

The Board of Education of Galesburg C.U.S.D. #205 ("Board") and the Galesburg Education Association ("GEA") hereby agree as follows:

1. The Association conducted a work stoppage on August 13, 14, 15, 18, 19, 20, 21, 22, 25, 26, and 27 and no member of the bargaining unit whose assignment is in Galesburg shall be paid for those work days. Except as otherwise provided below, bargaining unit members assigned to Galesburg schools shall experience 6 dock days and shall work 4 make-up days (as referenced in the attached calendar in Exhibit A). Those who work the entire 2014-2015 term (and have no additional dock days) shall be paid 174/180 of their otherwise expected (but for the strike) salary scheduled salary. During the 2014-2015 school term, for Galesburg students there shall be 168 student attendance days, 5 emergency days, 4 institute days, 2 parent-teacher conference days.

The school calendars of each Knox-Warren member district shall be set by the member districts and bargaining unit members shall be paid pro-rata for the days they worked for the school district to which they are assigned as explicitly set forth hereinbelow:

Knoxville – No dock days

Abingdon-Avon – Teachers and paraprofessionals will be docked six (6) days. Teachers will work four (4) makeup days, and will be issued assignments from Dr. Michaud in the Special Education office, and will report to those assignments for the last four (4) working days of the Galesburg calendar school year. Paraprofessionals will be docked five (5) days. Paraprofessionals will work four (4) makeup days, and will be issued assignments from Dr. Michaud in the Special Education office, and will report to those assignments for the last four (4) working days of the Galesburg calendar school year.

ROWVA – Teachers and paraprofessionals will be docked five (5) days. Teachers and paraprofessionals will work four (4) makeup days, and will be issued assignments from Dr. Michaud in the Special Education office, and will report to those assignments for the last four (4) working days of the Galesburg calendar school year.

✓ **Williamsfield** – No dock days

✓ **United** – Teachers and paraprofessionals will be docked four (4) days. Teachers will work four (4) makeup days, and will be issued assignments from Dr. Michaud in the Special Education office, and will report to those assignments for the last four (4) working day of the Galesburg calendar school year. Paraprofessionals will work three (3) makeup day, and will be issued assignments from Dr. Michaud in the Special Education office, and will report to those assignments for the last three (3) working day of the Galesburg calendar school year.

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Monmouth-Roseville – all bargaining unit members assigned to Monmouth-Roseville schools will be docked three (3) days. There will be no makeup days. All bargaining unit members will work three (3) makeup days, and will be issued assignments from Dr. Michaud in the Special Education office, and will report to those assignments for the last three (3) working days of the Galesburg calendar school year.

The foregoing agreement shall supercede and otherwise waive for purposes of enforcement of this agreement any and all contract language on assignments, transfer, vacancies, or any other agreement between the employer and GEA.

Bargaining unit members who are docked six (6) and five (5) days shall be permitted to substitute up to two (2) available days as benefit time for those days. Bargaining unit members who are docked four (4) and three (3) days shall be permitted to substitute up to one (1) available day as benefit time for those days.

Example: A bargaining unit member who, before the strike began, had sufficient accumulated sick leave days and/or personal leave days available and otherwise would be subject to a six (6) day dock may choose to give up two sick leave days or one sick leave day and one personal leave day (any combination up to two total days) and thereby be paid for two (2) of the six (6) dock days.

A bargaining unit member who desires to utilize benefit time subject to the foregoing limitations in lieu of dock days must notify bookkeeping in writing no later than Friday, September 19, 2014 at 1:00 p.m.

Special circumstances:

- a. Employee A (assigned to Galesburg) was on long-term paid leave commencing prior to the work stoppage. Employee A will be docked for six (6) days so that Employee A will have been docked the same number of days as any comparable Galesburg employee. Employee A will be subject to the same four (4) makeup days as every other Galesburg employee. Employee A may exchange up to two (2) days of benefit time if she chooses for the same number of dock days.
- b. Employee B announced retirement effective June 30, 2018 on January 1, 2014, prior to work stoppage. Employee B's salary for 2013-2014 was \$40,000.00, and therefore Employee B's daily rate for 2014-2015 is \$235.56 ($\$40,000.00 \times 1.06 = \$42,400.00 / 180 = \$235.56$). Employee B will be docked \$1,648.92 ($\$235.56 \times 6 \text{ days} = \$1,413.36$),

and therefore Employee B's salary for 2014-2015 will be \$40,986.64 ($\$40,000 \times 1.06 = \$42,400 - \$1,413.36 = \$40,986.64$), salary for 2015-2016 will be \$43,445.84 ($\$40,986.64 \times 1.06 = \$43,445.84$), salary for 2016-2017 will be \$46,052.59 ($\$43,445.84 \times 1.06 = \$46,052.59$), and salary for 2017-2018 will be \$48,815.74 ($\$45,787.91 \times 1.06 = \$48,815.74$).

c. Employee C announces retirement effective June 30, 2019 on October 1, 2014, will have 24 years of continuous service to the school district on June 30, 2019, and will have 35 years of TRS creditable service on the same date. Employee C's salary on the schedule for the 2014-2015 school year is \$40,000.00. Therefore, Employee C's daily rate of pay is \$222.22 ($\$40,000.00/180 = \222.22). Employee C will be docked \$1,333.32 ($\$222.22 \times 6 = \$1,333.32$), and therefore Employee C's salary during 2014-2015 school year will be \$38,666.68 ($\$40,000.00 - \$1,333.32 = \$38,666.68$). Employee C's salary for 2015-2016 will be \$40,213.35 ($\$38,666.68 \times 1.04 = \$40,213.35$). Employee C's salary for 2016-2017 will be \$41,821.88 ($\$40,213.35 \times 1.04 = \$41,821.88$). Employee C's salary for 2017-2018 will be \$43,494.76 ($\$41,821.88 \times 1.04 = \$43,494.76$). Employee C's salary for 2018-2019 will be \$45,234.55 ($\$43,494.76 \times 1.04 = \$45,234.55$).

2. The first work day following ratification by GEA and adoption by Board shall be August 28, and shall be an institute day beginning and ending as follows:

All bargaining unit members assigned to Galesburg schools will report to their regular buildings for an institute day, which shall begin promptly at 12:00 p.m. noon and last until 5:00 p.m.

Outside school district employees will report to their regular buildings at their outside school district assignments promptly at 12:00 p.m. noon and shall remain on site until 5:00 p.m. Employees will be assigned by building administrators, and will be assigned as administrators deem necessary.

3. The September 5 and 19 payrolls will run as normal using 2013-2014 salary schedule. The October 3 payroll will begin first paychecks for the 2014-2015 school year, and will be retroactive to the start of the contract. Dock days which will not be fulfilled by benefit time will be calculated as a salary reduction to be spread over the remainder of the 2014 calendar year.
4. The revised school calendar is attached hereto as Exhibit A.
5. Board shall restore sick leave to any employee who requested usage of sick leave during work stoppage.
6. ULPs and grievances



- a. GEA shall withdraw 2015-CA-0004-S *with prejudice*.
- b. GEA shall cease pursuit of grievance regarding insurance payments, and shall not file for arbitration in the matter, and shall withdraw the same *with prejudice*. No further action shall be filed on the issue.
7. Stipends (differential schedule) will be unaffected by the work stoppage (Extra duties will be paid at the full rate).
8. There will be one (1) 55-minute early dismissal day on Friday, August 29, 2014. All other contracted early dismissal days that start the school year will not occur (as they have already been passed in the typical school calendar).
9. Those employees hired by the Board prior to August 13, 2014 will be placed in the position for which they were hired.
10. Bright Futures teachers will be assigned 1 day of teacher institute and 1 day of home visits, in lieu of the typical but not contractually required 4 days. Students will return on Tuesday, September 2, 2014.
11. Joint statements regarding settlement (attached as Exhibits B and C) will be issued by the parties.



For GEA



For Board



Date

Exhibit B

The Board of Education and Galesburg Education Association have reached tentative agreement on a collective bargaining agreement and an end to the strike. There will be no further comment on the terms of the agreement until the Association has had an opportunity to ratify the agreement and the Board of Education has had an opportunity to adopt the agreement.

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Exhibit C

The Board of Education and Galesburg Education Association have reached tentative agreement on a collective bargaining agreement and an end to the strike. The GEA ratified the agreement, and the agreement was adopted by the Board. The new agreement will be posted to the Galesburg school district website next week, and will be available for media upon request thereafter. School will resume on Thursday, August 28, 2014 with an institute day which will begin at noon, and k-12 students will return at regular school time on Friday, August 29, 2014, for a 55-minute early dismissal day. Bright Futures pre-k students will return on Tuesday, September 2, 2014.

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Exhibit D

The following individuals shall be paid full day pay for work on all work-days for their regular assignments in the identified school districts, and shall not be docked for those days, except as follows:

1. ROWVA 238
 - a. Paraprofessional working:
 - i. Cindy Dillion will be docked one-half ($\frac{1}{2}$) day.
2. Williamsfield 210
 - a. Speech working:
 - i. Jociline Saline will be docked zero (0) days and will work zero (0) make-up days.
3. United 304
 - a. Paraprofessionals working:
 - i. April Loveridge will be docked zero (0) days and will work zero (0) make-up days.
 - ii. Victoria Fredrickson will be docked zero (0) days and will work zero (0) make-up days.
 - iii. Maggie Reimolds will be docked four (4) days and will work (1) make-up day.
4. Monmouth-Roseville 238
 - a. Teachers working:
 - i. Laci Marcussen will be docked zero (0) days and will work zero (0) make-up days.
 - ii. Laura Conover will be docked zero (0) days and will work zero (0) make-up days.
 - iii. Donna DeSelms will be docked zero (0) days and will work zero (0) make-up days.
 - iv. Marjorie Rhoades will be docked two (2) days and will work zero (0) make-up days.
 - v. Matthew Crowley will be docked four (4) days and will work zero (0) make-up days.
 - b. Speech working:
 - i. Martha Colgen-Reiss will be docked zero (0) days and will work zero (0) make-up days.
 - c. Paraprofessional working:
 - i. Kim LeFort will be docked two (2) days and will work zero (0) make-up days.

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District #205 School Calendar 2014 2015

Community Unit School District #205 - Galesburg, IL

55 Min. Early Dismissal Days

Aug. 14 - 29 - Teacher Contract

M	T	W	TH	F	TOTAL			
AUG '14							BLUE = Institute Day	Sept. 10 - Rtl
4	5	6	7	8			RED = Contractual Holiday	Sept. 18 - Grade Level Meetings
11	12	13	14	15	2		ORANGE = Non-Attendance	Oct. 8 - Rtl
18	19	20	21	22	5	6 dock days	GREEN = P/T Conf Day	Oct. 17 - End 1st Qtr.
25	26	27	28	29	5		PURPLE = PARCC	Nov. 5 - Rtl
			29				PINK = Early Dismissal	Nov. 13 - Grade Level Meetings
SEP '14								Nov. 26 - Thanksgiving Break
1	2	3	4	5	4	Labor Day		Dec. 10 - Rtl
8	9	10	11	12	5			Dec. 19 - TI Before Winter Break
15	16	17	18	19	5			Jan. 14 - Rtl
22	23	24	25	26	5			Feb. 11 - Rtl
29	30				2			Feb. 19 - Grade Level Meetings
OCT '14								Mar. 13 - End 3rd Qtr.
		1	2	3	3	Institute		Mar. 18 - Rtl
6	7	8	9	10	4	Columbus Day		Apr. 15 - Rtl
13	14	15	16	17	4	10/17 - End 1st Qtr.		May 6 - Rtl
20	21	22	23	24	5			May 14 - Grade Level Meetings
27	28	29	30	31	4	P/T Conf.		May 21 - Last Student Attendance Day
NOV '14								May 22 - Teacher Institute
3	4	5	6	7	5			
10	11	12	13	14	4	Veteran's Day		
17	18	19	20	21	5			
24	25	26	27	28	3	Thanksgiving Day and Day After		
DEC '14								
1	2	3	4	5	5			
8	9	10	11	12	5			
15	16	17	18	19	4	Institute		
22	23	24	25	26	0	12/18 - End 2nd Qtr.	-40	-40
29	30	31				Winter Bk		
JAN '15								
			1	2		Christmas Eve/Day		
5	6	7	8	9	5	New Years Eve/Day		
12	13	14	15	16	5	Winter Bk		
19	20	21	22	23	4	END 2 nd Qtr. (Vic) (+1) (83)		
26	27	28	29	30	5	MLK, Jr. Day		
FEB '15								
2	3	4	5	6	5			
9	10	11	12	13	5			
16	17	18	19	20	4	Presidents' Day		
23	24	25	26	27	5			
MAR '15								
2	3	4	5	6	5			
9	10	11	12	13	5	3/10 - End 3rd Qtr.	-48	-48
16	17	18	19	20	4	P/T Conf.		
23	24	25	26	27	5	PARCC Assessment March 9 - April 3		
30	31				2	END 3 rd Qtr. 3/27 (47)		
APR '15								
		1	2	3	2	Contractual Holiday		
6	7	8	9	10	0	Spring Break		
13	14	15	16	17	5			
20	21	22	23	24	5			
27	28	29	30		4			
MAY '15								
			1		1	PARCC Assessment April 27 - May 22		
4	5	6	7	8	5			
11	12	13	14	15	5	Institute Day		
18	19	20	21	22	5	5/18 - End 3rd Qtr.	-42	-42
25	26	27	28	29	4	Memorial Day		-474
JUN '15								
						Emergency Days		
1	2	3	4	5		END 4 th Qtr. 5/29 (38)		

Proposal w/
6 dock days

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Teacher's Institute
June 1, 2014

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