appendix B- Special Assignments for Bargaining Unit Faculty.

ARTICLE X - NEGOTIATIONS PROCEDURE

Section 10.0 The parties shall commence bargaining for a successor Agreement on or before 90 days prior to the expiration of this Agreement and shall bargain as per the Illinois Educational Labor Relations Act and its Rules and Regulations.

Section 10.1 It is agreed that the parties will use the Federal Mediation and Conciliation Service (FMCS) in the event of impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.

Section 10.2 The Association and the Board agree that the Board shall not be required to bargain over matters of inherent managerial policy such as the function of the Board, standards of service, its overall budget, the organizational structure and selection of new employees and the direction of employees. The Board, however, agrees to participate in collective bargaining with the Association in good faith relative to the following items:

1. Wages, hours, and
2. Terms and conditions of employment.

ARTICLE XI - LEAVE POLICIES

Section 11.0 Personal Leave. A full-time faculty member shall be granted, without loss of pay or benefits, three (3) leave days per academic year for personal reasons. Application for such leave should be made five (5) days prior to time said leave is desired to the President and approved by the appropriate Dean, President, or Chief Executive Officer. Personal leave days may not be used during the four (4) faculty workshop days. Unused personal days shall accumulate as sick leave to a maximum of fourteen (14) additional sick days.

Section 11.1 Required Court Appearance Leave. Full-time faculty members shall be granted leave with pay to appear in court as a witness or a member of a jury. Compensation received for such court appearances shall accrue to the College District.

Section 11.2 Funeral Leave. All full-time faculty members shall be granted funeral leave for the purpose of attending a funeral, without loss of pay, under the following terms and conditions:

Three Days Leave at Full Pay – For a death within the immediate family, which means the full-time faculty member's spouse, child, parent, sibling, parent-in-law, or member of the immediate household of the employee.

One Day Leave at Full Pay – For a death of a near relative.

Section 11.3 Sick Leave. Each full-time faculty member shall, on the first day of the first semester of his initial year of employment, be granted a prorated share of working days up to a total of fifteen (15) sick leave days with pay.

After the initial year of employment and at the beginning of every academic year thereafter, each full-time faculty member will receive days of sick leave according to the following schedule:

<u>Years of Continuous Full-time Service</u>	<u>Sick Leave Days Per Year</u>
2-9	10
10-15	13
16-20	16
21-25+	19

Full-time faculty members teaching summer school will be granted an additional day(s) as follows:

- (a) full-time faculty members teaching 2.0 semester hours to and including 4.99 semester hours – one day.
- (b) full-time faculty members teaching 5.0 semester hours or more – two days.

Any unused sick leave days will be allowed to accumulate.

The Chief Executive Officer may require the employee on sick leave to provide a statement from his physician. In addition, the Chief Executive Officer may require that the employee be examined by a physician determined by the Chief Executive Officer. In the latter case, the cost of the examination will be borne by the Board of Trustees.

Section 11.4 Professional Leave. A full-time faculty member may be granted upon his request and Board approval up to one year's leave of absence without pay, and up to an additional year upon request and Board approval. Applications for professional leaves shall be filed with the Dean of Instruction not later than 90 days prior to the beginning of the semester that the leave shall become effective. Professional leaves may be granted for advanced study, exchange teaching or assignment, travel, military duty, governmental service, or any other professional experience which is related to the field of teaching or which will improve a full-time faculty member's professional competence. The Board may grant other leaves of absence without pay to full-time faculty.

Section 11.5 Absences Due to Attendance at Educational Meetings and Conferences. Approved attendance at educational meetings and conferences may be granted without loss of salary. Attendance must be approved in advance by the Dean of Instruction in accordance with the established guidelines. Full-time faculty members authorized to represent the College or District shall be allowed expenses according to the regulations of the District.

Section 11.6 Accounting. An accounting of accumulated sick leave will be made semi-annually.

Section 11.7 Personal Emergency Leave. Full-time faculty may use a designated amount of sick time for personal emergency each year for things such as illness, injury, medical appointment of the employee's child, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or stepparent or for other reasons of personal emergency. Advance approval for such leave shall be secured from the Dean, as soon as possible. Faculty may use the following days as personal emergency based on the following schedule:

Years of Continuous Full-Time Service	Personal Emergency Days allowed per Year
Initial Year	Up to ½ of sick days awarded at time of employment
2-9	6
10-15	6.5
16-20	8
21-25+	9.5

Section 11.8 Association Leave. The President of the Association or his designee(s) shall be granted an aggregate total of four (4) days per academic year of released time to attend to Association business or conventions, provided that all classroom and laboratory assignments are covered by a person or persons approved by the Dean of Instruction or other appropriate supervisor. Such leave shall be granted without loss of pay or benefits, provided that the Association shall pay the College for the cost of substitutes if any are needed. Association leave shall be approved by the President of the Association and the Director of Human Resources prior to being used.

Section 11.9 Association Meetings. During the annual district faculty assessment day normally scheduled early in the fall semester, the Association will be granted one-half day of the workshop for an Association meeting.

Section 11.10 Family Leave. Subject to the applicable provisions of the federal Family and Medical Leave Act of 1993 ("Act"), and eligible full-time faculty member may take up to a combined total of twelve (12) weeks of unpaid and paid leave during a twelve (12) month period in the event of the birth, adoption, or foster care of a child, or a serious health condition of an employee of immediate family member (as defined in the Act) requiring inpatient care or continuing treatment by a health care provider. A faculty member must provide the Board with thirty (30) days notice if possible before taking such leave or notify the Board as soon as practical. A faculty member must have been employed twelve (12) months by the Board to be eligible for a family or medical leave under this Section. The Board may require medical certification as provided by the Act as a condition of any leave under this Section.

Before going on unpaid leave status for the birth, adoption, or foster care of a child, and employee must use all accrued unused personal days and personal emergency days. Before going on unpaid leave status for the serious health condition of a family member requiring inpatient care or continuing treatment, and employee must use all accrued unused personal days and personal emergency days. Before going on unpaid leave status for the employee's serious health condition, the employee must use unused sick leave. In no event, however, shall the aggregate leave under this Section, and unpaid, exceed twelve (12) weeks during any twelve (12) month period. In the event an employee does not return to full-time employment with the Board after taking leave under this Section, the Board may recapture the cost of any health insurance premiums (or portion thereof) paid by the Board for the employee's benefit during the leave, subject to any limitations under the Act.

ARTICLE XII - PROFESSIONAL EMPLOYEE RIGHTS

Section 12.0 Tenure. A full-time faculty member shall be eligible for tenure in accordance with the provisions of Chapter 122, Section 103:B1-B6, Illinois Revised Statutes.

Section 12.1 Right to Representation. When any full-time faculty member is required to appear before the Board or an administrator for a formal discussion concerning allegations of misconduct, possible disciplinary action, or termination of said faculty member's employment at Illinois Eastern Community Colleges. The employee shall have a right to union representation.

Disciplinary actions, or termination shall only be taken by the Board with just cause. The administrator or Board shall conduct a fair, objective investigation. The faculty member shall be given due process, in the absence of extenuating circumstances, and reasonable prior written notice of not less than three (3) faculty workdays prior to any scheduled meeting, and the reason for such meeting. The Association President or his/her designee shall also receive a copy of the written notice provided at the same time as the faculty member receives said notice.

This clause shall not apply to such conferences as those held between administrators or supervisors and full-time faculty members pursuant to the normal, routine evaluation or supervisory conference procedures of the District. If, however, a full-time faculty member is called to a meeting with an administrator or supervisor and said conference develops into a discussion of adverse action, allegations of misconduct, or possible disciplinary action, termination or dismissal, the conference shall be adjourned if requested by the faculty member and/or administrator/supervisor until an Association representative can be present and the faculty member be provided with due process of said matter.

This Section shall not be applicable to meetings where the sole purpose is to advise a faculty member that he/she is being terminated or dismissed. However, in the event of termination or dismissal, the Union will receive notice the same day of the action.

Section 12.2 Seniority. Seniority of faculty members shall be in accordance with the provisions of 110 ILCS 805/3B-5.

For the purposes of this agreement, 'competent to render' shall be defined as:

1. The academic discipline and position for which the faculty member was originally hired by IECC, and/or
2. An academic discipline outside their primary position in which the faculty member has been expressly assigned to teach by the College during their employment, as determined by the administration based on credentials and practical experience documented in the faculty member's Qualified and Competent Form.

During the first full week of instructional days during the second semester of each academic year, the Board will provide and distribute a seniority list to the Association and its members via email providing the seniority list document, also posted to Entrata, and place a paper copy on the bulletin board at each College located next to faculty mailboxes to review and verify for accuracy.

The list shall set forth the seniority, categorized by the total number of years teaching at IECC, showing the seniority of each faculty member for each position entailing services such faculty member is competent to render. A copy of the list shall also be provided to the President of the Association on or before the first full week of instructional days during the second semester.

The Board will not be responsible for any errors in this list unless such errors are brought to the attention of the Board's Executive Director of Human Resources in writing via email by the Association within thirty (30) calendar days after the list is provided and posted on campus or provided to the Union President, whichever date occurs later. If corrections are required to be made to the Seniority List, a corrected seniority list document shall be emailed to faculty and Association. The corrected list shall be posted on the bulletin board at each College located next to faculty mailboxes as well as on the HR page on Entrata.

Seniority for all purposes shall be terminated if the faculty member:

- A. Quits or resigns; or
- B. Dies or is deceased; or
- C. Is terminated in accordance with the provisions of applicable law and/or this contract; or
- D. Retires or is retired; or
- E. Is a faculty member and:
 - 1) Is laid off for a period of twenty-four (24) months from the beginning of the school year for which the faculty member was honorably dismissed; or
 - 2) Fails to respond to notification of recall within twenty-one (21) calendar days of its receipt or within thirty (30) calendar days of its mailing, whichever is longer, provided that a notice or recall is sent by certified or registered mail (return receipt requested) addressed to the most recent address provided by the faculty member. It shall be the responsibility of the faculty members laid off to advise the Executive Director of Human Resources in writing of their latest address.

Section 12.2.1 Seniority Upon Return to the Bargaining Unit. If a faculty member is appointed by the Board to a position outside the bargaining unit and is subsequently returned to a bargaining unit position by the Board, the faculty member shall retain seniority that was previously accumulated as a faculty member.

Section 12.2.2 Reduction in Force. The reduction in force of faculty members shall be in accordance with the provisions of 110 ILCS 805/3B-5.

ARTICLE XIII - SAVINGS

Section 13.0 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE XIV - SPECIAL COMMITTEES

Section 14.0 Communications Committee. A Communications Committee shall be established which shall be composed of the Association Executive Committee (i.e., up to five (5) bargaining unit employees designated by the Association) and up to five members designated by the Chief Executive Officer. Upon the reasonable request of either party, the Communications Committee shall meet to discuss matters of mutual concern that do not involve negotiations. The party requesting the meeting shall submit a written agenda of the items it wishes to discuss at least two days prior to the date of the meeting. This Section shall not be applicable to any matter that is the subject of a grievance that is being processed pursuant to the grievance procedure set forth in this Agreement.

Travel expenses for Association members serving on this committee shall be reimbursed to the Association members at the normal District rate.

Section 14.1 Other Committees. Illinois Eastern Community Colleges (IECC) and the Illinois Eastern Community Colleges Education Association (IECCEA) agree to establish the following working committees:

- 1) Faculty Evaluation Advisory Committee (FEAC)
- 2) Distance Education Advisory Committee (DLEC)

The respective Memorandums of Agreement outline the details concerning the purpose, composition and requirements of the committees.

ARTICLE XV - TERM OF AGREEMENT

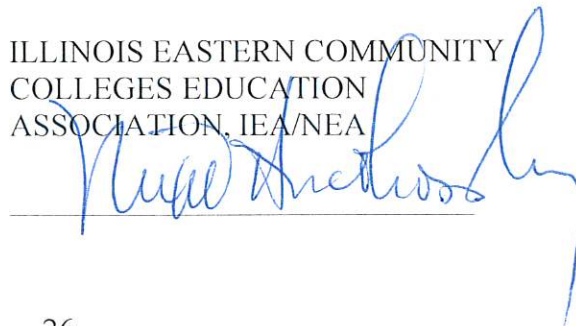
Section 15.0 Effective Dates. This Agreement shall be effective as of the 1st day of September, 2023, and shall remain in full force and effect until midnight on August 31, 2026. It shall automatically be renewed from year to year unless either party shall notify the other in writing at least ninety (90) days prior to the end of the contract.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 22nd day of April, 2025.

BOARD OF TRUSTEES OF
ILLINOIS EASTERN COMMUNITY
COLLEGES, DISTRICT NO. 529



ILLINOIS EASTERN COMMUNITY
COLLEGES EDUCATION
ASSOCIATION, IEA/NEA



Appendix A – Hiring Range

2023-2024, 2024-2025, 2025-2026

	Below AA	AA	AA+32	BA	BA+16	MA	MA+12	MA+24	MA+36	MA+48	PhD
0	\$40,787	\$41,614	\$42,195	\$42,778	\$43,477	\$44,293	\$45,110	\$46,157	\$47,264	\$48,431	\$49,655
1	\$41,850	\$42,751	\$43,443	\$44,142	\$44,930	\$45,888	\$46,807	\$47,969	\$49,144	\$50,377	\$51,665
2	\$42,913	\$43,888	\$44,690	\$45,505	\$46,383	\$47,483	\$48,504	\$49,780	\$51,023	\$52,323	\$53,676
3	\$43,977	\$45,025	\$45,938	\$46,869	\$47,836	\$49,077	\$50,202	\$51,592	\$52,903	\$54,269	\$55,686
4	\$45,040	\$46,163	\$47,185	\$48,233	\$49,288	\$50,672	\$51,899	\$53,403	\$54,783	\$56,215	\$57,696
5	\$46,103	\$47,300	\$48,433	\$49,596	\$50,741	\$52,267	\$53,596	\$55,215	\$56,663	\$58,161	\$59,707
6	\$47,166	\$48,437	\$49,680	\$50,960	\$52,194	\$53,862	\$55,293	\$57,027	\$58,542	\$60,107	\$61,717
7	\$48,229	\$49,574	\$50,928	\$52,323	\$53,647	\$55,456	\$56,991	\$58,838	\$60,422	\$62,053	\$63,727
8	\$49,293	\$50,711	\$52,175	\$53,687	\$55,100	\$57,051	\$58,688	\$60,650	\$62,302	\$63,999	\$65,738
9	\$50,356	\$51,848	\$53,423	\$55,051	\$56,553	\$58,646	\$60,385	\$62,461	\$64,181	\$65,945	\$67,748
10	\$51,419	\$52,985	\$54,670	\$56,414	\$58,005	\$60,241	\$62,082	\$64,273	\$66,061	\$67,891	\$69,758
11	\$52,482	\$54,122	\$55,918	\$57,778	\$59,458	\$61,835	\$63,780	\$66,085	\$67,941	\$69,837	\$71,769
12	\$53,545	\$55,260	\$57,165	\$59,142	\$60,911	\$63,430	\$65,477	\$67,896	\$69,820	\$71,783	\$73,779
13	\$54,609	\$56,397	\$58,413	\$60,505	\$62,364	\$65,025	\$67,174	\$69,708	\$71,700	\$73,729	\$75,789
14	\$55,672	\$57,534	\$59,660	\$61,869	\$63,817	\$66,620	\$68,871	\$71,519	\$73,580	\$75,675	\$77,800
15	\$56,735	\$58,671	\$60,908	\$63,233	\$65,270	\$68,215	\$70,569	\$73,331	\$75,460	\$77,621	\$79,810
16	\$57,798	\$59,808	\$62,156	\$64,596	\$66,722	\$69,809	\$72,266	\$75,143	\$77,339	\$79,567	\$81,820
17	\$58,861	\$60,945	\$63,403	\$65,960	\$68,175	\$71,404	\$73,963	\$76,954	\$79,219	\$81,513	\$83,831
18	\$59,925	\$62,082	\$64,651	\$67,323	\$69,628	\$72,999	\$75,660	\$78,766	\$81,099	\$83,459	\$85,841
19	\$60,988	\$63,220	\$65,898	\$68,687	\$71,081	\$74,594	\$77,357	\$80,577	\$82,978	\$85,405	\$87,851
20	\$62,051	\$64,357	\$67,146	\$70,051	\$72,534	\$76,188	\$79,055	\$82,389	\$84,858	\$87,351	\$89,862

Appendix B – Special Assignments for Bargaining Unit Faculty

	Location	Special Assignment	2022-2023	Release Time	Total Stipend
Academic	WVC	Coordinator, Physical Therapy Assistant Program	\$1,500	6 hours	\$1,500
	WVC	Director of Broadcasting	\$8,000		\$8,000
	WVC	Lead Director of Small World	\$200/month		\$2,400
	OCC	Lead Inst Accounting	\$600		\$600
	WVC	Lead Inst Advanced Manufacturing	\$550		\$550
	WVC	Lead Inst Agriculture Business	\$550		\$550
	WVC	Lead Inst Agriculture Production	\$550		\$550
	FCC	Lead Inst Auto Tech	\$550		\$550
	LTC	Lead Inst Broadband/Telecom	\$650		\$650
	OCC	Lead Inst Collision Repair	\$550		\$550
	OCC	Lead Inst CRT Auto Service Tech	\$550		\$550
	WVC	Lead Inst Diesel Equipment Tech	\$600		\$600
	WVC	Lead Inst Early Childhood Development	\$550		\$550
	FCC	Lead Inst Electrical Distribution	\$550		\$550
	WVC	Lead Inst Gunsmithing	\$550		\$550
	FCC	Lead Inst Health Informatics	\$550		\$550
	LTC	Lead Inst Health Programs	\$550		\$550
	OCC	Lead Inst Human Resource Assistant	\$550		\$550
	OCC	Lead Inst Medical Office Assistant	\$600		\$600
	LTC	Lead Inst Process Technology	\$550		\$550
	WVC	Lead Inst Radio/TV	\$550		\$550
	WVC	Lead Inst Social Services	\$550		\$550
	WVC	Lead Inst Truck Driving	\$550		\$550
	OCC	Lead Inst Welding	\$550		\$550
	OCC	Lead Inst. Industrial Maintenance	\$550		\$550
	WVC	Lead Inst. Marketing/Business Management	\$550		\$550
	WVC	Program Director, Physical Therapy Assistant Program	\$3,000	12 hours	\$3,000

	Location	Special Assignment	2022-2023	Release Time	Total Stipend
Academic Allied Health	OCC	Clinical Coordinator, Radiography	\$1,500		\$1,500
	LTC	CNA Coordination for LTC	\$3,000		\$3,000
	OCC	Dept Head, Nursing/FCC	\$3,000	12 hours	\$3,000
	OCC	Dept Head, Nursing/LTC	\$3,000	12 hours	\$3,000
	OCC	Dept Head, Nursing/OCC	\$3,000	12 hours	\$3,000
	OCC	Dept Head, Nursing/WVC	\$3,000	12 hours	\$3,000
	OCC	Director of Radiography	\$3,000		\$3,000

	Location	Special Assignment	2022-2023	Release Time	Total Stipend
Athletics	DO	Athletic Compliance Coordinator	\$6,000		\$6,000
	OCC	Athletic Director	\$5,000		\$5,000
	LTC	Athletic Director	\$5,000		\$5,000
	FCC	Athletic Director	\$5,000		\$5,000
	WVC	Athletic Director	\$5,000		\$5,000
	WVC	Head Fishing Team Coach	\$6,000		\$6,000
	FCC	Head Volleyball Coach	\$6,000		\$6,000
	WVC	Head Women's Soccer Coach	\$6,000		\$6,000

	Location	Special Assignment	2022-2023	Release Time	Total Stipend
Extra-Curricular	OCC	Academic Challenge Asst. Coordinator	\$200		\$200
	OCC	Academic Challenge Asst. Coordinator	\$200		\$200
	OCC	Academic Challenge Coordinator	\$350		\$350
	DO	ACES Special Assignment	\$700 for event		\$700
	WVC	Coordinator Physical Therapy Assistant Program	\$1,500	12 hours	\$1,500
	DO	Director of Assessment	\$5,000	3 hours	\$5,000
	IECC	Director of Dual Credit	\$5,000		\$5,000
	DO	Director of Online Learning	\$10,000	6 hours	\$10,000
	DO	Discipline Facilitator for Humanities/Fine Arts	\$500/semester		\$1,000

	FCC	English/Comm. Discipline Facilitator - FCC	\$1,000		\$1,000
	LTC	English/Comm. Discipline Facilitator - LTC	\$1,000		\$1,000
	OCC	English/Comm. Discipline Facilitator – OCC	\$1,000		\$1,000
	WVC	English/Comm. Discipline Facilitator – WVC	\$1,000		\$1,000
	DO	Externship (Perkins Grant)	\$1,000		\$1,000
	DO	Externship (Perkins Grant)	\$1,000		\$1,000
	LTC	Faculty Coordinator of Student Learning Assessment– LTC	\$4,000		\$4,000
	DO	Faculty Coordinator of Student Learning Assessment– OCC	\$4,000		\$4,000
	DO	Faculty Coordinator of Student Learning Assessment– WVC	\$4,000		\$4,000
	FCC	Faculty Coordinator of Student Learning Assessment-FCC	\$4,000		\$4,000
	LTC	Humanities/Fine Arts Discipline Facilitator - LTC	\$1,000		\$1,000
	OCC	Humanities/Fine Arts Discipline Facilitator - OCC	\$1,000		\$1,000
	FCC	Life & Physical Science Discipline Facilitator – FCC	\$1,000		\$1,000
	LTC	Life & Physical Science Discipline Facilitator – LTC	\$1,000		\$1,000
	OCC	Life & Physical Science Discipline Facilitator – OCC	\$1,000		\$1,000
	FCC	Math Discipline Facilitator – FCC	\$1,000		\$1,000
	LTC	Math Discipline Facilitator – LTC	\$1,000		\$1,000
	OCC	Math Discipline Facilitator – OCC	\$1,000		\$1,000
	WVC	Math Discipline Facilitator – WVC	\$1,000		\$1,000
	LTC	Performing Arts Coordinator	\$1,500		\$1,500
	LTC	Social & Behavioral Science Discipline Facilitator – LTC	\$1,000		\$1,000
	OCC	Social & Behavioral Science Discipline Facilitator – OCC	\$1,000		\$1,000
	WVC	Social & Behavioral Science Discipline Facilitator – WVC	\$1,000		\$1,000
	FCC	Social and Behavioral Science Discipline Facilitator	\$1,000		\$1,000

	FCC	Basic Nurse Assistant Program	\$6,800		\$6,800
	WVC	Student Lounge Faculty Sponsor	\$5,000		\$5,000
				Total:	\$163,550

Appendix C – Pay Raise Chart

For 2023 - 2024

First Name	Last Name	Hire Date	2023-2024 Raise	2023-2024 Ed-level Incr	2023-2024 Salary
Austin	Alexander	2023	\$0		\$46,990
Tosha	Baker	2021	\$2,043		\$50,124
Wade	Baker	2017	\$2,019		\$49,526
Scott	Balding	2002	\$3,168		\$77,704
Lonnie	Barnes	2018	\$2,498		\$61,283
Reno	Bemont	2011	\$2,280		\$55,934
Shasta	Bennett	2003	\$2,665		\$65,380
Sarah	Bergbower	2014	\$2,460	\$2,000	\$62,332
Tammie	Bohnhoff	2012	\$2,883		\$70,722
Ben	Bomer	2023	\$0		\$54,726
Brooke	Bower	2024			
Tyler	Boyles	2008	\$2,211		\$54,224
Chase	Bramlett	2022	\$1,777		\$43,577
C.Allen	Brown	1993	\$3,950		\$96,886
Carrie	Brown	2003	\$2,799		\$68,661
Tyler	Browning	2014	\$2,019		\$49,526
Megan	Bunnage	2017	\$2,238		\$54,908
Carla	Cadwalader	2013	\$3,016		\$73,984
Jay	Carter	2005	\$2,759		\$67,665
Becky	Coleman	2018	\$2,201		\$53,989
Jena	Combs	2024			
Julie	Dehart	2024			
David	Denton	1990	\$3,818		\$93,654
Cheryl	Dill	2007	\$3,067		\$75,234
Maverick	Fisher	2019	\$1,935		\$47,453
Todd	Gill	2013	\$3,166		\$77,660
Jared	Gullett	2020	\$2,277		\$55,865
Alexandria	Hamblin	2022	\$2,045		\$50,167
Elaine	Hasty	2022	\$2,647		\$64,930
Nixie	Hnetkovsky	2003	\$2,799		\$68,661
Steve	Hnetkovsky	2007	\$3,123	\$1,000	\$77,595
Ronda	Hockgeiger	2020	\$2,548		\$62,508
Lisa	Hoipkemier	2020	\$3,065		\$75,178
Abigail	Holdrieth	2024			
Jason	Hortin	2009	\$2,632		\$64,552
Anne	Hustad	2006	\$3,885		\$95,299
Kristina	Isaac	2022	\$2,384		\$58,474

Juliana	James	2018	\$2,406		\$59,012
Laurie	Jenkins	2015	\$2,636		\$64,659
John	Kendall	2002	\$3,331		\$81,718
Andrew	King	2011	\$2,906		\$71,279
Tina	Lindley	2020	\$2,400		\$58,872
Aaron	Lineberry	2015	\$2,680		\$65,749
Curtis	Marshall	2012	\$2,252		\$55,232
Robert	Mason	1999	\$3,543		\$86,911
Christian	Mathews	2000	\$3,243		\$79,554
Travis	Matthews	1999	\$2,976		\$72,993
Rodney	Maxey	2003	\$3,299		\$80,927
Amie	Mayhall	2003	\$3,235		\$79,362
Jane	McCormick	2021	\$2,241		\$54,981
Jessica	McDonald	2018	\$2,199		\$53,947
Andrew	McMurray	2013	\$3,072		\$75,360
Mary (Linda)	Monge	2009	\$3,562		\$87,369
Brittany	Ochs	2020	\$2,304		\$56,525
Kelly	Payne	2004	\$2,668		\$65,443
Jodi	Peach	2015	\$2,360		\$57,893
Kyle	Peach	2006	\$2,872		\$70,442
Andrew	Pittman	2013	\$2,861		\$70,176
Richard	Poskin	1999	\$3,324		\$81,531
Lisa	Rauch	2013	\$3,087		\$75,724
Doug	Robb	2007	\$3,254	\$1,000	\$80,812
Clare	Roosevelt	2021	\$2,221		\$54,489
Brittany	Rose	2024			
Anuradha	Roy	1987	\$4,209		\$103,247
Eric	Scheller	2012	\$2,557		\$62,710
Kimberley	Schucker	2007	\$3,425		\$84,003
Nick	Short	2006	\$2,579		\$63,267
Tracy	Smith	2022	\$2,751		\$67,476
Shirley	Smithenry	2006	\$3,257		\$79,904
Philip	Thorsen	2009	\$2,671		\$65,519
Danielle	Trapp	2023	\$2,106		\$51,663
Kristi	Urfer	1999	\$3,389		\$83,123
Kimberley	Wellen	2021	\$2,308		\$56,620
Kinsey	Whitaker	2021	\$2,930		\$71,875
Brian	Wick	2005	\$2,628		\$64,474
Dustin	Wiggins	2021	\$2,194		\$53,810
Angelia	Williams	2006	\$3,644		\$89,378
Jill	Winter	2003	\$2,799		\$68,661
Mari	Yamato	2023	\$0		\$46,900

Connor	York	2021	\$1,845	\$45,266
Dennis	York	2020	\$2,003	\$49,143
Joseph	Young	2023	\$0	\$42,632

For 2024 – 2025

First Name	Last Name	Hire Date	2024-2025 Adj Raise	2024-2025 Ed-Level Incr	2024-2025 Salary
Austin	Alexander	2023	\$3,019		\$50,009
Tosha	Baker	2021	\$2,876		\$53,000
Wade	Baker	2017	\$3,474		\$53,000
Scott	Balding	2002	\$6,838		\$84,542
Lonnie	Barnes	2018	\$3,064		\$64,348
Reno	Bemont	2011	\$2,797		\$58,731
Shasta	Bennett	2003	\$7,192		\$72,572
Sarah	Bergbower	2014	\$7,962		\$70,294
Tammie	Bohnhoff	2012	\$4,240		\$74,962
Ben	Bomer	2023	\$2,736		\$57,462
Brooke	Bower	2024	\$0		\$48,810
Tyler	Boyles	2008	\$4,583		\$58,807
Chase	Bramlett	2022	\$4,667		\$48,243
C.Allen	Brown	1993	\$5,329		\$102,214
Carrie	Brown	2003	\$10,025	\$2,000	\$80,686
Tyler	Browning	2014	\$7,529		\$57,055
Megan	Bunnage	2017	\$3,020		\$57,928
Carla	Cadwalader	2013	\$3,699		\$77,683
Jay	Carter	2005	\$3,383		\$71,048
Becky	Coleman	2018	\$2,917	\$1,000	\$57,906
Jena	Combs	2024	\$2,720		\$48,052
Julie	Dehart	2024	\$0		\$62,114
David	Denton	1990	\$5,151		\$98,805
Cheryl	Dill	2007	\$3,862		\$79,096
Maverick	Fisher	2019	\$4,812		\$52,264
Todd	Gill	2013	\$4,271		\$81,931
Jared	Gullett	2020	\$3,173		\$59,038
Alexandria	Hamblin	2022	\$2,531		\$52,698
Elaine	Hasty	2022	\$3,247		\$68,177
Nixie	Hnetkovsky	2003	\$6,180		\$74,841
Steve	Hnetkovsky	2007	\$4,595	\$1,000	\$83,190
Ronda	Hockgeiger	2020	\$3,125		\$65,634
Lisa	Hoipkemier	2020	\$3,759		\$78,937
Abigail	Holdrieth	2024	\$0		\$48,978

Jason	Hortin	2009	\$4,305		\$68,857
Anne	Hustad	2005	\$6,194		\$101,494
Kristina	Isaac	2022	\$3,216		\$61,690
Juliana	James	2018	\$3,246		\$62,257
Laurie	Jenkins	2015	\$3,556		\$68,215
John	Kendall	2002	\$9,787		\$91,505
Andrew	King	2011	\$5,658		\$76,937
Tina	Lindley	2020	\$2,944		\$61,816
Aaron	Lineberry	2015	\$4,545		\$70,294
Curtis	Marshall	2012	\$2,762		\$57,993
Robert	Mason	1999	\$11,394		\$98,305
Christian	Mathews	2000	\$9,257		\$88,811
Travis	Matthews	1999	\$7,152		\$80,145
Rodney	Maxey	2003	\$8,456		\$89,383
Amie	Mayhall	2003	\$12,142		\$91,505
Jane	McCormick	2021	\$3,375		\$58,357
Jessica	McDonald	2018	\$3,237		\$57,184
Andrew	McMurray	2013	\$5,287		\$80,647
Mary (Linda)	Monge	2009	\$5,242		\$92,611
Brittany	Ochs	2020	\$2,826		\$59,352
Kelly	Payne	2004	\$5,825		\$71,268
Jodi	Peach	2015	\$2,895		\$60,788
Kyle	Peach	2006	\$3,522		\$73,964
Andrew	Pittman	2013	\$5,012		\$75,188
Richard	Poskin	1999	\$4,077		\$85,607
Lisa	Rauch	2013	\$3,786		\$79,510
Doug	Robb	2007	\$4,041		\$84,852
Clare	Roosevelt	2021	\$4,632	\$1,000	\$60,121
Brittany	Rose	2024	\$0		\$51,900
Anuradha	Roy	1987	\$5,679		\$108,926
Eric	Scheller	2012	\$4,076		\$66,786
Kimberley	Schucker	2007	\$4,200		\$88,203
Nick	Short	2006	\$4,429		\$67,696
Tracy	Smith	2022	\$3,711		\$71,187
Shirley	Smithenry	2006	\$5,676		\$85,580
Phillip	Thorsen	2009	\$11,466	\$2,000	\$78,985
Danielle	Trapp	2023	\$2,841		\$54,505
Kristi	Urfer	1999	\$4,987		\$88,110
Kimberley	Wellen	2021	\$2,831		\$59,451
Kinsey	Whitaker	2021	\$3,953		\$75,828
Brian	Wick	2005	\$3,224		\$67,698
Dustin	Wiggins	2021	\$8,005		\$61,815

Angelia	Williams	2006	\$4,916	\$94,293
Jill	Winter	2003	\$5,836	\$74,497
Mari	Yamato	2023	\$3,094	\$49,994
Connor	York	2021	\$4,582	\$49,848
Dennis	York	2020	\$2,457	\$51,601
Joseph	Young	2023	\$2,445	\$45,077

For 2025 – 2026

First Name	Last Name	2025-2026	2025-2026
		Raise	Salary
Austin	Alexander	\$2,550	\$52,559
Tosha	Baker	\$2,703	\$55,703
Wade	Baker	\$2,703	\$55,703
Scott	Balding	\$4,312	\$88,853
Lonnie	Barnes	\$3,282	\$67,629
Reno	Bernont	\$2,995	\$61,726
Shasta	Bennett	\$3,701	\$76,274
Sarah	Bergbower	\$3,585	\$73,879
Tammie	Bohnhoff	\$3,823	\$78,785
Ben	Bomer	\$2,931	\$60,393
Brooke	Bower	\$2,489	\$51,299
Tyler	Boyles	\$2,999	\$61,806
Chase	Bramlett	\$2,460	\$50,703
C Allen	Brown	\$5,213	\$107,427
Carrie	Brown	\$4,115	\$84,801
Tyler	Browning	\$2,910	\$59,965
Megan	Bunnage	\$2,954	\$60,883
Carla	Cadwalader	\$3,962	\$81,645
Jay	Carter	\$3,623	\$74,671
Becky	Coleman	\$2,953	\$60,859
Jena	Combs	\$2,451	\$50,503
Julie	Dehart	\$3,168	\$65,282
David	Denton	\$5,039	\$103,844
Cheryl	Dill	\$4,034	\$83,130
Maverick	Fisher	\$2,665	\$54,930
Todd	Gill	\$4,178	\$86,110
Jared	Gullett	\$3,011	\$62,049
Alexandria	Hamblin	\$2,688	\$55,386
Elaine	Hasty	\$3,477	\$71,654
Nixie	Hnetkovsky	\$3,817	\$78,658
Steve	Hnetkovsky	\$4,243	\$87,432

Ronda	Hockgeiger	\$3,347	\$68,981
Lisa	Hoipkemier	\$4,026	\$82,962
Abigail	Holdrieth	\$2,498	\$51,476
Jason	Hortin	\$3,512	\$72,368
Anne	Hustad	\$5,176	\$106,670
Kristina	Isaac	\$3,146	\$64,836
Juliana	James	\$3,175	\$65,433
Laurie	Jenkins	\$3,479	\$71,694
John	Kendall	\$4,667	\$96,172
Andrew	King	\$3,924	\$80,861
Tina	Lindley	\$3,153	\$64,969
Aaron	Lineberry	\$3,585	\$73,879
Curtis	Marshall	\$2,958	\$60,951
Robert	Mason	\$5,014	\$103,319
Christian	Mathews	\$4,529	\$93,341
Travis	Matthews	\$4,087	\$84,232
Rodney	Maxey	\$4,559	\$93,942
Amie	Mayhall	\$4,667	\$96,172
Jane	McCormick	\$2,976	\$61,333
Jessica	McDonald	\$2,916	\$60,101
Andrew	McMurray	\$4,113	\$84,760
Mary (Linda)	Monge	\$4,723	\$97,334
Brittany	Ochs	\$3,027	\$62,379
Kelly	Payne	\$3,635	\$74,903
Jodi	Peach	\$3,100	\$63,888
Kyle	Peach	\$3,772	\$77,736
Andrew	Pittman	\$3,835	\$79,022
Richard	Poskin	\$4,366	\$89,973
Lisa	Rauch	\$4,055	\$83,565
Doug	Robb	\$4,327	\$89,180
Clare	Roosevelt	\$3,066	\$63,187
Brittany	Rose	\$2,647	\$54,547
Anuradha	Roy	\$5,555	\$114,481
Eric	Scheller	\$3,406	\$70,192
Kimberley	Schucker	\$4,498	\$92,701
Nick	Short	\$3,452	\$71,148
Tracy	Smith	\$3,631	\$74,818
Shirley	Smithenry	\$4,365	\$89,945
Philip	Thorsen	\$4,028	\$83,013
Danielle	Trapp	\$2,780	\$57,284
Kristi	Urfer	\$4,494	\$92,604
Kimberley	Wellen	\$3,032	\$62,483
Kinsey	Whitaker	\$3,867	\$79,696

Brian	Wick	\$3,453	\$71,151
Dustin	Wiggins	\$3,153	\$64,967
Angelia	Williams	\$4,809	\$99,102
Jill	Winter	\$3,799	\$78,296
Mari	Yamato	\$2,550	\$52,544
Connor	York	\$2,542	\$52,391
Dennis	York	\$2,632	\$54,232
Joseph	Young	\$2,299	\$47,376