

AGREEMENT BETWEEN

BOARD OF EDUCATION

BELLEVILLE TOWNSHIP HIGH SCHOOL  
DISTRICT NO. 201

AND

TEACHER ASSISTANTS COUNCIL

FEDERATION OF TEACHERS, LOCAL 434 OF THE  
AMERICAN FEDERATION OF TEACHERS

2019-2020

2020-2021

2021-2022

2022-2023

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## TEACHER ASSISTANTS AGREEMENT

### I. - GENERAL PROVISIONS

- A. The School recognizes the Union as the sole collective bargaining agent for its full-time and any regularly employed part-time non-certified Teacher Assistants, including but not limited to teacher assistants, campus patrol, and special education teacher assistants.
- B. The term "Employees" as used in this agreement shall include all Teacher Assistants, as per work descriptions applied to this agreement.
- C. Employees shall observe all rules made by the employer relative to health and safety and shall be able to participate in appropriate safety committees.
- D. It is understood and agreed that the School has all the customary and usual rights, powers, functions, and authority of management for the operation of the School and the direction and control of the employees, including the right to hire, layoff, suspend, and discharge any employee for just cause. All suspensions, layoffs, and discharges shall be subject to grievance procedures.
- E. The employees of this bargaining unit are under the supervision of their immediate supervisors; and he/she, in turn, is responsible to the assistant principal, principal, and/or director of special services.
- F. No employee shall be discriminated against because of membership in the Union.
- G. No employee shall be discharged for doing committee work for the Union provided such committee work shall be done on the employee's own time.
- H. If the committee members shall find it necessary to perform their Union duties to settle a current grievance during their working time, the employee shall be released from work by the Superintendent as soon as practicable without loss of pay.
- I. No representative of the Union may conduct Union business on the School premises without first obtaining permission from the Superintendent or his authorized representative of the School.
- J. Each employee will receive a job description for his or her assigned position(s).
- K. All cases of assault and/or battery suffered by teacher assistants in connection with their employment shall be reported to the Principal. If the employee suffered an injury due to the assault, the teacher assistant will have the right to file a claim with the District's worker's compensation insurance carrier.

The district shall provide payment for medical expenses related to the incident not covered by the District's Worker's Compensation Program or the teacher assistant's

major medical insurance plan, including co-pays and deductibles for the teacher assistant so assaulted.

## **II. - SENIORITY**

- A. Seniority shall be defined as length of continuous employment in the district, as measured in full years of service, beginning with the first day of work (i.e., ten years of one-half time work is equal to five years of seniority). Teacher Assistants who initially begin employment after the first day of the school year shall be included on the seniority list, and seniority shall accrue from that day forward. A full-time employee is one contracted to work 1,080 hours for the 180 days of the regular school year (day school only). The seniority list shall contain the names of each employee, the date seniority began to accrue, and an indication of each of the classifications for which the administration considers each employee to be qualified. For each classification an employee is deemed to not be qualified, the district shall, at the request of the employee, identify what steps the employee can take to become qualified. Both parties acknowledge that a particular employee may not be able to qualify for a particular position.
- B. In the event that a teacher assistant is hired as a certified teacher in District #201, the assistant will maintain his/her position on the teacher assistant seniority list until such a time that he or she obtains tenure as a teacher in the district. Seniority will not continue to accrue on the teacher assistant seniority list during the time the employee is working as a teacher.

## **III. - REDUCTION IN FORCE**

- A. If a reduction in force occurs, written notice shall be mailed to the employee and also given the employee either by certified mail, return receipt requested or personal delivery with receipt at least thirty (30) days before the employee is removed or dismissed, together with a statement of honorable dismissal and the reason therefore. The employee with the shorter length of continuing service to the district, within the respective category of service (see list below), shall be dismissed first. The employee dismissed because of reduction in need of services in a category of service will be assigned to any other category for which the administration determines he or she is qualified and in which a less senior employee works, and the least senior employee in that category of services shall either be dismissed or follow the above process until the least senior employee is either reassigned or dismissed. If a vacancy occurs for the following school term or within one calendar year from the beginning of the following school term, the position thereby becoming available within a specific category of position shall be tendered to the employee so honorably removed or honorably dismissed from that category of position, so far as he or she is qualified to hold such position. Special consideration will be taken with assistants who have specialized training (i.e. interpreter, reading program training) or individual care assistants due to the needs of the student, parent relationships, etc. These special circumstances can override seniority.

The Respective categories of Teacher Assistant employment appear below.

1. Individual Care
2. Teacher Assistant
3. Interpreter
4. Licensed Practical Nurse
5. Campus Patrol
6. Security

- B. Recall procedures begin with the most senior person honorably dismissed by the category for which he or she is qualified. A person honorably dismissed may be placed on the list for teacher assistant substitution if he or she chooses.

#### **IV. - TRANSFERS AND VACANCIES**

Open or new positions will be posted, and all internal candidates may apply. The administration will develop a procedure to expedite the process to include posting and copying each employee via campus email during the school year. In the event of a summer posting, employees will be notified via email and automated call.

#### **V. - HOURS OF WORK AND PAY**

- A. A Teacher Assistant's standard workday shall consist of six working hours per day, to be determined by the department chairman and principal to best serve the program. A Teacher Assistant may be scheduled to work six hours any time during the school day (8:25-3:25). Lunchtime (either one hour or one-half hour) shall count as part of the six working hours if the Teacher Assistant is on duty during that time. Otherwise, lunchtime shall not count as part of the six working hours.
- B. For those working more than the standard six hours per day on a permanent, regular basis, the rate of pay shall be one-sixth of the employee's annual salary. This amount will be prorated if the assignment is for less than a full year.
- C. For Teacher Assistants working night/alternative school, summer school, or other extra assignments, the rate of pay shall be \$19.00 (\$19.89 with IMRF) per hour in school year 2019-2020 & 2020-2021 and increase to \$19.25 (\$20.16 with IMRF) per hour in school year 2021-2022 & 2022-2023. The District shall pay an additional IMRF contribution as stated above for those eligible for participation in IMRF.
- D. For a Teacher Assistant substituting as a teacher at times other than his or her regular workday, the rate of pay shall be the same as the teacher's internal substitute rate, including board paid TRS for those eligible Teacher Assistants. Appropriate time sheets will be required for payment.
- E. A Teacher Assistant who substitutes for a teacher by himself or herself (without benefit of a Teacher Assistant in a day school special education class) for a full day shall receive the teacher's internal substitute rate plus the Board's paid TRS contribution if applicable in addition to his or her regular pay, prorated for less than a full day.

A Teacher Assistant who substitutes for a teacher in the long term (more than 5

consecutive days) will receive the daily rate of Bachelor's, Step 1 of the teacher's salary schedule in effect at the time of the substitution, in lieu of the Teacher Assistant's daily rate as a Teacher Assistant.

- F. Salary and benefits will be prorated for part-time employees based on the hours worked.
- G. The salary schedule for 2019-2020, 2020-2021, 2021-2022, and 2022-2023 shall be as follows.

2019-2020

Level I (1-3 years)	\$25,500
Level II (4-6 years)	\$28,719
Level III (7-9 years)	\$29,529
Level IV (10-12 years)	\$30,338
Level V (13-15 years)	\$31,147
Level VI (16+ years)	\$31,959

2020-2021

Level I (1-3 years)	\$26,074
Level II (4-6 years)	\$29,365
Level III (7-9 years)	\$30,193
Level IV (10-12 years)	\$31,020
Level V (13-15 years)	\$31,848
Level VI (16+ years)	\$32,678

2021-2022

Level I (1-3 years)	\$26,726
Level II (4-6 years)	\$30,099
Level III (7-9 years)	\$30,948
Level IV (10-12 years)	\$31,796
Level V (13-15 years)	\$32,644
Level VI (16+ years)	\$33,495

2022-2023

Level I (1-3 years)	\$27,394
Level II (4-6 years)	\$30,852
Level III (7-9 years)	\$31,722
Level IV (10-12 years)	\$32,591
Level V (13-15 years)	\$33,460
Level VI (16+ years)	\$34,332

- H. During the 2019-2020 school year, teacher assistants with 17 years of service shall receive a longevity step of \$350, those with 19 years of service shall receive a longevity step of \$700 and those with 21 or more years of service shall receive a longevity step of \$1050.

Beginning in the year 2020-2021, teacher assistants in their odd number of years of service (17, 19, 21, 23, etc) will receive a longevity step of \$350).

- I. The salaries in G. above are compensation for one hundred eighty (180) days, at six (6) hours per day, plus Teacher Assistants may be required to attend up to two (2) meetings per month [up to one (1) hour/meeting] as scheduled by the Superintendent, Principal, or Department Chairperson.

\*\*Teacher Assistants shall work up to three hours (3) beyond their normal workday on the two (2) days of parent/teacher conferences, as listed in the school district calendar. The District shall provide Teacher Assistants with professional development, recurring training, or other appropriate assignments during these six (6) hours. The union and district shall jointly develop this training.

**VI. - LEAVES**

- A. Sick leave shall accumulate at the rate of sixteen (16) days per year. Beginning in September of each year, sixteen (16) days shall be added to the employee's accumulated sick leave until a total of two hundred sixty (260) days have been accumulated. If an employee reaches two hundred sixty (260) days, he/she may use from his/her sixteen (16) days for the current year, but may not have more than two hundred sixty (260) days accumulated at the close of the year to carry forward to the next year.

1. In the event of death or serious illness in the immediate family, employees may use their sick leave. The term "immediate family" shall be interpreted to include

wife, husband, son, daughter, father, mother, brother, sister, grandfather, grandmother, and corresponding in-laws.

2. Each employee will be allowed up to three (3) days, deductible from sick leave, for a death outside the immediate family.
  3. Teacher Assistants may use up to three (3) days of accrued leave for personal reasons with pay per year. No reason need be given for the use of personal leave. Except in case of an emergency, the Teacher Assistant must request the use of personal leave from the building principal in writing at least forty-eight (48) hours prior to the intended leave. No more than four (4) Teacher Assistants on the West campus and three (3) Teacher Assistants on the East campus may use personal leave on the same day. Personal leave will not usually be granted before or after a holiday or to extend a vacation period, but the Superintendent may make an exception for unusual or extraordinary circumstances. Personal leave cannot be used in increments of less than one (1) class period.
  4. After the employee has used the three (3) leave days referred to in paragraph 4, the Superintendent may grant three (3) additional emergency days per year, at his/her discretion, beyond the days outlined above.
- B. Whenever a Teacher Assistant is required to serve on a jury, he or she will be protected from loss of pay for the time served on a jury. The employee will be paid on his or her regular rate for absences from work because of jury service. Per diem compensation for jury service shall be assigned to the district. Mileage and food allowances shall belong to the employee.
- C. All other absences will result in pay deductions of 1/180th of the yearly salary of the Teacher Assistant involved.
- D. The Board of Education may grant leaves of absence. Teacher Assistants' requests for leaves of absence are to be made in writing to the Superintendent for his presentation and recommendation to the Board of Education. Leaves shall be for a period of not more than one year per request, and the maximum duration of leave for an individual shall not exceed two consecutive years. Teacher Assistants granted leaves of absence shall notify the Board of Education of intent to return to full-time assignment for the following year by March 1 during the year of the leave. Teacher Assistants granted leaves for reasons of health may be required by the Superintendent to present a physician's certificate as evidence of ability to return to work.

## **VII. - SUMMER SCHOOL / NIGHT SCHOOL**

The summer and night school positions will be posted in accordance with Section IV, Transfers and Vacancies. The Board shall fill summer school and night school positions in accordance with the Illinois School Code, 105 ILCS 5/24-1.5.



### VIII. – RETIREMENT INCENTIVE

Upon retirement from District #201 or death of the individual employee, a retirement incentive shall be paid based on the number of years of service in District #201 and the per diem rate (based on the employee's base salary plus educational bonuses and longevity, if any). Payment upon bona fide retirement or death shall be at the following rate.

<u>Service to the District</u>		<u>Number of days paid</u>
At least five years	(5)	22.5 days
At least ten years	(10)	45.0 days
At least twelve years	(12)	54.0 days
At least fourteen years	(14)	63.0 days
At least sixteen years	(16)	72.0 days
At least eighteen years	(18)	81.0 days
At least twenty years	(20)	90.0 days*

\*Maximum payment

Any person leaving the system for reasons other than death or retirement shall be limited to the following schedule.

5 years of service	\$ 500.00
10 years of service	\$1,000.00
15 years of service	\$1,750.00
20 years of service	\$2,500.00

Employees must be eligible to receive a retirement annuity from IMRF in order to qualify for a retirement benefit.

Employees who are four years from being eligible for retirement and have submitted their written notification of an eligible retirement will begin to receive the benefit. Notification must be made by May 1 of the year prior to the start of the benefit.

In the event that an employee's gross earnings for any year exceed the employee's gross earnings for the previous year by the greater of 6% or 1.5 times the annual increase of the Consumer Price Index-U, as established by the United States Department of Labor for the preceding September, then the amount by which the employee's increase in gross earnings over the previous year exceeds the greater of 6% or 1.5 times the aforesaid annual increase in the Consumer Price Index-U shall be paid to him or her in a lump sum within 30 days from the receipt by the employee of his or her last paycheck.

In the event that Illinois law or rules and regulations change after the effective date of their contract so that the early retirement benefit would result in the District incurring a financial, actuarial, or other penalty of any kind, this article will immediately become null and void and the

parties will renegotiate the terms of this article. It is the intent of the parties that the District not incur a penalty as the result of the implementation of the early retirement benefit program.

Should an employee use sick leave that has been applied and paid to the retirement benefit, he/she will reimburse the District for all costs incurred.

## IX. - DISCIPLINE AND WORK RULES

- A. New employees hired shall be at will employees for a probationary period of one hundred twenty (120) school days. An initial Performance Evaluation will be administered at this time, with any corrective actions noted and a follow-up evaluation required/scheduled (usually within the next school quarter). The Superintendent may extend the probationary period for sixty (60) calendar days. The remainder of this Section shall not apply during this time
- B. Any disciplinary action involving an employee shall require the following. At any step of these proceedings, the employee may be accompanied by a Union representative, if so desired.
  - 1. An informal conference between the supervisor and the employee must occur prior to any formal action.
  - 2. Charges must be put into writing and presented to the employee prior to further formal action.
  - 3. Disciplinary action for remediable offenses shall be progressive and corrective.
  - 4. The process outlined under this section and any disciplinary action shall be subject to the grievance procedure.

## X. - GRIEVANCE

- A. **Definition:** A grievance shall mean a complaint that there has been a violation, misinterpretation, or inequitable application of any of the provisions of this agreement.
- B. **General Provisions:**
  - 1. No employee at any stage of the formal grievance procedure will be required to meet with any administrator without a union representative; however, nothing shall prevent the employee from meeting alone if he/she chooses.
  - 2. In all steps of the grievance procedure, when meetings are called during school hours, the individuals involved shall be excused without loss of pay.

3. If the grievance arises from the action of an authority higher than the principal of the school, the Union or individual may present such a grievance at the appropriate steps of the grievance procedure.
4. No reprisal or disciplinary action shall be taken for the processing or participation in any grievance.
5. The employee and his/her union representative have the right to be present at all steps of the formal grievance procedure and all conferences involving the grievant and employer.
6. Each party shall be given copies of all testimony and all materials submitted as a part of the grievance proceedings. If either party requests a transcript of the proceedings, at step three, the costs shall be shared equally.
7. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit lodging an appeal at the next step of this procedure within the time allotted had the decision been given. Failure of the Union and/or the grievant to act within the time limits specified shall be considered as having withdrawn the grievance.
8. In any instance where an employee is not represented by the Union in a grievance, the Union shall have the right to be present at all hearings and may appeal any decision or adjustment which is not consistent with the terms of this Agreement.
9. A grievance may be initiated and/or conducted by:
  - a. An employee in his/her own behalf;
  - b. An employee accompanied by a Union representative;
  - c. A Union representative at the employee's request;
  - d. The Union as sole and exclusive bargaining agent.
10. Conferences held under this procedure shall be conducted at a time and a place which will afford a fair and reasonable opportunity for all persons entitled to be present to attend.
11. All references to days shall mean school days, except that between the end of the school year in June and the beginning of the next school year, days shall mean days when the District's business offices are open.
12. All time limits may be extended by mutual agreement between the parties.
13. An employee shall have the right to have his/her response to any materials placed in the personnel file.

14. A grievance may be withdrawn at any level without establishing a precedent and shall be treated as having never been filed.

**C. Informal Conference:**

In order for all parties to operate efficiently, it is agreed that the first attempt to resolve the complaint should be done on an informal basis between the employee and the principal or department chairperson. The employee may be accompanied by a Union representative at such informal conferences.

**Step One:**

In the event the matter is not resolved at the informal conference, the grievant or the Union may present a written statement on an official grievance form of the alleged violation of this contract to the principal. Such statement must be filed within 40 days of the date of occurrence. The principal shall within ten (10) days of the receipt of a grievance confer with the grievant and/or his/her Union representative to try to resolve the grievance. Within ten (10) days after the completion of the conference, the principal shall give his written decision. A copy of the decision shall be given to the Union.

**Step Two:**

In the event the grievance has not been resolved in Step One, the grievant and/or the Union may file a written appeal to the superintendent or his/her designee. The appeal shall be made within ten (10) days after the receipt of the principal's decision. Within ten (10) days of receipt of the appeal, the superintendent or his/her designee shall confer with the grievant and/or the Union in an effort to resolve the grievance. The superintendent or his/her designee, within ten (10) days, shall file his written decision with the grievant and the Union.

**Step Three:**

In the event the grievance has not been resolved in Step Two, the Union may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA). The request for arbitration shall be made within thirty (30) days after receiving the decision of the superintendent or his/her designee. The arbitrator shall consider and decide only the specific issues submitted to him/her in writing and shall be based solely upon his/her interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented. The arbitrator shall follow the standard rules of the AAA, and his/her decision shall be binding on all parties, if not contrary to Illinois statutes and case law. Expenses for the arbitration services shall be borne equally by the Board and the Union.

## XI. - PAYROLL DEDUCTIONS

- A. Pay days shall be on the 15th and the 30th of each month and all Teacher Assistants shall be paid on a twelve-month basis. All employees shall be paid through direct deposit. Each individual may choose up to two (2) banks. The banks chosen by the individual must be a member of Automated Clearinghouse Association. June 30<sup>th</sup> pay will be paid on July 1<sup>st</sup>.
- B. The employer shall deduct Union dues, United States Bonds, and/or United Fund on a monthly basis, if the employee requests and authorizes such deductions.
- C. Tax Sheltered Annuity Program. Employees covered by this agreement may be granted the right to have part of their salaries deducted and placed into a sheltered plan.
- D. The individual employee shall have his or her contribution to the Illinois Municipal Retirement Fund paid in his or her behalf by the employer. Said payment shall be reported to the Internal Revenue Service as tax-sheltered monies.

## XII. – INSURANCE

- A. The Board agrees to provide comprehensive major medical insurance for each employee and/or dependents. The Board will pay for insurance up to Six Hundred Seventy-One and 00/100 Dollars (\$671.00) per month, and the Board and employee shall share equally in any cost in excess of those amounts. In addition to the payment for health insurance, the Board will pay a maximum of 50% of the cost of the Employee and Family coverage under the Egyptian Trust Dental High Plan (or equivalent) voluntary dental insurance plan made available by the Board.
- B. Included in the above coverage shall be a major medical provision with a lifetime maximum benefit in effect by Egyptian Trust or applicable law. The District shall provide each employee with access to a document outlining coverage under the health insurance plan. (<http://www.egtrust.org/>) Term life insurance in the amount of Ten Thousand and 00/100 Dollars (\$10,000.00) shall be provided for the employee only.
- C. The District's Insurance Committee shall be empowered to review and make recommendations on how the District should vote in the Egyptian Trust regarding any changes in health coverage. In the event the District leaves the Egyptian Trust, the District's insurance committee shall be empowered to review and make changes in health coverage at the time for renewal of the District's policy. These changes shall be with approval of the Union.

The District shall provide to each member of the committee and the teachers' Union President the changes recommended by the Egyptian Trust Executive Board within ten (10) days after final approval of the Trust's Board.

- D. Subject to the approval of the insurance carrier, retired bargaining unit members may participate in the group insurance program, for any insurance coverage they have at the time of retirement, until eligible for Medicare, by paying their own premium at the rate paid by the District.
- E. When an employee experiences damage to his/her personal property in a work related incident involving a student, the District will, at its discretion, reimburse the individual up to a maximum of \$150.00 per incident. Under no circumstances will the employee be reimbursed more than their actual monetary loss. (Example: broken glasses cost \$250.00- other insurance or source pays \$175.00 – the District will pay the balance of \$75.00).

### **XIII. - TUITION REIMBURSEMENT**

A Teacher Assistant who attends school and earns college credit may be paid a subsidy in addition to his or her annual salary. The department chairperson, the principal, and the superintendent must approve this college work in advance and in writing, basing their approval on whether or not the course work will be beneficial to both the employee and the district. Payment for pre-approved credits earned shall be made for actual tuition costs on a per semester hour basis up to a maximum of \$75 per semester hour. The district will pay for no more than nine (9) semester hours (\$675.00) per year. Reimbursement will only be provided for courses which lead to teacher certification.

### **XIV. - NO STRIKE**

The Union agrees that there shall be no strike or withholding of services during the term the Agreement is in full force and effect.

### **XV. - EVALUATION**

The administration and the union will work together to develop an objective evaluation plan. This evaluation will be administered every year, with additional evaluations required if less than proficient performance is noted. An additional evaluation will be administered 30-60 days after receiving a less than proficient evaluation, (typically within the next school quarter or grading period, following the less than proficient evaluation or an evaluation with one (1) or more areas marked as unsatisfactory). This will allow the member time to take corrective actions to fix any performance deficiencies noted on their annual evaluation. However, a member receiving an "unsatisfactory" evaluation may be subject to immediate disciplinary action, including possible dismissal. All evaluations will receive input from the certified teachers supported by those being evaluated and by the appropriate Assistant Principal in the case of study hall assignments. This

data will be compiled and jointly administered by the respective campus Special Services Department Chair and Director of Special Services. EXCEPTION: All Campus Security and in-school detention personnel will have their evaluations administered by their respective Assistant Principal. These evaluations will become part of the member's personnel file and may be used towards disciplinary action. It will be important to strive for productive, open communication with the teachers and staff you work with, so that all expectations are realized by all parties at all times.

If less than proficient is received on a current year evaluation, you will automatically be disqualified to apply for additional duties, like night school or summer school of that school year, regardless of seniority status. If performance areas are corrected during the follow-up evaluation, then your eligibility status will be reinstated for the following school year.

New hire evaluations will be administered during their probationary period (sometime during their first 120 days of employment). The probationary period may be extended for up to an additional 60 calendar days, with concurrence/approval from the Superintendent.

#### **XVI. – UNION DUES**

- A. The employer shall honor employees' individually authorized dues deductions forms, and shall make such deductions from the employee's weekly payroll in the amounts certified by the union for union dues, assessments, or fees. Employees that have executed a union dues deduction form may only revoke their authorization to withhold union dues between September 1 and October 1 each year. Employees that have not executed a union dues deduction form may only submit a dues deduction authorization form between September 1 and October 1. Newly hired employees will have 30 calendar days from the first day of work to complete a dues deduction authorization form and failure to do so will preclude the employee from authorizing dues deductions until the next open enrollment period (September 1 to October 1).
  
- B. The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any such provisions.

#### **XVII. SECURITY OFFICERS**

- A. All security officers employed during the 2018-2019 school year will receive a stipend of \$2,000 by September 15, 2019. Annually, teacher assistants employed as security officers will receive a \$2,000 stipend by June 15 of that school year. This stipend will increase by the percentage raise of the salary schedule beginning in the 2020-2021 school year.


### **XVIII. - EFFECTIVE DATE, TERMINATION, AND VALIDITY**

- A. This agreement shall be effective from the 1st day July, 2019. Either party desiring to terminate this agreement or to change or modify any provisions thereof shall so notify the other party in writing at least sixty (60) days prior to the expiration date or any yearly expiration date thereafter.
  
- B. Should any part hereof or any provisions herein contained be rendered or declared illegal or an unfair labor practice by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation shall not affect the remaining portions hereof, provided however, in such contingency the parties shall promptly meet and negotiate substitute provisions for those parts or provisions rendered or declared illegal or an unfair labor practice.

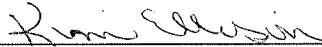


IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement  
this 6<sup>th</sup> day of August, A.D. 2019.

**BELLEVILLE TOWNSHIP HIGH SCHOOL DISTRICT 201**



\_\_\_\_\_  
Carol Eckert, President  
Board of Education



\_\_\_\_\_  
Kim Ellison, Secretary  
Board of Education

**TEACHER ASSISTANTS COUNCIL OF AFT LOCAL #434**



\_\_\_\_\_  
Local Council #434 President



\_\_\_\_\_  
Local Council #434 Vice-President

**APPENDIX A**

The Board of Education of Belleville Township High School District No. 201 and \_\_\_\_\_, employed as a School Security Officer, hereby enter into the following contract:

1. The Parties agree that the Employee shall be employed as a School Security Officer, with terms and conditions of employment set forth in the labor contract between the Board of Education and Teacher Assistants Council Federation of Teachers, Local 434, IFT/AFT.
2. Pursuant to 18 U.S.C. § 922(q)(2)(B), \_\_\_\_\_ is authorized to carry a firearm on all Belleville 201 property and within 1,000 feet of said school district property.
3. Pursuant to 18 U.S.C. § 922(q)(3)(B), \_\_\_\_\_ is permitted to discharge or attempt to discharge a firearm on all Belleville 201 property and within 1,000 feet of said school district property.
4. The terms of this Agreement are null and void if \_\_\_\_\_ fails to meet and maintain all annual training requirements and such other qualifications set forth in the Illinois Police Training Act, 50 ILCS 705, in order to carry a concealed firearm and live ammunition while on duty.
5. Employee shall comply with all Illinois Law Enforcement Training and Standards Board policies and procedures related to the use of deadly force.
6. The Board of Education shall have the right to revoke this agreement at its discretion at any time.

This agreement is signed on this the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary

\_\_\_\_\_  
School Security Officer

The Union does not object to the Board and Employee entering into this contract.

\_\_\_\_\_  
Union President, Local 434, IFT/AFT