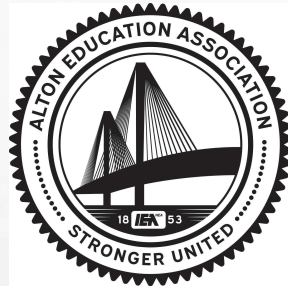




CONTRACT PRESENTATION

2025 - 2028
ALTON EDUCATION ASSOCIATION
AND ALTON COMMUNITY UNIT
SCHOOL DISTRICT #11





CONTRACT LANGUAGE



2.5 AGREEMENT IN NEGOTIATIONS

WHEN A TENTATIVE AGREEMENT IS REACHED IN NEGOTIATIONS, THE AGREEMENT SHALL BE REDUCED TO WRITING AND PRESENTED TO THE ASSOCIATION MEMBERSHIP AND TO THE BOARD FOR RATIFICATION. ONCE RATIFIED BY THE BOARD AND ASSOCIATION, THE CONTRACT SHALL BE POSTED ON THE DISTRICT WEBSITE. COPIES ~~SHALL BE MADE AVAILABLE TO EACH EMPLOYEE. THE ASSOCIATION AND THE BOARD SHALL SHARE THE COST OF PRINTING.~~



3.6 PARENTAL COMPLAINTS

ANY PARENTAL COMPLAINT, DEEMED BY AN ADMINISTRATOR OR BOARD MEMBER TO JUSTIFY INVESTIGATION OR SUBSEQUENT ACTION, SHALL BE BROUGHT TO THE IMMEDIATE ATTENTION OF THE EMPLOYEE INVOLVED **WITHIN THREE (3) SCHOOL DAYS BY THE ADMINISTRATOR/DESIGNEE WHO RECEIVED THE COMPLAINT, ~~IN A TIMELY MANNER.~~ FOLLOWING THE REVIEW OF THE COMPLAINT, IF REQUESTED BY THE PARENT/GUARDIAN, A MEETING WILL BE CONVENED INCLUDING THE PARENT/GUARDIAN, THE EMPLOYEE, AND ADMINISTRATOR/DESIGNEE. MEETINGS WILL BE CONVENED WITHIN THREE (3) SCHOOL DAYS AT A REASONABLE TIME DURING NORMAL SCHOOL HOURS AT A REASONABLE TIME BEFORE, DURING OR AFTER SCHOOL. AT THEIR OPTION, THE PARTIES MAY HAVE REPRESENTATIVES AT THE CONFERENCE. NOTHING IN THIS SECTION SHALL PRECLUDE THE RIGHT OF THE ADMINISTRATION TO TAKE SUCH ACTIONS NECESSARY FOR THE PROTECTION OF ALL PARTIES PENDING **THE COMPLETION OF THE INVESTIGATION.** ~~SUCH A CONFERENCE.~~**

3.7 ASSAULT



UPON RECEIPT OF A WRITTEN COMPLAINT FROM ANY SCHOOL PERSONNEL, THE SUPERINTENDENT SHALL REPORT ANY INCIDENTS OF BATTERY COMMITTED AGAINST SCHOOL PERSONNEL TO LOCAL LAW ENFORCEMENT AUTHORITIES NO LATER THAN THREE (3) **SCHOOL DAYS AFTER THE COMPLAINT IS RECEIVED.** ~~AFTER THE OCCURRENCE.~~

3.8 STUDENT DISCIPLINE



~~B. UNLESS DETERMINED OTHERWISE THROUGH DUE PROCESS, THE STUDENT SHALL NOT BE READMITTED TO THE EMPLOYEE'S AREA OF RESPONSIBILITY FOR THE BALANCE OF THE HOUR.~~

~~B. C.~~ IF MISCONDUCT CONTINUES OR THE PUPIL FAILS THE CONDITIONS OF THE PRINCIPAL'S OR DESIGNEE'S READMISSION, THE EMPLOYEE AND PRINCIPAL OR DESIGNEE SHALL MEET TO ~~RESOLVE THE~~ **DISCUSS THE** SITUATION WITHIN TWO (2) SCHOOL DAYS.

~~C. D.~~ THE DISTRICT SHALL TAKE REASONABLE STEPS WITH RESPECT TO STUDENTS WHO ARE DISRUPTIVE OR WHO REPEATEDLY VIOLATE RULES AND REGULATIONS **CONSISTENT WITH STATE LAW. ANY DISCIPLINE OF A STUDENT REMAINS IN THE SOLE AND EXCLUSIVE DISCRETION OF THE BOARD OF EDUCATION OR DESIGNEE.** THE DISTRICT SHALL PROVIDE IN-SERVICE EXPLAINING THE DISTRICT'S DISCIPLINE POLICY AND PROCEDURES FOR ALL EMPLOYEES WHO ARE RESPONSIBLE FOR SUPERVISING STUDENTS.

3.8 STUDENT DISCIPLINE

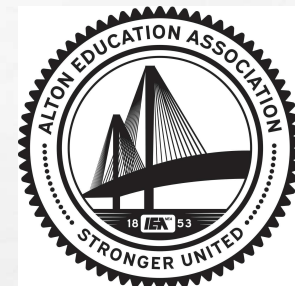


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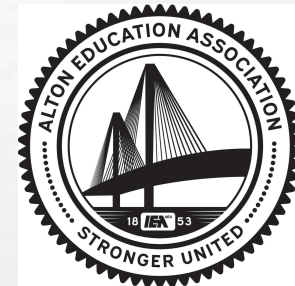
3.9 PREPARATION PERIODS (CLASSROOM TEACHER)



- A. PREPARATION PERIODS SHALL APPLY ONLY TO TEACHERS WHO HAVE REGULAR CLASSROOM TEACHING RESPONSIBILITIES. **PREPARATION TIME SHALL INCLUDE TIME SPENT PREPARING FOR DAILY INSTRUCTION AND LESSON PLANS, MAKING ACCOMMODATIONS FOR STUDENTS, CONTACTING PARENTS, ASSESSING STUDENT WORK, MEETING WITH ADMINISTRATORS FOR DISTRICT RELATED ISSUES, SUCH AS TO DISCUSS STUDENT NEEDS/ISSUES AND TEACHER'S EVALUATIONS.**

~~AT THE ELEMENTARY LEVEL THE PREPARATION PERIOD SHALL BE DURING **SPECIALS** THE TRAVELING TEACHER'S INSTRUCTION TIME, SUCH AS MUSIC, LIBRARY, AND PHYSICAL EDUCATION. AN ATTEMPT SHALL BE MADE TO PROVIDE ELEMENTARY TEACHERS WITH A PREPARATION PERIOD EVERY DAY. IF **A SPECIAL TEACHER** THE TRAVELING TEACHER IS ABSENT, THERE SHALL BE A SUBSTITUTE TEACHER PROVIDED, IF AVAILABLE. AT THE MIDDLE SCHOOL AND HIGH SCHOOL LEVEL THIS SHALL BE AT LEAST THE EQUIVALENT OF A STANDARD CLASS PERIOD. DURING THE PREPARATION PERIOD NO TEACHER SHALL BE REQUIRED TO ACCEPT AN ASSIGNMENT EXCEPT IN AN EMERGENCY SITUATION OR TO FILL AN ABSENCE DUE TO A PREVIOUSLY SCHEDULED STUDENT ACTIVITY. THE PREPARATION PERIOD SHALL NOT BE USED FOR OFFICE DUTY EXCEPT IN UNUSUAL CASES. UPON REQUEST, THE TEACHER SHALL BE RELIEVED OF DUTY DURING THE PREPARATION AT THE EARLIEST POSSIBLE TIME. ON DAYS WHICH REQUIRE TRAVEL, ITINERANT TEACHERS CAN LEAVE SCHOOL 15 MINUTES EARLY UNLESS A BUILDING MEETING HAS BEEN SCHEDULED.~~

3.9 PREPARATION PERIODS (CLASSROOM TEACHER)



- B. SPECIAL EDUCATION TEACHER RELEASE TIME: A SPECIAL EDUCATION TEACHER WILL BE GRANTED ONE (1) DAY OF RELEASE TIME EACH SCHOOL YEAR DURING THE SCHOOL DAY TO GIVE HIM/HER TIME TO WORK ON/PREPARE IEPs. THE SPECIAL EDUCATION TEACHER'S USE OF RELEASE TIME MAY BE USED IN ½ DAY INCREMENTS AND DATE TO USE RELEASE TIME MUST BE MUTUALLY AGREED UPON BETWEEN THE TEACHER AND HIS/HER IMMEDIATE SUPERVISOR. THE TEACHER MAY REQUEST ADDITIONAL RELEASE TIME TO WORK ON/PREPARE IEPs AND THE TEACHER'S IMMEDIATE SUPERVISOR MAY GRANT THE REQUEST IN HIS/HER DISCRETION. A SPECIAL EDUCATION TEACHER WITH THE PRIMARY RESPONSIBILITY TO HOLD AN INDIVIDUALIZED EDUCATION PLAN OR PROGRAM (IEP) MEETING ON THEIR CASELOAD AND OTHER EMPLOYEES THAT MUST FORGO ANY PLAN/PREP TIME TO ATTEND AN INDIVIDUALIZED EDUCATION PLAN OR 504 MEETING WILL BE COMPENSATED AT AN EXTRA DUTY HOURLY RATE FOR THAT TIME, MINIMUM ONE-HALF HOUR. ALL OTHER IEP COMPLETION AND DUTIES THAT ARE DEEMED ABOVE THE TEACHER'S NORMAL CASELOAD WILL BE COMPENSATED AT AN EXTRA DUTY HOURLY RATE SUBJECT TO THE APPROVAL OF THE DIRECTOR OF SPECIAL EDUCATION. OTHER EMPLOYEES THAT MUST FORGO ANY PLAN TIME TO ATTEND AN INDIVIDUALIZED EDUCATION PLAN OR 504 MEETING WILL ALSO BE COMPENSATED AT THE EXTRA DUTY HOURLY RATE FOR THAT TIME, MINIMUM ONE-HALF (1/2) HOUR.

3.14 MINORITY CLAUSE

THE BOARD OF EDUCATION OF THE ALTON COMMUNITY UNIT SCHOOLS WILL NOT DISCRIMINATE AGAINST ANY EMPLOYEE OR APPLICANT FOR EMPLOYMENT OR PROMOTION BECAUSE OF RACE, RELIGION, CREED, COLOR, SEX, MARITAL STATUS, SEXUAL ORIENTATION, PREGNANCY, GENDER IDENTITY, GENETIC INFORMATION, ANCESTRY OR NATIONAL ORIGIN. FURTHERMORE, IT SHALL BE THE POLICY OF THE BOARD OF EDUCATION NOT TO DISCRIMINATE AGAINST QUALIFIED HANDICAPPED PERSONS SOLELY ON THE BASIS OF THEIR HANDICAP. ~~IT SHALL BE THE RESPONSIBILITY OF THE SUPERINTENDENT OR HIS/HER/THEIR DESIGNEE TO REPORT TO THE BOARD OF EDUCATION, WITH A COPY OF THE REPORT TO THE ASSOCIATION ANNUALLY, THE RACIAL STATUS OF EMPLOYEE GROUPS AND OF EFFORTS MADE IN THE RECRUITMENT AND HIRING OF SAID EMPLOYEE GROUPS. THE BOARD OF EDUCATION AND THE ALTON EDUCATION ASSOCIATION WILL AGGRESSIVELY RECRUIT AND EMPLOY MINORITY PERSONNEL.~~

WHILE RESOLUTION OF ANY CLAIMS OF DISCRIMINATION UNDER THIS SECTION SHALL BE ATTEMPTED BY THE PARTIES PURSUANT TO STEPS ONE THROUGH THREE OF ARTICLE IX-GRIEVANCE PROCEDURE, SHOULD THOSE EFFORTS PROVE UNSUCCESSFUL, ALL PARTIES AGREE THAT WHERE THE LAW PROVIDES A REMEDY FOR VIOLATION OF THIS SECTION, EMPLOYEES AND THE ASSOCIATION SHALL PURSUE THOSE REMEDIES OUTSIDE OF THE SCOPE OF THIS AGREEMENT AND SHALL NOT SUBMIT ANY SUCH DISPUTE TO ARBITRATION AS SET-FORTH IN ARTICLE IX, STEP 4-GRIEVANCE PROCEDURE.





4.6 ASSOCIATION LEAVE

THE ASSOCIATION SHALL BE GRANTED RELEASE TIME FOR ASSOCIATION MEMBERS, NOT TO EXCEED AN AGGREGATE TOTAL OF FORTY (40) DAYS DURING ANY ONE SCHOOL YEAR. NO ONE INDIVIDUAL SHALL HAVE SUCH RELEASED TIME IN EXCESS OF FOUR (4) DAYS. EXCLUDING THE ASSOCIATION PRESIDENT. THE ASSOCIATION PRESIDENT SHALL BE GRANTED RELEASED TIME EQUAL TO ONE-FIFTH (1/5) OF THE REGULARLY SCHEDULED CLASS/WORKLOAD. THIS WILL NOT INCLUDE ANY PREPARATION TIME.

THE ASSOCIATION SHALL REIMBURSE THE BOARD FOR **THE COST OF ANY SUBSTITUTES NEEDED TO COVER ANY ABSENCE DUE TO THE USE OF ASSOCIATION LEAVE (40 DAYS) AND TWENTY PERCENT (20%) OF THE ACTUAL COST OF THE ASSOCIATION PRESIDENT'S SALARY OR TWENTY PERCENT (20%) OF THE BASE SALARY FOR A MASTER'S DEGREE/STEP 10 LICENSED EMPLOYEE, WHICHEVER IS LESS, FOR SALARY COSTS RESULTING FROM THE GRANTING OF THE ASSOCIATION PRESIDENT'S RELEASE TIME. NO RELEASED TIME SHALL BE GRANTED FOR LESS THAN ONE-HALF (1/2) DAY OF AN EMPLOYEE'S ASSIGNMENT, WITH THE EXCEPTION OF THE ASSOCIATION PRESIDENT'S ONE-FIFTH (1/5) RELEASED TIME.**

ARTICLE VI ASSIGNMENT, VACANCIES, TRANSFERS AND REDUCTION IN FORCE



SEE DOCUMENT WITH FULL LANGUAGE CHANGE POSTED ON ALTON
EDUCATION ASSOCIATION WEBSITE.



7.2 PROBATIONARY PERIOD OF EMPLOYMENT

EDUCATIONAL SUPPORT PROFESSIONALS WHO ARE IN THEIR FIRST YEAR OF EMPLOYMENT WITH THE DISTRICT SHALL BE CONSIDERED PROBATIONARY EMPLOYEES. THE BOARD SHALL PROVIDE THE NECESSARY TRAINING NEEDED DURING THE PROBATIONARY PERIOD.

AT ANY TIME DURING THE ONE-YEAR PROBATIONARY PERIOD, THE BOARD MAY DISMISS AN **PROBATIONARY** EMPLOYEE IF SAID EMPLOYEE IS UNWILLING OR UNABLE TO PERFORM THEIR JOB DUTIES. DISMISSAL DURING OR AT THE END OF THE PROBATIONARY PERIOD SHALL NOT BE GRIEVABLE OR ARBITRABLE.



8.2 SICK LEAVE

THE PAYMENTS REFERENCED IN SUBSECTION ~~D. AND E~~ F. ABOVE SHALL BE MADE TO THE EMPLOYEE AFTER THE EMPLOYEE'S LAST DAY OF SERVICE TO THE SCHOOL DISTRICT AND AFTER THE EMPLOYEE HAS RECEIVED HIS/HER/THEIR FINAL PAYCHECK FOR SERVICES RENDERED, **WHICHEVER OCCURS LAST.**

THE PAYMENT MADE TO SCHOOL SERVICE PERSONNEL UNDER SECTION ~~D~~ E. ABOVE SHALL ~~NOT~~ BE MADE **ON THE 65TH CALENDAR DAYS AFTER THE EMPLOYEE'S LAST WORKDAY** ~~WITHIN THE THIRTY (30) DAY PERIOD FOLLOWING RETIREMENT~~ SO AS TO AVOID CONSTITUTING IMRF CREDITABLE EARNINGS.

8.5 PATERNITY LEAVE/CHILD-REARING LEAVE OF ABSENCE



SEE LANGUAGE CHANGE DOCUMENT FOR ARTICLE VI AND 8.5

8.10 EDUCATIONAL CREDITS (LICENSED EMPLOYEES)

BOTH PARTIES AGREE TO MOVING THE FOLLOWING INDIVIDUALS WHO POSSESS THE BELOW LISTED CREDENTIALS AND ARE ASSIGNED TO PERFORM THOSE DUTIES TO THE SPECIALTY LANE ON THE CERTIFIED SALARY SCHEDULE.

SPEECH LANGUAGE PATHOLOGIST – LICENSED BY ISBE TO SERVE AS A SCHOOL SLP, HAS A PEL.

SOCIAL WORKER - LICENSED BY ISBE TO SERVE AS A SCHOOL SOCIAL WORKER, HAS A PEL.

SCHOOL NURSE - LICENSED BY ISBE TO SERVE AS A CERTIFIED SCHOOL NURSE, HAS A PEL.

SCHOOL PSYCHOLOGIST - LICENSED BY ISBE TO SERVE AS A SCHOOL PSYCHOLOGIST, HAS A PEL.





8.11 NATIONAL BOARD CERTIFICATION

~~8.11 NATIONAL BOARD CERTIFICATION AND PROFESSIONAL MASTERY CERTIFICATIONS/ACHIEVEMENTS~~

LICENSED STAFF ACHIEVING OR HOLDING **NATIONAL BOARD CERTIFICATION** FROM THE ~~NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS AND MASTER TEACHER CERTIFICATION AWARDED BY THE ILLINOIS TEACHER CERTIFICATION BOARD, CERTIFICATE OF CLINICAL COMPETENCE (CCC), NATIONALLY CERTIFIED SCHOOL PSYCHOLOGIST (NCSP), LICENSED SCHOOL NURSE ENDORSEMENT OR LICENSED CLINICAL SOCIAL WORKER (LCSW)~~ AFTER THE EFFECTIVE DATE OF THE 2022-2025 COLLECTIVE BARGAINING AGREEMENT SHALL BE AWARDED ~~6 CREDIT HOURS ON THE SALARY SCHEDULE AND AN ANNUAL~~ **A ONE-TIME** STIPEND OF \$1,000.00. LICENSED STAFF ACHIEVING THIS RECOGNITION UNDER PREVIOUS AGREEMENTS WILL CONTINUE TO RECEIVE BENEFITS IN EFFECT AT THE TIME OF THEIR RECOGNITION.

8.16 SCHOOL CALENDAR

~~THE ASSOCIATION AND THE ADMINISTRATION SHALL MUTUALLY AGREE ON THE RECOMMENDATION OF CALENDAR (S) BY FEBRUARY 15. THE CALENDARS SHALL BE PREPARED AT LEAST TWO (2) YEARS IN ADVANCE. FINAL AUTHORITY IN THIS MATTER RESTS WITH THE BOARD OF EDUCATION.~~

BY THE END OF THE FIRST SEMESTER, EQUAL REPRESENTATION FROM THE ASSOCIATION AND ADMINISTRATION SHALL BE INVITED TO MEET, DISCUSS AND DEVELOP THE CALENDAR RECOMMENDATIONS FOR THE FOLLOWING SCHOOL YEAR BEFORE SUBMITTING RECOMMENDATIONS TO THE BOARD. FOUR (4) MEMBERS FROM THE **ASSOCIATION AND FOUR (4) ADMINISTRATORS** ~~BARGAINING UNIT~~ WILL BE PRESENT DURING ANY MEETING OF THE COMMITTEE. EACH MEMBER IN ATTENDANCE WILL RECEIVE ONE (1) VOTE TOWARDS THE CALENDAR RECOMMENDATIONS. **IF A MAJORITY OF THE COMMITTEE MEMBERS CANNOT AGREE ON A RECOMMENDATION, THE SUPERINTENDENT SHALL SUBMIT A RECOMMENDATION TO THE BOARD AND NOTIFY THE BOARD THAT THE COMMITTEE COULD NOT REACH AGREEMENT ON THE RECOMMENDATION.** FINAL AUTHORITY IN THE MATTER RESTS WITH THE BOARD.





8.17 SAFETY APPAREL

FOOD SERVICE EMPLOYEES WILL RECEIVE \$100-ANNUAL REIMBURSEMENT FOR NON-SLIP SHOES, AND MAINTENANCE EMPLOYEES WILL RECEIVE \$150 ANNUAL REIMBURSEMENT FOR STEEL-TOE BOOTS PER-FISCAL YEAR (JULY 1 -JUNE 30) WHEN SUBSTANTIATED BY RECEIPT(S).

ADDITIONALLY, THE DISTRICT SHALL PROVIDE MAINTENANCE EMPLOYEES WITH THREE (3) LONG-SLEEVE UNIFORM SHIRTS, THREE (3) SHORT-SLEEVE UNIFORM SHIRTS OR T-SHIRTS, THREE (3) PANTS (DICKIES-NO JEANS), ONE (1) UNIFORM JACKET, **ONE PAIR OF COVERALLS** AND ONE (1) UNIFORM COAT (PANTS, JACKET AND COAT UPON REQUEST OF THE EMPLOYEE). SHOES, STEEL-TOE BOOTS AND DISTRICT PROVIDED UNIFORM SHIRTS AND PANTS MUST BE WORN AT ALL TIMES DURING THE WORKDAY. SHIRTS, PANTS, JACKETS, **COVERALLS** AND COATS SHALL BE REPLACED BY THE DISTRICT AS THEY BECOME EXCESSIVELY WORN AT THE DISCRETION OF THE MAINTENANCE DIRECTOR.



10.6 ~~TEACHER ASSISTANTS IN SERVICE~~

A. IN SERVICE: CLASSROOM TEACHER ASSISTANTS MAY BE INCLUDED IN THE LOCAL IN-SERVICE TRAINING AT THE DISCRETION OF THE ADMINISTRATION.

B. WORKDAY: COMMENCING WITH THE 2025-2026 SCHOOL YEAR, TEACHER ASSISTANTS WILL BE SCHEDULED TO WORK 7 HOURS PER DAY AND WILL WORK 174 TO 178 WORKDAYS EACH SCHOOL YEAR. ONCE THE INITIAL 7 HOUR POSITIONS ARE ESTABLISHED, EMPLOYEES WILL BID ON A SHIFT IN THEIR CURRENT ASSIGNED BUILDING BASED ON DISTRICT SENIORITY.

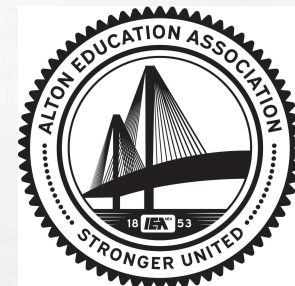
****NOTE: THIS SECTION REFERS TO ALL PARAPROFESSIONAL POSITION ADDITIONAL CLARIFICATION WILL BE PRESENTED AS SOON AS POSSIBLE**



10.8 STANDARD WORK DAY

THE STANDARD WORKDAY FOR PRIMARY AND INTERMEDIATE BUILDINGS **FOR CERTIFIED STAFF** SHALL BE SEVEN (7) HOURS AND FIVE (5) MINUTES. IN ADDITION, FOUR (4) MEETINGS PER MONTH PLUS ONE QUARTERLY MEETING MAY BE CONVENED AFTER OR BEFORE THE STANDARD WORKDAY FOR THE PURPOSE OF PROVIDING SUPPORT TO COMPREHENSIVE SCHOOL REFORM. THE MEETINGS WOULD INCLUDE BUILDING GRADE-LEVEL MEETINGS, BUILDING LEADERSHIP TEAM MEETINGS, PBIS MEETINGS AND FACULTY MEETINGS.

10.10 BOARD PAYMENT TO TEACHER'S RETIREMENT SYSTEM



REPLACE CURRENT LANGUAGE WITH THE FOLLOWING:

THE BOARD SHALL PAY, ON BEHALF OF EMPLOYEES AN AMOUNT OF 9% (9.8901 COST FACTOR) OF EACH EMPLOYEE'S BASE PAY OFF THE SALARY SCHEDULE TO THE STATE OF ILLINOIS TEACHER'S RETIREMENT SYSTEM (TRS). A TEACHER'S REQUIRED CONTRIBUTION TO TRS ABOVE THE AMOUNT OF THE BOARD'S TRS CONTRIBUTION, AND THE BOARD'S CONTRIBUTION ON BEHALF OF TEACHERS, WILL BE TAX SHELTERED AS PERMITTED BY LAW.

10.12 FRINGE BENEFITS



ADD C. VISION INSURANCE – THE DISTRICT SHALL OFFER AN EMPLOYEE INDIVIDUAL AND FAMILY PLAN OPTION FOR VISION COVERAGES. THE EMPLOYEE SHALL PAY THE COST FOR INDIVIDUAL OR FAMILY VISION COVERAGE.



10.13 DIRECT DEPOSIT

ALL EMPLOYEES SHALL BE OFFERED DIRECT DEPOSIT. IF THE EMPLOYEE ELECTS TO PARTICIPATE IN DIRECT DEPOSIT, THE EMPLOYEE SHALL NOTIFY THE DISTRICT OFFICE. ~~ARE REQUIRED TO PARTICIPATE IN DIRECT DEPOSIT OF WAGES USING THE FINANCIAL INSTITUTION OF THEIR CHOICE. NOTICE OF ALL PAY WILL BE PROVIDED VIA ELECTRONIC ADVICE OF DEPOSIT.~~



10.13 DIRECT DEPOSIT

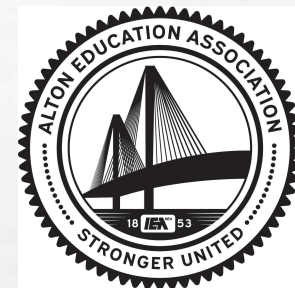
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GLOBAL POSITIONING SOFTWARE IN DISTRICT VEHICLES



- A. THE DISTRICT WILL COMMENCE USE OF GPS TRACKING IN ALL FLEET VEHICLES BEGINNING JULY 1, 2024.***
- B. THE UTILIZATION OF GPS IN ANY VEHICLE USED BY MEMBERS IN THE BARGAINING UNIT SHALL BE UTILIZED IN AN EFFORT TO PROVIDE THE DISTRICT WITH REAL TIME UPDATES OF THE LOCATION OF THE VEHICLE AND PROVIDE SUPERVISORS AND STAFF VALUABLE DATA TO INCREASE EFFICIENCY. THERE WILL NOT BE ANY INFORMATION ABOUT ANY SPECIFIC EMPLOYEE AND THEIR LOCATION PROVIDED TO THE PUBLIC, UNLESS SUCH INFORMATION IS REQUIRED TO BE DISCLOSED PURSUANT TO THE ILLINOIS FREEDOM OF INFORMATION ACT.***
- C. THE DISTRICT AGREES THAT INFORMATION GENERATED BY GPS SHALL BE UTILIZED CONFIDENTIALLY, TO THE EXTENT AUTHORIZED BY LAW, AND USED TO MAXIMIZE THE VALUE OF THE DISTRICT'S ASSETS BY COLLECTING TRIP INFORMATION REGARDING WHERE AND WHEN A VEHICLE HAS TRAVELED, ENHANCE EMPLOYEE SAFETY, INCREASE EFFICIENCIES, ASSIST WITH THE DEFENSE OF A CIVIL CLAIM OR LAWSUIT, AND TO FACILITATE THE EFFECTIVE COORDINATION, MANAGEMENT AND USAGE OF DISTRICT RESOURCES AND OPERATIONS.***

GLOBAL POSITIONING SOFTWARE IN DISTRICT VEHICLES



D. ALL HISTORICAL INFORMATION IS THE PROPERTY OF THE DISTRICT AND AS SUCH, REQUESTS FOR PUBLIC DISCLOSURE WILL BE CONDUCTED BY THE DISTRICT IN ACCORDANCE WITH ILLINOIS LAWS AND STATUTES.

E. TAMPERING WITH THE GPS SYSTEM IN THE VEHICLE IS PROHIBITED AND WILL BE SUBJECT TO DISCIPLINARY ACTION.

F. THE GPS SYSTEM IS NOT INTENDED TO BE PUNITIVE OR USED TO MONITOR INDIVIDUAL EMPLOYEES, ALTHOUGH IN THE EVENT GPS DATA SHOWS AN EMPLOYEE DRIVING IN AN UNSAFE MANNER OR AND UNAUTHORIZED VEHICLE USAGE, THE EMPLOYEE MAY BE SUBJECT TO DISCIPLINARY ACTION AND MAY BE USED TO EVALUATE THE EMPLOYEE. MAY LEAD TO DISCIPLINARY ACTION. THE GPS SYSTEM WILL NOT BE USED IN EVALUATION OF EMPLOYEES OR FOR THE PURPOSE OF TIMEKEEPING.

G. ONLY THE DIRECTOR OF MAINTENANCE AND SUPERINTENDENT, OR ADMINISTRATOR DESIGNEE - ADMINISTRATOR IS DEFINED AS AN INDIVIDUAL PAID ON THE ADMINISTRATOR SALARY SCHEDULE. OR THEIR DESIGNEES, SHALL HAVE ACCESS TO REVIEW OF THE GLOBAL POSITIONING SOFTWARE.