

Classified Letter of Agreement

It is recommended that the board approve the Classified Letter of Agreement for the 2013-2017 school years.

Highlights of this agreement include:

- Linkage of increases to CPI
- Insurance benefit redesign
- Tier II package - redefines incentives, longevity, sick leave incentives
- Restructuring of Retirement

DUPAGE HIGH SCHOOL DISTRICT 88

CLASSIFIED EMPLOYEE HANDBOOK

Addison Trail High School
213 N. Lombard Road
Addison, IL 60101
(630) 628-3300

Willowbrook High School
1250 S. Ardmore Avenue
Villa Park, IL 60181
(630) 530-3400



District Office

2 Friendship Plaza
Addison, IL 60101
(630) 530-3981



Amended ~~August, 2011~~ December 2013

DuPage High School District 88

Classified Employees Handbook
Effective 1990-91 School Year

Amended 1992 - 1993
Amended 1993 - 1994
Amended 1996 - 1997
Amended 1998 - 1999
Amended 2000 – 2001
Amended 2003 -- 2004
Amended 2006 – 2007
Amended 2009 – 2010
Amended 2010 – 2011
Amended 2011 – 2012
Amended 2013 - 2014

The District 88 Board of Education has set up a number of policies affecting classified employees and their working conditions. Classified employees covered by this handbook are defined as: a) Secretary-Clerical, b) Student Supervisors, c) part-time Instructional Teacher Aides, d) Network/Systems Specialists e) Technical ~~Assistants~~ Support Specialist. The information on the following pages will answer most questions about employer-employee relations, compensation, benefits, etc. Feel free to seek answers to other questions from your supervisor or the Office of Human Resources, 530-3694. Access to the Policy Manual is available on request in the school libraries and general offices. *(Amended 2009-10)*

The Classified Committee is comprised of a representative from each of the following groups at Addison Trail, Willowbrook and District Office: part-time teacher aides, student supervisors, and ten and twelve month clerical. The term of service shall be two (2) years, with staggered terms established (if possible) to insure continuity in representation. The purpose of this committee is to bring concerns of the staff to the administration and to negotiate a benefit package. *(Amended 1992-93)*

Annually, during the month of September, staff members will be asked by the existing committee to volunteer or nominate someone for service on the committee. If more than one volunteer/nominee exists, an election will be held to fill that vacancy. Each member shall be elected by members of their respective building group. In the event that only one volunteer or nominee exists for a vacancy, the staff will be informed of that volunteer/nominee. If no one else comes forward, the volunteer/nominee will become the representative.

General meetings with administrative representatives shall be held as needed, with no more than four (4) during the school year. Additional meetings may be scheduled during a negotiation year. Minutes of the Classified Committee meetings will be provided to the staff in a timely manner. Questions and/or suggestions may be presented to your representative who will have them placed on the agenda for one of these meetings. *(Amended 2011-2012)*

EMPLOYEES

Classified Employee Levels

Level VII

~~Superintendent Secretary~~

~~Superintendent's Assistant~~

Level VI

~~Technical Assistants II~~ Network/Systems Specialist

Level V

Executive ~~Secretaries~~ Assistant

Assistant Superintendents

Principals

~~Bookkeeping~~ Bookkeeper

Payroll Specialist

Level IV

Administrative ~~Secretaries~~ Assistant

District Office ~~Director~~ Directors

Athletic Directors ~~Secretaries~~

Assistant Principals

Accounts Payable Specialist

Registrar

Bookstore Managers

~~Buildings & Grounds Secretary~~

Student ~~Accounting~~ Accountant

Level III

Financial ~~Secretaries~~ Secretary

~~12-Month Non-Administrative Secretaries~~

Level II

Building ~~Secretaries~~ ~~(10-month)~~ Assistant

Technical ~~Assistants I~~ ~~(12-month)~~

~~Support Specialist~~

Level I

Student Supervisors, Part-Time Teacher Aides

~~Amended 2011-2012~~

Student Supervisors

Beginning with the 2003-04 school year, student supervisors will no longer be assigned to halls or the cafeteria exclusively, but will be rotated throughout the building during the day. (Prior to the implementation of the "rotation system" for the 2003-04 school year, the building administration will meet with the student supervisors to obtain their input regarding the system).

Part-timeTime Teacher Aides Classifications

Special Education
Science
Literacy (Reading, ESL, LSC/ARC)
Music
Library
English
Math
General

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HIRING POLICIES**GENERAL STATEMENT OF POLICY**

The school system exists for the education of the youth and the benefit of the children and parents who support the schools. Employment practices in the hiring of teachers, administrators, and all classified supportive staff must, therefore, meet the needs of the school first, after which the preferences and needs of employees will be carefully considered.

EQUAL OPPORTUNITY EMPLOYMENT

District 88 is an equal opportunity employer. Candidates will be given consideration without regard to gender, race, color, creed, ancestry, ethnic group, citizenship, religion, age, national origin, physical or mental disability, medical condition, marital or parental status, or sexual orientation. *(Amended 2000-01)* It is the policy of the Board of Education to comply fully with the requirements of Title VI, Title IX, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act and all accompanying regulations. Furthermore, it is the goal of this policy to achieve a balance among district employees that represents the composition of the total population of the district. *(Amended 2009-10)*
~~*(Amended 2009-10)*~~

WORK ENVIRONMENT

District 88 is committed to providing a work environment that is free from all forms of illegal harassment, intimidation, or retaliation for opposing such conduct. Harassment takes many forms and can include biased statements and conduct, slurs, comments or a pattern of unfair treatment based on race, religion, national origin, age ethnicity, sexual orientation and disability. Sexual and other illegal harassment undermines the integrity of the workplace and interferes with a positive employment relationship.

It will be a violation of Board policy for any member of the district staff to harass another individual in the work place. Violation of this policy shall be considered grounds for disciplinary action. Procedures to address alleged complaints have been generated through administrative regulations. These procedures are available in the office of the Assistant Principal for Operations in each building and the Office of Human Resources at the District Office. *(Amended 2009-10)*

RECRUITMENT

The Office of Human Resources shall take appropriate action to advertise for needed personnel and to initiate contacts with employment agencies, schools or other sources of applicants. He/she shall assist the appropriate administrative officer in the school or district office in arranging interviews of

applicants and in preparing proper recommendations to the superintendent for approval of appointments. Classified personnel will be informed of anticipated vacancies via email so they may express interest through the internal application system. *(Amended 2009-10)*

NOTIFICATION OF STATUS

A newly employed classified staff member shall receive a copy of the Requisition for Classified Employee form and an employment conditions letter (hours, break and lunch times, etc) issued by location supervisor. *(Amended 2000-01)* The administration retains the right to place new hires on Step 1, 3, or 5 of the salary schedule based on qualifications, experience, or district needs. This would be applicable to all levels, but would apply only if there are no internal candidates who meet the experience and qualifications posted for the position. *(Amended 2006-07)*

An employee who changes classification shall receive a copy of the Change of Status form and an employment letter.

HIRING DOCUMENTATION

At the time of employment, all employees must present the following documentation: Criminal Background Sheet, I-9 Form, Acceptable I-9 Identification Documents, Mandated Reporting Form, IMRF Enrollment Form, Insurance Enrollment Form (if applicable), and Medical with TB results. Part-time teacher aides are required to present the appropriate certification/approval as allowable by the Illinois State Board of Education. ~~*(Amended 2000-01)*~~ *(Amended 2011-2012)*.

At the time of employment each employee shall present, on a form, which the school shall provide, the results of a health examination given by a qualified physician. If a newly hired employee experiences extenuating circumstances in obtaining a medical examination before employment commences, the building administrator may grant release time to obtain a medical examination.

PROBATION

All new employees to the District shall be on a probationary status for the first twelve (12) months of employment. This is essentially a "trial period" for both the employer and employee. During the probationary period either the employee or the employer may terminate the employment if such employment is unsatisfactory. The administration will conduct quarterly evaluations during the probationary period. *(Amended 2006-07)*

ORGANIZATIONAL MOVEMENT POLICIES

FULL-TIME STATUS

Any employee who regularly works six (6) hours or more per day, five days (5) per week shall be considered a "Full-time" employee and shall receive all benefits as outlined in the handbook. Those working fewer hours shall have the benefits, to which they are entitled, prorated on the basis of hours worked per day divided by six (6).

PROMOTIONS

Promotions from one position to another will be based on the performance record of the employee, expected ability to handle the new position satisfactorily, willingness to make a change and record of dependability. A skills test may be required of all applicants. The appropriate administrator will recommend to the Office of Human Resources the appointment of the most eligible candidate for the position.——_(Amended 2011-2012)

SEPARATION

If, in the judgment of the administrative officer, the supervisor or the department head that supervises the employee, the employee should be dismissed, a written statement of causes shall be presented to the principal or to the superintendent (with a copy to the employee) who shall review the case.

The employee may request a hearing with the principal or the superintendent. If dismissal is indicated, such recommendation shall be presented to the principal or to the superintendent for action. An employee may be dismissed under the above procedure either after two (2) weeks' notice or immediately if circumstances warrant. The employee should be paid for the current year vacation allowance earned to the date of dismissal.

REDUCTION IN FORCE

Reduction in force for employees covered by this handbook will be addressed as defined by Chapter 122, Section 10-23.5 of the Illinois School Code entitled "Educational Support Personnel Employees."

RESIGNATION

At least two (2) weeks' notice (a month is preferable) of intention to leave employment here is required, and since this brief notice is usually too short for locating and training a new employee who may also have to give his/her former employer two (2) weeks' notice, the school requests that all reasonable cooperation be provided by the employee so that as much time as possible will be available for the necessary posting of the position, payroll notifications and compilation of benefits. Notice of termination should be submitted in writing to the appropriate building administrator (for employees in the school offices) or to the superintendent (for employees in the district office). Staff are encouraged to review the benefits that they are entitled to under the current Classified Employee Handbook and are also encouraged to contact an IMRF representative to discuss their options. (Amended 2006 –07)

RETIREMENT BENEFITS

~~All full-time and qualified permanent part-time employees are covered by the provisions of IMRF.~~

~~A retirement plan will go into effect as of July 1, 2000. The plan will be for employees who are age 55 at The Board will offer the following retirement compensation benefit for qualifying employees hired PRIOR to January 1, 2014.~~

Eligibility Requirements

In order to qualify for this retirement benefit, an employee must:

Group 1:

- a. begin employment PRIOR to January 1, 2014
- b. have at least ten (10) years of employment service with the district, and provide the district with District by May 1st of the year notification is submitted; AND
- c. be at least fifty-five (55) years of age on his/her effective retirement date if a Tier One IMRF employee, OR at least ~~6 months~~sixty-two (62) years of age on the effective retirement date if a Tier Two IMRF employee; AND
- d. retire under circumstances which will not result in a penalty to the Board or require the Board's payment of any additional or one time contribution to IMRF; AND
 1. In the year of retirement, the employee is not eligible for receiving payment in lieu of using available vacation days. Vacation days must be used prior to the last day of work.
 2. Compensatory time will be paid out in the second (2) calendar month after retirement.
- e. retire no later than June 30, 2019; AND
- f. submit an irrevocable notice of their retirement. Employees will receive \$350 a year for intent to retire to the Board no later than May 1 of the school year prior to the school year in which the employee receives his/her first six percent (6%) base salary increase, with the expectation to retire at the end of a school year.*

Group 2:

- a. meet the requirements of Group 1
- b. have provided twenty (20) or more years of service to the district by the retirement date

Notification Requirements

All notices of intent to retire shall be received by the conclusion of this handbook and include the employee's specific retirement date, no later than two (2) years after the expiration of this agreement.

The Board shall approve all timely, written notices of intent to retire by no later than June 1 of each school year of employment with the district. The 6-month notice requirement will be waived if an employee, who has reached retirement age and years of service, eligible employee becomes unable to fulfill the required 6-monthMay 1 notice. The employee will be required to supply the district with a doctor's authorization verifying that the employee is unable to continue working. (Amended 2009-10)

~~All full-time employees **currently** covered by medical and/or life insurance are eligible to continue that coverage upon retirement to age 65, with the employee paying full premium. Medical insurance for a full-time, ten-month employee retiring in June will continue through August. Medical insurance for a full-time, twelve-month employee retiring from District 88 will continue through the month that the employee has prepaid. (Amended 1996-97)~~

~~The Board will pay to any employee who upon retirement is at least fifty-five (55) years old and has completed at least ten (10) years of service in District 88, the amount of \$30.00 per day for each day of unused sick leave accumulated up to a maximum of one hundred forty (140) days. This will be prorated for permanent part-time employees. (Amended 1996-97) (Amended 2000-01) (Amended 2006-07)~~

For further information contact the District Office.

Retirement Benefit

Group 1:

- a. A qualifying employee whose notice of intent to retire is approved shall receive a base salary or wage rate increase equal to six percent (6%) over the prior year's base salary or wage rate for up to two (2) years prior to the approved retirement date, beginning the year after his/her notice of intent to retire is approved by the Board. Base salary or wage rate for calculation purposes is inclusive of longevity pay.
- b. Any unused compensatory time at time of retirement will be paid to the employee during the second (2nd) calendar month following the employee's retirement date.
- c. Remaining unused, uncompensated sick leave will be reported to IMRF toward additional service credit.
- d. An employee shall be entitled to continue participation in the District medical, dental or life insurance plan, at full cost to the employee, until the employee reaches age sixty-five (65) or Medicare eligible.

Group 2:

- a. Eligible for all Group 1 benefits in addition to a one-time \$11,000 retirement incentive.
- b. Said retirement incentive will first be applied to cover the total dollar amount of the six percent (6%) base salary or wage rate increases for up to the final two (2) years of employment. The employee shall receive the balance of the retirement incentive during the second (2nd) calendar month following the employee's retirement date.

The retirement benefit set forth in this subsection is inclusive of all payouts to the employee due to retirement. Any wage increases will be contingent upon the employee continuing to work in the same or comparable position and work schedule during the final years of employment before retirement.

* An employee desiring to retire prior to June 30, 2015 must submit a notice of intent to retire

no later than February 1, 2014. The Board shall approve all such timely notices of intent to retire by no later than March 1, 2014.

<u>Retirement by</u>	<u>Notification by</u>	<u>6% Retirement Payouts Begin during School Year</u>	<u>Balance of Lump Sum Payout Received</u>
<u>June 30, 2016</u>	<u>May 1, 2014</u>	<u>2014-2015 SY</u>	<u>August 2016</u>
<u>June 30, 2017</u>	<u>May 1, 2015</u>	<u>2015-2016 SY</u>	<u>August 2017</u>
<u>June 30, 2018</u>	<u>May 1, 2016</u>	<u>2016-2017 SY</u>	<u>August 2018</u>
<u>June 30, 2019</u>	<u>May 1, 2017</u>	<u>2017-2018 SY</u>	<u>August 2019</u>

The Board will offer the following retirement compensation benefit for qualifying employees hired AFTER January 1, 2014.

Eligibility Requirements

In order to qualify for this retirement benefit, an employee must:

- a. begin employment AFTER January 1, 2014
- b. have at least ten (10) years of service with the District by May 1st of the year notification is submitted; AND
- c. be at least fifty-five (55) years of age on their effective retirement date if a Tier One IMRF employee, OR at least sixty-two (62) years of age on the effective retirement date if a Tier Two IMRF employee; AND
- d. retire under circumstances which will not result in a penalty to the Board or require the Board's payment of any additional or one time contribution to IMRF; AND
 1. In the year of retirement, the employee is not eligible for receiving payment in lieu of using available vacation days. Vacation days must be used prior to the last day of work.
 2. Compensatory time will be paid out in the second (2) calendar month after retirement.
- e. submit an irrevocable notice of intent to retire to the Board no later than May 1 of the school year prior to the school year in which the employee receives his/her six percent (6%) base salary increase, with the expectation to retire at the end of a school year.

Notification Requirements

All notices of intent to retire shall be received by the conclusion of this handbook and include the employee's specific retirement date. The Board shall approve all timely, written notices of intent to retire by no later than June 1 of each school year. The notice requirement will be waived if an eligible employee becomes unable to fulfill the required May 1 notice. The employee will be required to supply the district with a doctor's authorization verifying that the employee is unable to continue working.

Retirement Benefit

- a. A qualifying employee whose notice of intent to retire is approved shall receive a base salary or wage rate increase equal to six percent (6%) over the prior year's base salary or wage rate, beginning the year after his/her notice of intent to retire is approved by the Board. Base salary or wage rate for calculation purposes is inclusive of longevity pay.

- b. Any unused compensatory time at time of retirement will be paid to the employee during the second (2nd) calendar month following the employee's retirement date.
- c. Remaining unused, uncompensated sick leave will be reported to IMRF toward additional service credit.
- d. An employee shall be entitled to continue participation in the District medical, dental or life insurance plan, at full cost to the employee, until the employee reaches age sixty-five (65) or Medicare eligible.

The retirement benefit set forth in this subsection is inclusive of all payouts to the employee due to retirement. Any wage increases will be contingent upon the employee continuing to work in the same or comparable position and work schedule during the final years of employment before retirement.

TRANSFER

Transfer to another position or classification shall be based upon a consideration of: (1) a change in the entire nature of the job; (2) increased or reduced responsibilities; (3) quality of work performed; (4) length of service.

An employee transferring from a 10 month position to a 12 month position, or vice versa, shall have all the years of service count as full years of credit for benefits based on length of service.

GRIEVANCES

A. Definition

A grievance is defined as an alleged wrongful application of rules governing hiring practices, administration of salary, or working hours.

B. Presentation of Grievances

An employee who alleges that there has been discrimination in the application of a rule, or alleges that an unfair procedure has been used in arriving at a decision involving the rule, must submit the grievance in writing within three (3) working days of the incident from which the grievance arose. Grievance forms are available in the office of the appropriate building administrator in the schools or the personnel office in the district office. (See Appendix E)

The administrator will confer with the employee within five (5) working days of the receipt of written grievance. It is expected that most grievances will be resolved at this level.

If the employee is not satisfied with the settlement at the administrator's level, an appeal may be made to the principal. Appeal must be made within three (3) working days of receipt of decision by the administrator. The principal will confer with the grievant within five (5) working days of receipt of the written appeal of the grievance.

If the employee is not satisfied with the settlement at the principal's level, appeal may be made to the assistant superintendent within three (3) working days of receipt of the decision at the principal's level.

The Director of Human Resources will confer with the grievant within five (5) working days of receipt of the written appeal of the grievance.

The Director of Human Resources will render a written disposition of the grievance within five (5) working days of the conference.

The decision reached at the Director of Human Resources level is binding.

The district office employees submit grievance to the appropriate administrator. The administrator will confer with the employee within five (5) working days of receipt of grievance. If the employee is not satisfied with settlement, appeal may be made in writing to the Director of Human Resources. Appeal must be made within three (3) working days of receipt of decision by the administrator.

If the employee is not satisfied with the settlement, an appeal may then be made in writing to the superintendent. The appeal must be made within three (3) working days of receipt of the decision by the Director of Human Resources. The superintendent will confer with the grievant within five (5) working days of receipt of the written appeal.

The decision reached at the superintendent level is binding. (*Amended 2009-10*)

COMPENSATION

The Board of Education shall maintain Tables of Organization for classified employees with a classification of job titles, descriptions, qualifications and salaries or hourly pay. Job classifications and salary ranges are subject to an annual review by the classified committee. The Board or its designee each year shall consider salary adjustments recommended by the administrative staff. Adjustments shall be made according to the positions listed in the administrative regulations related to this policy.

For the ~~2011-12~~2013-14, 2014-15, 2015-16 and ~~2012-13~~2016-17 school years the compensation factors are as follows for each year:

- ~~A~~For the 2013-14SY, a base salary increase of 2.025% for all employees covered under the classified handbook. ~~In addition, each employee shall receive a non-compounding stipend equal to 1% of the employees'~~
- For the 2014-15SY, a base salary. ~~This stipend shall be paid in two (2) equal amounts at the conclusion of the first and second semesters and as separate paychecks. increase~~ of 2.25% for all employees covered under the classified handbook.
- For the 2015-16SY, a base salary increase of 50% of CPI-PTELL with a floor of 1.5% and ceiling of 2.5% for all employees covered under the classified handbook. The Consumer Price Index as defined under Section 1-5 of the *Property Tax Extension Limitation Law (PTELL)*, for tax year 2014 shall be the determining factor for the salary percentage increase for the 2015-2016 school year.
- For the 2016-17SY, a base salary increase of 50% of CPI-PTELL with a floor of 1.5% and ceiling of 2.5% for all employees covered under the classified handbook. The Consumer Price Index as defined under Section 1-5 of the *Property Tax Extension Limitation Law (PTELL)*, for tax year 2015 shall be the determining factor for the salary percentage increase for the 2016-2017 school year.
- A 5-step salary schedule for each category of employees is in place (See Appendix B).
- The salary schedule will have increments of 5% per step and will be adjusted on the employee's anniversary date in years 3, 5, 7 and 9. All current employees will have a July 1 anniversary date.
- ~~A retirement plan will go into effect as of July 1, 2000. (See Retirement Benefits)~~
- Flex Plan Benefits. (See Appendix C)

COMPENSATION GUIDES

All Employees

All full-time and permanent part-time employees shall be paid twice a month on the 15th and the last day of the month. If a payday is a holiday, or falls on a weekend, then said payday will be the last working day preceding such holiday or weekend.

Part-Time Teacher Aides

Part-time teacher aides shall be paid on an annualized basis that encompasses twenty (20) or twenty-four (24) equal paychecks. Part time Teacher Aides will be required to work on all days that students are in attendance and also on the opening day institute, the teacher work day following the

opening day institute. Work hours will be determined by administration. Compensation is based on 179 work days (177 student attendance days, the opening day institute, and the teacher work day following the opening day institute. If the student attendance days increase or decrease, the annual compensation will be adjusted accordingly. ~~(Amended 2010-11)~~ (Amended 2011-2012)

Ten Month Clerical

Ten-month clerical employees shall be paid on an annualized basis that encompasses twenty (20) or twenty-four (24) equal paychecks. The work year for these employees will continue to be 193 days, beginning with the first day of registration, as in the past. ~~(Amended 2010-11)~~

Student Supervisors

Student supervisors shall be paid on an annualized basis that encompasses twenty (20) or twenty-four (24) equal paychecks. Work hours will be determined by administration. Compensation is based on a total of 177 student attendance days. Included in this work year is two paid floating holidays. If the student attendance days increase or decrease, the annual compensation will be adjusted accordingly. Any additional days above the student attendance will be compensated. ~~(Amended 2010-11)~~

LONGEVITY STIPEND

Effective with the 2006-07 school year, employees will have a longevity stipend of the following amount added to their regular salary at the beginning of the year of service in the first column:

<u>Year of Service</u>	<u>10 Month</u>	<u>12 Month</u>
11, 13, 15	\$450.00	\$520.00
17, 19, 21	\$500.00	\$570.00
23, 25, 27 (and continuing every other year of service)	\$550.00	\$620.00

Employees will not be eligible to receive the longevity stipend until the year after they have reached Step 9 of the salary schedule ~~with the exception of the following "grandfathered" staff:~~

~~"Employees who were hired before July 1, 2001 will continue to receive the longevity stipend to which they were entitled under the previous agreement (\$350 for 10-month and \$420 for 12-month after 8, 12, 16, and 20 years of service) while on the salary schedule until after they have reached step 9. In the year following their attainment of Step 9 they will be subject to the "2006-07" longevity stipend agreement. (Amended 2006-07)~~

Full year of service is calculated as of June 30. This benefit shall be pro-rated for permanent, part-time employees. Part-time teacher aides are classified as full year status. Any employee hired prior to November 1 of any year shall be given credit for a full year towards the longevity stipend. Those hired after November 1 will not receive longevity until the next school year. This longevity becomes part of the regular salary, and is disbursed throughout the school year.

Employees hired after January 1, 2014 will be eligible for an annual longevity stipend as determined by their length of service on July 1st of each year as follows:

<u>Year of Service</u>	<u>10 Month</u>	<u>12 Month</u>
<u>11 - 15</u>	<u>\$450.00</u>	<u>\$520.00</u>
<u>17 - 21</u>	<u>\$500.00</u>	<u>\$570.00</u>
<u>23+</u>	<u>\$550.00</u>	<u>\$620.00</u>

This non-cumulative, lump sum longevity stipend will be paid in October of each year.

INCENTIVE PROGRAM

The Administration may institute an incentive program for employees covered under this handbook. Monies to fund such a program will not be a part of the overall compensation package. Input from staff in the form of written recommendations regarding individuals to be considered are encouraged.

WORK SCHEDULE

TIME SCHEDULES

Clerical employees are to work thirty-eight and one-half (38-1/2) hours per week with assignment of daily schedules to be determined by the assistant principals and the superintendent annually. Student supervisors' and part-time teacher aides' schedules are to be determined annually to coincide with pupil attendance days. The Principal shall have the right to designate selected classified staff members to work a "flex day" if staff is needed for evening duties. These evening duties would include, but not be limited to, such things as parent conferences, curriculum nights, guidance registration nights, etc. (An example of a flex day": A classified staff person whose regular hours are 7:30 a.m. to 4:00 p.m. would be asked to flex their hours to work 11:00 a.m. to 7:30 p.m. or 11:30 a.m. to 8:00 p.m.) It is not mandatory that the classified staff member accept the flex day assignment. *(Amended 2006-07)*

LUNCH PERIOD AND REST BREAKS

All employees working more than six (6) hours per day shall be given a forty-five (45) minute lunch period. Each school building provides cafeteria service when school is in session. A ten (10) minute rest break is allowed in the morning and another ten (10) minute rest break in the afternoon. These two (2) breaks can be combined into one (1) twenty (20) minute break in the morning only. *(Amended 1992-93)*

EMERGENCY DAYS

Should weather conditions be severe, a decision will be made by 6:00 a.m. as to whether the schools will operate without bus service, open on delayed start schedule or be closed altogether. The decision will be disclosed in the school bulletins broadcast by local radio stations and also through a special telephone tree. If no call is received, assume that it is a workday. *(Amended 2000-01)*

If the school district is officially closed by the Superintendent or designee for one (1) emergency closing, 10 month clerical employees will not:

- a) be required to report to work,
- b) receive a loss of pay or
- c) be required to make up the day

For the second school closing, or any closing thereafter, the 10 month clerical employees will be obligated to make up the day(s) at the end of the year. *(Amended 2010-11)*

HOLIDAYS

For the established Monday holidays of Memorial Day, Columbus Day, Martin Luther King, Jr.'s Birthday and Pulaski's Birthday, and for the following regularly observed legal holidays when they fall during the work week, Monday through Friday (i.e. New Year's Day, Lincoln's Birthday or President's Day, whichever day is being observed by the district, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the following Friday, and Christmas Day) the schools and the district office will be closed and clerical employees will not report to work.

When Independence Day falls on Sunday, vacation time with full pay will be allotted to full-time employees on the Monday following the day, if summer school is not in session. *(Amended 1996-97)*

Good Friday Holiday

Good Friday, while not an official state holiday, will be a non-attendance day for classified employees, provided that school is not in session.

Other Holidays Eliminated by the State or Through District Waiver

- If one of the holidays currently listed in the classified handbook is eliminated by the state or by district waiver, and school is in session on that date, the clerical staff will be required to work.
- For the second holiday eliminated or waived, or any additional holidays thereafter, the clerical staff will be awarded a floating holiday.
- In either case, teacher aides and student supervisors work year and floating holidays are not affected. *(Amended 2009-10)*

EVALUATION

All classified employees will be evaluated by the administration on an annual basis. This job performance evaluation system is subject to an annual review by the classified committee.

WINTER AND SPRING BREAKS

Offices will be closed for winter and spring breaks.

SUMMER HOURS

The work schedule for those on duty during the summer months will be reduced to thirty-four and three-quarters (34-3/4) hours per week, generally for ten (10) weeks, beginning the first work day after checkout day through the Friday prior to registration in August. Office hours are 7:30 a.m. to 3:30 p.m., Monday through Thursday, with a half-hour for lunch; 7:30 a.m. to 12:15 p.m. on Friday. Days of vacation are to be charged before leave without pay is granted. Friday vacation will be counted as ½ vacation day regardless of the number of days worked during the week. Not more than half of the Fridays can be taken off using vacation or comp time. ~~(Amended 1992-93) (Amended 1998-99) (Amended 2003-04) (Amended 2011-12)~~

INTERMISSION EMPLOYMENT

The district recognizes that on occasion classified staff members may be required to work during school intermissions. If the employee's assignment is related to his/her present position the employee will be compensated at the same rate as his/her regular payroll. The district may select to pay for this assignment as miscellaneous payroll or compensatory time.

If the assignment is voluntary and doing something other than an employee's normal responsibilities, the employee will be informed prior to the assignment that he/she will be paid at the temporary employee rate.

VACATIONS

1. All employees shall be given, as vacation, the student non-attendance days during winter intermission (approximately ten (10) days) and spring intermission (approximately five (5) days). Twelve month clerical employees shall, in addition, receive the following additional vacation days at the beginning of each year. *(Amended 2011-2012)*

<u>YEARS</u>	<u>VACATION CREDIT</u>
1 - 2	5
3 - 4	7.5
5 - 6	10
7 - 8	12.5
9 - 11	15
12 & Over	17

Employees hired after July 1st will receive vacation on a pro-rata basis.

Employees leaving the district during a given school year shall be granted vacation days for the year in progress on a pro-rata basis; if those days have not been used by separation they shall be paid out. (*Amended 2011-2012*)

2. Persons having the greatest length of service in District 88 are to have first choice of vacation periods being arranged in their respective offices (school office or district office), but must not delay the selection of dates to the disadvantage of other employees.
3. Vacation schedules are to be arranged with the supervisor and notification sent to the assistant principal for operations or assistant superintendent. Employees are to use their earned vacation credits for each fiscal year (July 1 to June 30) prior to December 1 of the following fiscal year. Only in unusual cases will these vacation credits be retained beyond this date.
4. Employees with more than two (2) weeks vacation may be required to split their vacation schedule unless otherwise sanctioned by the employee's supervisor.

LEAVE WITHOUT PAY

Occasionally, leave without pay may be granted to employees. Employees shall use all earned vacation time and all accrued compensatory time before requesting leave without pay. Approval for leave without pay shall be at the discretion of the employee's supervisor(s) and the appropriate building administrator. (*Amended 1992-93*)

OVERTIME

Recognizing that on occasion classified staff members will be required to work at times other than their "normal" schedule, the district has established a system of compensatory time in accordance with PL99-150. With the approval of the administration, the employee may work overtime with compensatory time off to be taken at a later date. Credit for this time shall be given by the employee's supervisor filing the compensatory reporting form with the appropriate building administrator within five (5) working days of the overtime. Signed copies shall be returned to the employee and supervisor. Compensatory time will be awarded only for hours assigned by the employee's supervisor(s).

Hours worked in a similar role to the normal duties of the employee, that exceed ~~a~~ thirty-eight and ~~three-fourths~~ one-half (38.75) hour, but less than forty (40) hours in a work week, shall be compensated at the employee's straight-time rate of pay.

Hours worked in a similar role to the normal duties of the employee, that exceed a forty (40) hour work week shall be compensated at a rate of one and one-half (1-1/2) times the overtime hours worked. Paid holidays, sick leave, vacation leave and personal business/emergency leave shall not count in calculating the work hours for purposes of paying overtime. Compensatory time earned in any give school year shall be used at the conclusion of the following school year. In the event that compensatory time has not been used as set forth above, the employee will be paid for the time at his-~~or~~/her current base of pay.

Compensatory hours earned prior to June 30, 2010 will not be required to be paid out under this provision.

To request compensatory time, the employee shall submit the regular leave pre-approval form to his/her supervisor and then to the appropriate building administrator. The district prefers to grant compensatory time for overtime. However, the administration may, at its discretion, allow payment for overtime worked.

If an hourly rate is to be computed for an employee with an annualized salary, the following shall be used to divide the annual salary:

- a) 12 month clerical (2,002 hours)
 - b) 10 month clerical (1,668 hours)
 - c) Student supervisors and part-time teacher aides (177/179 (respectively) x hours per day)
- (Amended 2010-11)*

ABSENCES

It is the responsibility of the employee, when an absence is necessary, to notify the assistant principal or appropriate administrator preferably before 7:30 a.m. giving the reason for such absence. The employee should also be sure to inform the assistant principal or appropriate administrator when she/he (the employee) is ready to return to work. Employees may opt to use the following district paid benefits, including vacation days and comp time to assist with payment during an absence:
(Amended 2011-2012)

EMERGENCY AND LEGAL ABSENCES

In addition to other provisions for absences, and upon notification to the proper Administrator, an employee shall be allowed full pay for not more than four (4) days in any one school year for personal business. *(Amended 2011-2012)*

Emergency/personal business leave for newly hired employees shall be prorated based upon the date of hire. Written application for such leave shall be made to the Administration on a copy of the signed authorization form attached as Appendix A at least forty-eight (48) hours prior to such leave, provided that, in cases where such notice is not practicable, application shall be made immediately upon the employee's return to work. *(Amended 1996-97)*

When an employee has used up the four (4)- annual emergency/personal business days, in instances of serious illness or death of a relative or death of a close friend, additional days of absence will be charged against the employee's sick leave.

Emergency/personal leave days may not be used during the first two (2) or last two (2) weeks of the school year, institute day or other teacher non-attendance day as provided on the official school calendar.

If needed, only two (2) of the Emergency/Personal leave days may be used during the first two (2) or last two (2) weeks of the school year.

Emergency/personal days shall be immediately available for use as sick leave and three (3) unused emergency/personal days shall, at the end of the school year, accumulate as unused, available sick leave. *(Amended 2011-2012)*

FAMILY AND MEDICAL LEAVE

District 88 provides Family and Medical Leave in accordance with the *Family and Medical Leave Act of 1993 as amended* ("FMLA"). Employees who have been employed in a full time capacity for at least one (1) year *and* for at least 1,250 hours during the preceding 12-month period are eligible for family and medical leave. Such leave shall be unpaid unless accumulated sick or vacation days are available to the employee.

Spouses employed by the district are jointly entitled to a *combined* total of sixty (60) work days of family leave for the reasons listed below.

Reasons for Leave

All employees who meet the applicable time of service requirements may be granted family or medical leave for a period of sixty (60) work days for the following reasons:

- a. The birth of a child, or placement of a child with you for adoption or foster care
- b. Your own serious health condition
- c. Because you are needed to care for your spouse, child or parent due to his/her serious health condition
- d. Because of a qualifying exigency arising out of the fact that your spouse, son/daughter or parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves
- e. Because you are the spouse, son/daughter, parent or next of kin of a covered service member with a serious injury or illness

The entitlement to leave for the birth or placement of a child for adoption or foster care will expire twelve (12) months from the date of the birth or placement. For leave reasons of birth or placement of the employee's child, intermittent and reduced schedule are not permitted.

Procedure for Requesting Leave

In all cases, an employee requesting leave must complete the "Request for Leave of Absence" application and return it to the office of Human Resources. The completed application must state the reason for the leave, the duration of the leave, and the starting and ending dates of the leave.

An employee intending to take family or medical leave because of an expected birth or placement, or because of a planned medical treatment, must submit an application for leave at least thirty (30) days before the leave is to begin. If leave is to begin within thirty (30) days, an employee must give notice to the office of Human Resources as soon as the necessity for the leave arises.

In the case of a request for intermittent or reduced schedule leave, or leave for planned medical treatment, the employee shall make every reasonable effort to schedule the leave so as not to unduly disrupt the District's operations.

Medical Certification

An application for leave based on the serious health condition of the employee or the employee's spouse, child or parent must also be accompanied by a "Medical Certification Statement" completed by a health care provider. The certification must state the date on which the health condition commenced, the probable duration of the condition, and the appropriate medical facts regarding the condition.

If the employee is needed to care for a spouse, child or parent, the certification must so state, along with an estimate of the amount of time the employee will be needed. If the employee has a serious health condition, the certification must state that the employee cannot perform the functions of his or her job.

Benefits Coverage During Leave

During a period of family or medical leave, an employee will be retained on the District's health plan under the same conditions that applied before leave commenced. To continue health coverage, the employee must continue to make any contributions that he or she made to the plan before taking leave. In addition, employees will be given a copy of the formula used to calculate how his/her salary may be prorated or otherwise affected as a result of the leave.

The continuation of benefits pursuant to this policy ends on the effective date of the notification to the office of Human Resources of the employee's intent not to return to work. Benefits will also end when the employee fails to return to work on the scheduled date, unless an emergency exists preventing such a return, or if the employee exhausts his or her family and medical leave rights.

Employees, who fail to return to work without good cause shown, shall be required to repay the cost of all insurance benefits provided during the leave.

Restoration to Employment Following Leave

An employee returning from Family and Medical Leave will be restored to his or her old position *or* to a position with equivalent benefits, pay and other terms and conditions of employment.

In the event the *Family Medical Leave Act of 1993 as amended* is repealed, then this section shall, as of the date of repeal, no longer be in force and effect.

DISABILITY LEAVE

Illinois Mutual Retirement Fund provides two types of disability benefits:

1. **Temporary** disability benefits are paid if you are unable to perform the duties of any -position which might reasonably be assigned by your current IMRF employer.
2. **Total and permanent** disability benefits are paid after temporary disability benefits have expired and if you are unable to engage in any gainful activity for any employer.

An employee is eligible for temporary disability benefits if:

1. The employee has at least twelve (12) consecutive months of IMRF service credit preceding their disability.
2. The employee is unable to perform his/her job for more than 30 days.
3. The employee receives treatment for his/her disabling condition as soon as he/she stops working, and his/her physician(s) certifies his/her disability and provides evidence of his/her disability to IMRF.

Temporary disability benefits may also be available for a disability resulting from elective surgery and pregnancy. An employee may receive benefits from worker's compensation, Social Security Disability or Social Security Retirement and outside (non-IMRF) disability insurance plans in conjunction with the benefits they receive from IMRF.

If the employee's temporary disability benefits run out and they are still disabled, an investigation will be conducted by IMRF to determine the eligibility for total and permanent disability benefits.

Additional information and assistance in filing is available in the District Business Office or by calling IMRF at (800) 275-4673. *(Amended 2009-10)*

SICK LEAVE

Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth adoption, or placement for adoption. For purposes of this section, immediate family member shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians (as amended by Section 24-6 of the School Code).

Any employee absent more than five (5) consecutive school days shall notify the Office of Human Resources. Certification forms will be provided to the employee for completion by a health care provider authorizing fitness to return to duty. *(Amended 2011-2012)*

Twelve-Month Assignments

Personnel employed for a twelve (12) month work year will be entitled to a maximum of thirteen (13) days of sick leave per year. Unused sick leave days may be accumulated. Maximum accumulation allowable is limited to three hundred sixty-one (361) days. ~~*(Amended 1992-93) (Amended 1996-97) (Amended 2011-2012)*~~

Ten-Month Assignments

Personnel employed for a ten (10) month work year will be entitled to a maximum of eleven (11) days of sick leave per year. Unused sick leave days may be accumulated. Maximum accumulation allowable is limited to three hundred sixty-one (361) days. ~~*(Amended 1992-93) (Amended 1996-97) (Amended 2011-2012)*~~

SICK LEAVE ACCUMULATED CREDIT

First Fiscal Year:

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
10 Month		11	10	9	8	7	6	5	4	3	2	1
12 Month	13	12	11	10	9	8	7	6	5	4	3	2

Subsequent years:

Twelve month employees are allotted thirteen (13) sick days per year and ten month employees are allotted eleven (11) sick days per year. ~~(Amended 1992-93) (Amended 2000-01)~~ (Amended 2011-2012)

SICK LEAVE BANK

Any member of the classified staff can donate sick days to provide for the alleviation of any hardship caused to an employee and the employee's family in the event of a catastrophic illness or if injury forces the employee to exhaust all leave time earned by that employee. The members of the classified committee will call upon the classified staff to donate sick days on an as needed weekly basis. A form will be submitted to the Human Resources department with all of the specific information.

ANNUAL SICK LEAVE INCENTIVE PROGRAM

The Board will pay to any classified employee hired prior to January 1, 2014 and on the job at the end of a given fiscal year an amount of money based on the following schedule for any unused sick days earned in the given fiscal year but not used by the end of that fiscal year. This payment shall be made after the end of the fiscal year. Permanent part-time employees shall be paid this benefit on a prorated basis.

The definition of sick days shall include only those days for which an individual is charged, i.e., if an individual is injured on the job and is eligible for worker's compensation benefits, those days shall not be charged against his sick leave. It is understood that in determining sick leave per employee only those days charged against the current fiscal year's allocation shall be included.

The Board further agrees that payment for any unused sick days for a given year will not affect the accumulation of those sick days for subsequent years.

2013 – 2014 SICK LEAVE INCENTIVE PROGRAM**10 & 12 Month Employees****Percent Used:**

0 - 29% \$50.00 per day
 30 - 65% \$40.00 per day
 66 - 100% \$30.00 per day

10 Month Employees***12 Month Employees**

# of Sick Days Used	% Used	Rate \$/Day	Net Amount		# of Sick Days Used	% Used	Rate \$/Day	Net Amount
0	0%	\$50	\$550		0	0%	\$50	\$650
1	9%	\$50	\$500		1	8%	\$50	\$600
2	18%	\$50	\$450		2	15%	\$50	\$550
3	27%	\$50	\$400		3	23%	\$50	\$500
4	36%	\$40	\$280		4	31%	\$40	\$360
5	45%	\$40	\$240		5	38%	\$40	\$320
6	55%	\$40	\$200		6	46%	\$40	\$280
7	64%	\$40	\$160		7	54%	\$40	\$240
8	73%	\$30	\$90		8	62%	\$40	\$200
9	82%	\$30	\$60		9	69%	\$30	\$120
10	91%	\$30	\$30		10	77%	\$30	\$90
11	100%	\$0	\$0		11	85%	\$30	\$60
					12	92%	\$30	\$30
					13	100%	\$0	\$0

*Prorated for permanent part-time employees. *(Amended 2011-2012)*

2014 – 2017 SICK LEAVE INCENTIVE PROGRAM
10 & 12 Month Employees

Percent Used:

0 - 29% \$50.00 per day
0 - 31% (10 mo) \$40.00 per day
0 - 36% (12 mo) \$40.00 per day

10 Month Employees*

12 Month Employees

<u># of Sick Days Used</u>	<u>% Used</u>	<u>Rate \$/Day</u>	<u>Net Amount</u>		<u># of Sick Days Used</u>	<u>% Used</u>	<u>Rate \$/Day</u>	<u>Net Amount</u>
<u>0</u>	<u>0%</u>	<u>\$50</u>	<u>\$550</u>		<u>0</u>	<u>0%</u>	<u>\$50</u>	<u>\$650</u>
<u>1</u>	<u>9%</u>	<u>\$50</u>	<u>\$500</u>		<u>1</u>	<u>8%</u>	<u>\$50</u>	<u>\$600</u>
<u>2</u>	<u>18%</u>	<u>\$50</u>	<u>\$450</u>		<u>2</u>	<u>15%</u>	<u>\$50</u>	<u>\$550</u>
<u>3</u>	<u>27%</u>	<u>\$50</u>	<u>\$400</u>		<u>3</u>	<u>23%</u>	<u>\$50</u>	<u>\$500</u>
<u>4</u>	<u>36%</u>	<u>\$40</u>	<u>\$280</u>		<u>4</u>	<u>31%</u>	<u>\$40</u>	<u>\$360</u>

***Prorated for permanent part-time employees.**

Said schedule only applies to employees hired prior to January 1, 2014.

DISTRICT BENEFITS

COMPREHENSIVE MAJOR MEDICAL INSURANCE

All classified employees of District 88 working a minimum of thirty (30) hours per week have an opportunity to participate in a group plan for Comprehensive Major Medical Insurance or a Health Organization Plan.

There are two medical plans available: PPO Hospital and PPO Physician; and a medical HMO. Two dental plans are offered: ~~a~~ traditional indemnity insurance and a dental HMO. Coverage is available for the employee, employee's spouse, and for eligible dependent children.

The Board of Education shall contribute an amount each month towards medical insurance premiums for each eligible employee (10 to 12 months) who may choose to participate in the group insurance program.

Insurance premiums are paid one (1) month in advance. An employee on unpaid leave must make arrangements with the Business Office in order to continue insurance coverage beyond this one (1) month period.

A new employee has thirty-one (31) days from the date of employment to begin participation in the group medical or dental programs. Subsequent to the initial enrollment period, an employee can only begin or change participation during open enrollment or due to "life-style changes" as defined by the policy.

The BOARD shall make available group medical insurance at the Classified employee's request (for those employees working a minimum of 30 hours per week). For the duration of this contract the Board shall pay for the PPO and HMO plans 85% of the single employee premium and an additional 70% of the difference between the single premium and the applicable dependent premium. The Board share will be computed as follows:

Using as an example, a \$300 single premium and \$800 family premium.

Single Premium = \$300 x .85 = \$255 board share and \$45 employee share.

Family Premium = \$800. \$800-\$300 = \$500 x .70 = \$350. \$255 + \$350 = \$605 Board share for the family coverage and \$195 employee share.

Should the PPO premiums for the ~~2011-2012~~2014-15 school year increase more than 22% over the premium rates for the ~~2010-11~~2013-14 school year, the deductible and out-of-pocket both will increase by \$100. Any premium increase of more than 22% in subsequent years will result in additional \$100 increase in the deductible. ~~(Amended 2010-2011)~~ ~~(Amended 2011-2012)~~

Should the HMO premiums for the ~~2011-2012~~2014-15 school year increase more than 22% over the premium rates for the ~~2010-2011~~2013-14 school year, ~~a \$10~~the office visit co-pay will be added and ~~the~~ emergency room ~~care~~co-pay will both increase ~~from~~by an additional \$10 to \$25. Any premium increase of more than 22% in subsequent years will result in additional increases in the co-pay and emergency room care according to the rates established by the provider ~~not to exceed a \$15 co-pay and \$50 emergency room care.~~ ~~(Amended 2010-2011)~~ ~~(Amended 2011-2012)~~.

~~Any changes in the deductible, out-~~
Insurance HMO Changes Effective July 1, 2014:

1. Onset of-pocket, office co-pays for \$10 and emergency room co-pays of \$75, and/or co-pay
2. Prescription co-pays of \$5/\$10/\$25 – 2x mail order.

(Note: Open Enrollment will go into effect January 1 of the next calendar year, take place in April of 2014.)

The new rates shall be published to Classified employees prior to the start of each of the above school terms, or as soon thereafter as available from the provider.

The PPO and HMO plans shall be provided through Blue Cross/Blue Shield of Illinois and the Blue Cross/Blue Shield HMO Illinois in accordance with the plans outlined in Appendix D. After consultation with the Insurance Committee as provided in the Classified Employee's handbook, the Board may change the provider and the plan benefits but only to providers and plans substantially equal to Blue Cross/Blue Shield and the plan summaries in Appendix D. Any such changes shall take effect only with at least 60 days notice to the classified employees.

The Board contribution will be adjusted (increased or decreased) to match the figures in the Teachers' Contract should they change prior to the end of this agreement.

TERM LIFE INSURANCE

For those employees eligible to participate in the group Major Medical plan, or the HMO plan, a \$50,000 life insurance plan is also available with premiums paid by the Board of Education. To enroll in this plan, a special form must be completed.

Classified employees actively employed beyond the age of sixty-five (65) will continue to have coverage until they retire. Once the age of seventy (70) is reached, the insurance coverage will be reduced to seventy-five percent (75%) of the insured amount. Once the age of seventy-five (75) is reached, the insurance coverage will be reduced to fifty percent (50%) of the insured amount. Coverage shall be from the first day of employment.

ILLINOIS MUNICIPAL RETIREMENT FUND (IMRF)

IMRF provides employees of local government and school districts in Illinois with a sound and efficient system for the payment of retirement annuities, disability and death benefits. These benefits are in addition to those provided by Social Security.

The required classified employee's contribution to IMRF will be tax-sheltered by the Board. The classified employee will defend and hold harmless the Board and its agents with respect to this payment to IMRF. If the Internal Revenue Service or a court of competent jurisdiction shall hold that the Board lacks authority to make such payments, or that such payments are not excludable from income, the Board shall promptly commence withholding federal and state taxes from such payments.

Complete information regarding obligations under the IMRF and forms for retirement, disability and death benefits may be secured from the business office, 530-3972 or by calling IMRF at (800) 275-4673. ~~(Amended 1998-99)~~ (Amended 2000-01)

JURY DUTY

An employee called for jury duty will reimburse the school district for the daily fee received for jury duty while continuing to receive regular salary from the district.

The employee may retain jury duty pay for travel, food and other expenses incurred in performance of jury duty.

SOCIAL SECURITY

All employees are covered under the Federal Social Security Act. A required amount is deducted from each salary check and is reflected along with the IMRF monies recorded on the Statement of

Earnings and Deductions attached to each salary check.

WORKER'S COMPENSATION

All employees are covered under the Illinois Worker's Compensation Law. On-the-job injuries must be immediately reported to your supervisor. The supervisor will complete the injury report and forward it to the Business Office without delay.

Absences due to on-the-job injuries, and paid for by worker's compensation, are not charged to accumulated sick leave.

DUPAGE CREDIT UNION

Payroll deductions may be arranged for savings or loans to the DuPage Credit Union. You must open an account at the credit union prior to completing appropriate forms for payroll deductions.

(These forms are available in the District Business Office.) Participation may begin at the time of employment or at any time during the year. *(Amended 2000-01)*

TAX-SHELTERED ANNUITY PROGRAMS

The district will maintain a tax-sheltered annuity program that conforms to all of the requirements of applicable law; staff members and/or participating annuity companies shall be solely responsible for payment of all administrative costs. All annuity companies must follow federal rules and regulations regarding tax-sheltered annuities. The union president (or classified committee) shall be notified of any third-party tax-sheltered annuity management company selected by the Board to administer the tax-sheltered annuity program. *(Amended 2009-10)*

SAVINGS BONDS

Classified employees may purchase savings bonds through payroll deductions. Forms are available in the Business Office.

FLEX-SPENDING PLAN

The Flex-Spending Plan is a fringe benefit offered to all classified employees who have an annualized salary (Secretaries, Clerical, Student Supervisors, part-time Instructional Teacher Aides, Technical Assistants and Health Assistants.) All employees, who work six (6) or more hours a day are eligible to participate in the Flex-Spending Plan. For more information, contact the appropriate building administrator. *(Amended 2000-01)* (See Appendix C)

MISCELLANEOUS PRIVILEGES AND SERVICES

PARKING

Each building provides parking areas for employees. Vehicle stickers are available from the administration. These stickers must be displayed at all times. *(Amended 2000-01)*

TUITION REIMBURSEMENT

Tuition reimbursement is offered to all full time (thirty (30) hours per week) members of the classified staff to the extent indicated below:

1. For college credit, the rate of reimbursement shall not exceed \$100.00 per semester hour.
2. Course work submitted for tuition reimbursement must be from an accredited North Central Association of Schools and Colleges or its equivalent credit granting institution and must meet the following criteria:

The following guidelines will be used when evaluating courses:

- a. Courses which are related to the professional assignment (s).
 - b. Courses that lead to additional certification or an education degree as it relates to section (a) above.
 - c. Courses in areas that are recommended by the District. Notification of such courses will be publicized in the staff bulletin.
3. Tuition will be reimbursed after official transcripts and proof of payment have been submitted to the District Office. A grade of "C" or better for undergraduate studies, a grade of "B" or better for graduate studies, or a "Pass" if a Pass/Fail course is offered, must be earned to qualify for tuition reimbursement.
 4. For employees not eligible for this benefit, (less than 30 hours per week), the assistant principal or appropriate administrator may request full payment of fees for job-related training.

Programs and courses extending beyond August, 2011 that have been approved as of the April 19, 2011 Professional Growth Meeting shall be honored for purposes of tuition reimbursement throughout the duration of this Agreement. *(Amended 2011-2012)*

SEASON TICKETS

Each employee is given a complimentary season ticket to admit an employee plus one to most school activities and athletic events at Willowbrook and Addison Trail High School.

COMMUNICATIONS

Board-O-Gram

The Board-O-Gram is issued by the district to all employees following regular monthly meetings of the Board of Education. It highlights the activities of the Board at its business session. Official minutes of the meetings are available in the superintendent's office.

Board meetings are open meetings and are generally held on the, third and fourth Mondays of each month at 7:30 p.m. in the District Boardroom at 2 Friendship Plaza, Addison IL 60101. *(Amended 2009-10)*

Student and Faculty Bulletins

Each school provides a daily Student and Faculty Bulletin containing daily notices and events.

Bulletin Boards

Bulletin boards are located in the mailroom of each school building and in the break room of the District Office. *(Amended 2009-10)*

EMPLOYEE RECOGNITION PROGRAM

Established by the Board of Education, this program honors outstanding employees each year. These employees are chosen by a special committee which judges nominations submitted by district employees. Nomination forms are available in the principals' office, and the district office.



REQUEST FOR PRE-ARRANGED LEAVE FORM

Appendix A

DUPAGE HIGH SCHOOL DISTRICT 88 REQUEST FOR PRE-ARRANGED LEAVE

Name

Today's Date

of day(s) requesting: _____

Date(s): _____
Period(s): 0 1 2 3 4 5 6 7 8 9

Reason (check appropriate box below):

_____ Vacation _____ Emergency/Personal Business
_____ Sick _____ Comp Time _____ Leave Without Pay
 (Pre-Arranged)

Employee's Signature: _____

Approved by: _____

Immediate Supervisor

Administrator

Submit in triplicate to your supervisor who will forward all copies to your administrator. When the form has been completed, copies will be distributed as indicated below.

White – Administrator

Pink – Immediate Supervisor

Yellow – Employee

DUPAGE HIGH SCHOOL DISTRICT 88



SALARY SCHEDULE

~~2011~~-2013-2017

Appendix B

2011-2012 SALARY SCHEDULE**Level I**
Student Supervisors,
Part-Time Aides**Level V**
Executive Secretaries,
Bookkeeping, and Payroll

	<u>Hourly Salary</u>		<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$13.68	Step 1	\$3,460.93	\$41,531.18
Step 3	\$14.39	Step 3	\$3,633.96	\$43,607.57
Step 5	\$15.10	Step 5	\$3,815.68	\$45,788.13
Step 7	\$15.84	Step 7	\$4,006.47	\$48,077.62
Step 9	\$16.63	Step 9	\$4,206.80	\$50,481.55

Level II
10-Month Building Secretaries,
Tech Asst. I**Level VI**
Technical Assistants II

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>		<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$2,805.79	\$28,057.85	\$33,669.42	Step 1	\$3,647.53	\$43,770.36
Step 3	\$2,946.08	\$29,460.76	\$35,352.91	Step 3	\$3,829.90	\$45,958.75
Step 5	\$3,093.38	\$30,933.85	\$37,120.62	Step 5	\$4,021.39	\$48,256.69
Step 7	\$3,248.05	\$32,480.47	\$38,976.57	Step 7	\$4,222.45	\$50,669.44
Step 9	\$3,410.44	\$34,104.41	\$40,925.30	Step 9	\$4,433.57	\$53,202.87

Level III
12-Month Non-Administrative Secretaries &
Financial Secretaries**Level VII**
Superintendent's Secretary

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>		<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$2,982.54	\$29,825.41	\$35,790.49	Step 1	\$3,762.56	\$45,150.67
Step 3	\$3,131.68	\$31,316.75	\$37,580.10	Step 3	\$3,950.66	\$47,407.97
Step 5	\$3,288.25	\$32,882.45	\$39,458.94	Step 5	\$4,148.22	\$49,778.61
Step 7	\$3,452.67	\$34,526.69	\$41,432.03	Step 7	\$4,355.62	\$52,267.49
Step 9	\$3,625.30	\$36,253.04	\$43,503.65	Step 9	\$4,573.40	\$54,880.86

Level IV
Administrative Secretaries, Registrar,
Bookstore Managers, Accounts Payable,
Student Accounting, Buildings & Grounds, &
Athletic Director Secretary

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,171.95	\$38,063.34
Step 3	\$3,330.54	\$39,966.54
Step 5	\$3,497.07	\$41,964.84
Step 7	\$3,671.91	\$44,062.90
Step 9	\$3,855.50	\$46,265.98

Salary schedule reflects a 2% increase

2012-2013 Salary Schedule**Level I**
Student Supervisors,
Part-Time Aides**Level V**
Executive Secretaries,
Bookkeeping, and Payroll

	<u>Hourly Salary</u>
Step 1	\$13.95
Step 3	\$14.68
Step 5	\$15.40
Step 7	\$16.16
Step 9	\$16.96

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,530.15	\$42,361.78
Step 3	\$3,706.64	\$44,479.67
Step 5	\$3,891.99	\$46,703.92
Step 7	\$4,086.60	\$49,039.19
Step 9	\$4,290.94	\$51,491.23

Level II
10-Month Building Secretaries,
Tech Asst. I, Health Assistants**Level VI**
Technical Assistants II

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>
Step 1	\$2,861.91	\$28,619.06	\$34,342.87
Step 3	\$3,005.00	\$30,050.02	\$36,060.02
Step 5	\$3,155.25	\$31,552.48	\$37,862.97
Step 7	\$3,313.01	\$33,130.11	\$39,756.13
Step 9	\$3,478.65	\$34,786.49	\$41,743.79

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,720.48	\$44,645.77
Step 3	\$3,906.50	\$46,877.98
Step 5	\$4,101.82	\$49,221.81
Step 7	\$4,306.90	\$51,682.79
Step 9	\$4,522.24	\$54,266.90

Level III
12-Month Non-Administrative Secretaries &
Financial Secretaries**Level VII**
Superintendent's Secretary

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,042.19	\$30,421.91	\$36,506.29
Step 3	\$3,194.31	\$31,943.14	\$38,331.76
Step 5	\$3,354.02	\$33,540.15	\$40,248.18
Step 7	\$3,521.72	\$35,217.23	\$42,260.68
Step 9	\$3,697.81	\$36,978.06	\$44,373.67

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,837.81	\$46,053.73
Step 3	\$4,029.67	\$48,356.08
Step 5	\$4,231.18	\$50,774.21
Step 7	\$4,442.73	\$53,312.79
Step 9	\$4,664.87	\$55,978.42

Level IV
Administrative Secretaries, Registrar,
Bookstore Managers, Accounts Payable,
Student Accounting, Buildings & Grounds, &
Athletic Director Secretary

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,235.39	\$38,824.67
Step 3	\$3,397.15	\$40,765.81
Step 5	\$3,567.01	\$42,804.14
Step 7	\$3,745.35	\$44,944.18
Step 9	\$3,932.61	\$47,191.32

Salary Schedule reflects a 2% increase

**DUPAGE HIGH SCHOOL DISTRICT 88
CLASSIFIED EMPLOYEE**

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2013-14 Salary Schedule

**Level I
Student Supervisor
Part-Time Teacher Aide**

	Hourly Salary
Step 1	\$14.26
Step 3	\$15.01
Step 5	\$15.75
Step 7	\$16.52
Step 9	\$17.34

**Level V
Executive Assistant
Bookkeeper, Payroll Specialist**

	Monthly Salary	Annual Salary (12 month)
Step 1	\$3,609.58	\$43,314.96
Step 3	\$3,790.04	\$45,480.48
Step 5	\$3,979.56	\$47,754.72
Step 7	\$4,178.55	\$50,142.60
Step 9	\$4,387.49	\$52,649.88

**Level II
10-Month Building Assistant
Technical Support Specialist**

	Monthly Salary	Annual Salary (10 month)	Annual Salary (12 month)
Step 1	\$2,926.30	\$29,263.00	\$35,115.60
Step 3	\$3,072.61	\$30,726.10	\$36,871.32
Step 5	\$3,226.24	\$32,262.40	\$38,714.88
Step 7	\$3,387.55	\$33,875.50	\$40,650.60
Step 9	\$3,556.92	\$35,569.20	\$42,683.04

**Level VI
Network / Systems Specialist**

	Monthly Salary	Annual Salary (12 month)
Step 1	\$3,804.19	\$45,650.28
Step 3	\$3,994.40	\$47,932.80
Step 5	\$4,194.11	\$50,329.32
Step 7	\$4,403.81	\$52,845.72
Step 9	\$4,623.99	\$55,487.88

**Level III
Financial Secretary**

	Monthly Salary	Annual Salary (10 month)	Annual Salary (12 month)
Step 1	\$3,110.64	\$31,106.40	\$37,327.68
Step 3	\$3,266.18	\$32,661.80	\$39,194.16
Step 5	\$3,429.49	\$34,294.90	\$41,153.88
Step 7	\$3,600.96	\$36,009.60	\$43,211.52
Step 9	\$3,781.01	\$37,810.10	\$45,372.12

**Level VII
Superintendent's Assistant**

	Monthly Salary	Annual Salary (12 month)
Step 1	\$3,924.16	\$47,089.92
Step 3	\$4,120.34	\$49,444.08
Step 5	\$4,326.38	\$51,916.56
Step 7	\$4,542.69	\$54,512.28
Step 9	\$4,769.83	\$57,237.96

**Level IV
Administrative Assistant, Registrar,
Bookstore Manager, Accounts Payable Specialist
Student Accountant, Buildings & Grounds, &
Athletic Director Assistant**

	Monthly Salary	Annual Salary (12 month)
Step 1	\$3,308.19	\$39,698.28
Step 3	\$3,473.59	\$41,683.08
Step 5	\$3,647.27	\$43,767.24
Step 7	\$3,829.62	\$45,955.44
Step 9	\$4,021.09	\$48,253.08

**DUPAGE HIGH SCHOOL DISTRICT 88
CLASSIFIED EMPLOYEE**

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2014-15 Salary Schedule

**Level I
Student Supervisor
Part-Time Teacher Aide**

	<u>Hourly Salary</u>
Step 1	\$14.58
Step 3	\$15.35
Step 5	\$16.10
Step 7	\$16.89
Step 9	\$17.73

**Level V
Executive Assistant
Bookkeeper, Payroll Specialist**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,690.80	\$44,289.60
Step 3	\$3,875.32	\$46,503.84
Step 5	\$4,069.10	\$48,829.20
Step 7	\$4,272.57	\$51,270.84
Step 9	\$4,486.21	\$53,834.52

**Level II
10-Month Building Assistant
Technical Support Specialist**

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>
Step 1	\$2,992.14	\$29,921.40	\$35,905.68
Step 3	\$3,141.74	\$31,417.40	\$37,700.88
Step 5	\$3,298.83	\$32,988.30	\$39,585.96
Step 7	\$3,463.77	\$34,637.70	\$41,565.24
Step 9	\$3,636.95	\$36,369.50	\$43,643.40

**Level VI
Network / Systems Specialist**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,889.78	\$46,677.36
Step 3	\$4,084.27	\$49,011.24
Step 5	\$4,288.48	\$51,461.76
Step 7	\$4,502.90	\$54,034.80
Step 9	\$4,728.03	\$56,736.36

**Level III
Financial Secretary**

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,180.63	\$31,806.30	\$38,167.56
Step 3	\$3,339.67	\$33,396.70	\$40,076.04
Step 5	\$3,506.65	\$35,066.50	\$42,079.80
Step 7	\$3,681.98	\$36,819.80	\$44,183.76
Step 9	\$3,866.08	\$38,660.80	\$46,392.96

**Level VII
Superintendent's Assistant**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$4,012.45	\$48,149.40
Step 3	\$4,213.05	\$50,556.60
Step 5	\$4,423.72	\$53,084.64
Step 7	\$4,644.90	\$55,738.80
Step 9	\$4,877.15	\$58,525.80

**Level IV
Administrative Assistant, Registrar,
Bookstore Manager, Accounts Payable Specialist
Student Accountant, Buildings & Grounds, &
Athletic Director Assistant**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1	\$3,382.62	\$40,591.44
Step 3	\$3,551.75	\$42,621.00
Step 5	\$3,729.33	\$44,751.96
Step 7	\$3,915.79	\$46,989.48
Step 9	\$4,111.56	\$49,338.72

**DUPAGE HIGH SCHOOL DISTRICT 88
CLASSIFIED EMPLOYEE**

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2015-16 Salary Schedule

**Level I
Student Supervisor
Part-Time Teacher Aide**

	<u>Hourly Salary</u>
Step 1	
Step 3	
Step 5	
Step 7	
Step 9	

**Level V
Executive Assistant
Bookkeeper, Payroll Specialist**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1		
Step 3		
Step 5		
Step 7		
Step 9		

**Level II
10-Month Building Assistant
Technical Support Specialist**

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>
Step 1			
Step 3			
Step 5			
Step 7			
Step 9			

**Level VI
Network / Systems Specialist**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1		
Step 3		
Step 5		
Step 7		
Step 9		

**Level III
Financial Secretary**

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>
Step 1			
Step 3			
Step 5			
Step 7			
Step 9			

**Level VII
Superintendent's Assistant**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1		
Step 3		
Step 5		
Step 7		
Step 9		

**Level IV
Administrative Assistant, Registrar,
Bookstore Manager, Accounts Payable Specialist
Student Accountant, Buildings & Grounds, &
Athletic Director Assistant**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1		
Step 3		
Step 5		
Step 7		
Step 9		

The Consumer Price Index as defined under Section 1-5 of the Property Tax Extension Limitation Law (PTELL), for tax year 2014 shall be the determining factor for the salary percentage increase for the 2015-2016 school year.

The salary percentage increase shall be fifty percent (50%) of the Consumer Price Index with a floor of 1.5% and ceiling of 2.5% when determined.

**DUPAGE HIGH SCHOOL DISTRICT 88
CLASSIFIED EMPLOYEE**

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2016-17 Salary Schedule

**Level I
Student Supervisor
Part-Time Teacher Aide**

	<u>Hourly Salary</u>
Step 1	
Step 3	
Step 5	
Step 7	
Step 9	

**Level V
Executive Assistant
Bookkeeper, Payroll Specialist**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1		
Step 3		
Step 5		
Step 7		
Step 9		

**Level II
10-Month Building Assistant
Technical Support Specialist**

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>
Step 1			
Step 3			
Step 5			
Step 7			
Step 9			

**Level VI
Network / Systems Specialist**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1		
Step 3		
Step 5		
Step 7		
Step 9		

**Level III
Financial Secretary**

	<u>Monthly Salary</u>	<u>Annual Salary (10 month)</u>	<u>Annual Salary (12 month)</u>
Step 1			
Step 3			
Step 5			
Step 7			
Step 9			

**Level VII
Superintendent's Assistant**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1		
Step 3		
Step 5		
Step 7		
Step 9		

**Level IV
Administrative Assistant, Registrar,
Bookstore Manager, Accounts Payable Specialist
Student Accountant, Buildings & Grounds, &
Athletic Director Assistant**

	<u>Monthly Salary</u>	<u>Annual Salary (12 month)</u>
Step 1		
Step 3		
Step 5		
Step 7		
Step 9		

The Consumer Price Index as defined under Section 1-5 of the Property Tax Extension Limitation Law (PTELL), for tax year 2015 shall be the determining factor for the salary percentage increase for the 2016-2017 school year.

The salary percentage increase shall be fifty percent (50%) of the Consumer Price Index with a floor of 1.5% and ceiling of 2.5% when determined.

DUPAGE HIGH SCHOOL DISTRICT 88



FLEXIBLE BENEFITS PLAN

Appendix C

FLEXIBLE BENEFITS PLAN

- A. The Board shall maintain a salary reduction plan which meets the requirements of Section 125 of the Internal Revenue Code and Treasury Regulations promulgated there under. If, at any time, Section 125 or related Regulations are amended, the parties shall promptly revise the plan to comply with the amendment.
- B. A classified employee may annually elect to participate in the salary reduction plan by choosing to receive benefits described below. The amount elected shall be deducted from the classified employee's compensation. The plan year shall begin on July 1 and end on each June 30 thereafter. Prior to the beginning day of the plan year, each classified employee shall, in writing, designate the dollar amount(s) elected for that year for each of the following benefits:
1. Premiums for group medical, dental, or other insurance, single or dependent coverage, to the extent such premiums are not paid by the Board; and/or,
 2. Reimbursement for qualified dependent care assistance as defined and allowed under the Internal Revenue Code, up to the maximum amount allowed by law; and/or,
 3. Reimbursement for any amount of deductibles under the group insurance described in B.1; and for any other qualified un-reimbursed medical care expenses as defined and allowed under the Internal Revenue Code, up to a maximum of \$5,000.00 annually.
- C. The amount designated may not be changed during the plan year unless there is a change in family status or other circumstances provided by Section 125 and/or Treasury Regulations promulgated there under. Any amounts designated for which valid reimbursement claims are not made on a timely basis will be forfeited and not otherwise paid to the classified employee during that year or carried over to a succeeding plan year, and such amounts shall become the property of the plan. Any administrative costs relating to this plan shall be borne by the participants of the plan.
- D. The dollar total of the designated benefits elected pursuant to the plan will be deducted in equal amounts from the classified employee's salary payments during the plan year.
- E. The Board does not guarantee or, in any way, warrant that the salary reductions are non-taxable, said determination to be made by each individual classified employee. However, the Board shall not report any amount reduced from a classified employee's salary pursuant to this plan as taxable income to any federal or state agency.

DUPAGE HIGH SCHOOL DISTRICT 88



CLASSIFIED PERSONNEL GRIEVANCE

Appendix D

CLASSIFIED PERSONNEL GRIEVANCE

A grievance is defined as an alleged wrongful application of rules governing hiring practices, administration of salary, or working hours.

TO: Assistant Principal/Assistant Superintendent

DATE:

(Cite date of and basis for the allegation that there was discrimination or an unfair practice):

I hereby petition for a hearing on my grievance as provided for in Board of Education policy on procedures for processing of grievances. I request that a member of my choice from the classified committee attend the meeting with me as an observer.

Signature

Failure of the grievance to appear at the mutually agreed upon appointed time and place will nullify the right to the conference and the grievance will be considered dropped. Extenuating circumstances which make it impossible for the grievant to appear and which require the rescheduling of the meeting must be explained in advance of the designated meeting time. In such case the conference will be rescheduled.

RECORD

Date and Time of Conference:

Place:

If Necessary: Principal/Superintendent or Designee Level

If additional space is needed please attach statements to this record.

Comments:

Resolution:

Resolution:

Signature

DUPAGE HIGH SCHOOL DISTRICT 88



PERSONNEL POLICY

Appendix E

DUPAGE HIGH SCHOOL DISTRICT 88



ETHICS AND GIFT BAN

Appendix F

2:105 Ethics and Gift Ban

Definitions

Unless otherwise stated, all terms used in this policy have the definition given in the State Officials and Employees Ethics Act, 5 ILCS 430/1-5.

With respect to an employee whose hours are not fixed, “compensated time” includes any period of time when the employee is on premises under the control of the District and any other time when the employee is executing his or her official duties, regardless of location.

“Prohibited political activity” means:

1. Preparing for, organizing, or participating in any political meeting, political rally, political demonstration, or other political event.
2. Soliciting contributions, including but not limited to the purchase of, selling, distributing, or receiving payment for tickets for any political fundraiser, political meeting, or other political event.
3. Soliciting, planning the solicitation of, or preparing any document or report regarding anything of value intended as a campaign contribution.
4. Planning, conducting, or participating in a public opinion poll in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
5. Surveying or gathering information from potential or actual voters in an election to determine probable vote outcome in connection with a campaign for elective office or on behalf of a political organization for political purposes or for or against any referendum question.
6. Assisting at the polls on Election Day on behalf of any political organization or candidate for elective office or for or against any referendum question.
7. Soliciting votes on behalf of a candidate for elective office or a political organization or for or against any referendum question or helping in an effort to get voters to the polls.
8. Initiating for circulation, preparing, circulating, reviewing, or filing any petition on behalf of a candidate for elective office or for or against any referendum question.
9. Making contributions on behalf of any candidate for elective office in that capacity or in connection with a campaign for elective office.
10. Preparing or reviewing responses to candidate questionnaires.
11. Distributing, preparing for distribution, or mailing campaign literature, campaign signs, or other campaign material on behalf of any candidate for elective office or for or against any referendum question.
12. Campaigning for any elective office or for or against any referendum question.
13. Managing or working on a campaign for elective office or for or against any referendum question.
14. Serving as a delegate, alternate, or proxy to a political party convention.
15. Participating in any recount or challenge to the outcome of any election.

Prohibited Political Activity

No employee shall intentionally perform any prohibited political activity during any compensated time. No Board Member or employee shall intentionally use any property or resources of the District in connection with any prohibited political activity. At no time shall any Board Member or employee intentionally require any other Board Member or employee to perform any prohibited political activity: (a) as part of that Board Member’s or employee’s duties, (b) as a condition of

employment, or (c) during any compensated time off, i.e., as holidays, vacation or personal time off. No Board Member or employee shall be required at any time to participate in any prohibited political activity in consideration for that Board Member or employee being awarded additional compensation or any benefit, whether in the form of a salary adjustment, bonus, compensatory time off, continued employment or otherwise, nor shall any Board Member or employee be awarded additional compensation or any benefit in consideration for his or her participation in any prohibited political activity.

A Board Member or employee may engage in activities that: (1) are otherwise appropriate as part of his or her official duties, or (2) are undertaken by the individual on a voluntary basis that are not prohibited by this policy.

Limitations on Receiving Gifts

“Prohibited source” means any person or entity who:

1. Is seeking official action by: (a) a Board Member, or (b) an employee, or by the Board Member or another employee directing that employee;
2. Does business or seeks to do business with: (a) the Board Member, or (b) with an employee, or with the Board Member or another employee directing that employee;
3. Conducts activities regulated by: (a) the Board Member, or (b) by an employee or by the Board Member or another employee directing that employee; or
4. Has an interest that may be substantially affected by the performance or non-performance of the official duties of the Board Member or employee.

“Gift” means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including, but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of a Board Member or employee.

Except as permitted by this policy, no Board Member or District employee, and no spouse of or immediate family member living with any Board Member or employee (collectively referred to herein as “recipients”), shall intentionally solicit or accept any gift from any prohibited source, as defined herein, or that is otherwise prohibited by law or policy. No prohibited source shall intentionally offer or make a gift that violates this policy.

The following are exceptions to the ban on accepting gifts from a prohibited source:

1. Opportunities, benefits, and services that are available on the same conditions as for the general public.
2. Anything for which the Board Member or employee, or his or her spouse or immediate family member, pays the fair market value.
3. Any: (a) contribution that is lawfully made under the Election Code, or (b) activities associated with a fund-raising event in support of a political organization or candidate.
4. Educational materials and missions.
5. Travel expenses for a meeting to discuss business.
6. A gift from a relative, meaning those people related to the individual as father, mother, son, daughter, brother, sister, uncle, aunt, great aunt, great uncle, first cousin, nephew, niece, husband, wife, grandfather, grandmother, grandson, granddaughter, father-in-law,

mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, and including the father, mother, grandfather, or grandmother of the individual's spouse and the individual's fiancé or fiancée.

7. Anything provided by an individual on the basis of a personal friendship unless the recipient has reason to believe that, under the circumstances, the gift was provided because of the official position or employment of the recipient or his or her spouse or immediate family member and not because of the personal friendship. In determining whether a gift is provided on the basis of personal friendship, the recipient shall consider the circumstances under which the gift was offered, such as: (a) the history of the relationship between the individual giving the gift and the recipient of the gift, including any previous exchange of gifts between those individuals; (b) whether to the actual knowledge of the recipient the individual who gave the gift personally paid for the gift or sought a tax deduction or business reimbursement for the gift; and (c) whether to the actual knowledge of the recipient the individual who gave the gift also at the same time gave the same or similar gifts to other Board Members or employees, or their spouses or immediate family members.
8. Food or refreshments not exceeding \$75 per person in value on a single calendar day; provided that the food or refreshments are: (a) consumed on the premises from which they were purchased or prepared; or (b) catered. "Catered" means food or refreshments that are purchased ready to consume which are delivered by any means.
9. Food, refreshments, lodging, transportation, and other benefits resulting from outside business or employment activities (or outside activities that are not connected to the official duties of a Board Member or employee), if the benefits have not been offered or enhanced because of the official position or employment of the Board Member or employee, and are customarily provided to others in similar circumstances.
10. Intra-governmental and inter-governmental gifts. "Intra-governmental gift" means any gift given to a Board Member or employee from another Board Member or employee, and "inter-governmental gift" means any gift given to a Board Member or employee by an officer or employee of another governmental entity.
11. Bequests, inheritances, and other transfers at death.
12. Any item or items from any one prohibited source during any calendar year having a cumulative total value of less than \$100.

Each of the listed exceptions is mutually exclusive and independent of every other. A Board Member or employee, his or her spouse or an immediate family member living with the Board Member or employee, does not violate this policy if the recipient promptly takes reasonable action to return a gift from a prohibited source to its source or gives the gift or an amount equal to its value to an appropriate charity that is exempt from income taxation under Section 501 (c)(3) of the Internal Revenue Code.

Ethics Advisor

The Superintendent shall appoint an Ethics Advisor for the School District. The Ethics Advisor shall provide guidance to the Board Members and School District employees concerning the interpretation of and compliance with this policy and State ethics laws.

Filing Complaints

Written complaints alleging a violation of this policy shall be filed with the Superintendent or School Board President.

Ethics Commission

In order to effectively manage the receipt of complaints concerning violations of this policy, as soon as possible after a complaint is filed, the Superintendent shall appoint a 3-member Ethics Commission. If the Superintendent is the subject of the complaint, the School Board President shall perform this duty. Commission members may be any District resident, except that no person shall be appointed who is related, either by blood or by marriage, up to the degree of first cousin, to the person who is the subject of the complaint.

At the Commission's first meeting, the Commissioners shall choose a chairperson from their number. Meetings shall be held at the call of the chairperson or any 2 Commissioners. A quorum shall consist of 2 Commissioners, and official action by the Commission shall require the affirmative vote of 2 members. The Commission shall have the following powers and/or duties:

1. To adopt procedures and timelines to manage a complaint and determine the complaint's disposition.
2. To investigate a complaint and receive information pertaining to it.
3. To hold a meeting, upon not less than 48 hours' public notice, with the complaining party and the person accused of violating the policy for the purpose of determining the complaint's disposition. Both parties shall be given the opportunity to provide information concerning the complaint. The meeting may be closed to the public to the extent authorized by the Open Meetings Act.
4. To request the assistance of an attorney. To issue recommendations for disciplinary actions and/or refer violations to the appropriate State's Attorney for prosecution. The Commission shall, however, act only upon the receipt of a written complaint alleging a violation of this policy and not upon its own prerogative.
5. The powers and duties of the Commission are limited to matters clearly within the purview of this policy.

If the Commission finds it more likely than not that the allegations in a complaint charging a Board Member or employee with violating this policy are true, it shall notify the appropriate State's Attorney and/or recommend disciplinary action for an employee. If the complaint is deemed not sufficient, the Commission shall send by certified mail, return receipt requested, a notice to the parties of the decision to dismiss the complaint.

LEGAL REF.: 5 ILCS 430/1-1, et seq.

DUPAGE HIGH SCHOOL DISTRICT 88



SICK LEAVE BANK FORMS

Appendix G

DUPAGE HIGH SCHOOL
DISTRICT 88 ADDISON TRAIL
 WILLOWBROOK

Building Futures

<input type="checkbox"/>	<u>District</u>
<input type="checkbox"/>	<u>Addison Trail</u>
<input type="checkbox"/>	<u>Willowbrook</u>

REQUEST FOR SICK DAYS

Instructions: Complete form and submit to the classified committee.

 (Name) (Today's Date)

 (Day(s) Requested)

Reason for request with verification documentation (i.e. doctor's note)

 (Signature of Employee) (Date)

 (Signature of Classified Committee Member) (Date)

Verification that all sick/personal/vacation and comp time has been exhausted.

☐
☐

(YES) (NO)

 (Signature of Human Resources Director) (Date)

DUPAGE HIGH SCHOOL
DISTRICT 88 ADDISON TRAIL
 WILLOWBROOK

Building Futures

<input type="checkbox"/>	<u>District</u>
<input type="checkbox"/>	<u>Addison Trail</u>
<input type="checkbox"/>	<u>Willowbrook</u>

DONATION FOR SICK DAYS

Instructions: Complete form and submit to the classified committee.

 (Name) (Today's Date)

 (Number of sick days being donated) (Name of Employee receiving sick days)

 (Signature of Employee) (Date)

 (Signature of Classified Committee Member) (Date)

Verification that employee has sick days on file.

☐

(YES)

☐

(NO)

 (Signature of Human Resources Director) (Date)

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