

AGREEMENT BETWEEN
LODI BOARD OF EDUCATION
AND
THE PROFESSIONAL SPECIALISTS PERSONNEL
ORGANIZATION
2009-2010, 2010-2011, 2011-2012

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PREAMBLE

The "parties" in this Agreement shall mean the LODI **BOARD OF EDUCATION** (hereinafter referred to as the "**Board**"), and the **PROFESSIONAL SPECIALISTS PERSONNEL ORGANIZATION** (hereinafter referred to as the "**PSPO**").

ARTICLE I

GROUP CLASSIFICATION

- A. The following Articles of Negotiation have been mutually agreed upon by the Lodi Board of Education and the Professional Specialists Personnel Organization.
- B. The parties agree that the Professional Specialists Personnel group will consist of Guidance Counselors, Athletic Director, Psychologist, Learning Disability Specialist, Social Worker, and Substance Abuse Coordinator.
- C. The Child Study Team is defined as having one (1) Psychologist, one (1) Learning Disability Specialist, and one (1) Social Worker.

ARTICLE II

DURATION OF AGREEMENT

This Agreement entered into this 1st day of July 2009 constitutes a three (3) year agreement between the Lodi Board of Education and the Professional Specialists Personnel Organization for the term effective July 1, 2009 through June 30, 2012.

All terms and conditions of this agreement shall remain in effect until a successor agreement is reached.

ARTICLE III

WORK YEAR AND WORK DAY

- A. Ten (10) month employees shall work from September 1 through June 30. However, in no case shall the work year exceed 190 days.
- B. Twelve (12) month employees shall work from July 1 through June 30.
- C. The work day for the twelve (12) month Organization member will be from 8:45 a.m. through 3:45 p.m.

The parties agree that the Child Study Team shall complete twenty (20) cases or more during the summer months. The preceding shall mean at least twenty (20) cases more than the total cases completed during the school year.

The parties agree that the Child Study Team members shall be required to attend all Hearings, Court Sessions, and Meetings in connection with the evaluation, re-evaluation, classification or reclassification of students.

Effective September 1, 2006, the Athletic Director shall assume the duties of the Physical Education/Health Supervisor.

ARTICLE IV

SALARY

If any employee of this bargaining unit completes 93 work days during a year in which a leave of absence has been taken, the employee shall be placed on the next step of this guide upon the employee's return from leave.

In addition, any PSPO member who has attained his/her MA + 60 accreditation by September 1, 1992, shall receive an additional five hundred (\$500.00) dollar stipend for this contract year.

ARTICLE V

FUNERAL DAYS

PSPO members shall be entitled to up to four (4) days at any one time in the event of death of any employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandmother, grandfather, stepchild, stepmother, stepfather, stepbrother, stepsister, alternative lifestyle partner, or any other member of the immediate household. One (1) funeral day will be granted for aunt, uncle, and grandparents-in-law. In the event of the death of an employee or student in the Lodi School District, the principal or immediate superior of said employee or student shall grant to an appropriate number of employees sufficient time off to attend the funeral at the discretion of the Superintendent.

The parties agree in principle that those days defined as funeral days shall be granted only on those days when school is in session.

Funeral days shall be granted on work days only, and further shall be granted as follows:

- a) Two days prior to the funeral
- b) The day of the funeral
- c) The fourth funeral day will be a floating day to be taken at the discretion of the employee, up to thirty (30) days after the funeral.

ARTICLE VI

VACATION TIME

- A. The parties agree that all twelve (12) month employees shall receive twenty (20) days vacation annually with the exception of Child Study Team Members who shall receive twenty-one (21) days vacation.
- B. All twelve (12) month employees shall work 8:45 a.m. through 1:00 p.m. on all Fridays during the months of July and August.
- C. Vacation time shall be requested by a member of the Organization through the Superintendent of Schools who shall approve or disapprove said requests.
- D. All holidays and school closings granted to teachers shall also be granted to PSPO members, including the half-day sessions on the last school day before the Thanksgiving and Christmas vacations, and the last 3 days of the school year and election days with the following exception:

All Child Study team Members shall NOT have the last three days of the school year as half days.

- E. All employees shall receive two (2) personal days annually. Any unused personal days shall be converted to sick time and subsequently added to the bank of sick leave.

ARTICLE VII

SICK TIME

- A. All employees shall receive fifteen (15) sick days annually, to be reflected on their sick leave record July 1 of each year.
- B. Sick Leave Reimbursement - Upon the retirement or death of an employee, the Board shall pay said employee for all unused sick days at the then per diem rate of said employee's salary at the time of retirement or death according to the chart below:

	On or before July 1, 2009	July 2, 2009 – June 30, 2010	July 1, 2010 – June 30, 2011	July 1, 2011 – June 30, 2012
10 Month Employee	125 days	95 days	95 days	95 days
12 Month Employee	155 days	115 days	115 days	115 days

Per diem is defined as 1/20 of the gross monthly salary at the then prevailing rate at the time of retirement or death. In the event of the death of an employee, said monies shall be made payable to his/her estate.

Any employee of this bargaining unit that retires on or after July 1, 2012 shall be reimbursed for ninety-five (95) unused sick days. This shall apply to both ten (10) and twelve (12) month employees.

ARTICLE VIII

HEALTH BENEFITS

All health and dental insurance benefits received by this bargaining unit during the 2008-2009 school year shall continue for the duration of this agreement.

1. Prescription Plan

Effective July 1, 2009, the Board shall pay full premium for each employee and in cases where appropriate for family plan prescription coverage administered. Said plan shall be changed from \$3.00 co-pay to \$3.00 co-pay for generic prescriptions and \$10 co-pay for brand name prescriptions and expenses incurred by employees for prescriptions shall not be submitted to the Major Medical Program.

2. Health Benefits (Section 125 Cafeteria Plan)

Effective 7/1/08 employees of this bargaining unit shall be entitled to receive compensation for opting out of health insurance coverage in accordance with the Section 125 Cafeteria Plan adopted by the Board of Education on June 25, 2008.

LIFE INSURANCE POLICY

Effective July 1, 2006, Fort Dearborn life insurance policy in the amount of \$2,500 shall be eliminated.

ARTICLE VXI

EXTENDED BENEFITS

TUITION REIMBURSEMENT PLAN

In order to implement a philosophy of encouraging educational improvement, the Lodi Board of Education shall offer the staff of the Professional Specialists Personnel Organization an Educational Credit Payment Plan. The Board of Education shall pay the cost of approved educational credits taken at an accredited institution, subject to the following:

1. Courses to be taken and institutions to be attended must be approved by the Superintendent of Schools prior to registering for these courses.
2. Upon completion of courses, an official transcript must be submitted to the office of the Superintendent of Schools indicating satisfactory completion of courses.
3. Payment shall be limited to no more than Sixty (\$60.00) Dollars per credit for twelve (12) credits maximum per year provided such courses have been satisfactorily completed. Payment shall be made in a reasonable time period. Effective July 1, 2002 payments shall be Seventy-Five (\$75.00) Dollars per credit for courses taken after July 1, 2002.

Tuition reimbursement shall be made only after the employee begins his/her fourth (4th) year under the contract. Tuition reimbursement for any credits taken in the first three years of service will not be given.

ARTICLE X

MISCELLANEOUS ITEMS

- A. Any employee who is required to use his/her personal vehicle within the scope of his/her primary employment shall be reimbursed at the fixed rate in accordance with the "OBM" per mile rate as fixed by State Law. Proper documentation of mileage incurred must accompany all submitted reimbursement requests.

- B. The retired employee shall have the option to receive his/her reimbursement for sick leave in the first January following his/her retirement.

- C. Time-for-Time Compensation - In the event that the Principals of the Lodi High School and the Thomas Jefferson Middle School deem it necessary to have a member(s) of guidance personnel assist the Supervisor of Guidance during summer months, while not working, such employee shall receive a time-for-time compensation not to exceed the number of days approved by the Superintendent of Schools. Such employee must request, in writing, permission to use such days to the Principal with final approval being granted by the Superintendent of Schools. These days must be used during the current school year and cannot be carried over into the next school year. Respective employees shall be performing duties not dissimilar to those applicable to his/her job description.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective negotiating teams and attested by their respective secretaries, all on the day and year designated below:

PROFESSIONAL SPECIALISTS PERSONNEL ORGANIZATION

LODI BOARD OF EDUCATION

BY:

BY:

Grace Ann Parisi, Chairperson

Joseph Capizzi, Board Secretary

BY:

BY: _____

10 MONTHS

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>STEP</u>
1	\$42,918	\$45,123	\$46,988	1
2	\$43,918	\$46,321	\$48,353	2
3	\$45,755	\$48,373	\$50,588	3
4	\$48,047	\$50,979	\$53,287	4
5	\$49,095	\$52,028	\$54,334	5
6	\$50,293	\$53,227	\$55,740	6
7	\$51,339	\$54,272	\$56,998	7
8	\$52,385	\$55,531	\$58,256	8
9	\$53,647	\$56,789	\$59,512	9
10	\$54,901	\$58,047	\$60,979	10
11	\$56,160	\$59,302	\$62,447	11
12	\$57,166	\$60,309	\$63,453	12
13	\$64,458	\$68,035	\$71,383	13
14	\$88,073	\$92,556	\$96,527	14

LONGEVITY:

- A The employee shall receive, in addition to his/her salary, \$1600 for longevity in September following the employee's 15th year anniversary date.
- B An additional \$1600 shall be received in September following the employee's 17th anniversary date.
- C An additional \$1600 shall be received in September following the employee's 20th anniversary date.
- D An additional \$1600 shall be received in September following the employee's 24th anniversary date.

PSPO SALARY GUIDE 2010-2011

10 MONTHS

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>STEP</u>
1	\$43,193	\$45,398	\$47,263	1
2	\$44,193	\$46,596	\$48,628	2
3	\$46,030	\$48,648	\$50,863	3
4	\$48,322	\$51,254	\$53,562	4
5	\$49,370	\$52,303	\$54,609	5
6	\$50,568	\$53,502	\$56,015	6
7	\$51,614	\$54,547	\$57,273	7
8	\$52,660	\$55,806	\$58,531	8
9	\$53,922	\$57,064	\$59,787	9
10	\$55,176	\$58,322	\$61,254	10
11	\$56,435	\$59,577	\$62,722	11
12	\$57,441	\$60,584	\$63,728	12
13	\$64,733	\$68,310	\$71,658	13
14	\$90,073	\$94,556	\$98,527	14

LONGEVITY:

- A The employee shall receive, in addition to his/her salary, \$1600 for longevity in September following the employee's 15th year anniversary date.
- B An additional \$1600 shall be received in September following the employee's 17th anniversary date.
- C An additional \$1600 shall be received in September following the employee's 20th anniversary date.
- D An additional \$1600 shall be received in September following the

employee's 24th anniversary date.

PSPO SALARY GUIDE 2011-2012

10 MONTHS

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA + 30</u>	<u>STEP</u>
1	\$43,468	\$45,673	\$47,538	1
2	\$44,468	\$46,871	\$48,903	2
3	\$46,305	\$48,923	\$51,138	3
4	\$48,597	\$51,529	\$53,837	4
5	\$49,645	\$52,578	\$54,884	5
6	\$50,843	\$53,777	\$56,290	6
7	\$51,889	\$54,822	\$57,548	7
8	\$52,935	\$56,081	\$58,806	8
9	\$54,197	\$57,339	\$60,062	9
10	\$55,451	\$58,597	\$61,529	10
11	\$56,710	\$59,852	\$62,997	11
12	\$57,716	\$60,859	\$64,003	12
13	\$65,008	\$68,585	\$71,933	13
14	\$92,073	\$96,556	\$100,527	14

LONGEVITY:

- A The employee shall receive, in addition to his/her salary, \$1600 for longevity in September following the employee's 15th year anniversary date.
- B An additional \$1600 shall be received in September following the employee's 17th anniversary date.
- C An additional \$1600 shall be received in September following the employee's 20th anniversary date.

- D An additional \$1600 shall be received in September following the employee's 24th anniversary date.

PSPO SALARY GUIDE 2009-2010

12 MONTHS

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>STEP</u>
1	\$46,792	\$49,218	\$51,269	1
2	\$47,828	\$50,472	\$52,707	2
3	\$49,978	\$52,858	\$55,294	3
4	\$52,499	\$55,724	\$58,263	4
5	\$53,652	\$56,878	\$59,415	5
6	\$54,955	\$58,182	\$60,947	6
7	\$56,105	\$59,332	\$62,330	7
8	\$57,256	\$60,717	\$63,714	8
9	\$58,644	\$62,100	\$65,096	9
10	\$60,024	\$63,484	\$66,709	10
11	\$61,409	\$64,865	\$68,324	11
12	\$62,515	\$66,302	\$69,431	12
13	\$70,551	\$74,486	\$78,169	13
14	\$95,011	\$99,932	\$104,291	14

LONGEVITY:

- A The employee shall receive, in addition to his/her salary, \$1600 for longevity in July following the employee's 15th year anniversary date.
- B An additional \$1600 shall be received in July following the employee's 17th anniversary date.
- C An additional \$1600 shall be received in July following the employee's 20th anniversary date.

- D An additional \$1600 shall be received in July following the employee's 24th anniversary date.

PSPO SALARY GUIDE 2010-2011

12 MONTHS

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>STEP</u>
1	\$47,067	\$49,493	\$51,544	1
2	\$48,103	\$50,747	\$52,982	2
3	\$50,253	\$53,133	\$55,569	3
4	\$52,774	\$55,999	\$58,538	4
5	\$53,927	\$57,153	\$59,690	5
6	\$55,230	\$58,457	\$61,222	6
7	\$56,380	\$59,607	\$62,605	7
8	\$57,531	\$60,992	\$63,989	8
9	\$58,919	\$62,375	\$65,371	9
10	\$60,299	\$63,759	\$66,984	10
11	\$61,684	\$65,140	\$68,599	11
12	\$62,790	\$66,577	\$69,706	12
13	\$70,826	\$74,761	\$78,444	13
14	\$97,011	\$101,932	\$106,291	14

LONGEVITY:

- A The employee shall receive, in addition to his/her salary, \$1600 for longevity in July following the employee's 15th year anniversary date.
- B An additional \$1600 shall be received in July following the employee's 17th anniversary date.
- C An additional \$1600 shall be received in July following the employee's 20th anniversary date.

- D An additional \$1600 shall be received in July following the employee's 24th anniversary date.

PSPO SALARY GUIDE 2011-2012

12 MONTHS

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>STEP</u>
1	\$47,342	\$49,768	\$51,819	1
2	\$48,378	\$51,022	\$53,257	2
3	\$50,528	\$53,408	\$55,844	3
4	\$53,049	\$56,274	\$58,813	4
5	\$54,202	\$57,428	\$59,965	5
6	\$55,505	\$58,732	\$61,497	6
7	\$56,655	\$59,882	\$62,880	7
8	\$57,806	\$61,267	\$64,264	8
9	\$59,194	\$62,650	\$65,646	9
10	\$60,574	\$64,034	\$67,259	10
11	\$61,959	\$65,415	\$68,874	11
12	\$63,065	\$66,852	\$69,981	12
13	\$71,101	\$75,036	\$78,719	13
14	\$99,011	\$103,932	\$108,291	14

LONGEVITY:

- A The employee shall receive, in addition to his/her salary, \$1600 for longevity in July following the employee's 15th year anniversary date.
- B An additional \$1600 shall be received in July following the employee's 17th anniversary date.
- C An additional \$1600 shall be received in July following the employee's 20th anniversary date.

- D An additional \$1600 shall be received in July following the employee's 24th anniversary date.

ATHLETIC DIRECTOR SALARY GUIDE 2009-2010

12 MONTHS

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>STEP</u>
1	\$56,025	\$58,451	\$60,502	1
2	\$57,061	\$59,705	\$61,940	2
3	\$59,211	\$62,091	\$64,527	3
4	\$61,732	\$64,957	\$67,496	4
5	\$62,885	\$66,111	\$68,678	5
6	\$64,188	\$67,415	\$70,180	6
7	\$65,338	\$68,565	\$71,563	7
8	\$66,489	\$69,950	\$72,947	8
9	\$67,877	\$71,333	\$74,329	9
10	\$69,257	\$72,717	\$75,942	10
11	\$70,642	\$74,098	\$77,557	11
12	\$71,748	\$75,535	\$78,664	12
13	\$79,784	\$83,719	\$87,402	13
14	\$102,944	\$107,865	\$112,224	14

LONGEVITY:

- A The employee shall receive, in addition to his/her salary, \$1600 for longevity in July following the employee's 15th year anniversary date.
- B An additional \$1600 shall be received in July following the employee's 17th anniversary date.

- C An additional \$1600 shall be received in July following the employee's 20th anniversary date.
- D An additional \$1600 shall be received in July following the employee's 24th anniversary date.

ATHLETIC DIRECTOR SALARY GUIDE 2010-2011

12 MONTHS

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>STEP</u>
1	\$56,300	\$58,726	\$60,777	1
2	\$57,336	\$59,980	\$62,215	2
3	\$59,486	\$62,366	\$64,802	3
4	\$62,007	\$65,232	\$67,771	4
5	\$63,160	\$66,386	\$68,953	5
6	\$64,463	\$67,690	\$70,455	6
7	\$65,613	\$68,840	\$71,838	7
8	\$66,764	\$70,225	\$73,222	8
9	\$68,152	\$71,608	\$74,604	9
10	\$69,532	\$72,992	\$76,217	10
11	\$70,917	\$74,373	\$77,832	11
12	\$72,023	\$75,810	\$78,939	12
13	\$80,059	\$83,994	\$87,677	13
14	\$104,944	\$109,865	\$114,224	14

LONGEVITY:

- A The employee shall receive, in addition to his/her salary, \$1600 for longevity in July following the employee's 15th year anniversary date.
- B An additional \$1600 shall be received in July following the employee's 17th anniversary date.

- C An additional \$1600 shall be received in July following the employee's 20th anniversary date.
- D An additional \$1600 shall be received in July following the employee's 24th anniversary date.

ATHLETIC DIRECTOR SALARY GUIDE 2011-2012

12 MONTHS

<u>STEP</u>	<u>BA</u>	<u>MA</u>	<u>MA+30</u>	<u>STEP</u>
1	\$56,575	\$59,001	\$61,052	1
2	\$57,611	\$60,255	\$62,490	2
3	\$59,761	\$62,641	\$65,077	3
4	\$62,282	\$65,507	\$68,046	4
5	\$63,435	\$66,661	\$69,228	5
6	\$64,738	\$67,965	\$70,730	6
7	\$65,888	\$69,115	\$72,113	7
8	\$67,039	\$70,500	\$73,497	8
9	\$68,427	\$71,883	\$74,879	9
10	\$69,807	\$73,267	\$76,492	10
11	\$71,192	\$74,648	\$78,107	11
12	\$72,298	\$76,085	\$79,214	12
13	\$80,334	\$84,269	\$87,952	13
14	\$106,944	\$111,865	\$116,224	14

LONGEVITY:

- A The employee shall receive, in addition to his/her salary, \$1600 for longevity in July following the employee's 15th year anniversary date.
- B An additional \$1600 shall be received in July following the employee's 17th anniversary date.

- C An additional \$1600 shall be received in July following the employee's 20th anniversary date.
- D An additional \$1600 shall be received in July following the employee's 24th anniversary date.