

C O N T R A C T U A L

A G R E E M E N T

between

**BOARD OF EDUCATION
LOCKPORT TOWNSHIP HIGH SCHOOL
DISTRICT 205**

and

**AIR FORCE JUNIOR R.O.T.C. INSTRUCTORS
DISTRICT 205 COUNCIL
AMERICAN FEDERATION OF TEACHERS LOCAL 604
AFL-CIO**

July 1, 2006 to June 30, 2010

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I. INTRODUCTION

A. AGREEMENT

This Agreement is made and entered into by and between the Board of Education of Lockport Township High School District 205, hereinafter referred to as the "Board," and the District 205 Council, American Federation of Teachers Local 604, AFL-CIO, representing the persons employed as Air Force Junior R.O.T.C. Aerospace Instructors, hereinafter referred to as "Union."

B. UNION RECOGNITION

The Board recognizes the Union as the exclusive and sole collective bargaining representative of employees in the title of Air Force Junior R.O.T.C. Aerospace Instructor.

C. FAIR SHARE

1. All R.O.T.C. Instructors who are not members of the Union, commencing on the effective date of this Agreement, or thirty (30) days after their employment, whichever is later, and continuing during the term of this agreement, and so long as they remain non-members of the union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to non-members under state and federal law.
2. Such fair share payment by non-members shall be deducted by the Board from the earnings of the non-member R.O.T.C. Instructor and remitted to the Union, provided, however, that:
 - The Union has posted the appropriate notices of imposition of such fair share fee in accordance with the rules and regulations of the Illinois Education Labor Relations Board (IELRB); and
 - The Union has annually certified in writing to the Board (a) the amount of such fair share fee and (b) the fact that the notice required in (1) above has been posted.
3. The Board shall cooperate with the Union to ascertain the names of all non-members of the Union from whose earnings the fair share payments shall be deducted.
4. The Union shall prepare a notice containing the fair share fee information as required by the rules and regulations of the IELRB, advising that any non-members may file an objection to the fee with the IELRB (with a copy served on the Union) at any time before the expiration of this Agreement, in accordance with the rules and regulations of the IELRB. The parties recognize the right of R.O.T.C. Instructors to object to the amount of the fair share fee and that such objections shall be handled under rules and regulations now in effect or adopted later by the IELRB.
5. The parties recognize the rights of non-members based upon their bona fide religious tenets or teachings of a church or religious body as provided in Section 11 of the Illinois Educational labor Relations Act (IELRA). If a non-member R.O.T.C. Instructor asserts the right of non-association under Section 11 of the IELRA, he/she shall be required to pay an amount equal to his/her proportionate share to a non-

religious charitable organization mutually agreed upon by the R.O.T.C. Instructor and the Union. If the R.O.T.C. Instructor and the Union do not agree on the matter, a charitable organization shall be selected from a list established by the IELRB under its rules.

6. The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of or by reason of action taken by the Board for the purpose of complying with the above provisions of this Section, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any of such provisions.

D. SCOPE

It is the intention of this Agreement to provide for salary, fringe benefits, and working conditions of the R.O.T.C. Instructors. The provisions of this Agreement shall terminate and supersede any and all prior agreements, practices, rules or regulations except those existing with the U.S. Air Force, concerning subjects covered herein.

E. FAIR PRACTICES

The Union agrees to maintain its eligibility to represent all employees, Union and non-union, by continuing to admit persons to membership without discrimination on the basis of race, creed, color, national origin, sex or marital status, and to represent equally all employees without regard to membership or participation in, or association with, the activities of any employee organization.

F. NON-DISCRIMINATION STATEMENT

Lockport Township High School is an equal opportunity employer. All educational and employment opportunities will be offered without regard to race, color, national origin, age, gender, religion, and disability.

II. FEDERAL AND STATE REGULATIONS

It is agreed that the R.O.T.C. instructors shall have to meet all regulations as provided and required by the state and federal governments and the U.S. Air Force.

III. SALARY PROVISIONS

A. SALARY

Salary provisions as negotiated by the Board and Union can be found in the Appendix of this Agreement.

B. DEDUCTIONS

1. The District Business Office will make payroll deductions upon written request by the R.O.T.C. Instructor on the form provided for Union dues, Canals & Trails Credit Union, and annuity plans.
2. Deduction choices shall be made at the time of employment, annually, upon a change in status, or in case of emergency.

C. PAY PERIODS

1. Payday is at the end of each two-week period. During the year when a payday falls on a holiday, payday for R.O.T.C. Instructors will be held on the last working day of the pay period prior to the beginning of the holiday period, if possible.
2. R.O.T.C. Instructors will be paid over twenty-six (26) pay periods per year.

D. GROUP LIFE INSURANCE

Group Life Insurance will be provided by the Board for all full-time R.O.T.C. instructors while they are employed by the district. This policy shall be in the amount of \$60,000 double indemnity per R.O.T.C. instructor. The anniversary date of this policy shall be September of the calendar year.

E. GROUP HEALTH INSURANCE

1. A full, comprehensive hospital plan with surgical, major medical, outpatient diagnostic, prescription and drug program and basic dental coverage will be provided by the Board.
2. R.O.T.C. instructor(s) will have the option of purchasing single + 1 and single + 2 family coverage at the per pay rates indicated below. R.O.T.C. instructor(s) agree to authorize a payroll deduction for the collection of insurance premiums.

<i>Coverage</i>	<i>2006-07</i>	<i>2007-08</i>	<i>2008-09</i>	<i>2009-10</i>
Single + 1	\$18.90	\$19.85	\$20.84	\$21.88
Single + 2	\$32.55	\$34.18	\$35.89	\$37.68

3. Upon the employee's termination of employment, Plan coverage will remain in effect for one full contribution month immediately following the date employment was terminated.
4. The insurance company for Group Health Insurance may be changed at any time by mutual consent of the Board and Union.

IV. MISCELLANEOUS WORKING CONDITIONS AND FRINGE BENEFITS

A. RECONSIDERATION OF PRACTICE

1. Any person requesting reconsideration of procedures or practices of an R.O.T.C. instructor in performance of duties shall follow the procedures listed below.
2. The person shall contact the Principal for possible clarification or explanation.
3. If satisfaction is not received from the Principal's explanation, the person(s) claiming improper procedure must fill out a "Request for Reconsideration" form which is obtainable from the Principal. This form must be completed before proceeding to the following steps. Copies of the completed form must be sent to the Board, the Superintendent, the Principal and the Union.
4. Upon receipt of this form, the Board President may direct the administration to have the alleged improper procedure discontinued for ten (10) days or until the three (3) steps of this section are completed.
5. At the first step, requests will be considered by a meeting of the person(s) making the request, the R.O.T.C. Instructor, the Department Chairperson, a Union representative if desired by the R.O.T.C. Instructor, and the Principal or designee. Further action, if necessary, will take the form of a meeting of the R.O.T.C. Instructor, the Department Chairperson, and two members of the administration to determine the merit of the "Request for Reconsideration." If desired by the R.O.T.C. Instructor, a Union representative may participate in this meeting. In the event this committee cannot reach a unanimous decision, Step Three will follow in which all sides, including the person(s) making the original request, will present their views to the Board.

B. PERSONNEL FILES

1. R.O.T.C. Instructors shall have the right to review all materials in their own personnel files except for confidential information, under the supervision of the administrator responsible for these files.
2. R.O.T.C. Instructors have the right to answer any evaluation statements of their work performance.
3. No confidential reference in an R.O.T.C. Instructor's District Office personnel file shall be copied or made known to anyone other than appropriate school district administrators, supervisors, through court subpoenas, or through a signed release by the R.O.T.C. Instructor, either during or after service in the school district.
4. No individual Board member shall inspect any R.O.T.C. Instructor's file unless he has been instructed to do so by the Board as a whole, and then only in the presence of the administrator responsible for the safekeeping of these files.

C. PHYSICAL EXAMINATIONS

The Board requires all R.O.T.C. Instructors to provide evidence of physical fitness to perform duties assigned and freedom from communicable diseases. Such evidence shall consist of a physical examination made by a licensed physician not more than ninety (90) days prior to assuming duties. The cost of such initial examination shall rest with the R.O.T.C. Instructor.

D. WORK SCHEDULE AND WORK DAY

1. The annual contract for R.O.T.C. Instructors is for a full year. However, R.O.T.C. Instructors shall normally be in attendance on all student attendance days as scheduled for the regular school term, in addition to two weeks prior to the beginning of the school year and two weeks after the close of the school year.
2. R.O.T.C. Instructors shall be entitled to all legal holidays and other holidays which are or may be authorized by the Board for the school district.

E. TRAVELING BETWEEN CAMPUSES

During this Agreement, R.O.T.C. Instructors traveling between campuses in personal vehicles for regularly scheduled classroom instruction shall be reimbursed \$175.00/\$350.00.

F. RETIREMENT PAY

Upon retiring from the district, an R.O.T.C. Instructor shall receive \$22.00 per day for unused sick leave that has accumulated. Retirement shall be defined as at least twenty (20) years of creditable service as defined by the retirement laws, and at least fifty-five (55) years of age.

G. TRAVEL ALLOWANCE

1. All R.O.T.C. Instructors who are required to use their private vehicle for school business shall be reimbursed at a rate per mile equal to the current Internal Revenue Service allowance.
2. All travel using private vehicles must be approved prior to any trip.
3. Travel reimbursed by the U.S. Air Force shall not be reimbursed by the school district.

H. REGULAR STAFF SUBSTITUTION

1. When necessary, the administration may request the use of qualified R.O.T.C. Instructors as teacher substitutes on a per period basis. In these instances, the R.O.T.C. Instructors shall be informed in advance of the substitution request.
2. Pay for any per period substituting shall be the same as that paid to the teaching staff of the district. One-half (1/2) period substitutions will be prorated accordingly.
3. R.O.T.C. Instructors shall be paid biweekly for substituting.

V. OBLIGATIONS AND RESPONSIBILITIES OF R.O.T.C. INSTRUCTORS

1. The primary responsibility for the Air Force Junior R.O.T.C. Program rests with the Board and the administration. The U.S. Air Force oversees the operation of each unit to insure that the requirements of public law are met and to provide guidance concerning effective operation of the unit in accordance with U.S. Air Force standards. The R.O.T.C. Instructors, however, are full-time members of the school staff, reporting to the administration.
2. The Board and Union agree that proper pupil control is a joint effort of the R.O.T.C. Instructors and administration at all times wherein students are under the jurisdiction of the school. All staff members shall assume reasonable responsibility for the control of students, to whatever extent possible, not only during class, but also between classes and during passing periods. This responsibility will include hall and washroom supervision. In carrying out the above responsibilities, R.O.T.C. Instructors and the certificated teaching personnel shall make all reasonable efforts to enforce the approved code of discipline. Administrators shall continually support staff members in providing information to students about desired behavior and shall mete out legal and appropriate punishment for code or rule infractions.
3. The R.O.T.C. Instructors are members of the professional staff of the district and should attend faculty meetings. They will assist with the total educational program in the areas where they have expertise. The R.O.T.C. instructors will be prompt to their jobs, efficient and cooperative in fulfilling obligations and job descriptions. The R.O.T.C. Instructors shall accept responsibility for reading and abiding by all written policies in their respective handbooks. Each R.O.T.C. Instructor shall maintain a plan book showing the work to be done, what has been done in recent weeks, and an outline of future work to be accomplished; this plan book shall be available for substitutes. The substitute handbook shall be filled out and turned in to the Administrative Principal at the beginning of the school year and updated as necessary.
4. The R.O.T.C. Instructors will continue to show evidence of updating knowledge in their special field through attendance at appropriate workshops, seminars, institutes and conferences; the evaluation will include this criterion. R.O.T.C. Instructors recognize the importance of involvement in school and community affairs and will continue to make contributions for the betterment of the district by participating in community projects. Each R.O.T.C. Instructor shall also participate and/or attend school activities, and sponsor the AFJROTC Drill Team as part of the R.O.T.C. Instructor's regular responsibility.
5. R.O.T.C. Instructors will provide written reports and/or information when required in relation to their job, the R.O.T.C. Program, or in the operation of the physical plant. Recognizing their responsibility to facilitate quality instruction, R.O.T.C. Instructors, as part of their regular duties, will make additional contact with present students and their parents through such means as conferences, home visits and phone calls. Properly documented mileage and long distance phone charges may be submitted to the Principal by the R.O.T.C. Instructor for payment.

6. R.O.T.C. Instructors are responsible for equipment and materials in their job responsibility areas. They will also be responsible for keys and security of the buildings as related to their job responsibilities.
7. R.O.T.C. Instructors will not abuse sick leave or personal leave provisions.
8. R.O.T.C. Instructors will not conduct private business during their workday; this includes Union or organizational business.

VI. EVALUATION OF R.O.T.C. INSTRUCTORS

A. EVALUATION

Evaluation of R.O.T.C. Instructors is the responsibility of the Principal of the building in which they are assigned. This responsibility shall include the written evaluation and recommendation of the Department Chairperson. This evaluation shall be forwarded to the Superintendent for action on the employment status of the R.O.T.C. Instructor for the next school year. The R.O.T.C. Instructor will be advised of this action by April 1.

VII. GRIEVANCE PROCEDURE

* The steps in the grievance procedure apply to matters related to the agreement as well as issues related to Title IX and Section 504.

A. GENERAL

1. Grievance Definition - A grievance shall mean a complaint that contends:
 - 1.1 that there has been an alleged violation, misinterpretation or misapplication of any of the provisions of this agreement.
 - 1.2 that an R.O.T.C. Instructor has been treated unfairly or inequitably by reason of any act or condition which is contrary to this Agreement.
 - 1.3 any grievance must be filed with a sixty (60) day time limit of the alleged violation with the exception of a grievance that pertains to salary.
 - 1.4 only one grievance per alleged violation will be permitted.
2. Grievance Purpose - The primary purpose of this procedure is to secure at the lowest level equitable solution to the problems of all parties involved.
3. Grievance Principles - Every R.O.T.C. Instructor shall have the right to present grievances and not be subjected to reprisal because of it. Discussions shall be confidential during the procedural states of the grievance. Upon the request of either party involved, tape recordings may be made at any step of the grievance procedure. If such a tape recording is made and if either party designates that recording as confidential, the custody of this recording will be the responsibility of the

- Superintendent. No third party will have access to this recording without the mutual written consent of the Superintendent and the Union president.
4. The Union Executive Board has the right to withdraw from any grievance.
 5. Any R.O.T.C. Instructor who is formally reprimanded, disciplined or discharged shall have the right of grievance.
 6. The attorney for either party shall be permitted to be present at the various steps of the grievance and arbitration procedures provided that notification of this is given to the other party twenty-four (24) hours in advance.

B. GRIEVANCE STEPS

1. **STEP ONE:** A complaint shall first be discussed with the complainant, the building administration, and the person(s) against whom the complaint is registered and a designee if desired, with the object of resolving the matter informally. The Union grievance committee representative may attend the meeting if desired by the complainant. Both parties shall initial a statement that this meeting was held.
2. **STEP TWO:** If the grievance is not satisfactorily resolved in Step One, a meeting shall be held within ten (10) business days of the meeting described in Step One. A request for the meeting shall be made in writing by the complainant to the Principal at least three (3) business days prior to the Step Two meeting, and the grievance shall be specifically stated on the grievance form. A copy of said form can be found in the Appendix of this Agreement. Present at this meeting shall be: the complainant, his immediate supervisor, the person(s) against whom the complaint is registered, the Principal of that building, a designee of the Principal if he so desires, and Union grievance committee representatives (maximum of four), if so desired.
3. **STEP THREE:** In the event the matter is not resolved informally, the complainant shall, within ten (10) business days of the meeting in Step Two, file a written appeal to the Superintendent, who shall be excluded from Steps One and Two. A meeting shall be held within ten (10) business days after receipt of this letter by the Superintendent. Present at this meeting shall be the Superintendent, the Principal, the complainant, the person(s) against whom the complaint is registered, and Union representatives (maximum of four), if so desired by the complainant, with the object of resolving the matter. Within ten (10) business days of the meeting in Step Three, the Superintendent shall communicate the Superintendent's decision, in writing, together with supporting reasons to the Principal of the building, the person(s) against whom the complaint is registered, the Union grievance committee, the complainant, and the Union President.
4. **STEP FOUR:** Within ten (10) business days after receiving the Superintendent's written decision, an appeal may be made to the Board, who shall be excluded from Steps One, Two, and Three. This appeal shall be in writing and shall be accompanied by a copy of the appeal and decision at Step Three. Within ten (10) business days following receipt of the appeal, the Board shall meet on the matter. Those entitled to be present and participate at this meeting shall be the entire Board, the representatives (maximum of four), and a counsel. Within ten (10) business days after the meeting

on the appeal, the Board shall communicate its decision, in writing, together with supporting reasons, to the Principal, the Superintendent, the Union grievance committee, the Union President, the complainant, and the person(s) against whom the complaint is registered.

C. IMPASSE PROVISIONS

1. If a decision is made by the Union to take a case to impasse, a letter specifying this intent shall be filed with the Board within ten (10) business days of the receipt of the Board's decision at Step Four of the grievance procedure.
2. Within ten (10) business days of the receipt of this letter of intent, the Board and the Union shall request arbitration from the American Arbitration Association. The selection of the arbitrator shall follow the standard operating procedures set forth by the American Arbitration Association.
3. The American Arbitration Association will be asked to make an administrative appointment, binding on both parties, if the Board and Union cannot agree on an arbitrator with twenty (20) business days after the original proposed list of arbitrators is received.
4. The arbitrator shall within ten (10) business days after appointment issue a decision, in writing, to all parties involved in Step Four of the grievance procedure.
5. The arbitrator's opinion, shall not amend, modify, nullify, ignore, or add to the provisions of this Agreement. The arbitrator's authority will be strictly limited to deciding only the issue(s) presented in writing by the Board and the Union, and the arbitrator's decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of this Agreement.
6. The decision of the arbitrator, if made in accordance with the jurisdiction and authority of the arbitrator under this Agreement, will be accepted as final.
7. Expenses for the arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the Board and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

VIII. LEAVE PROVISIONS

A. SICK LEAVE

1. Sick leave shall accumulate at the rate of fifteen (15) days per year, to a total of two hundred (200) days for purposes of I.M.R.F. and shall be defined as allowable time off for illness, injury or quarantine, at full pay. For internal purposes, sick leave accumulation is unlimited.

2. A doctor's certificate may be required by the Superintendent to verify sick leave after three (3) consecutive school days.
3. An R.O.T.C. Instructor may use sick leave for absences occasioned by serious illness or injury in the immediate family or household. The immediate family shall be defined as parents, spouse, children, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, or other relatives residing in the home as members of the household. Sick leave shall also be used in the case of funerals for parents, spouse, sister, brother, children, grandparents, grandchildren, uncle, aunt, niece, nephew, parents-in-law, brothers-in-law, sisters-in-law, daughter-in-law, or son-in-law.
4. The R.O.T.C. Instructor is asked to notify the Principal or designee at least one (1) hour prior to the beginning of the school day. Excessive or improper use of sick leave may result in the R.O.T.C. Instructor's being required to obtain a doctor's certificate.
5. R.O.T.C. Instructors may be notified in writing at the beginning of each school year and thereafter on request as to the current number of sick leave days they have accumulated.

B. PERSONAL LEAVE

1. Each R.O.T.C. Instructor shall be allowed a maximum of three (3) days paid leave per year, cumulative for retirement, for personal, moral, or business reasons which cannot ordinarily be attended to while school is in session. Leave time will be recorded in a minimum of one hour increments. The Principal shall be notified by application form five (5) days prior to the anticipated leave day, when possible. Personal leave may not be used to extend vacation and/or holiday periods or used in conjunction with institute days, late starts, and/or early release days. Emergency situations will be considered for approval by the Superintendent. In these instances, a documented reason must be provided.
2. Unused personal leave days will be converted to sick days at the end of each school year.

C. CIVIC DUTY LEAVE

1. An R.O.T.C. Instructor shall be paid regular salary for the period of any absences while serving on jury duty less the amount received for jury duty.
2. Subject to the approval of the Superintendent, an R.O.T.C. Instructor may be allowed time off from the school day without loss of salary for necessary school connected performance of public duties, court appearances or other services and obligations. Certificated school employees who receive a subpoena to appear as a witness in a trial or to give a deposition in any school-related matter pending in court shall make such an appearance without a loss in salary. The board may make a deduction from the salary equal to per diem fees the employee receives for complying with the subpoena.

IX. ASSIGNMENT AND TRANSFER POLICY

A. INVOLUNTARY TRANSFER AND/OR RELEASE OF PERSONNEL

1. The involuntary transfer or release of an R.O.T.C. Instructor may be necessitated:
 - 1.1 when there is a reduction in the number of teaching assignments within a department.
 - 1.2 when there is a change in course offerings.
 - 1.3 when there is a reduction in pupil enrollment.
 - 1.4 by other reasons.
2. In such cases, both seniority and other qualifications will be considered. If other qualifications are judged equal by the administration, in consultation with the Department Chairperson, the R.O.T.C. Instructor with the least seniority will be transferred or released.
3. The R.O.T.C. Instructor will have a prior right to return to the original department from which transferred or released, provided that in the judgment of the administration, in consultation with the Department, the R.O.T.C. Instructor's qualifications are equal to or exceed those of other candidates, and a vacancy exists within one year of the transfer or release.

X. CONFORMITY TO LAW-SAVING PROVISION

1. It is the function of the district, as a public employing agency, to determine the mission of the agency, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations.
2. The Union recognizes that the authority for the administration of the schools is vested in the Board except as limited by the provisions of this Agreement.
3. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect. The provision in question then shall be performed or enforced only to the extent permitted by law and any substitute action shall be subject to appropriate consultation and negotiation with the Union.

XI. DURATION OF AGREEMENT

1. This Agreement shall become effective as of July 1, 2006, and shall continue in full force and effect through June 30, 2010, except as provided in the reopener in paragraph 3 below. However, the Board and Union may at any time amend this Agreement by mutual consent.

2. Items to be negotiated for the next Agreement shall be submitted by either the Board or the Union by February 1, 2010, and negotiations shall commence on or before March 1, 2010 and shall continue until a new or revised Agreement is reached.
3. The salary schedules contained in this Agreement are effective for the 2006-2007 and 2007-2008 school years only. Negotiations for the 2008-2009 and 2009-2010 salary schedules shall begin on or before March 1, 2008.
4. Before engaging in a strike, the union will comply with the following:
 - a. Mediation has been used without success.
 - b. Ten days have elapsed after the union has given a notice of intent to strike.
 - c. Unresolved issues have not been submitted to arbitration.
5. It is understood by the Union that the R.O.T.C. Program in general is annually evaluated by the Board and a determination made for retention of same.

XII. NO WORK STOPPAGE PROVISION

During the life of this Agreement, there shall be no work stoppage nor any other action taken to impede the operation of the schools in Lockport Township High School District 205 by the District 205 Council, Will County Federation of Teachers Local 604, AFL-CIO.

XIII. RATIFICATION OF AGREEMENT

Ratification of this Agreement shall be accomplished by the simple majority vote of the Board and the simple majority vote of the Union.

XIV. EXPENSES OF PRINTING AGREEMENT

The costs of printing this Agreement shall be borne equally by the Board and the Union.

XV. EXECUTION OF AGREEMENT

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representative.

DATED this 18th day of September, 2006.

FOR THE DISTRICT 205 COUNCIL
A.F.T. LOCAL 604

FOR THE BOARD EDUCATION
LOCKPORT TOWNSHIP HIGH SCHOOL
DISTRICT 205

TOM DUCOMMUN, PRESIDENT

AUDREY MANLEY, PRESIDENT

APPENDICES

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APPENDIX A

**R.O.T.C. INSTRUCTORS SALARY SCHEDULE
Lockport Township High School District 205**

Classification	Annual Salary	
	2006-07	2007-08
R.O.T.C. Aerospace Instructor	\$57,216	\$59,161
Assistant R.O.T.C. Aerospace Instructor	\$47,630	\$49,249
Assistant R.O.T.C. Aerospace Instructor (New)	\$42,329	\$43,675

LOCKPORT TOWNSHIP HIGH SCHOOL

ROTC SALARY SCHEDULE

2008-09

2009-10

DIRECTOR	62,457	64,955
ASSISTANT	52,483	54,582

TW/2008

APPENDIX B

GRIEVANCE FORM
Lockport Township High School District 205

DIRECTIONS: This form is to be completed before proceeding to Step Two and all subsequent steps outlined in the Grievance Procedure.

Name

Building

Date

NATURE OF GRIEVANCE (*Be specific and include the date or dates of the actual grievance and the contract violation.*)

Signature