



Fwd: FOIA Request - Organized Labor Collective Bargaining

1 message

Adam Brumbaugh <abrumbaugh@geneseoschools.org>
To: Jill Patten <jpatten@geneseoschools.org>

Tue, Aug 13, 2019 at 2:01 PM

FOIA request.

----- Forwarded message -----

From: **FOIA2 LocalLabs** <foia2@locallabs.com>
Date: Tue, Aug 13, 2019 at 6:35 AM
Subject: FOIA Request - Organized Labor Collective Bargaining
To: <abrumbaugh@geneseoschools.org>

To whom it may concern,

I am writing you on behalf of LocalLabs which is the publisher of Prairie State Wire, an online publication that reports on and informs the public about local government activities. If you are not the FOIA officer please forward to the FOIA officer or reply to this email with the correct FOIA contact.

We are requesting copies of any current collective bargaining agreements between your organization and any organized labor collective bargaining unit, and if there is no collective bargaining agreement in place, a copy of the last expired agreement.

Additionally, we are requesting electronic (preferably non-PDF such as CSV, Excel, Txt) data with the following data points for all employees represented or not by any organized labor collective bargaining unit:

- First name
- Middle name or initial
- Last name
- Employee email address
- Start Date
- Department
- Job title
- Compensation
- Compensation Type (Full Time/Part Time/Hourly)
- Organized labor collective bargaining unit name (if applicable)

The purpose of the request is to access and disseminate information as a matter of public interest and is not for the principal purpose of personal or commercial benefit. I qualify as media under the definition in Section 2 (c-10) ("Commercial purpose"), Section 2 (f) ("News media"), Section 2 (g) ("Recurrent requester"), and Section 2 (h) ("Voluminous request") of the Freedom of Information Act, for the purposes of being exempt to the provisions of Section 3.1 (Requests for commercial purposes), Section 3.2 (Recurrent requesters), Section 3.6 (Voluminous requests), and Section 6 (Authority to charge fees). Therefore, I request you furnish any responsive documents and items without charge.

Thank you,

Vince Esp

Manager

LocalLabs

--
Dr. Adam Brumbaugh
Superintendent
Geneseo CUSD 228
309-945-0450
@DrBrumbaugh228

Teach - Learn - Care



Jill Patten <jpatten@geneseoschools.org>

FOIA Request

4 messages

Jill Patten <jpatten@geneseoschools.org>
To: foia2@locallabs.com

Tue, Aug 13, 2019 at 2:27 PM

Per your request. Attached please find information available for viewing on our District Website.

Please confirm that this satisfies your request.

Thank you in advance.

Jill Patten
Jill Patten
Administrative Assistant to Superintendent
Geneseo CUSD #228
309-945-0404
fax 309-945-0445

2 attachments

 **2017-2020 GEA-BOE Professional Agreement, June 227 2017.docx.pdf**
481K

 **EIS-Benefits-Salary-2017-2018-1.pdf**
2027K

Jill Patten <jpatten@geneseoschools.org>
To: foia2@locallabs.com

Wed, Aug 14, 2019 at 11:29 AM

Please confirm that you received this information.

Thank you
Jill Patten
Administrative Assistant to Superintendent
Geneseo CUSD #228
309-945-0404
fax 309-945-0445

[Quoted text hidden]

FOIA2 Locallabs <foia2@locallabs.com>
To: Jill Patten <jpatten@geneseoschools.org>

Mon, Aug 19, 2019 at 1:03 PM

Hi,

I have received this information, thank you. I am also looking for the following data point for all employees:

- Organized labor collective bargaining unit name (if applicable)

Thank you for your help,
Vince

[Quoted text hidden]

Jill Patten <jpatten@geneseoschools.org>
To: FOIA2 Locallabs <foia2@locallabs.com>

Mon, Aug 19, 2019 at 1:15 PM

Per your request. Geneseo Education Association. This information is also available on your District website.

Please confirm this satisfies your additional request.

Thank you in advance

Jill

Jill Patten

Administrative Assistant to Superintendent

Geneseo CUSD #228

309-945-0404

fax 309-945-0445

[Quoted text hidden]

PROFESSIONAL AGREEMENT

BETWEEN

GENESE0 EDUCATION ASSOCIATION

AND

**GENESE0 CUSD #228
BOARD OF EDUCATION**

2017-2020

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Article I

RECOGNITION

1.1 Employee Negotiating Agreement

The Board of Education of School District No. 228, Henry County, Illinois, (hereinafter referred to as the “Board”), recognizes the Geneseo Education Association (hereinafter referred to as the “Association”), affiliated with the Illinois Education Association and the National Education Association as the sole and exclusive negotiating agent for all regularly employed full-time and part-time certificated personnel except the Superintendent, District Office Administration, Principals, Associate Principals, Assistant Principals, Deans of Students, District Technologist and Substitutes, except for those substitutes who work more than 100 consecutive days (2.13).

1.2 Teacher Definition

The term “teacher” as used in this Agreement, shall refer to all employees represented by the Association in the negotiating unit as set forth in the preceding paragraph.

Article II

EMPLOYEE AND ASSOCIATION RIGHTS

2.1 Right to Organize and Participate

Teachers shall have the right to organize, join and assist the Association and participate in professional negotiations with the Board through representatives of their own choosing.

2.2 Right of Representation

When a teacher is required to appear before the Board or before any Board committee concerning any matter which could directly affect the continuation of that teacher in his/her employment, except in an emergency, the teacher shall be given 24 hours prior notice of the reasons for such meeting or interview and the teacher shall be represented by the Association President.

When the dismissal or suspension of a teacher is to be formally discussed with the teacher at a conference called by any school administrator, the teacher shall be given reasonable prior notice of the conference and shall be represented by the Association President. The teacher is responsible for arranging for the representation if so desired. This provision, with respect to administrative conferences, shall not apply to casual interaction between administrators and teachers, nor conferences pursuant to the normal, routine evaluation procedure of the District.

No final disciplinary action shall be initiated against a teacher as a result of a complaint until the teacher has been notified of the complaint. Notification shall take place through an administrative-teacher conference. The teacher shall be represented by the Association President.

In matters where disciplinary action may be taken, the Association member may request the presence of a building representative or officer.

2.3 Personnel File – Review

Each teacher shall have the right, upon request, to review the contents of his/her personnel file. A representative of the Association may be present during the examination of the file if requested by the employee. Such review may be by appointment during normal office business hours, but not including the times when teachers have instructional responsibility, and in the presence of an employee of the Board. Nothing may be removed from the file. The right of review does not extend to college placement or credentials, files or evaluations by colleges, or previous employers.

2.4 Payroll Deductions of Professional Dues

The Board agrees to assist the Association in the collection of professional dues in the following manner:

1. The Association will secure from its members a written authorization for the Board to deduct ten (10) installments, one each month, for dues as designated on said form to the GEA-IEA-NEA.
2. Such authorization shall not be revocable for a period that is the lesser of one (1) year or the remainder of the term of this Agreement.
3. The District will make one check payable to the Association each month, September through June.

4. In the event an Association member wishes to make the entire payment at one time, or by any arrangement other than provided here, the Association will have the member make payments directly to the Association and not involve the Board.
5. The Association agrees to assume the entire responsibility for securing the authorization of its members for the deductions mentioned in the paragraphs above and present the signed authorization cards to the Board no later than September 15.
6. The Board agrees to present to the Association a check for all dues collected from the members no later than twenty (20) days after the issuance of the paychecks.
7. The Association shall indemnify and hold harmless the Board from any and all claims, demand suits and costs incurred in connection with any such claim, demand or suit resulting from any reasonable action taken or omitted by the employer for the purpose of complying with the provisions of this paragraph.

2.5 Meetings, Notices, and General Information

The Association shall have the right to use school buildings during non-school hours to conduct local Association meetings providing notice is given to the building principal at least twenty-four (24) hours in advance. Use of the school building shall not interfere with or interrupt normal school operation or other uses previously committed. When special custodial services are required, the Board may make a reasonable charge for this service.

The Association shall have the right to use the existing inter-school district facilities and teachers' mailboxes for a reasonable quantity of Association materials, provided that such material shall be properly identified as official Association publications and a copy thereof provided to a district administrator in advance of distribution. The Association building representative shall be responsible for distributing such materials in each of the teachers' mailboxes.

The Association shall have a right to use a bulletin board located in each faculty room for posting official Association notices.

2.6 Association Meetings – Released Time

The Board and the Association shall agree upon calendar dates for no more than three (3) Association meetings. The Association President shall provide the Superintendent with a written list of proposed dates not later than August 15 of each school year. Early release time of forty-five (45) minutes will be provided for the Association members in order that all Association members may attend.

Additional early release dates may be available upon mutual agreement between the Board and Association.

2.7 Association Leave

The Board will allow five (5) Association leave days per year, not to exceed six (6) persons per day. They shall be excused without loss of salary for such purpose providing the Association reimburses the District for the cost of the substitutes and that the frequency of excused leave does not impair the quality of classroom instruction.

2.8 School Calendar

The Board shall have the sole authority to establish the school calendar. The Association, through the office of the President, may submit recommendations as to the development of the calendar. The decision of the Board shall be final.

2.9 Fair Share Agreement

1. Each bargaining unit member shall join the Association or pay a fair share fee not to exceed the amount of dues uniformly required of Association members. Such fair share fee payment shall be deducted by the employer from the earnings of the non-member employees and paid to the exclusive representative.

The Association and the Board agree that any person hired to substitute for a period that exceeds 100 consecutive school days shall be a part of the fair-share agreement and the Board will deduct pro-rata membership dues from the substitute's pay. (See Section 1.1)

In addition, the Board agrees to notify the Association in writing when a teacher agrees to an approved leave of absence and whether or not the substitute teacher qualifies to be a part of the fair-share agreement. Pro-rata dues will be deducted for leaves of less than a full year.

2. In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the employer shall deduct the fair share fee from the wages of the non-member.
3. The employer shall pay such fee to the Association no later than twenty (20) days following deduction.
4. In the event of any legal action against the employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - (a) The employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
 - (b) The employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.
5. The Association agrees that in any action so defended, it will indemnify and hold harmless the employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the employer's non-negligent compliance with this Article.
 - (a) It is expressly understood that this saves harmless provision will not apply to any claim, demand suit or other form of liability which may arise as a result of any type of willful misconduct by the employer, or the employer's failure to comply with the rules and regulations of the Illinois Educational Labor Relations Board.
6. Any objections to the amount of the fair share fee shall be made according to the rules and regulations of the Illinois Educational Labor Relations Board.

7. The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such employee is a member or a belief sincerely held with the strength of traditional religious view, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the employee to a mutually agreeable nonreligious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board (See “Religious Dissenters”).

Article III

PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS

3.1 Teacher Notification of Assignments

Digital notice of a teacher's tentative assignment for the forthcoming school year shall be sent to the teacher no later than August 1. Nothing herein shall be construed to limit the right to transfer a teacher to a position he/she is qualified to fill if the administration in its sole discretion deems it necessary. In the event that such transfer is not acceptable to the teacher, the teacher shall be allowed to resign.

3.2 Supplemental Jobs

Supplemental jobs that are set forth in Appendix B-1 and Appendix B-2 and are defined within this Agreement shall be made with the mutual consent of the teacher and administration. Actively employed teachers of District #228 who make an application will be given first consideration. Administrators will make allowance for teachers to leave prior to the regular end of the workday in cases where they need to leave early to attend scheduled practices and performances for Appendix B-1 and B-2 events. The administration may exercise its option and make the assignment to a person outside the teaching staff.

Those stipends that are listed in Appendix B-1 and Appendix B-2 and are not specified as "Head Coaches Decision" may be shared among two or more people provided that there is mutual agreement between the employees involved, the Board, and Association.

3.3 Payroll Procedure

Supplemental pay shall be paid in the paycheck each pay period. All payroll will be direct deposit and payroll information will be available online. If no online service is available, payroll information will be provided in paper form. The first pay period of the contract year shall occur for all certified staff at the second pay period of August, unless there is mutual agreement between the Board and the Association to change the first payroll date.

3.4 Teaching Assignments

District personnel may participate together with the administration in the preparation of the teaching schedule. The final acceptance and approval of a proposed teaching schedule shall be at the sole discretion of the district administration.

3.5 Planning Periods – Elementary Teachers

Full-time elementary classroom teachers may, under normal circumstances, use for preparation and other professional responsibilities the following time amounts based upon the grade level assigned.

All PK-5 teachers shall be provided 300 duty free planning minutes, in no less than 30 minute, duty-free increments between 8:00 am - 3:00 pm.

Elementary teachers who are administratively directed to give up thirty (30) minutes of planning time to substitute shall be compensated at the rate of \$25.00 per hour or any portion thereof. Teachers will remain in the building during their planning time, unless they have notified their building administration or designee of their need to leave.

3.6 Planning Periods – Secondary Teachers

Full-time middle and high school teachers may have at least two (2) administratively scheduled periods each day to use for preparation and other professional responsibilities. This provision is not applicable to teachers who are assigned additional class periods or assigned to study hall supervision. Teachers will remain in the building during their planning time unless they have notified their building administration or designee of their need to leave.

3.7 Elementary Supervision

Any elementary teacher who covers any portion of the early arrival supervision prior to that time which a teacher is regularly expected to report, or any elementary homeroom teacher who covers any portion of noon recess shall be paid \$12.50 per hour, minimum 15 minutes.

3.8 Teacher Work Day

Regular Work Day

The regular workday for full-time certified teachers shall be operationally defined as “teachers prepared for duty from 7:30 a.m. to 3:30 p.m., which includes a thirty (30) minute duty-free lunch.”

Flex time is available for teachers where teachers will be provided the opportunity to flex their time for extenuating circumstances upon approval of their building administrator. Extenuating circumstances are defined as those that do not occur on a daily basis.

Exceptions to the Regular Workday

On occasion, teachers shall be required to participate in such programs or the Board or administration calls meetings as, which do not occur during the regular workday hours of 7:30 a.m. to 3:30 p.m. Examples include, but are not limited to: curricular meetings, building faculty meetings, parent-teacher meetings, open house, annual reviews, and staffings.

Building faculty meetings shall not begin prior to 7:15 a.m. nor last beyond 4:15 p.m. Generally, faculty meetings shall be held once per month. Upon direction and guidance of building leadership teams, district-level leadership teams, and/or the building administration, other meetings may be necessary, and in all cases, all efforts will be made to provide at least five (5) working days of notice for additional meeting(s).

When a faculty meeting occurs before 7:30 a.m., teachers may be dismissed after all students have departed (both bus riders and non-bus riders).

On Parent-Teacher Conference evenings, when teachers must return to their buildings for evening conferences, school shall be dismissed after fulfilling the requirement for a five (5) hour instructional day for students. Teachers who are unable to attend Parent-Teacher Conferences in the evening because of sick leave, personal leave, or because of a District #228 sponsored activity where the member is responsible to work, must make themselves available to parents at an administratively-approved time and at the same amount of time as other teachers who were responsible for conferences. Failure to be available at an alternate time shall result in the teacher being docked a commensurate number of hours of personal leave time in ERMA.

The administration and special education cooperative will make every effort to schedule staffings and/or annual reviews during the regular workday where this is practical and convenient for parents. On the last day of school prior to Winter Break and Spring Break, teachers shall be dismissed after all students have departed (both bus riders and non-bus riders).

Article IV

EMPLOYEE EVALUATION

4.1 Compliance

The Board and Association will comply with the School Code, as it may be amended from time to time with respect to developing and implementing teacher evaluation plans, procedures for remediation of teachers, and use of consulting teachers.

In June of each year, the Superintendent and the Association President will meet to assess the effectiveness of the current evaluation instrument and determine whether the joint committee shall convene. If either party deems necessary, with evidentiary support, the committee will meet to discuss recommended changes to the Board.

Additional reference: *<https://www.isbe.net/Documents/50ARK.pdf>*

Article V

TEACHER LEADERSHIP & MENTORING

5.1 Team Composition and Purpose

The Board and the Association value collaboration and the development, maintenance, and improvement of high performing leadership teams. High performing teams are best able to produce high-quality work that is aligned with and supports the District's vision and academic objectives. The Association takes seriously its commitment to partnering with district administrators in identifying teacher leadership potential, helping foster leadership growth, and monitoring and intervening appropriately where collegiality and professionalism are in conflict.

Leadership teams will be present at both the building level and the district level. Each leadership team shall be charged with the following primary objectives:

1. Working to develop, implement, monitor and evaluate progress to improve instruction and professional learning.
2. Working within established communication protocols to foster positive teaching and learning environments, connecting with the Association building representatives, and leadership teams; committing to a practice to "check" each other (administration and Association) when protocols are not followed.
3. Working within established protocols to collaboratively solve problems within the buildings and district; to make recommendations to the Board and Superintendent, where appropriate; and to provide opportunity for feedback within and between buildings.
4. The specific outcomes identified for each team can be reviewed in an exhibit to this Agreement labeled "Proposed Leadership Team Outcomes 2017-18". The Board of Education and Geneseo Education Association agree that these outcomes shall be reviewed and updated annually, no later than June 1st of each subsequent year to allow for responsible planning.

District-Level Teams

There shall be one team that operates with members who may come from all schools. This team will be the: Teaching and Learning Team (**TLT**).

The TLT is responsible for identifying and recommending programs to improve the quality of instruction, and the professional development activities associated with instructional knowledge and pedagogical improvement, including all hour-early dismissals and full and one half-day in-service. The TLT shall also be responsible for coordinating work within the areas of curriculum development, revision, and support to colleagues.

District-Level Coordination

The Superintendent shall convene meetings of all co-facilitators as necessary, and shall provide an agenda in advance. These meetings shall occur no less than five (5) times per school year, but no more than eight (8) times per school year. There may be one to two meetings during the summer break. The additional meetings and expected work are compensated by the differential in stipends for co-facilitators. The Superintendent may make requests for consideration of assistance within team charters during the summer planning sessions.

Expectations for Team Meetings

Members of the leadership teams are nominated and selected based upon demonstration of professionalism, collegiality, collaboration, and an interest in improving the quality of communication and improving the learning and working environment for students and staff alike.

Included as an exhibit to this Professional Agreement, is a document entitled “Leadership Team Member Agreement”. Each GEA member who shall serve and be paid for leadership team participation must sign the Agreement before receiving any payment.

Attendance and engagement are important components for members selected for team meetings. Should a member suffer from absenteeism, lack of engagement and participation, and/or demonstrate weaknesses in ability to interact personally and/or professionally within the team, the co-facilitators shall, through established protocols, bring this to the attention of the Association President and Superintendent for intervention.

Member Selection

The administrative co-facilitators shall be assigned by the superintendent. Teacher facilitators shall be assigned collaboratively by the GEA President and the superintendent. Teacher members shall be listed by GEA, assigned to respective teams in a collaborative effort between GEA and the Administrator facilitators. The priority is to recruit, enlist, grow, monitor and celebrate leadership. Selection shall not be dependent upon building, grade level, department, etc.

5.2 Communication with Association Building Representatives

It shall be the practice that where possible an Association Building Representative shall serve as a leadership team member to ensure that communication of concerns at the building level is discussed within the leadership team structure, and a possible resolution occurs there, prior to circuiting to the Association President. Should an Association Building Representative not be a member of a leadership team, efforts should be made by the leadership team to communicate activities and intentions of the building leadership team to the appropriate building representatives.

Neither the Superintendent nor the Association President shall bring issues, concerns, or questions to each other, nor to the building administration before the issues, concerns, or questions are brought to the attention of the building administrator through building representatives or the leadership team.

It is expected that each principal shall meet with the assigned building representatives each month and shall document any issues, concerns, and/or questions that are unresolved. The Superintendent and the Association President shall meet monthly to review the building reports and shall address said reports and report back to all co-facilitators and Association representatives.

5.3 Leadership Teams Composition and Stipends

# OF MEMBERS	TEACHING & LEARNING TEAM	GHS BLT	GMS BLT	ELEM LT
TEACHER FACILITATOR	1	1	1	3
ADDITIONAL MEMBERS	5	5	4	3
TOTAL	6	6	5	6
<i>STIPENDS % OF BASE</i>				
TEACHER FACILITATOR	7.5%	7.5%	7.5%	7.5%
ADDITIONAL MEMBERS	6.0%	6.0%	6.0%	6.0%
LEADERSHIP BASE	\$35,000			

5.4 Mentoring

The Board of Education and the GEA share an appreciation for the value of a successful teacher-mentoring program. The purpose of the mentoring program is to provide support for teachers which will ease the transition to the Geneseo School District culture by encouraging professional growth, improving teacher effectiveness, celebrating successes, and retaining highly qualified teachers in order to maximize student achievement.

Roles and Responsibilities

Mentoring Team - The mentoring team will consist of an administrator and a teacher mentor coordinator. The mentoring team is responsible for coordination of mentor/mentee pairings, whole group meeting presentations, and setting whole group meeting agendas.

Teacher Mentor Coordinator - The teacher mentor coordinator will be responsible, in collaboration with the administrator, to schedule mentoring meetings, provide topics for mentors and mentees, to review documentation of check-ins, and to provide support to mentors and mentees as needed.

Mentees - New teachers to the Geneseo School District will be classified in one of two categories: new teacher to the educator profession and new teacher to the district.

New teacher to education (1st Year Mentees)- New teachers to the district will be placed in the “new to the profession” if this is their first year in education. Brand new teachers and their mentors are expected to provide documentation to the teacher coordinator by the last day of August, October, January, and April. Documentation should be submitted by utilizing the checklist outline provided. New teachers to the profession are required to attend the six mentoring meetings held throughout the school year.

New teacher to the district - A teacher who has served at least one year in education prior to their position in the Geneseo School District will be placed in the “new teacher to the district” category. New teachers to the district and their mentors are expected to provide documentation to the teacher coordinator by the last day of August, October and February. New teachers to the district are required to attend the six mentoring meetings held throughout the school year.

Mentors to new teacher to the profession - Mentors are members of the Geneseo Education Association with at least three (3) years of teaching experience in the Geneseo School District. Mentors will be responsible to initiate communication with their mentee on a regular basis to provide support, attend all six mentoring meetings, and in conjunction with their mentee, to submit documentation to their teacher mentor coordinator as outlined above.

Mentors to new teacher to the district - Mentors are members of the Geneseo Education Association with at least three (3) years of teaching experience in the Geneseo School District. Mentors will be responsible to initiate communication with their mentee on a regular basis to provide support, attend the August, September, and October mentoring meetings, and in conjunction with their mentee, to submit documentation to their teacher mentor coordinator as outlined above.

Selection Process

A list of possible mentors will be submitted by the Geneseo Education Association to the mentoring team by August 1st of the upcoming school year. The mentoring team, in consultation with building administration and the GEA, will select a teacher mentor for each new teacher to the district. If the mentoring team cannot reach a decision, a final decision will be made collaboratively by GEA President and Superintendent.

Compensation

Teacher Mentor Coordinator - 6%

Mentor to new teacher to the profession - 4%

Mentor to new teacher to the district - 2%

Article VI

EMPLOYEE COMPENSATION AND FRINGE BENEFITS

6.1 School Year

The District will operate a school year of 180-teacher workdays plus a minimum of five emergency days. There will be no more than 176 days of student attendance.

6.2 Payroll Installments

Each employee shall be paid on the basis of twenty-four (24) equal payments. All payroll will be made through Direct Deposit. Payroll information will be available online through ERMA. Any errors or questions should immediately be reported to the payroll accountant.

6.3 Payday Specified

All teachers are paid on a twice-per-month basis according to the schedule published yearly by the District office. Payday is normally scheduled on the 15th and the last day of the month, or the previous workday if those dates fall on a weekend or a holiday.

6.4 Life Insurance

The Board shall provide and pay the premiums to cover the cost of \$40,000 in term life insurance for each full-time teacher during the term of this Agreement.

6.5 Health and Medical Insurance

The Board and Association recognize that the Health Plan Document governs many of the policies and practices of the Wellness and Major Medical program and cannot be fully referenced within this document.

The Board agrees to pay 100% of each individual full-time teacher's premium for Major Medical insurance regardless of plan. Each participating employee or married couple will contribute a \$150 per year enrollment fee to the plan.

The difference in premium, if any, in family and/or dependent coverage shall be paid at the rate of 75% by the Board and 25% paid by the employee. If married employees are both eligible for Board-paid individual premiums, then the Board agrees to pay 100% of the family premium.

Major medical coverage is provided through an agreement between the Board and the insurance carrier. The Board recognizes the importance of collaboration between the Association and the Board to provide appropriate coverage within existing financial parameters. The Board will work in a collegial manner to provide for the needs of the Association members and all insured, where feasible. The Board has final discretion regarding decisions concerning premium levels, coverage, and benefits provided.

6.6 Retired Teacher Insurance Benefit

Upon retirement, the retired teacher shall leave the district health insurance plan and participate in the TRS health insurance. The teacher's spouse and dependents may not remain on the district's health insurance plan. The retired teacher may also opt to exercise any current COBRA benefits prior to their change of coverage to the TRS Health Insurance.

6.7 Approved Work Days Beyond the Regular 180-Day Work Year

The Board shall establish a procedure for approval of workdays beyond the regular 180-day work year.

Teachers who work days beyond the regular 180-day work year shall submit application, with clear rationale of the need for the additional workday, for approval. The application shall first be submitted to the building principal, and then to the Superintendent (with a copy to the Association President) prior to any additional days worked.

The extra workday must be an eight (8) hour workday, and shall be considered valid only with prior approval from a building administrator and Superintendent. Payment shall be calculated by using the per diem rate of 1/180 of school year in which the work was completed. For purposes of this section, the school year is defined by the first day of required teacher attendance through the day prior to the following year's first day of required teacher attendance.

No teacher shall receive extra workday approval where such extra days may create a 6% TRS cap penalty.

Extra workday pay shall not be approved where an Association member already receives compensation through any other provisions of the negotiated Agreement, including any Appendix B-1 or B-2 stipends, unless agreed through a Memorandum of Understanding between the Board and Association.

6.8 Additional Class Assignment, Secondary – Non-Academic

Any full-time teacher who is assigned an additional non-academic class period shall be compensated at the rate of \$1,375 per semester

6.9 Additional Class Assignment, Secondary – Academic

Any full-time teacher who is assigned an additional academic class period shall be compensated at the rate of \$3,300 per semester

6.10 Internal Substitution

If a substitute is not secured for an absent faculty member, teachers who are administratively directed to give up a planning period or to combine classes in order to perform internal substitution duties shall be compensated at the rate of \$25.00 per class hour or \$12.50 if the substitution is 30 minutes or less. At no time shall a teacher secure an internal substitute without prior communication to a building administrator or designee. At no time shall a teacher who submitted a letter of resignation/retirement apply to internal sub.

6.11 Board Payment to Teachers' Retirement System

From the Compensation Schedule, other than the Board-paid contribution, the Board shall deduct and remit for each teacher a sum equal to the amount due such teacher pursuant to the Compensation Schedules to the State of Illinois Teachers' Retirement System to be applied for the retirement account of such teacher. It is the intent of the parties of this Agreement to qualify these payments as "picked-up" contributions within the meaning of Section 414(h)(2) of the Internal Revenue Code so as to be excludable from the gross income of all teachers. The teachers shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the State of Illinois Teachers' Retirement System.

No teacher shall have the option of choosing to receive the amount contributed by the Board directly. The assumption and payment of the teacher's required contribution to the Illinois Teachers' Retirement System is a condition of employment made in order to secure the teacher's future services, knowledge, and experience.

The balance of the amount due each teacher pursuant to such Compensation Schedule shall be payable to the teacher as salary installments as otherwise provided herein, provided the Board shall deduct there from all monies as required by law or as authorized by the teacher pursuant to this Agreement. Such withholding shall include any and all additional amounts required to be paid to the State of Illinois Teachers' Retirement System for the account of such teacher.

Internal Revenue Service Revenue Rulings indicate that the amounts paid the State of Illinois Teachers' Retirement System are properly excludable from the gross income of the teacher for income taxation purposes, and the District will not withhold Federal and State income taxes on funds remitted to the State of Illinois Teachers' Retirement System on behalf of teachers.

6.12 Consulting Teacher

When the Board selects a teacher within the school district to fulfill the responsibility of a consulting teacher as outlined in the Illinois School Code, the teacher selected, the Association, and the administration shall negotiate compensation for the teacher. Compensation shall be based upon the time and effort required to fulfill the responsibility. If the parties cannot reach agreement on compensation, the Illinois State Board of Education shall appoint a consulting teacher.

6.13 Retirement Payment – Service Recognition – Full-Time Teachers

If any teacher, who will retire with 20 years of service in the school district, elects to retire and does not cause any TRS Early Retirement Option costs to the Board, and submits to the Board an irrevocable notice of retirement by October 1st up to four (4) years prior to the year of retirement, the Board shall pay him/her a six (6) percent retirement incentive of reported creditable TRS earnings using the "base" year of retirement, (generally the 5th year from retirement), for each of his/her remaining four (4) years of service. The provisions of this clause extend one year beyond the ending date of the contract. For teachers who provide less than the four (4) years notice prior to the retirement, the six (6) percent retirement incentive shall be applied for those years remaining prior to

retirement. For example, a two (2) year notification shall result in two (2) years of six (6) percent benefit, assuming all other criteria are met for district years of service and no TRS Penalty.

6.14 Compensation Calculations for Part-Time Teachers

Salaries will be calculated on a clock-hour basis.

6.15 Part-Time Leave Benefits

All teachers employed on a part-time basis shall have proportionate access to personal leave, sick leave, bereavement leave, and professional leave.

6.16 District Mileage Reimbursement

Employees shall be paid administratively-approved mileage reimbursement at the current Internal Revenue Service rate applicable at the time the mileage was incurred.

Article VII

LEAVES

7.1 Sick Leave

Each full-time teacher shall be entitled to eighteen (18) sick leave days per school year without loss of pay. Such leave shall accumulate to 360 days, which shall include any unused personal leave days. At no time shall a teacher have more than 360 paid sick leave days available for use. There are no provisions for reimbursement for any unused sick leave days. Any full-time teacher hired after the start of school shall receive sick leave days prorated from the date of hiring to the end of the school year. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness, or death in the immediate family or household. The immediate family, for purposes of this section, shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, sons-in-law, daughters-in-law, brothers-in-law, sisters-in-law, and legal guardians. The Board may require a physician's certificate, or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis of pay, after an absence of three (3) days personal illness or as it may deem necessary in other cases.

ERMA Calculations Chart

8-hour day	
Hours absent	
.5	0.0625
1	0.13
1.5	0.1875
2	0.25
3	0.38
4	0.50
5	0.63
6	0.75
6.01 to 8	1.00

7.2 Annual Notification of Sick Leave Days Taken

Each teacher shall receive annual notification of the total number of accumulated sick leave days through an online service. If no online service is available, sick leave information will be provided in paper form.

7.3 Personal Leave

Each teacher shall be entitled to two (2) days of personal business leave without loss of pay. Such leave shall be cumulative to four (4) days. Requests for personal leave, using ERMA, shall be made to the Superintendent or his/her designee at least two (2) teacher employment days prior to the desired onset of such leave, in accordance with application for personal leave, provided that in an emergency, such application may be made at a later time with an explanation of such emergency. At no time shall more than six (6) elementary teachers, three (3) high school teachers, and three (3)

middle school teachers be granted personal leave for use on the same day except in emergencies as determined by the Superintendent or his/her designee. Any teacher denied personal leave because of the above allocation shall be afforded evidence of prior request for the day in question. Itinerant teachers shall be counted in the above allocation at the building in which they begin the day for those days on which they decide to use personal leave. A teacher may acquire a volunteer substitute from the certified staff who will internally sub without compensation when attending a District 228 school program in which his/her child(ren) are involved. Personal leave requests are granted on a “first-in, first-served” basis. Unused personal leave shall be forwarded to accumulated sick leave.

At no time shall a teacher borrow against future personal leave allocations. Accumulation implies that unused personal leave days may move forward to a total of four (4) days maximum. There are no provisions for reimbursement for any unused personal leave days.

ERMA Calculations Chart

8-hour day	
Hours absent	
.5	0.0625
1	0.13
1.5	0.1875
2	0.25
3	0.38
4	0.50
5	0.63
6	0.75
6.01 to 8	1.00

7.4 Maternity/Child-Rearing Leave of Absence

1. A tenured teacher who has entered upon contractual service shall be eligible for maternity/child-rearing leave under the following conditions:
 - (a) The teacher shall advise the Superintendent or his designee of her pregnancy no later than the fourth month of pregnancy or upon ascertainment of such condition, whichever shall be the later.
 - (b) The teacher shall provide a written statement from her obstetrician or physician indicating the expected date of delivery at least 90 calendar days prior to the anticipated birth of the child.
 - (c) After consultation with the teacher, the Superintendent or his designee shall prepare a plan for the commencement and termination of such leave, including the total number of maternity leave/unpaid days and sick leave days expected to use. Unpaid leave shall be for a semester, the balance of the school term in which the leave commences, or the balance of the school term plus the fall semester or plus one additional school term.

2. A teacher may use a maximum of 30 sick days in combination with unpaid maternity leave or the birth or adoption of a child with the discretion of the Superintendent.
3. Upon return from an unpaid maternity leave, the teacher shall be reinstated to his/her former position or an open position for which he/she is certified and qualified.
4. Under special circumstances, the Superintendent and Board may grant a teacher an extended leave of absence due to illness of a child without pay.
5. Nothing in this policy shall be construed as requiring any teacher to apply for maternity/child rearing leave. A teacher not eligible for or not desiring maternity leave may utilize accumulated sick leave during any period of disability related to her pregnancy and/or to the delivery of the child.
6. A contractual male teacher who has fathered, or upon his planned adoption of a child, is eligible for request of child rearing leave of absence. Such leave shall be unpaid and shall be subject to written notice and approval of the Superintendent.
7. In the event of a miscarriage or other loss of child, the teacher on an approved leave shall be permitted to terminate the leave and return to work, provided the Board has not already employed a replacement teacher.
8. Any teacher on unpaid leave may maintain contractual insurance benefits by making timely payments of all premiums, which are due to the District's business office or elsewhere pursuant to its discretion.
9. The Superintendent or his designee may waive any of the provisions of this section in his sole discretion, and any such waiver shall not take precedence in any respect.
10. Non-tenured teachers are not eligible for maternity leave and must submit a physician's documentation that they are unable to report to work in order to exercise any use of paid sick leave.

7.5 Bereavement Leave

Two (2) days of bereavement leave per teacher, deductible first from accumulated sick leave if available and then from current year sick leave if no accumulated sick leave is available, will be granted per year for deaths outside the teacher's immediate family (as defined in 24.6 of the School Code). Requests for bereavement leave shall be made to the appropriate building principal at least 48 hours prior to the desired onset of such leave. Additionally, requests using ERMA shall be made prior to the desired onset of such leave, in accordance with application for bereavement leave. No more than a maximum of two (2) teachers per day district-wide will be granted bereavement leave on the same day. In case of extenuating circumstances, and as determined by the Superintendent, the above restrictions may be waived.

7.6 Professional Leave

Teachers must submit application for professional leave to their building principal. No professional leave shall be granted without administrative approval prior to the activity.

7.7 Accident or Injury Leave

If an injury or illness is compensable under worker's compensation, absence due to that injury or illness shall not be charged against sick leave days. The injured teacher shall continue to receive wages and benefits in full until worker's compensation payments begin. Any teacher who is injured at the workplace shall file an accident report with the District Office in a timely manner (within 3 working days).

7.8 Unpaid Leave

A teacher may apply to the Superintendent's office for permission to be absent during the school year. Such absence will be short term and without pay. The Superintendent shall have the authority to grant or deny such leave. If approved, any payroll deductions will be "docked" from one paycheck.

7.9 Jury Service and Court Appearances

Any teacher called for jury duty, subpoenaed to testify, or required to attend any judicial matter in which the employee is not a party of interest, shall suffer no loss of contractual benefit as it relates to pay, personal leave, or sick leave. Any jury duty payment made to the teacher, except mileage, shall be remitted to the school district.

Article VIII

GRIEVANCE PROCEDURE

8.1 Definitions

A grievance shall be any claim by a teacher and/or the Association that there has been an alleged violation, misinterpretation, or misapplication of the terms of this Agreement.

8.2 Basic Principles

1. All time limits consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, the time limit shall consist of all weekdays in order that the matters may be resolved before the close of the school term or as soon thereafter as possible. School days for purposes of the grievance procedure shall mean teacher employment days.
2. Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures.
3. Failure of the teacher, (or in the event of an appeal to arbitration, the Association), to act on any grievance within the prescribed time limits will act as a bar to any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
4. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving teacher or of the teaching staff.
5. Class grievances involving one or more teachers or one or more supervisors and grievances involving an administrator above the building level may be initially filed by the teacher and/or the Association at Step Three.
6. The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level, and no teacher shall be required to discuss any grievance if the Association's representative is not present.

8.3 Procedures

First Step

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his/her principal.

Second Step

If the grievance cannot be resolved informally, the aggrieved teacher or the Association shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievances, and shall state the remedy requested. The filing of the formal written grievance at the second step must be within eighteen (18) days from the date of the occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the teacher, the Association, and the Superintendent within ten (10) school days after receipt of the grievance.

Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within five (5) school days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the grievant and the Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the grievant, the Association, and the principal.

Fourth Step

If the grievance is not resolved satisfactorily at step three, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grievant to the Superintendent within thirty (30) days from the receipt of the step three answer to enter into such arbitration. The arbitration proceeding shall be governed by the voluntary labor arbitration rules of the American Arbitration Association.

Expenses for the arbitrator's services shall be borne equally by the Board and the Association. If either party requests a transcript of the proceedings, that party shall bear the full cost for that transcript.

The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the school district and the Association, and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the agreement.

Alternate Forum

If the Association or any employee filed any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the school district shall not be required to process the same claim or set of facts through the grievance procedure.

Grievance Files

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

Withdrawal

A grievance may be withdrawn at any level without establishing a precedent.

8.4 Board Investigation

Should the Board's investigation or processing of the arbitration step of any grievance require that a teacher or an Association representative be released from his/her regular assignment, he/she shall be released without loss of pay or benefits.

8.5 No Reprisal

No reprisals of any kind shall be taken by the Board or the administration against the teacher because of his/her participation in this grievance procedure.

Article IX

NEGOTIATION PROCEDURES

9.1 Scope of Negotiations

Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith with respect to salaries, fringe benefits, grievance procedures, professional qualifications, assignments, teacher evaluation, teacher retirement, vacancies, transfers, promotions, reduction in teaching staff, and other matters covered by this Agreement. By mutual agreement, additional items may be added to the list of subjects to be negotiated.

Negotiations shall begin no earlier than October 1 and no later than January 1, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed by both parties.

Article X

VACANCIES, TRANSFERS, PROMOTIONS

10.1 Vacancies, Promotions – Posted

The Superintendent or his designee shall electronically post and notify the Association President of all teaching vacancies as they occur or as they are anticipated. Except in case of emergency, no vacancy shall be filled on a temporary basis until such notice has been posted at least five (5) teacher employment days. During the summer, vacancy notices shall be electronically posted on the District's website.

10.2 Voluntary Transfers

Any tenured teacher or any teacher eligible for continued contractual status in the forthcoming school term may apply for a transfer to another building where a vacancy exists. Such application shall be in writing to the Superintendent or his designee. The Superintendent or his designee shall advise the applicant of the decision on the requested transfer.

10.3 Involuntary Transfers

Any teacher affected by an involuntary transfer shall be notified in writing as soon as known or prior to August 1 by his/her building principal or the Superintendent. Transfers occurring after that time that are due to emergencies, late resignations, vacancies, or other unforeseen circumstances shall be notified as soon as possible. Any teacher transferred involuntarily shall receive extra consideration in any requested transfer to a future vacancy.

10.4 Vacancies in Supplemental Jobs – Appendix B – Posted

The Superintendent or his designee shall electronically post and notify the Association President of vacancies in supplemental jobs only when a vacancy occurs. The posting shall include a job title and stipend. Any changes to Appendix B positions or stipends must be approved by both the Board and the Association.

Article XI

REDUCTION IN FORCE

11.1 Procedure

The district shall make any reductions in force and apply any recall rights in compliance with Section 24-12(b) of the Illinois School Code and shall provide such opportunities for communication to and with the Association in accordance with Illinois Statute in place at the time of the reduction in force.

Additional Reference: (105 ILCS 5/24-12) (from Ch. 122, par. 24-12)

Article XII

EFFECT OF AGREEMENT

12.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written amendment executed according to the provisions of this Agreement. The Board and the Association, for the life of this Agreement, agree that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement. Nothing herein shall restrict the rights of the parties to negotiate with regard to a successor agreement commencing on or after the first workday of the 2017-18 school year.

12.2 Board Policies

It is understood that Board policies and procedures shall not be contrary to the terms of this Agreement.

12.3 Individual Contracts

The Board shall not negotiate individually with any member of the bargaining unit.

12.4 Contract – Distribution

The Board shall have a final Association-ratified and Board-approved contract posted on the District's website within the staff portal.

12.5 Savings Clause

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

12.6 No Strike – No Lock Out

During the term of this Agreement and any extension thereof:

1. The Board shall not lock out its employees, and
2. No employee covered by this Agreement, nor the Association, nor any person acting on behalf of the Association shall ever or at any time engage in, authorize, instigate or cause any strike, slowdown of teachers or of other employees of the district, or other refusal to perform their professional responsibilities.

12.7 Term of Agreement

Agreement effective August 2, 2017, 12:00 a.m., and shall continue until 11:59 p.m. on the day preceding the first workday of the 2020-21 school year.

IN WITNESS WHEREOF, the parties hereto have set their respective signatures this

2nd day of August, 2017.

GENESEO COMMUNITY UNIT
SCHOOL DISTRICT NO. 228

GENESEO EDUCATION
ASSOCIATION

By
President

By
Co- Presidents

COMPENSATION

Beginning Compensation, 2017-2020

The Board will place a new teacher within the minimum and maximum dollar amounts for a starting salary. This salary shall be used as a new teacher “base”.

After the initial “base”, in year two the teacher shall be placed in the experience level, based upon their total years of public school experience. No experience shall be granted for private school years of service.

	MINIMUM PLACEMENT	MAXIMUM PLACEMENT
2017-18	\$35,000	\$56,196
2018-19	\$35,525	\$57,039
2019-20	\$36,057	\$57,895

At no time shall the Board of Education employ a new teacher for a specific position at a salary rate higher than another currently employed teacher in the same position, who has the same educational status and same or greater teaching experience, without raising said current teacher to the same salary as the new hire.

Only those teachers who receive Board-paid contributions to the Teachers’ Retirement System as of April 3, 2014, shall remain receiving said contributions. No new Board-paid contributions shall begin as a benefit of this Agreement.

NOTE: No teacher who has announced her/his retirement and is receiving the 6% retirement bonus shall be eligible for any other annual increases or any other compensated position that would create a 6% salary cap penalty.

Annual Increases for 2017-2020

YRS EXPERIENCE	2017-18 INCREASE	2018-19 INCREASE	2019-20 INCREASE
1-4	-0-	\$800	\$900
5-9	\$1,100	\$1,100	\$1,200
10-14	\$1,300	\$1,500	\$1,600
15-19	\$1,500	\$1,600	\$1,800
20-24	\$1,600	\$1,800	\$1,900
25+	\$1,600	\$1,800	\$1,900

Those who receive BOE-paid TRS	\$1,200	\$1,200	\$1,200
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CATEGORY 1 ADVANCEMENTS

If a teacher successfully completes an approved Masters program, either MA or MS, and can make a connection to the ways this program will provide benefit to District 228, that individual shall receive a stipend that shall remain annually with that teacher and adds to her/his "base" salary for the remainder of her/his career in the district. This is for a first MA or MS degree only.	\$3,000.00
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A teacher who has already earned a Masters degree, is eligible to apply for approval of a second MA or MS degree so long as they are not, nor will not be placed in Experience Levels 20-24, 25+ or receive BOE paid TRS, during the lifetime of this Agreement.	\$3,000.00
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If a teacher earns National Board Certification, she/he receives a stipend that shall remain annually as long as the employee continues teaching in the district	\$6,000.00
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**If a teacher earned National Board Certification prior to the 2014-17 Agreement and did not receive \$6,000 stipend, she/he shall be eligible for said NBCT stipend of \$6,000 upon successful renewal of status.

**If a teacher who is receiving the \$6,000 NBCT renews their status successfully, said teacher shall receive reimbursement for the costs of the renewal application, up to \$2,000, but shall receive no additional compensation.

CATEGORY 2 ADVANCEMENTS

If the District requires an employee to earn a new endorsement, the employee shall be reimbursed at 100% of the tuition costs, and shall receive an Endorsement stipend, that shall be paid annually as long as the employee continues teaching in the district.	LBS1
	\$2,500
If the District does not require an employee to earn a new endorsement, but the employee wishes to add an endorsement to their credentials, the employee shall be reimbursed at 0% of the tuition costs, but will receive an Endorsement stipend only upon advance approval by the Superintendent, that shall be paid annually as long as the employee continues teaching in the district.	Non-LBS1
	\$1,500
	LBS1
	\$2,500
	Non-LBS1
	\$1,500

Advancement stipends are recognized when evidence is submitted to the superintendent before September 1.

No teacher shall be approved for more than 1 of the Category 1 advancement stipends and/or 1 of the Category 2 advancement stipends during the terms of this Agreement. Therefore, if a teacher was in a Masters Program, which also led to NBCT, that teacher would be ineligible for both stipends, but would need to select which stipend to be approved for this contract term and then could apply for the other stipend as part of a subsequent term. Should advancement no longer be part of a successor contract, teacher would not be "grandfathered" in for both stipends in this case.

Educational Advancement Awards

All Appendix B stipends shall be paid using an “Activity Base Salary” of \$35,000 for the years 2017-2020.

APPENDIX B-1, Extra-Curricular Athletics

High School

Football	122%	(HCD)
Boys Basketball	74%	(HCD)
Girls Basketball	74%	(HCD)
Head Coach	– 20% ≤ S ≤ 24%	
Assistant Varsity Coach	– ≤ 14%	
Head Sophomore Coach	– ≤ 14%	
Head Freshman Coach	– ≤ 14%	
Boys Track	40%	(HCD)
Girls Track	40%	(HCD)
Wrestling	40%	(HCD)
Boys Baseball	40%	(HCD)
Girls Softball	40%	(HCD)
Head Coach	– 12% ≤ S ≤ 16%	
Assistant Coach	– ≤ 10%	
Boys Soccer	31%	(HCD)
Girls Soccer	31%	(HCD)
Volleyball	31%	(HCD)
Head Coach	– 12% ≤ S ≤ 14%	
Assistant Coach	– ≤ 10%	
Boys Tennis	18%	(HCD)
Girls Tennis	18%	(HCD)
Boys Cross Country	18%	(HCD)
Girls Cross Country	18%	(HCD)
Boys Golf	18%	(HCD)
Girls Golf	18%	(HCD)
Head Coach	– 10% ≤ S ≤ 12%	
Assistant Coach	– ≤ 8%	
Cheerleading (Football and Basketball)	18%	(HCD)
Head Coach	– 10% ≤ S ≤ 12%	
Assistant Coach	– ≤ 8%	
Gymnastics	16%	(HCD)
Head Coach	– 8% ≤ S ≤ 10%	
Assistant Coach	– ≤ 8%	
Boys Bowling	8%	(HCD)
Girls Bowling	8%	(HCD)
Maplettes	8%	(HCD)

Bass Fishing

3%

Middle School**Boys**

Head Football	(2)	9%
Head Wrestling	(1)	9%
Head Basketball	(4)	9%
Head Track	(1)	9%
Assistant Football	(2)	7%
Assistant Wrestling	(1)	7%
Assistant Track	(2)	7%

Girls

Head Volleyball	(4)	9%
Head Basketball	(4)	9%
Head Track	(1)	9%
Assistant Track	(2)	7%

Boys and Girls

Head Boys Cross Country	(1)	9%
Head Girls Cross Country	(1)	9%
Assistant Cross Country	(1)	7%
Track Assistant/ Supervisor	(1)	3%
Athletic Coordinator	(1)	12%

APPENDIX B-2, Extra-Curricular Activities

High School

Activity	Number of Positions	% of the Base	\$35,000
Annual (Yearbook)	(CBS)	14	
BHC Instructor	**	\$150 flat fee/semester	
Construction Trades	1	5	
Contest Play	1	3	
Class Sponsor:			
Freshman	3	3	
Sophomore	3	3	
Junior	3	4.5	
Senior	3	3	
Detention Supervisor:			
(AM)	1	2.5	
(PM)	1	2.5	
Drivers Education:			
Summer Instructor	**	\$25 per clock hour	
Summer Program Coordinator	1	\$25 per clock hour	15 clock hours maximum
Dual Credit Coordinator	1	6	
Fall Play	1	5	
Foreign Language Club	1	2	
Freshman Academy	**	\$25 per clock hour	
Future Business Leaders of America	1	1.5	
Future Farmers of America	1	15	
Assistant Future Farmers of America	CBS	4	
Group Interpretation	1	3	
Instrumental Music:			
Director (Head)	1	11	
Director (Asst.)	1	7	
Jazz Band Director	1	4	
Marching Band Director(s)	2	6	
Pep Band Director	1	4	
Key Club:			
Head	1	5	
Assistant	1	4	
Link Crew Leader	2	3	
Mathletes	1	1.5	
Musical:			
Director	1	8	
Assistant Director (Orchestra)	1	3	
Assistant Director (Vocal)	1	3	
National Honor Society	1	3	
National Vocational Technical Honor Society	1	3	
Noon Supervision (% per quarter)	24	1.5	
Ping Pong Club	1	1.5	
Radio Club	1	4	
Robotics	2	4	
Saturday School Supervision	*	\$30 per clock hour	
Scholastic Bowl:			
Head	1	6	
Assistant	1	4	
Speech:			
Head	1	10	
Assistant	1	6	
Student Council			
Head	1	9	
Assistant	1	4	
Studio Club	1	5	
Vocal Music:			
Director	1	11	

Jazz Choir	1	4	
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Middle School

Activity	Number of Positions	% of the Base	\$35,000
Builders Club	1	5	
Detention Supervisor:			
(AM)	1	2.5	
(PM)	1	2.5	
Instrumental Music:			
Director	1	7	
Jazz Band Director	1	8	
Noon Supervision (% per quarter)	12	1.5	
Scholastic Bowl:			
Head	1	4	
Assistant	1	3	
Speech:			
Head	1	3	
Assistant	2	3	
Student Council:			
(One 7 th /8 th grade, One 6 th grade) Head	2	4	
Assistant	1	2	
Vocal Music:			
Choral Director	1	7	
Swing Choir	1	4	
Yearbook	(CBS)	10	

Elementary

Activity	Number of Positions	% of the Base	\$35,000
Noon Supervision (% per quarter)	12	1.5	

District

Activity	Number of Positions	% of the Base	\$35,000
District Website Coordinator	1	10	
Special Olympics	(CBS)	6	
Summer School Academic Classroom	**	\$25 per clock hour	60 clock hours maximum

* To be determined by building principal

** To be determined by the building principal and Superintendent

*** Must be approved in advance by the Superintendent

CBS = Can Be Shared. This position can be shared between two or more individuals.

HCD = Head Coach's Decision. With the mutual consent of an assistant coach, the Association, and the Board, any assistant coach stipend can be divided among two or more individuals.

The Building Administrator is responsible to ensure all athletic staffing decisions are fair, equitable, and in accordance with District #228 Board Hiring Policy, (5:30).

If an Appendix B-1 or B-2 commitment is not fulfilled, then:

1. The District will be reimbursed for the amount already paid, but unearned.
2. The right to any Appendix B-1 or B-2 position for the following year shall be forfeited.

The District will take mitigating factors or circumstances into consideration during periods of absenteeism as it relates to compensation and/or continuation in any Appendix B portion.

EXHIBITS & MEMORANDA

OUTSIDE THE REGULAR 2017-2020 NEGOTIATED AGREEMENT

EXHIBIT: Mentoring Checklist

Mentee and Mentor Schedule

Whole Group Meeting - Documentation will be provided at these meetings

Mentees - Required to attend all six meetings

Mentors to new teacher to the profession - Required to attend all six meetings

Mentors to new teacher to the district - Required to attend August, September, and October

August - Evaluation Process	September - Classroom Management and Parent/Teacher communication	October - IEP Expectations
January - Formal and informal assessments	February - ATLAS Curriculum	April - Review evaluation goals

August - All mentees and mentors

- Set up meeting with Building Principal to discuss curriculum (ATLAS)
- Reviewed building “beginning of year” binder
- Reviewed building level expectations
 - Fire Drill
 - Tornado Drill
 - Bus Drills
 - Active intruder procedures (ALICE)
 - Lockdown procedures
 - Duty/Supervision
- Tour the building
- ERMA
- Read and review the communication protocols: building and district wide
- Locate and view cumulative files
- Log into Skyward
 - Lunch count/attendance procedures
 - View class rosters
 - Emailing families/classes
 - Gradebook
- Review district expectations of effective teaching methods of a lesson
- Read and review GEA Contract
 - Discuss communication procedures for contract questions

October - All mentees and mentors

- Address mentee questions and concerns
- Go over paycheck and specifics of benefits
- Review upcoming monthly curriculum and calendar
- Review board meeting minutes
- Discuss assessment procedures for formal and informal assessments
- Set up an opportunity for mentor to observe mentee teach
- Follow-up on formal and informal evaluation forms
- Discuss upcoming parent/teacher conferences
 - Expectations
 - Communication ideas and tips
- Review GEA Contract

- Discuss communication procedures for contract questions

January - All mentees and mentors to new teachers to the profession only

- Address mentee questions and concerns
- Revisit district expectations of effective teaching methods of a lesson
- Mentor assists mentee in setting monthly mentoring goals based on needs
- Review contract, evaluation cycle and related details
- Discuss the school's policy on student retention and the procedure for recommending that a student repeat (if applicable)
- Review GEA Contract
 - Discuss communication procedures for contract questions

February - All mentees and mentors

- Address mentee questions and concerns

April - All mentees and mentors to new teachers to the profession only

- Address mentee questions and concerns
- Evaluate January mentee goals and discuss setting goals for next year
- Discuss student motivation and strategies
- Discuss end of year procedures
- Review plans for growth and ideas over the summer
- Review GEA Contract
 - Discuss communication procedures for contract questions

EXHIBIT: Leadership Team Checklist 2017-18

These are the proposed expectations that each leadership team should complete in order to satisfy requirements to earn the full-negotiated stipend:

TEAM	REQUIREMENTS
TLT	<ul style="list-style-type: none"> ● Prepare and distribute a means to elicit feedback from faculty & administration outlining professional development needs. Analyze feedback as well as individual teacher evaluation targets to prepare growth opportunities. ● Prepare professional development plans for growth on 4 full-day in-services and the 1 half-day in-service (not the last day). ● Prepare forms and recordkeeping of professional development opportunities ● Shall work with administrative team and co-facilitators to develop a 3-year plan that systematically monitors and evaluates effectiveness of district curriculum in Atlas and the formative and summative assessments. This 3-year plan shall be framed into 5 sections for each year, which would include the four academic quarters of 2017-18, 2018-19, and 2019-20, plus the summer of 2018, 2019, and 2020. Work should include stated outcomes for each time segment, plus some framework for the process to achieve the outcomes.
HS BLT	<ul style="list-style-type: none"> ● Prepare and distribute a means to elicit feedback from faculty to identify strengths and needs of the building. ● Shall work with administration, faculty and staff to develop a 3-year plan that systematically monitors and evaluates building improvement needs, intended outcomes, and progress. This 3-year plan shall be framed into 5 sections for each year, which would include the four academic quarters of 2017-18, 2018-19, and 2019-20, plus the summer of 2018, 2019, and 2020. Work should include stated outcomes for each time segment, plus some framework for the process to achieve the outcomes. ● Shall prepare a monthly communications report to be shared with the Superintendent, Board of Education and faculty/staff. ● Shall prepare for professional growth needs for any hour early releases and the final half-day in-service.
MS BLT	<ul style="list-style-type: none"> ● Prepare and distribute a means to elicit feedback from faculty to identify strengths and needs of the building. ● Shall work with administration, faculty and staff to develop a 3-year plan that systematically monitors and evaluates building improvement needs, intended outcomes, and progress. This 3-year plan shall be framed into 5 sections for each year, which would include the four academic quarters of 2017-18, 2018-19, and 2019-20, plus the summer of 2018, 2019, and 2020. Work should include stated outcomes for each time segment, plus some framework for the process to achieve the outcomes. ● Shall prepare a monthly communications report to be shared with the Superintendent, Board of Education and faculty/staff. ● Shall prepare for professional growth needs for any hour early releases and the final half-day in-service.

ELEM LT	<ul style="list-style-type: none"> ● Prepare and distribute a means to elicit feedback from faculty to identify strengths and needs of the buildings. ● Shall work with administration, faculty and staff to develop a 3-year plan that systematically monitors and evaluates elementary building improvement needs, intended outcomes, and progress. This 3-year plan shall be framed into 5 sections for each year, which would include the four academic quarters of 2017-18, 2018-19, and 2019-20, plus the summer of 2018, 2019, and 2020. Work should include stated outcomes for each time segment, plus some framework for the process to achieve the outcomes. ● Shall prepare a monthly communications report to be shared with the Superintendent, Board of Education and faculty/staff. ● Shall prepare for professional growth needs for any hour early releases and the final half-day in-service.
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EXHIBIT: LEADERSHIP TEAM AGREEMENT

Please read, sign, and return to the Unit Office
Attention: Human Resources

Feel free to make a copy for your records.

I understand that every effort must be made to attend meetings, be on time, and fulfill the expectations set by our team as a leadership team member or Co-Facilitator. Should there be any question that I am not fulfilling these duties, the co-facilitators of the team (or Superintendent and GEA Co-Presidents in the case of a Teacher Co-Facilitator) will convene a meeting to discuss concerns and offer suggestions for improvement. Should the co-facilitators (or Superintendent and GEA Co-Presidents) need to meet a second time with me to discuss concerns about my commitment to the team, I will be asked to resign from my leadership position.

In extenuating circumstances that might prevent a member from fulfilling team duties (i.e. maternity leave, family or personal illness, etc...) every effort will be made to discuss and resolve the member's tenure. GEA Co-Presidents will be kept apprised of any concerns a team has about a member of Teacher Co-Facilitator.

Sign: _____

Date: _____

Sara Bertelsen shall receive an increase of \$800 in salary for the 2017-18 school year, and will then be placed on the appropriate experience level for subsequent years.

Memorandum of Understanding #2

The District shall establish a shared leadership teams budget of \$25,000 for the 2017-18 school year to be used for substitute costs, materials, supplies, etc. No budgetary amount shall be expended for additional salaries. Subsequent budgets shall be at the discretion of the Board of Education.

Memorandum of Understanding #3

Planning Time, K-5. The District shall make efforts to provide as much equity as possible in planning time for elementary Art, Music, and Physical Education teachers.

EIS Administrator and Teacher Salary and Benefits Report - School Year 2018

8/15/2018 2:55 pm

Geneseo CUSD 228
648 N Chicago St, Geneseo, IL 61254
280372280260000

Selection Criteria: (Employer) Employees = All

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
ALBERS, GARRET ALAN	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
ALLEN, CALLIE M	200-Teacher	\$35,275.41	1.000	0	18	\$0.00	\$0.00	\$0.00	\$5,310.57
ANDERSON, JEANNE M	200-Teacher	\$92,259.60	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
ANDERSON, KIMBERLY M	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
ANTON, ALYSON R	200-Teacher	\$50,448.89	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
APER, DAVID P	200-Teacher	\$97,210.89	1.000	0	18	\$0.00	\$0.00	\$0.00	\$8,873.97
ARNOLD, SHEILA S	200-Teacher	\$45,786.19	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
AYERS, F LEIGH	200-Teacher	\$60,613.64	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,622.43
BERRY, SUE A	201-Reading Teacher	\$92,259.60	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
BERTELSEN, SARA M	200-Teacher	\$36,838.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
BESS, KYLE E	208-Career and Technical Educator (CTE)	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,574.93
BOONE, SARAH E	103-Principal	\$79,999.92	1.000	0	18	\$0.00	\$0.00	\$7,912.08	\$13,240.08
BOUWENS, JESSICA MARIE	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
BREWER, MEGAN W	200-Teacher	\$57,350.31	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
BROSSMAN, DEANNA M	200-Teacher	\$62,820.48	1.000	0	18	\$0.00	\$0.00	\$0.00	\$6,933.87
BROWN, RACHEL MARIE	200-Teacher	\$41,275.05	1.000	0	18	\$0.00	\$0.00	\$0.00	\$8,062.59
BRUCHER, STEVE W	104-Assistant Principal	\$77,500.00	1.000	0	18	\$0.00	\$0.00	\$7,664.87	\$13,198.32
BUENNIG, SUSANNE M	200-Teacher	\$37,203.75	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
BUMANN, CHRISTINE S	200-Teacher	\$73,991.40	1.000	0	18	\$0.00	\$0.00	\$7,317.87	\$4,622.43
BUSH, SAMANTHA M	200-Teacher	\$39,837.04	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
CAREY, LANEL L	200-Teacher	\$60,018.96	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
CHANEY, LAURA K	200-Teacher	\$40,704.85	1.000	0	18	\$0.00	\$0.00	\$0.00	\$76.80
CHRISTENSEN, SCOTT T	200-Teacher	\$71,590.93	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
COLLINS, CATHERINE E	250-Special Education Teacher	\$36,750.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,808.21
CRAIG, MICHELLE L	200-Teacher	\$50,037.12	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
CRUIKSHANK, STEPHANIE Y	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
DE PAUW, JILL B	200-Teacher	\$73,991.40	1.000	0	18	\$0.00	\$0.00	\$7,317.87	\$4,614.87
DEETS, MATTHEW LAWRENCE	200-Teacher	\$39,875.49	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
DEGARMO, SARAH E	200-Teacher	\$39,952.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
DEWEY, CHRISTINE P	200-Teacher	\$40,203.75	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69

Name	Position	Base Salary	FTE	Vacation Days	Sick Days	Bonuses	Annuities	Retirement Enhancements	Other Benefits
DHONDT, JOANN	201-Reading Teacher	\$44,853.34	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
DOUGLAS, TRACIE KAY	200-Teacher	\$43,704.85	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
DUWE, BRIAN W	200-Teacher	\$71,590.93	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
EAKER, WILLIAM J	200-Teacher	\$29,756.15	0.500	0	18	\$0.00	\$0.00	\$0.00	\$76.80
EARP, CHARLES E	200-Teacher	\$60,133.68	1.000	0	18	\$0.00	\$0.00	\$5,947.20	\$4,614.87
ECKWALL, MICHAEL J	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
EDWARDS, PAMELA S	200-Teacher	\$7,579.06	0.280	0	18	\$0.00	\$0.00	\$0.00	\$0.00
EHLERT, TODD R	200-Teacher	\$54,700.02	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
ERNST, NIKKI JO	200-Teacher	\$38,484.96	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
EVERETT, ABBY J	200-Teacher	\$38,170.32	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
FARRELL, JAYME KY	200-Teacher	\$16,332.96	1.000	0	18	\$0.00	\$0.00	\$0.00	\$1,714.77
FONCK, NATHANIEL J	250-Special Education Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
FOWLER, KAYLA B	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
FREDERICKS, DON J	200-Teacher	\$98,021.19	1.000	0	18	\$0.00	\$0.00	\$0.00	\$3,676.11
FRERICHS, KARNA A	200-Teacher	\$60,133.68	1.000	0	18	\$0.00	\$0.00	\$5,947.20	\$4,374.69
FRYREAR, MICHELLE A	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,480.47
GALE, DAWN S	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
GANSON, MICHELLE R	250-Special Education Teacher	\$63,018.96	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
GENTRY, COURTNEY L	200-Teacher	\$35,837.04	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
GIERHART, AARON R	200-Teacher	\$46,137.04	1.000	0	18	\$0.00	\$0.00	\$0.00	\$6,033.42
GIERHART, ALESHA DIANE	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$6,033.42
GILLESPIE, ERIN E	200-Teacher	\$40,620.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
GLADFELTER, ARIANA S	200-Teacher	\$40,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
GRAVES, PATRICIA ANN	200-Teacher	\$41,820.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
GRIFFITH, CARRIE JANE	104-Assistant Principal	\$81,499.92	1.000	0	18	\$0.00	\$0.00	\$8,060.40	\$5,899.56
GRONSKI, TIM	114-Chief School Business Official	\$102,250.00	1.000	0	18	\$0.00	\$0.00	\$10,112.63	\$13,615.20
HALL, DARREN M	200-Teacher	\$73,991.40	1.000	0	18	\$0.00	\$0.00	\$7,317.87	\$76.80
HAMER, HEIDI L	200-Teacher	\$88,519.28	1.000	0	18	\$0.00	\$0.00	\$0.00	\$80.00
HAMILTON, RACHEL E	200-Teacher	\$46,687.36	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
HANSON, CARISSA A	200-Teacher	\$58,928.79	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,622.43
HARDIN, AMY L	250-Special Education Teacher	\$57,615.84	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,610.79
HARDISON, SCOTT C	200-Teacher	\$47,751.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
HARRINGTON, MICHAEL E	200-Teacher	\$51,354.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$6,035.67
HAYES, HEATHER E	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,808.21
HELLER, KATHRYN M	200-Teacher	\$96,538.86	1.000	0	18	\$0.00	\$0.00	\$0.00	\$8,873.97
HELLING, PATRICK HENRY	104-Assistant Principal	\$86,100.00	1.000	0	18	\$0.00	\$0.00	\$8,515.44	\$5,978.52
HENDERSON, MELANIE L	200-Teacher	\$37,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
HERNANDEZ, ANTHONY D	200-Teacher	\$45,786.19	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
HICKERSON, SEAN M	200-Teacher	\$72,757.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
HICKEY, JANELLE LEE	200-Teacher	\$37,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
HILLMAN, STEPHEN R	200-Teacher	\$73,370.16	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
HIRSCHFELDER, FRANCES B	200-Teacher	\$53,295.75	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
HOFER, BRIAN D	103-Principal	\$90,199.92	1.000	0	18	\$0.00	\$0.00	\$8,921.01	\$13,413.09
HUMPHRIES, DEANNA L	200-Teacher	\$47,648.88	1.000	0	18	\$0.00	\$0.00	\$0.00	\$76.80
JOHNSEN, LAWRENCE E	200-Teacher	\$73,991.40	1.000	0	18	\$0.00	\$0.00	\$7,317.87	\$10,149.69
JOHNSON, DEAN T	200-Teacher	\$62,820.48	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,393.65
JOHNSON, JENNIFER D	200-Teacher	\$49,378.01	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
JOHNSON, LINDREW J	200-Teacher	\$96,130.44	1.000	0	18	\$0.00	\$0.00	\$0.00	\$8,873.97
JOHNSON, LORI KIM	200-Teacher	\$57,350.31	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
JOHNSON, SUSAN M	200-Teacher	\$38,170.32	1.000	0	18	\$0.00	\$0.00	\$0.00	\$76.80
KASHNER, ALEX NATHAN	103-Principal	\$88,500.00	1.000	0	18	\$0.00	\$0.00	\$8,752.80	\$13,383.36
KASTORFF, BETH O	250-Special Education Teacher	\$87,384.66	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
KEGEBEIN, ELIZABETH D	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
KING, SHAWN R	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
KITTL, DANIELLE A	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
KLINE, IAN J	200-Teacher	\$29,204.07	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
KOMEL, CASEY JO	200-Teacher	\$39,575.49	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
KUFFEL, SCOTT D	100-District Superintendent	\$214,866.85	1.000	0	18	\$0.00	\$0.00	\$21,250.55	\$15,449.76
LA CROIX, STEPHEN M	200-Teacher	\$60,133.68	1.000	0	18	\$0.00	\$0.00	\$5,947.20	\$4,244.23
LAINGEN, TARA N	250-Special Education Teacher	\$72,757.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
LARRISON, JO ELLYN R	200-Teacher	\$88,725.72	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
MACKEY, TRAVIS W	103-Principal	\$115,999.92	1.000	0	18	\$0.00	\$0.00	\$11,472.48	\$13,937.60
MATHEW, TAYLOR JAMES	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
MC AVOY, JEFFREY E	200-Teacher	\$60,018.96	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
MC GEE, TAUNYA R	200-Teacher	\$68,715.60	1.000	0	18	\$0.00	\$0.00	\$0.00	\$76.80
MCQUILLAN, KEVIN P	200-Teacher	\$37,768.96	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,808.21
MEDLEY, AMY L	200-Teacher	\$39,520.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
MEYER, COURTNEY L	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
MINNAERT, ASHLEY E	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
MITCHELL, PATRICK J	200-Teacher	\$58,053.52	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
MOE, PHILIP C	200-Teacher	\$38,386.48	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,607.31
MOE, TASHA M	250-Special Education Teacher	\$62,820.48	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
MONIER, BRADLEY THOMAS	200-Teacher	\$42,937.07	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
MONIER, TAMARA L	200-Teacher	\$43,020.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
MOREY, ASHLEY N	200-Teacher	\$45,440.62	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
MOREY, KYLE AUSTIN	200-Teacher	\$35,975.44	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
MURRAY, JON M	200-Teacher	\$73,991.40	1.000	0	18	\$0.00	\$0.00	\$7,317.87	\$4,290.03
MURRAY, KIRSTEN E	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$76.80
NICHOLS, JOSEPH S	107-General Administrator or General Supervisor	\$82,999.92	1.000	0	18	\$0.00	\$0.00	\$8,208.72	\$13,290.48
ODELL, NATHAN C	103-Principal	\$96,400.00	1.000	0	18	\$0.00	\$0.00	\$9,534.20	\$13,516.53
OHERN, ALLISON M	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
PARDOE, DARIN J	200-Teacher	\$73,991.40	1.000	0	18	\$0.00	\$0.00	\$7,317.87	\$76.80
PEARSON, GINA D	200-Teacher	\$73,370.16	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
PETROV, JOHN N	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
PIERCE, MONICA J	200-Teacher	\$48,786.19	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
POTENBERG, REBECCA L	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
RAKESTRAW, DANIEL E	200-Teacher	\$68,715.60	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
RASKE, TERESA A	200-Teacher	\$21,000.00	0.600	0	18	\$0.00	\$0.00	\$0.00	\$0.00
REAKES, MARCIE L	200-Teacher	\$58,053.52	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
REED, KEVIN L	200-Teacher	\$62,820.48	1.000	0	18	\$0.00	\$0.00	\$0.00	\$9,563.74
RICKMAN, STEPHANIE L	200-Teacher	\$36,378.96	0.500	0	0	\$0.00	\$0.00	\$0.00	\$0.00
RIO-WAWRZYNSKI, EMILIE M	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,808.21
RIVERA, KIM T	200-Teacher	\$76,370.16	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
SAMMONS, ANNE K	250-Special Education Teacher	\$73,991.40	1.000	0	18	\$0.00	\$0.00	\$7,317.87	\$10,149.69
SANCKEN, CHRISTINE M	200-Teacher	\$72,657.84	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
SCHERER, STEVEN T	200-Teacher	\$85,531.23	1.000	0	18	\$0.00	\$0.00	\$0.00	\$9,331.97
SCHLUENZ, SHERYL	200-Teacher	\$39,538.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
SCHMIDT, LAUREN GAYLE	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$9,007.29
SCHNEDEN, MICHELLE M	200-Teacher	\$72,757.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
SCHNOWSKE, ALEXIS	200-Teacher	\$40,440.62	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
SCHNOWSKE, SARAH A	200-Teacher	\$65,763.36	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
SCHROEDER, LAUREN E	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,715.68
SCHULTZ, KELLIE J	200-Teacher	\$43,608.37	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
SHEHORN, LYNDSEY RENAE	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
SNODGRASS, JENNIFER M	250-Special Education Teacher	\$56,577.93	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
SNOOK, ANDREA M	200-Teacher	\$36,499.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,549.25
STAHL, BRIAN R	200-Teacher	\$47,187.12	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,152.75
STERN, ALISON MARIE	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,195.29
STONE, BRYAN K	208-Career and Technical Educator (CTE)	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
STORM, TERI L	250-Special Education Teacher	\$73,991.40	1.000	0	18	\$0.00	\$0.00	\$7,317.87	\$4,614.87
STRAFFORD, CATHY A	200-Teacher	\$92,452.74	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
STROHM, ANNE M	200-Teacher	\$60,018.96	1.000	0	18	\$0.00	\$0.00	\$0.00	\$6,035.42
STROHM, ROBERT G	250-Special Education Teacher	\$71,590.93	1.000	0	18	\$0.00	\$0.00	\$0.00	\$6,035.42
STROUD, SARA E	200-Teacher	\$45,413.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$80.00

Name	Position	Base Salary	FTE	Vacation	Sick	Bonuses	Annuities	Retirement	Other
				Days	Days			Enhancements	Benefits
TEAGUE, DENISE A	250-Special Education Teacher	\$58,539.54	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
THOMAS, ROBERT R	200-Teacher	\$58,928.79	1.000	0	18	\$0.00	\$0.00	\$0.00	\$6,035.67
VANKERREBROECK, KELLY K	200-Teacher	\$37,185.00	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
VANOPDORP, CHLOE RAE	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
VERMOST, PAULA J	201-Reading Teacher	\$72,757.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
VERSLUIS, JOHN P	200-Teacher	\$47,448.89	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
WAGNER, DEBORAH J	200-Teacher	\$65,763.36	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
WALSH, NICOLE LYNN	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
WARREN, MEGAN MARIE	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
WAYNE, LYDIA M	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
WHITTINGTON, JENNIFER A	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,487.89
WILSHUSEN, MINDY M	200-Teacher	\$57,350.31	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
WOLFE, KENTON E	200-Teacher	\$88,669.32	1.000	0	18	\$0.00	\$0.00	\$0.00	\$6,035.67
WOODS, TAYLOR D	200-Teacher	\$34,999.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,808.21
WYFFELS, JENNIFER E	200-Teacher	\$41,853.34	1.000	0	18	\$0.00	\$0.00	\$0.00	\$4,614.87
YOUNG, JENNY A	200-Teacher	\$72,757.92	1.000	0	18	\$0.00	\$0.00	\$0.00	\$10,149.69
Totals									
Distinct Employee Count: 160		Distinct Positions Count: 160		Total Positions Count: 160		Vacation Days: 0		Sick Days: 2862	
Base Salary: \$8,765,780.48		Bonuses: \$0.00		Annuities: \$0.00		Retirement Enhancements: \$186,789.74		Other Benefits: \$1,029,250.08	

Geneseo CUSD 228-PUBLIC DISCLOSURE OF "TOTAL COMPENSATION"
Illinois Public Act 97-0609

Position	Annual salary	Employer-paid health insurance	Bonuses	vacation days earned	sick days earned	Total Compensation
Maintenance Director	\$91,909.60	\$0.00	\$0	20	18	\$91,909.60



Fwd: Information Request: Active Contracts

5 messages

Adam Brumbaugh <abrumbaugh@geneseoschools.org> Tue, Sep 3, 2019 at 10:35 AM
To: Jill Patten <jpatten@geneseoschools.org>, Tim Gronski <tgronski@geneseoschools.org>

FOIA request below.

----- Forwarded message -----

From: **Public Records** <PublicRecords@delttek.com>
Date: Tue, Sep 3, 2019 at 10:20 AM
Subject: Information Request: Active Contracts
To: abrumbaugh@geneseoschools.org <abrumbaugh@geneseoschools.org>

Hello,

Delttek is submitting a public records request to Geneseo Community Unit School District No. 228. We are looking for a list of every vendor term/annual contract with a future expiration date that has been awarded through the Bid/RFP process. The information we are looking for to be included in the list is as follows:

- Title/description
- Expiration date
- Awarded vendor name
- Any additional details that are easy to include (example: contract start date, contract renewal terms, pricing information...)

Please include information from 1/1/2017 to present.

As an example of preferred format, please see the image below:

Contract Name	Contract Number	Award Date	Company Name	Start Date	End Date
VARIOUS ACTIVITIES IN SUPPORT OF EDUCATIONAL MISSION	28240-C000471	7/1/2012	COLLEGE AUXILIARY SERVICES OF SUNYPLATTSBUR	7/1/2012	6/30/2017
CAMPUS SUPPORT	28240-C000490	9/16/2012	PLATTSBURGH COLLEGE FUND	9/16/2012	9/15/2017
BUS TRANSPORTATION FOR ATHLETIC EVENTS	28240-C000507	8/15/2013	PREMIER COACH CO INC	8/15/2013	8/15/2016
CHILD CARE CENTER REGISTRATION CRER1363 OSC CODE 28650	28240-C000542	9/1/2015	SUNY PLATTSBURGH CHILD CARE CENTER INC	9/1/2015	8/31/2020
STUDENT HEALTH INSURANCE	28240-CM00586	8/15/2013	HAYLOR FREYER & COON INC	8/15/2013	8/15/2016
ELEVATOR MAINTENANCE	28240-CM27020	11/15/2013	SCHINDLER ELEVATOR CORP	11/15/2013	11/14/2018
MY CAMPUS EAI LICENSE & SERVICES AGREEMENT	28240-T000477	3/30/2012	CAMPUS EAI	3/30/2012	3/30/2016

If applicable, please inform me in advance if a fee will be required. If this request was misrouted, please let me know whom to contact so that I do not repeat the mistake.

Chris Lanphear



Associate Research Analyst, *Seattle*

PublicRecords@deltek.com

T: 206.373.9321

[2291 Wood Oak Drive, Herndon, VA 20171](#) (Deltek HQ)

[509 Olive Way, Ste. 400, Seattle, WA 98101](#) (Deltek Seattle)

[Deltek.com](#) | [LinkedIn](#) | [Twitter](#)

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You are responsible for complying with all applicable data protection, import, re-import, export, and re-export control laws, including any applicable license requirements, and country-specific sanctions programs. Without limiting the foregoing, you are solely responsible for compliance related to the information you send, via email, to Deltek, its employees, or agents. Please contact legalcompliance@Deltek.com with any questions or concerns.

--

Dr. Adam Brumbaugh
Superintendent
Geneseo CUSD 228
309-945-0450
[@DrBrumbaugh228](#)
Teach - Learn - Care

Jill Patten <jpatten@geneseoschools.org>

Wed, Sep 4, 2019 at 1:42 PM

To: PublicRecords@deltek.com

Cc: Tim Gronski <tgronski@geneseoschools.org>, Adam Brumbaugh <abrumbaugh@geneseoschools.org>

Mr. Lanphear,
Per your FOIA request, please see attached information.

Please confirm via email that the information provided satisfies your request.

Thank you in advance.
Jill Patten
Jill Patten
Administrative Assistant to Superintendent
Geneseo CUSD #228
309-945-0404
fax: 309-945-0445

[Quoted text hidden]

Public Records <PublicRecords@deltek.com>

Mon, Sep 9, 2019 at 10:03 AM

To: Jill Patten <jpatten@geneseoschools.org>

Cc: Tim Gronski <tgronski@geneseoschools.org>, Adam Brumbaugh <abrumbaugh@geneseoschools.org>

Received.

Is there any way that the title/ description of the contract could also be included in the report?

Let me know.

Thanks,

Chris Lanphear

ChristopherLanphear@deltek.com

T: 206.373.9321

[Quoted text hidden]

Jill Patten <jpatten@geneseoschools.org>

Mon, Sep 9, 2019 at 1:49 PM

To: Public Records <PublicRecords@deltek.com>

Here is the updated request. Please confirm receipt.

Thank you

Jill

Jill Patten

Administrative Assistant to Superintendent

Geneseo CUSD #228

309-945-0404

fax 309-945-0445

[Quoted text hidden]

 **FOIA REQUESTS FOR AWARDED CONTRACTS.pdf**
37K

Public Records <PublicRecords@deltek.com>

Tue, Sep 10, 2019 at 8:54 AM

To: Jill Patten <jpatten@geneseoschools.org>

Received.

Thank you!

[Quoted text hidden]

CONTRACTOR	AWARD DATE	END DATE	Title/Description
Estes Construction	15-Mar-19	1-Aug-19	High School Biology Lab Remodel
Construction Group, Inc.	18-Dec-18	1-Oct-19	High School Tennis Court Covered Pavilion/Restrooms
Hodge Construction	Feb-18	1-Aug-18	Stadim Concessions
Office Machines Consultants	11-Apr-19	Apr-24	Copier Contract
TMI	1-Apr-18	31-Mar-23	HVAC Maintenance Contract
Centennial Contractors	26-Jan-17	1-Jun-17	Southwest Elementary Construction
Tri-State Sprinkler	26-Jan-17	1-Jun-17	Southwest Elementary Construction
Commercial Mechanical	26-Jan-17	1-Jun-17	Southwest Elementary Construction
QC Geothermal	26-Jan-17	1-Jun-17	Southwest Elementary Construction
Rock River Electric	26-Jan-17	1-Jun-17	Southwest Elementary Construction
River Valley Coop	13-Apr-17	12-Jul-18	Diesel Contact
River Valley Coop	13-Jul-18	Oct-18	Diesel Contract
River Valley Coop	20-Feb-19	Feb-20	Unleaded Contract
River Valley Coop	16-Apr-19	Apr-20	Unleaded Contract