

**CONTRACT AGREEMENT
BETWEEN
THE SCHOOL BOARD
OF WOODLAWN COMMUNITY HIGH SCHOOL
DISTRICT #205 AND
WOODLAWN HIGH SCHOOL TEACHERS' ASSOCIATION
I.E.A., N.E.A.**

THIS CONTRACT AGREEMENT IS FOR
SCHOOL YEARS 2007-2008, 2008-2009, 2009-2010

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CONTRACT AGREEMENT FOR 2007-2008, 2008-2009, 2009-2010

The School Board of Woodlawn High School and the Woodlawn High School Teachers' Association I.E.A. - N.E.A., agree that this contract is for the 2007-2008, 2008-2009, 2009-2010 school years.

The School Board of Woodlawn High School and the Woodlawn High School Teachers' Association I.E.A. - N.E.A., both mutually agree that the Contract Agreement for the 2007-2008, 2008-2009, 2009-2010 school years will read as follows:

ARTICLE I

RECOGNITION

- 1.1** The School Board of Woodlawn Community High School District #205, Woodlawn, Illinois, hereinafter referred to as the “Board”, recognizes the Woodlawn High School Teachers’ Association, affiliated with the Illinois Education Association, hereinafter referred to as the “Association”, as a negotiating agent for all full-time and part-time regularly employed teaching personnel. Specifically excluded from the bargaining unit are the Superintendent and/or Principal.

Part-time teaching personnel shall be included in the bargaining unit and subject to the terms and conditions of the Agreement, but their salaries and benefits shall be based on their fractionalized employment status.

- 1.2** The term employee when used hereinafter in this Agreement shall refer to all bargaining unit members.

- 1.3** The Board agrees not to negotiate with any other employees’ organization with regard to items contained in this Agreement unless otherwise provided for in this Agreement or unless mutually agreed to by the parties during the term of this Agreement.

ARTICLE II

NEGOTIATIONS PROCEDURE

2.1 Negotiations Procedure

All items proposed for negotiations shall be presented in writing by the Association at the regular School Board meeting in April. The Board will present in writing their counterproposal within thirty (30) days of the date they received the employees' package. If agreement is not reached twenty (20) calendar days before the commencement of the new school year, either party may declare to the other in writing that an impasse exists and call for mediation services of the Federal Mediation and Conciliation Service.

2.2 Impasse procedures

When impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator. The mediator shall meet as soon as possible with the parties or their representatives or both, either jointly or separately, and shall take steps as he may deem appropriate, in accordance with the rules and regulations of the Federal Mediation and Conciliation Service to persuade the parties to resolve their differences and effect a mutually acceptable agreement.

ARTICLE III

GRIEVANCE RESOLUTION PROCEDURE

3.1 Definitions

- A. A claim by an employee that there has been an alleged violation, misinterpretation, or misapplication of the terms of this Agreement shall be a grievance.
- B. All time limits shall consist of calendar days.
- C. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with the supervisor and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement.

3.2 Procedure

The parties thereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail, a grievance may be processed as follows:

- Step A.** The employee shall present the grievance in writing within ten (10) days of the occurrence of the event giving rise to the grievance, specifying the article and clause of this Agreement alleged to have been violated and stating the remedy sought to the Superintendent. The Superintendent shall arrange for a meeting with the employee and an Association representative, if one has been requested, to take place within ten (10) days of his receipt of the grievance. Upon conclusion of the meeting, the Superintendent shall have ten (10) days in which to provide a written decision.
- Step B.** If the grievance is not resolved at Step A., the teacher and representative, if one is requested by the teacher, shall appeal the grievance to the Board within fifteen (15) days after the receipt of the Superintendent's written decision. The Board shall arrange for a hearing before the Board to take place within fifteen (15) days of the Board's receipt of the appeal. Upon the conclusion of the hearing, the Board shall have fifteen (15) days to provide a written decision.
- Step C.** If the grievance is not resolved at Step B, or the time limits expire without the issuance of the Board's written reply, the Association may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a request for a hearing is not filed within twenty (20) days of the date of the Step B answer, then the grievance shall be deemed withdrawn.
 - 1. The Arbitrator shall not amend, modify, nullify nor add to provisions of this Agreement. The Arbitrator's authority shall be strictly limited to deciding the issues submitted in writing by the Board and Employee. The decision of the Arbitrator may be reviewed by the Circuit Court of the County in which the Board's primary office is located. The Arbitrator's determination of the facts may not be set aside unless it is against the manifest weight of the evidence.

2. Each party shall bear the full cost for its representation in the grievance procedure.
3. If either party requests a transcript of the proceedings, that party shall bear the full cost for that transcript, the cost of two transcripts shall be divided equally between the Board and the Association if both parties order a transcript.
4. Each party shall share equally the cost of the arbitrator and the AAA.

3.3 Bypass

If the Association and the Superintendent agree, Step A of the grievance procedure may be bypassed and the grievance brought directly to Step B.

3.4 Class Grievance

Class grievance involving one or more employees or one or more supervisors and grievances involving an administrator above the building level may be initially filed by the Association at Step A.

3.5 Association Participation – Employee Represented

The Board acknowledges the right of the Association's grievance representative, if requested by the employee, to participate in the processing of a grievance beyond the informal step. No employee shall be required to discuss any grievance beyond the informal step if the Association's representative is not present.

3.6 No Reprisals Clause

No reprisals shall be taken by the Board or the administration against any employee because of the employee's participation in this grievance procedure.

3.7 Grievance Withdrawal

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

3.8 Association Information – Employee Not Represented

When an employee is not represented by the Association, the Association shall receive notice of all decisions made regarding the grievance beyond the informal step.

3.9 Filing of Claims in Other Forms

If an employee files or the Association files a claim or complaint in any forum other than under this grievance procedure, then the Board shall not be required to process the same claim through this procedure.

ARTICLE IV
SALARY SCHEDULE

- 4.1** The salary schedule for the 2007-2008, 2008-2009, 2009-2010 school years is attached as part of this contract agreement. Beginning with the 2007-2008 school year, and thereafter, all employees shall be placed on the salary schedule according to appropriate years of experience and appropriate academic preparation.
- 4.2** Extra pay for sponsorships shall be reflected in the attached schedule.

2007-2008, 2008-2009, 2009-2010 Athletic Salaries Schedule

	<u>1 Yr.</u>	<u>3 Yr.</u>	<u>5 Yr.</u>	<u>8 Yr.</u>
Head Basketball	\$2,625	\$2,888	\$3,150	\$3,360
Asst. Basketball	1,575	1,838	2,100	2,310
Head Baseball (spring)	1,575	1,838	2,100	2,310
Head Baseball (fall)	1,208	1,470	1,733	1,943
Asst. Baseball (spring)	945	1,208	1,470	1,733
Asst. Baseball (fall)	300	300	300	300
Cross Country	683	945	1,208	1,418
Head Track	1,470	1,733	1,995	2,205
Head Softball	1,575	1,838	2,100	2,310
Asst. Softball	945	1,208	1,470	1,733
Volleyball	1,313	1,575	1,838	2,048
Asst. Volleyball	788	1,100	1,313	1,575
Golf	1,208	1,470	1,733	1,943
Cheerleading	1,208	1,470	1,733	1,943

In calculating the salary for each coach, each coach will be paid the salary designated 1 Yr. for his/her 1st and 2nd year coaching in that particular sport at Woodlawn High School. Each coach will be paid the salary designated 3 Yr. for his/her 3rd and 4th year coaching in that particular sport at Woodlawn High School. Each coach will be paid the salary designated 5 Yr. for his/her 5th, 6th, and 7th year coaching in that particular sport at Woodlawn High School. Each coach will be paid the salary designated 8 Yr. for his/her 8th and subsequent years coaching in that particular sport at Woodlawn High School. Longevity steps will be accrued in each individual sport, but not combined in two different sports to obtain the longevity pay.

Athletic Director will be paid \$1000 per year and provided a planning period for performance of Athletic Director duties. The Athletic will be given the choice of having this salary paid over twelve months in conjunction with the regular teaching salary, or in two lump sum payments by the following dates: Dec. 10, and May 25

Non-teaching personnel hired for extra-curricular positions will be paid in two lump sum payments – Fall Sports coaching salaries will be paid in two lump sum payments by the following dates: Sept. 25 and Oct. 25. Winter Sports coaching salaries will be paid in two lump sum payments by the following dates: Dec. 10 and Mar. 10. Spring Sports coaching salaries will be paid in two lump sum payments by the following dates: April 25 and May 25.

Extra Pay for Sponsorships

BASIS OF SELECTION:

1. Administrative Assignment
2. Volunteer
3. Seniority

CLASS SPONSORS:

Freshmen (2)	\$55
Sophomore (2)	\$55
Junior (2)	\$55
Senior (2)	\$55

ORGANIZATION SPONSORS:

FFA	\$600
FHA	\$225
Spanish Club	\$55
Student Council	\$175
Library Club	\$55
Art Club	\$55
FBLA	\$55
Beta Club	\$55
Scholar Bowl	\$650
Homecoming (1)	\$500 if 1 sponsor; \$350 and \$250 if 2 sponsors

If a class is taught wherein a Yearbook is created, then no extra pay will be given for the Yearbook Sponsor. If no class is taught wherein a Yearbook is created, then \$800 of extra pay will be given for the Yearbook Sponsor.

SPECIAL PROJECTS:

Jr.-Sr. Prom (2)	100
Band & Chorus Extra Events (1)	125

Teachers may substitute for another teacher during their scheduled conference period at the rate of \$12.50 per period.

Class and Organizational Sponsors are to be paid in December. Special Project sponsorships are to be paid at the end of the current school year. Basketball games to be paid on a per game basis or at the end of the season as requested.

- 4.3** Individuals may not receive credit on the salary schedule for training beyond the Master's Degree unless the credits are graduate credits earned after the Master's Degree is conferred. No change in salary status will be made during the regular school year.
- Transcripts must be in the principal's office by September 15 in order to grant raise for the current school year.
- 4.4** Teachers required to appear in court other than as a witness against the School District due to subpoena or call to jury duty will not be required to pay for substitute, but will agree to return any wage remuneration portions of jury duty or witness fees to the District.
- 4.5** The Board shall contribute \$150 per month for each employee towards the cost of employee health insurance during the 2007-2008, 2008-2009, 2009-2010 school years. Any teacher who does not participate in the group health insurance plan will have the option of applying the benefit to alternate insurance (life, disability, etc.)
- 4.6** Full annual contribution to the State of Illinois Teacher's Retirement System.
- 4.7** Each teacher shall be reimbursed up to a maximum of \$150 per semester credit hour towards tuition, up to a maximum of nine (9) semester credit hours per contract year, for the purpose of improving each teacher's area of teaching. The decision as to which classes are considered area improvement classes will be determined by the Superintendent. Teachers who are requested by the Board, or Superintendent, to return to school in areas where critical teacher shortages exist, shall be eligible for college credit reimbursement.
- 4.8** Teachers shall be paid annual salary in twenty (20) or twenty-four (24) payments on the 10th and 25th of each month, beginning September 10th, 2007. If the 10th or 25th day of a month falls on a weekend or holiday, payments shall be paid on the last work day preceding the 10th or 25th. During summer months, payments shall be mailed so as to reach each teacher by the 10th and 25th.

ARTICLE V

EARLY RETIREMENT

- 5.1 At the beginning of each school term, the Superintendent or his designee shall compile a list of teachers who are or will be eligible for early retirement. Eligible teachers shall be listed on the basis of seniority with the District.
- 5.2 The list of eligible teachers shall be provided to each of the teachers named therein as soon as possible after its compilation.
- 5.3 Not later than October 1, each eligible teacher shall notify the Superintendent or his designee in writing whether or not the teacher intends to retire at the end of the current school term and if so, whether the teacher intends to make the one-time employee contribution to the system.
- 5.4 The Superintendent or his designee shall notify the Board at its October meeting of the number of teachers who intend to retire and intend to make the one-time employee contribution upon retirement.
- 5.5 At the October meeting, the Board shall determine the number of teachers who may retire and make the one-time contribution, but such number shall not be less than two (2) of those teachers eligible to do so.
- 5.6 The Board shall then determine which teachers may so retire with such determination being made on the basis of seniority within the District. In the case of a tie between two (2) or more eligible candidates in terms of seniority in the District, total full years of contribution to the TRS from all school districts will be used to break the tie. The teacher or teachers to retire shall be notified immediately thereafter.
- 5.7 As an incentive toward early retirement, the Board will pay up to \$6,500 toward the employee's share to the TRS, as well as the employer's share, provided this amount shall not place the Board over the 6% increase.

ARTICLE VI

RETIREMENT INCENTIVE AWARD

An employee tendering an irrevocable notice of intent to retire in conformance with the following conditions shall be eligible for a retirement incentive in up to each of his or her final four years of teaching service subject to the following conditions:

- 1) The teachers shall have a minimum of fifteen (15) years of continuous full-time employment in the Woodlawn High School District by the intended date of retirement.
- 2) The teacher shall be at least sixty (60) years of age or will be at least fifty-five (55) years of age and will have at least thirty-five (35) years of creditable service upon their last day of employment with the district.
- 3) The teacher shall tender to the Board a binding, irrevocable notice of intent to retire for the award. The teacher's notice may be given up to four (4) years prior to retirement or by September 1st of the year up to and including the school year of retirement. The pre-retirement period may be from one (1) to four (4) years in length depending upon the date the notice of intent to retire is received by the Board and the specified date of retirement

In exchange for the teacher's binding, irrevocable notice of intent to retire, the District agrees to place the teacher on an alternative salary schedule, and for each year of eligibility the teacher's creditable earnings will be increased by six percent (6%) over the teacher's reportable creditable earnings for the prior year of employment. For purposes of this calculation, the calculation each year may be rounded down to the nearest \$5.00 to avoid possible TRS penalties. Any creditable earnings that are exempt from the 6% law (such as stipends for NBPTS), will not be paid as part of the base salary.

Examples:

A teacher applies for the award one year before retirement. The teacher's creditable earnings for the 2006-2007 were \$40,000. The teacher's final year creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$).

A teacher applies for the award three years before retirement. The teacher's creditable earnings for the 2006-2007 school year were \$40,000. The teacher's first year creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$). The teacher's second year creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = \$44,944$). The teacher's final year creditable earnings will be \$47,640 ($\$44,944 \times 1.06 = \$47,640$).

If a teacher has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation

Example:

A teacher applies for the award three years before retirement. The teacher's creditable earnings for the 2006-2007 school year were \$40,000. The teacher's first year creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$). The teacher's second year creditable earnings will be \$44,944 ($\$42,000 \times 1.06 = \$44,944$). The teacher ceases to perform an extra duty assignment in his or her final year of employment for which he or she would have been paid \$2,000. The teacher's final year creditable earnings will be \$45,520 ($\$44,944 - \$2,000 \times 1.06 = \$45,520$).

Once an irrevocable notice of intent to retire is submitted, the employee will not be assigned any additional extra duties or TRS reportable duties not currently being performed without the consent of the employee.

Failure to Complete

If a teacher fails to complete the pre-retirement period, (except in the case of death of the teacher), leaves the District prior to the designated retirement date, or otherwise retires under the statutory Early Retirement Option causing the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, the teacher shall reimburse the District an amount equal to the retirement award payment received by the teacher, including tax and retirement withholdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase which would have been applicable during the pre-retirement period.

Rescission Allowed

The Board, in its sole discretion, may allow the Teacher to rescind his/her notice of intent to retire because of serious illness or life changing circumstances, provided the teacher reimburses the District an amount equal to the retirement award payment received by the teacher, including tax and retirement holdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase which would have been applicable during the pre-retirement period.

In the event the retirement award provided for in this article would cause the District to have to pay a penalty or other monies constituting a surcharge to the Teacher's Retirement System, or would conflict with any state statute or final rule or regulation promulgated by the Teachers' Retirement System, the provisions of this section shall become void and the parties agree to reopen the agreement and attempt to midterm bargain changes necessary to correct any defect created by this incentive.

In no event will a teacher who is less than four (4) years from retirement eligibility receive an increase in total reportable TRS creditable earnings in excess of six percent (6%) of the prior year's total, reportable TRS creditable earnings, unless any of the statutory exceptions enacted by P.A. 94f-1057 to the Illinois Pension Code become applicable.

ARTICLE VII

ASSOCIATION AND TEACHER RIGHTS

- 7.1 The Association shall have the right to hold meetings on school district property after regular student school hours, provided such meetings do not interfere with the instructional program. Any out-of-pocket expenses to the District resulting from such meetings shall be borne by the Association.
- 7.2 The Association shall have the right to use faculty mailboxes for announcements relating to the conduct of the Association's business. The Association shall not use the school's mailboxes and bulletin board space to disseminate or display information that is offensive, vulgar, obscene, political, or religious in nature.
- 7.3 The Association shall be provided with bulletin board space in the main building.
- 7.4 One (1) copy of Board meeting official minutes shall be made available to the President of the Association in compliance with the legal statutes of the Illinois Freedom of Information Act. This paragraph shall not apply to official minutes of closed sessions or closed meetings.
- 7.5 Requests for Board agenda items by the Association shall be made at least seven (7) days prior to the Board meeting. The President of the Association shall be provided a copy of the agenda of regular board meetings.
- 7.6 The Board shall not discriminate against any teacher with respect to hours, wages, terms, and conditions of employment for reasons of his/her membership in the Association or because of their participation as a member of the Association's negotiating team.
- 7.7 Two (2) days Association leave will be granted to the Association President or designee per school year for the purpose of conducting Association business. Substitutes will be paid by the Association.

ARTICLE VIII

GENERAL EMPLOYMENT PROVISIONS

8.1 Personal Leave

The Board shall grant three (3) total days per year to each full-time teacher for personal leave at no cost to the teacher. These days are not cumulative and no more than three teacher requests for personal leave days will be granted for any one school day. Those requested will be made in writing to the administration and requests will be granted on a first-come basis. All requests must be for at least one-half day. Requests for less than one-half day of personal leave will count as one-half day personal leave. Unused personal days may be converted to sick days.

8.2 Sick Leave

Teachers shall be granted sick leave days of not less than thirteen (13) days in each school year. If any teacher does not use the full amount of annual leave, the unused amount shall accumulate to two hundred twenty (220) days. Sick leave will be determined in the School Code of Illinois.

Teachers may have five (5) additional days per year, not cumulative, at full pay, minus the cost of a substitute teacher.

Sick leave will be recognized in ½ day increments.

The Board may grant unpaid leave of absence for up to one calendar year.

8.2 (a) Bereavement Leave

Teachers are entitled to two (2) days of bereavement leave with pay after first using personal days without subtracting such bereavement day from sick leave. Bereavement leave shall be used for the death of those individuals identified in Section 24-6 of *The School Code* 105 ILCS 5/24-6.

8.3 Sabbatical Leave

The Board may grant a sabbatical leave of absence without pay, to a teacher performing contractual continued service, for a period of at least two (2) weeks, but not in excess of, one (1) school term; for resident study, research, travel or other purposes designated to improve the school system. The grant of a sabbatical leave by the Board shall constitute a finding that the leave is deemed to benefit the school system by improving the quality and level of experience of the teaching force.

8.4 Work Day

The teacher's work day shall be from fifteen (15) minutes before and until ten (10) minutes after the regularly scheduled school day. There can be early dismissal at 2:10 once a month for teachers' monthly meeting.

8.5 Notification of Teaching Assignments

Teachers shall be notified in writing of his/her proposed teaching assignment for the next school year by the last day of school. This assignment shall not be changed unless written notice is given, post-marked on or before August 1, 2007, for the 2007-2008 school year, and on or before August 1, 2008, for the 2008-2009 school year, and on or before August 1, 2009, for the 2009-2010 school year. After August 1, an assignment shall not be changed unless there is an emergency due to a resignation, death, illness, teacher not honoring his/her contract, or some other reason beyond the control of the Board of Education and/or Administration.

8.6 Curriculum Changes

Before course offerings are changed, a meeting will be held between the teachers of those courses and the administration, or the administration's representative.

8.7 Fair Share Agreement

1. Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues.
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 Board shall deduct the fair share fee from the wages of the non-member.
3. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

8.8 Class Period Substitution

Part-time teachers will be given consideration for substitute teaching during class periods when they are available. Part-time teachers will be given consideration for any other paid positions for which they are qualified (such as tutoring, extra duties, etc.) The consideration should be made on the following basis:

- 1st – Part-time teachers who have been reduced from full-time on a seniority basis
- 2nd – Other part-time teachers on a seniority basis

ARTICLE IX

REDUCTION IN FORCE

9.1 A teacher shall not acquire seniority in the District until he/she achieves tenure. Upon the acquisition of tenure, the teacher shall be credited with seniority from the teacher's date of hire for full-time continuous service to the District. (Date of hire being defined on the date the Board takes official action to employ the teacher.)

9.2 A teacher shall acquire one year of seniority for each year of full-time continuous employment in the District.

Teachers who are on unpaid leaves of absence as included in this contract or otherwise approved by the Board will not acquire seniority during the time they are on leave. The years of experience gained prior to the leave of absence will not be removed from the employee's seniority position.

9.3 All reductions in the number of tenured teachers shall be made by seniority in the following order:

1. Those with four years
2. Those with five years or less
3. Etcetera

If two or more teachers have equal seniority, seniority will be at the discretion of the Board.

9.4 Tenured teachers dismissed honorably for reasons of reduction in force shall be eligible for recall for a period beginning with their layoff and ending 12 months after the beginning of the school term following receipt of a Notice of Reduction in Force Layoff.

Should a vacancy or vacancies exist within the school district during the period one or more teacher(s) is legally qualified to fill the position(s) in its entirety, the Board shall recall a teacher(s) on layoff before it fills the position(s) with an employee(s) new to the district. Where more than one teacher on layoff and eligible for recall is qualified to fill the vacancy, the Board shall tender an offer to the teacher with the most seniority as determined by the teacher's date of layoff.

9.5 The Board agrees not to create a position or realign courses in a position for the purpose of reducing a more senior teacher.

ARTICLE X

- 10.1** This agreement shall become effective on August 16, 2007, and shall continue in effect until the first scheduled school date of August/September, 2010. When either party executes written notification to the other party, prior to March 1st of the year the contract terminates, that it wishes to renegotiate the Agreement, the Board shall meet with the Association at the first regular School Board meeting in April to receive the Association proposal and negotiations will continue in an effort to reach an agreement. The agreement may be continued by mutual consent.
- 10.2** During the terms of this agreement and while negotiations are in progress, including impasse procedures, the employees and the Association agree not to strike. A strike shall be defined as the refusal to render full and complete services to the School District, and the failure of more than one-half (1/2) of the employees to perform their duties on any one day because of illnesses when the Superintendent of the School is unable to verify through contacts of local physicians that widespread illnesses exist in the area.
- 10.3** The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties and may be modified only through written mutual consent of the parties. It is understood that all rights, powers, and authority of the Board not specifically limited by the language of this Agreement are retained by the Board. The parties shall take no action which will violate any of the provisions of this Agreement.
- 10.4** Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in effect.

10.5 This Agreement is signed this _____ day of _____, 20_____.

In witness thereof:

For the **Woodlawn High School Teachers' Association**

President

Secretary

Date

For the **Board of Education - Woodlawn High School**

President

Secretary

Date