



# **Board of Education**

# **Most Recent Offer to HEA**

**Submitted to the IELRB**

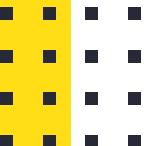
**September 9, 2022**

# Status of Negotiations

- The Board of Education has been working with the Harvard Education Association (HEA) to negotiate a fair multi-year contract that serves the best interests of all District stakeholders – our students, parents, employees, and the Harvard taxpayers.
- In November 2021, after months of negotiations and mediation, the Board and the HEA agreed to a one-year contract through the 2021-2022 school term with the goal of immediately beginning negotiations for a multi-year contract for the 2022-2023 school term and beyond.
- After regular meetings with the HEA since February 2022, an independent mediator was engaged over the summer to assist bringing the parties closer to an agreement.
- Due to the mediation process continuing weeks into the 2022-2023 school term and employees beginning the school year without a new contract, the Board has initiated the public posting process, in which both the Board and the HEA will submit their most recent offers to the Illinois Educational Labor Relations Board (IELRB) for public posting.

# Continued Negotiation Efforts

- The Board continues to remain committed to continuing negotiations with the HEA throughout the public posting process and until a fair agreement is reached.
- While the current HEA contract expired on August 14, 2022, it is common for school employees to return to work without disruption after a contract has expired.
- The first day of school for the 2022-2023 school year was on August 17, 2022. The Board is confident that students will remain in the classroom this fall while the Board continues to meet with the HEA to reach an agreement.



# Board of Education Priorities

- Continue to deliver the exceptional educational experience that our students and community have come to expect and deserve.
- Competitively and fairly compensate our current teachers and educational support personnel at every stage of their career for their excellent work in educating and supporting our students.
- Attract and retain qualified candidates in a competitive and challenging job market.
- Ensure the agreement reached is fiscally responsible and allows the Board to preserve the long-term financial health of our District.

## Summary of the Board's Offer: Pay Raises for Every Employee, Every Year

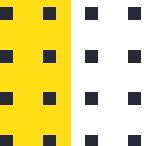
### Proposed Teacher Salary Increases

School Year	Salary Increase	Average Salary
2022-2023	4.5% Increase	\$56,018
2023-2024	4.0% Increase	\$58,258
2024-2025	4.0% Increase	\$60,589
2025-2026	3.5% Increase	\$62,709

\*Newly hired teachers would receive the salary amount promised upon hire without the 4.5% increase in Year 1 of the contract.

## Summary of the Board's Offer: Increase to Teacher Educational Credit Amounts

- The Board will provide teachers with the following amounts on their base salary for attaining educational credit:
  - All “lanes” through a Master’s Degree + 45: \$800, except that for a Master’s Degree: \$1,100.
  - Master’s Degree + 60: \$1,350.
  - Doctorate in Education: \$2,400.
- Educational credit amounts will be granted before any annual salary percentage increase is applied.



## Summary of the Board's Offer: Pay Raises for Every Employee, Every Year

### Proposed Health Services Personnel Wage Increases

School Year	Salary Increase
2022-2023	5.0% Increase
2023-2024	5.0% Increase
2024-2025	5.0% Increase
2025-2026	4.5% Increase

## Summary of the Board's Offer: Pay Raises for Every Employee, Every Year

### Proposed Instructional Associate Wage Increases

School Year	Salary Increase
2022-2023	4.65% Increase
2023-2024	4.55% Increase
2024-2025	4.5% Increase
2025-2026	4.5% Increase

## Summary of the Board's Offer: Pay Raises for Every Employee, Every Year

### Proposed Non-Instructional Associate Wage Increases

School Year	Salary Increase
2022-2023	4.65% Increase
2023-2024	4.55% Increase
2024-2025	4.5% Increase
2025-2026	4.5% Increase

## Summary of the Board's Offer: Pay Raises for Every Employee, Every Year

### Proposed Buildings & Grounds Personnel Wage Increases

School Year	Salary Increase
2022-2023	4.65% Increase
2023-2024	4.55% Increase
2024-2025	4.5% Increase
2025-2026	4.5% Increase

## Summary of the Board's Offer: Pay Raises for Every Employee, Every Year

### Proposed Technology Personnel Wage Increases

School Year	Salary Increase
2022-2023	4.65% Increase
2023-2024	4.55% Increase
2024-2025	4.5% Increase
2025-2026	4.5% Increase

# Summary of the Board's Offer: Pay Raises for Every Employee, Every Year

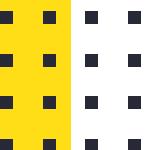
## Proposed Secretarial/Clerical Wage Increases

School Year	Salary Increase
2022-2023	4.65% Increase
2023-2024	4.55% Increase
2024-2025	4.5% Increase
2025-2026	4.5% Increase

## Summary of the Board's Offer: Increased Longevity Bonuses for ESPs

Educational Support Personnel (ESPs) will continue to receive a longevity bonus based on years of service to the District, but with expanded eligibility and increased bonus amounts.

Years of Service	Bonus Amount
3-7 Years	\$350.00
8-12 Years	\$450.00
13-17 Years	\$550.00
18-22 Years	\$650.00
23+ Years	\$750.00



## Summary of the Board's Offer: Maintain Health Insurance Benefits for Teachers

- The Board will continue to contribute a flat dollar amount per teacher for the payment of their health insurance premium as follows:
  - Single – up to \$8,100
  - Employee + Spouse – \$10,650
  - Employee + Child(ren) – \$10,650
  - Family: \$14,600
- The Board will continue to offer both dental and vision insurance to all employees.

## Summary of the Board's Offer: Enhance Health Insurance Benefits for ESPs

- The Board will contribute a flat dollar amount per Educational Support Personnel for payment of the premium of any District provided health insurance coverage (*i.e.*, not only for single coverage) in the amount of \$8,100, which would provide ESPs with full single coverage under the District's existing HMO single plan.

## Summary of the Board's Offer: Enhanced Retirement Benefits for Teachers

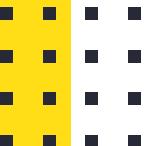
- Teachers continue to be eligible to participate in the District's Retirement Incentive Program in the four years preceding their retirement date but would not be required to submit their irrevocable notice of retirement in the fourth year before retirement, which enhances the ability for teachers who provide less advance retirement notice to the District to still receive a retirement incentive.
- Teachers would now be eligible to receive a post-retirement bonus based on a payment for the teacher's unused sick days as of the date of retirement at a rate of \$30 per day up to a maximum of 100 days.
- Teachers continue to be eligible for post-retirement health insurance reimbursement for their premium cost up to a maximum of \$12,500.

# Summary of the Board's Offer: Enhanced Retirement Benefits for ESPs

- Educational Support Personnel (ESPs) would be eligible for retirement benefits after 15 years of continuous and full-time service to the District as opposed to 20 years.
  - Eligible ESPs who retire during the term of the contract will receive a post-retirement bonus of 20% of their final work year's wages.
  - Eligible ESPs may elect an alternative post-retirement bonus option during the term of the contract to receive a bonus at a rate of \$50 per day for any unused sick leave days, up to a total of sixty days. ESPs electing this option would also be eligible to receive a post-retirement bonus of 10% of their final work year's wages.

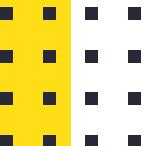
## Summary of the Board's Offer: Increase to Stipend Rates

- The Board will increase existing co-curricular stipend rates by 1.5% in Year 1, 1.5% in Year 2, 2.0% in Year 3, and 2.0% in Year 4.
- The Board will increase the HS Division Chair stipend amount to \$2,900 for Year 1, \$2,950 for Year 2, and \$3,000 for Years 3 and 4.
- The Board will increase the Team Leader stipend amount to \$1,900 for Year 1, \$1,925 for Year 2, and \$1,950 for Years 3 and 4.
- The Board will increase the Mentor stipend amount to \$600.
- The Board will increase the Homebound Tutor stipend amount to \$350.

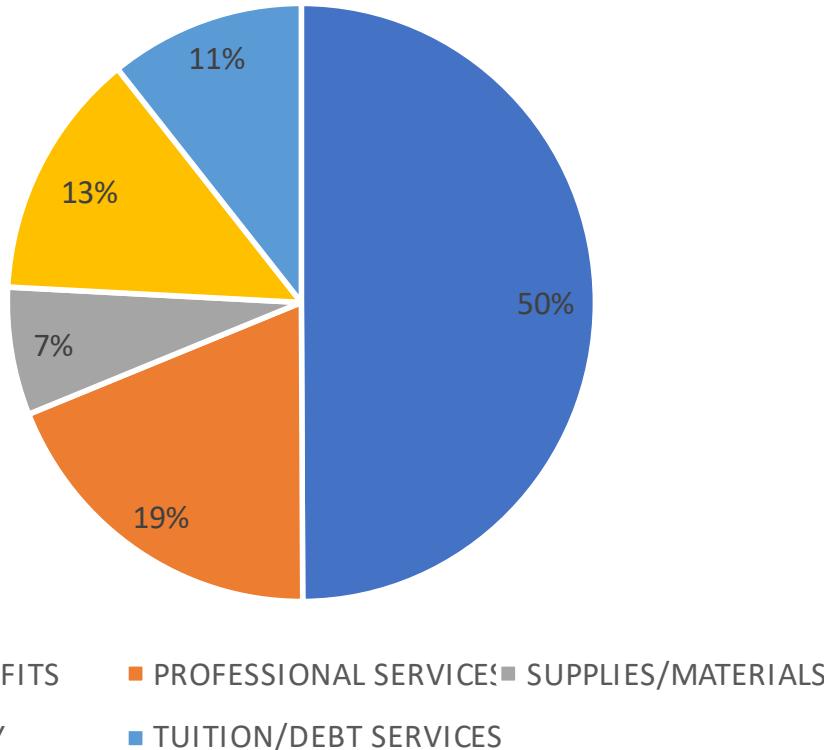


## Summary of the Board's Offer: Newly Hired Teacher Salaries

- Following the 2022-2023 school year, newly hired teachers will receive the following base salary amounts:
  - 2023-2024 - \$42,000
  - 2024-2025 - \$42,500
  - 2025-2026 - \$43,000
- New teachers will be eligible to receive \$850 for each year of prior teaching experience up to ten years.



## What Percentage of District Funds is Expended on Salaries and Benefits?

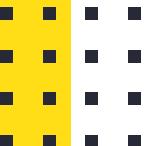


## How Much Does the Board's Proposed Salary Increases Cost?

School Year	2022-2023	2023-2024	2024-2025	2025-2026
Average % Increase	4.519%	4.111%	4.101%	3.709%
New Cost	\$721,792	\$686,147	\$712,717	\$670,986
Total Cost	\$16,692,443	\$17,378,590	\$18,091,307	\$16,762,292

## The Board's Proposed Salaries for the 2022-2023 School Year

- Every returning District employee, both teachers and ESPs, will receive at least a 4.5% increase on their prior year's salary amount.



## The Board's Proposed Salaries for the 2023-2024 School Year

- Every returning District employee, both teachers and ESPs, will receive at least a 4.0% increase on their prior year's salary amount.
  - ESPs will receive at least a 4.55% increase.

## The Board's Proposed Salaries for the 2024-2025 School Year

- Every returning District employee, both teachers and ESPs, will receive at least a 4.0% increase on their prior year's salary amount.
  - ESPs will receive at least a 4.5% increase.

## The Board's Proposed Salaries for the 2025-2026 School Year

- Every returning District employee, both teachers and ESPs, will receive at least a 3.5% increase on their prior year's salary amount.
  - ESPs will receive at least a 4.5% increase.

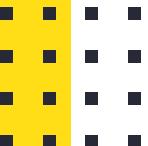
## Other Pending Proposals

The following proposals are also included in the Board's most recent offer:

Item	Board Most Recent Offer
ESP Holidays	The Board proposes increasing full-time, nine-month employees to eight holidays per year.
Teacher Workday	The Board proposes limiting the number of required before- or after-school events for teachers to attend to five per semester.
Preparation Time	The Board proposes language that reflects its commitment to continue to allow teachers the time to collaborate and assess student success consistent with the existing schedule. This language would provide effective planning and preparation time for all teachers at all levels, but in a manner which also provides flexibility to each school building to design an optimal school schedule.
Tuition Reimbursement	The Board proposes an annual tuition reimbursement cap of \$80,000 for teachers and ESPs with the creation of an ad hoc committee to develop reimbursement procedures.

## Conclusion

- The first day of student attendance for the 2022-2023 school term has now come and gone. However, the Board remains confident that students will remain in the classroom this fall while we continue to meet with the HEA to reach a fair agreement that serves the best interests of all District stakeholders.



# PACKAGE PROPOSAL

From the DISTRICT 50 BOARD OF EDUCATION  
to  
the HARVARD EDUCATION ASSOCIATION

August 26, 2022

1. **Contract Term:** Four (4) years through the 2025-2026 school year (until the day preceding the first teacher workday of the 2026-2027 school year). See Board's Proposal in 8/25/22 Comprehensive CBA Document – Article XIX, Section D.
2. **Retirement Benefits (Teachers and ESPs):** See Board's Proposal in 8/25/22 Comprehensive CBA Document – Article XVI, Sections A and B.
3. **Health Insurance Benefits (ESPs):** The Board will contribute a flat dollar amount per ESP toward the premium for insurance coverage in the amount of \$8,100. See Board's Proposal in 8/25/22 Comprehensive CBA Document – Article XVII, Section C.
4. **Co-Curricular Stipends:** Increase co-curricular stipend rates by 1.5% for Year 1, 1.5% for Year 2, 2.0% for Year 3, and 2.0% for Year 4. See Board's Proposal in 8/25/22 Comprehensive CBA Document – Appendix B.
5. **HS Division Chair Stipend:** Increase HS Division Chair stipend amount to \$2,900.00 for Year 1, \$2,950.00 for Year 2, and \$3,000.00 for Years 3 and 4.
7. **Team Leader Stipend:** Increase Team Leader stipend amount to \$1,900.00 for Year 1, \$1,925.00 for Year 2, and \$1,950.00 for Years 3 and 4.
8. **Mentor Stipend:** Increase Mentor stipend amount to \$600.00. See Board's Proposal in 8/25/22 Comprehensive CBA Document – Appendix E.
9. **Homebound Tutor Stipend:** Increase Homebound Tutor stipend amount to \$35.00. See Board's Proposal in 8/25/22 Comprehensive CBA Document – Appendix E.
10. **Course Approvals and Tuition Reimbursement:** See Board's Proposal in 8/25/22 Comprehensive CBA Document – Article XVII, Section J, but with \$80,000.00 annual cap.
11. **Teacher Salary Increases:** Teachers will receive the following annual salary increases during the term of this Agreement.

**2022-2023 school year –**

**Year 1:** No % increase – will receive current salary amount

**Years 2+:** 4.5% increase on 2021-2022 salary amount

**2023-2024 school year** – 4.0% increase on 2022-2023 salary amount

**2024-2025 school year** – 4.0% increase on 2023-2024 salary amount

**2025-2026 school year** – 3.5% increase on 2024-2025 salary amount

12. **Teacher Educational Credit:** Teachers will receive the following amounts for attainment of educational credit (*i.e.*, “lane movement”).

**All “lanes” through MS 45:** \$800.00, except that for **MS**, will receive \$1,100.00

**MS 60:** \$1,350.00

**EdD:** \$2,400.00

Lane movement will be granted before the annual salary percentage increases are applied.

13. **Newly Hired Teachers:** Following the 2022-2023 school year, newly hired teachers will receive the following base salary amounts during the term of this Agreement.

**2023-2024 school year** - \$42,000.00

**2024-2025 school year** - \$42,500.00

**2025-2026 school year** - \$43,000.00

Placement of new teachers will include adding to the base salary \$850.00 for each year of prior teaching experience up to ten years.

14. **ESP Wages:** See Attachment A.

15. **ESP Holidays:** Increase Full Time, Nine Month from seven (7) days to eight (8) days.

16. **ESP Longevity:** Enhance eligibility and amounts per tier as follows:

<b>Years of Service</b>	<b>Amount of Bonus</b>
3-7 Years	\$350.00
8-12 Years	\$450.00
13-17 Years	\$550.00
18-22 Year	\$650.00
23 + Years	\$750.00

17. **Additional Language Proposals:** See Attachment B, District's Comprehensive CBA Document Attachment B.
18. **Effect of Proposal:** The elements of the current CBA which are not addressed in this package will remain status quo. This proposal rejects the remainder of the HEA's proposal presented to the District 50 Board of Education on August 25, 2022.

## **ATTACHMENT A**

### **Educational Support Personnel- Non-Instructional Associates**

*Positions included in this category:*

*Lunch / Recess Supervisors, Parent Community Liaisons, REACH Associates*

#### **Starting Hourly Base Rate by Tier:**

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.06	\$14.26	\$14.46	\$14.66	\$14.48	\$14.69	\$14.89	\$15.10	\$15.00	\$15.08	\$15.36	\$15.58

#### **Tier Definitions for new hire placement purposes only:**

*Tier 1: Paraprofessional License*

*Tier 2: 30 College Credit Hours*

*Tier 3: Associate Degree or 60 College Credit Hours*

*Tier 4: Bachelor Degree or 120 College Credit Hours*

#### **Current Employees receive the following raises to their base hourly rate:**

2022-2023    4.65%

2023-2024    4.55%

2024-2025    4.5%

2025-2026    4.5%

#### **Incentives:**

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year

## **Educational Support Personnel- Technology**

*Positions included in this category: Technician, Help Desk, Library Tech Associate*

### **Starting Hourly Base Rate by Tier:**

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.35	\$15.20	\$16.10	\$20.00	\$14.64	\$15.50	\$16.42	\$20.40	\$15.00	\$15.90	\$16.85	\$20.81

### **Tier Definitions for new hire placement only:**

*Tier 1: Simple computer troubleshooting skills and customer service experience. Can install software and printers and diagnose issues related to connectivity*

*Tier 2: Simple computer repair. Can replace ram and hard drives. Can repair Chromebooks (replace screens, bezels, etc)*

*Tier 3: Advanced troubleshooting skills and some network experience. Can work in Windows Server OS and Google Admin Console*

*Tier 4: Advanced Networking skills. Can troubleshoot server connectivity issues, wireless issues, and printer issues.*

### **Current Employees receive the following raises to their base hourly rate:**

2022-2023    4.65%

2023-2024    4.55%

2024-2025    4.50%

**2025-2026    4.50%**

### **Incentives:**

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year

## **Educational Support Personnel- Secretarial / Clerical**

*Positions included in this category: 9 month Secretary, 11 month Secretary, 12 month Secretary, Athletic Department Secretary, Guidance Office Secretary, Translators*

### **Starting Hourly Base Rate by Tier:**

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.65	\$15.00	\$15.35	\$15.70	\$14.80	\$15.15	\$15.50	\$15.86	\$15.02	\$15.38	\$15.74	\$16.09

### **Tier Definitions for new hire placement purposes only:**

Tier 1: *Perform Reception Duties; ability to communicate and interact with students, staff & community; demonstrates organizational skills, willingness and ability to learn*

Tier 2: *Tier 1 responsibilities and the ability to create requested documents, spreadsheets; maintains student attendance duties*

Tier 3: *Tier 1 and 2 responsibilities; maintains staff attendance, substitute organization, able to create communication as needed*

Tier 4: *Tier 1, 2, 3 responsibilities; demonstrates appropriate decision making in support of or in the absence of the supervising administrator; payroll management; excellent in specialized computer programs and applications; responsible for creating and initiating written and verbal communication; responsible for maintaining supervising administrator's calendar/schedule; responsible for office management, environment, and budgeting, responsible for coordination, organization, facilitation of building/department*

### **Current Employees receive the following raises to their base hourly rate:**

2022-2023 4.65%

2023-2024 4.55%

2024-2025 4.50%

**2025-2026 4.50%**

### **Incentives:**

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year

## **Educational Support Personnel- Instructional Associates**

*Positions included in this category: Sped 1 on 1 Associate, Sped Associate, Health Service 1 on 1 Associate, Bilingual Associate, Classroom Associate, Parent Educator*

### **Starting Hourly Base Rate by Tier:**

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.26	\$14.51	\$15.00	\$15.48	\$14.69	\$14.95	\$15.45	\$15.94	\$15.15	\$15.42	\$15.94	\$16.45

### **Tier Definitions for new hire placement purposes only:**

*Tier 1: Paraprofessional License*

*Tier 2: 30 College Credit Hours*

*Tier 3: Associate Degree or 60 College Credit Hours*

*Tier 4: Bachelor Degree or 120 College Credit Hours*

### **Current Employees receive the following raises to their base hourly rate:**

2022-2023    4.65%

2023-2024    4.55%

2024-2025    4.50%

**2025-2026    4.50%**

### **Incentives:**

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year
- All ESP who regularly assist any student(s) with diapering and/or toileting needs shall receive \$1.50 per pay differential.

## **Educational Support Personnel- Health Services**

*Positions included in this category: CNA, LPN, Registered Nurse, BSN*

**Starting Hourly Base Rate by Tier:**

	2022-2023				2023-2024				2024-2025				
	I	II	III	IV	I	II	III	IV	I	II	III	IV	
A	\$14.45	\$18.25	\$28.25	\$30.50	\$14.88	\$18.60	\$28.60	\$30.85	\$15.33	\$18.95	\$28.95	\$31.20	

**Tier Definitions for new hire placement purposes only:**

- Tier 1: CNA Certification
- Tier 2: LPN Certification
- Tier 3: Registered Nurse Certification
- Tier 4: BSN

**Current Employees receive the following raises to their base hourly rate:**

2022-2023	5.0%
2023-2024	5.0%
2024-2025	5.0%
2025-2026	4.5%

**Incentives:**

- Employees proficient in English and Spanish as determined through district assessment will receive a yearly stipend of \$375 paid in May of each year

## **Educational Support Personnel- Building and Grounds**

*Positions included in this category: Custodian, Maintenance, Courier, Groundskeeper*

### **Starting Hourly Base Rate by Tier:**

	2022-2023				2023-2024				2024-2025			
	I	II	III	IV	I	II	III	IV	I	II	III	IV
A	\$14.50	\$15.25	\$16.10	\$17.00	\$14.79	\$15.56	\$16.42	\$17.34	\$15.09	\$15.87	\$16.75	\$17.69

### **Tier Definitions for new hire placement purposes only:**

*Tier 1: Custodians, Courier - Maintenance/Groundskeeper: no experience*

*Tier 2: Maintenance/Groundskeeper: Basic knowledge of electrical, plumbing, carpentry, unit belts, and filter changes*

*Tier 3: Maintenance/Groundskeeper: Basic knowledge of BAS system, back knowledge of HVAC, skilled knowledge of electrical, plumbing, and carpentry*

*Tier 4: Maintenance/Groundskeeper: Skilled knowledge of BAS system, motors, actuators, and HVAC repairs and replacements*

Current Maintenance staff hourly rate will be determined by their base plus the maintenance differential before providing their percentage raise.

### **Current Employees receive the following raises to their base hourly rate:**

2022-2023    4.65%

2023-2024    4.55%

2024-2025    4.50%

**2025-2026    4.50%**

### **Incentives:**

- Night Shift Custodian = \$.50/hour: Night Shift Lead Custodian = \$1.00./hour: High School Night Shift Lead = \$2.00./hour:  
Lead day Custodian = \$.50/hour Maintenance Supervisor = \$2.00./hour

## **ATTACHMENT B**

Attachment B  
BOE Proposal (Comprehensive CBA Document)  
8/25/2022

\*Refer to Board's Economic Package Proposal for Summary of Economic Elements – The Economic Elements Contained Within this Document are Part of the Board's Economic Package

### **ARTICLE VIII**

#### **WORKING CONDITIONS**

##### **D. Workday**

The teacher workday shall consist of seven and one-half (7 ½) consecutive hours, except as provided herein, if no assigned duties require earlier or later attendance. Teachers are to arrive at their work location fifteen (15) minutes prior to the building's scheduled student arrival time. The monthly building staff meeting that follows the Board of Education meeting may occur outside of the regularly-scheduled workday. Teachers are expected to attend this meeting, unless previously agreed to by the building principal. In addition to parent-teacher conferences and one (1) meet and greet event, during the school year teachers shall be required to attend no more than five (5) events per semester before or after the regularly-scheduled teacher workday. This limitation on the number of required before or after school events does not apply to band, music, or choir teachers. No regularly scheduled meetings will be held on the last day of the work week. Lesson plans will be completed for the next week and shall be available on a daily basis if requested by the Principal.

##### **J. Planning and Preparation Time**

The Board and the Association agree that planning and preparation time enhances student learning in the District. A reasonable effort will be made to provide collaborative planning and individual preparation time in consecutive minutes, based on a master schedule designed by the Administration, in consultation with teaching staff. The Board will endeavor to provide effective collaborative planning and individual preparation time for all teachers at all levels. The number of minutes of collaborative planning and preparation time is not defined so as to provide flexibility to each building.

## ARTICLE XVI

### DISTRICT RETIREMENT OPTIONS

#### A. Teacher Retirement Incentive Program Plan – Teachers Only

1. **Eligibility:** A Tier I eligible teacher may elect to participate in the District's Retirement Incentive Program. To be eligible for the District's Program, the teacher must:
  - a. Have completed at least twenty (20) years of full-time equivalent employment in the District immediately preceding retirement;
  - b. Be TRS retirement eligible for a full annuity and provide documentation from TRS affirming such retirement eligibility;
  - c. Be eligible to retire in TRS without any TRS penalty and/or any TRS increased employer contribution obligation or penalty on the District for having exceeded the TRS cap on end of career earnings.
2. **Retirement Incentive:** If an eligible teacher provides an irrevocable, advance written notice of an intent to retire by the December 1st of the fifth (5<sup>th</sup>) year before retirement and is approved by the Board of Education, the teacher shall stop receiving the annual salary increases provided under the teacher salary schedule (Appendix A) and instead receive an increase in salary of five percent (5.0%) in the four (4) years before retirement. If an eligible teacher provides an irrevocable advance written notice of an intent to retire by the December 1<sup>st</sup> of the fourth (4<sup>th</sup>) year before retirement and is approved by the Board of Education, the teacher shall stop receiving the annual salary increases provided under the teacher salary schedule (Appendix A) and instead receive an increase in salary of five percent (5.0%) in the three (3) years before retirement. If an eligible teacher provides an irrevocable advance written notice of an intent to retire by the December 1<sup>st</sup> of the third (3<sup>rd</sup>) year before retirement and is approved by the Board of Education, the teacher shall stop receiving the annual salary increases provided under the teacher salary schedule (Appendix A) and instead receive an increase in salary of five percent (5.0%) in the two (2) years before retirement. If an eligible teacher provides an irrevocable advance written notice of an intent to retire by the December 1<sup>st</sup> of the second (2<sup>nd</sup>) year before retirement and is approved by the Board of Education, the teacher shall stop receiving the annual salary increases provided under the teacher salary schedule (Appendix A) and instead receive an increase in salary of five percent (5.0%) in the last year before retirement. In no event will any teacher electing to participate in the retirement incentive program be eligible to collect an increase in total creditable earnings that exceeds six percent (6%) over their previous year's total creditable earnings. Teachers who receive the retirement incentive will remain eligible to earn extra duty pay and stipends up to one percent (1.0%) more than the five percent (5.0%) increase.
3. **Post Retirement Bonus:** Teachers eligible to retire under this Article XVI A. shall also be eligible to receive a post retirement bonus based on a payment for the teacher's unused sick days as of the date of retirement (unused for sick leave purposes and unused for retirement purposes) at a rate of \$30 a day up to a maximum of 100 days. Teachers eligible for this post retirement bonus may elect to receive payment immediately after receipt of the teacher's final regular paycheck or last day of work (whichever occurs last) or after the January 1<sup>st</sup> following the teacher's retirement date. If a teacher leaves the

District earlier (or later) than the retirement date set under this provision, the teacher shall forfeit this post retirement benefit.

4. **Post Retirement Insurance:** In addition, eligible teachers will receive a post retirement reimbursement for the premium cost incurred by the teacher up to a maximum of \$12,500 for employee (or employee and dependent) health insurance coverage under the TRS health insurance plan. This benefit will terminate upon the teacher's eligibility for Medicare or upon the teacher electing coverage under a plan other than the TRS health insurance plan. If a teacher leaves the District earlier (or later) than the retirement date set under this provision, the teacher shall forfeit this post retirement benefit.
5. **Limitation:** The Board reserves the right to limit the number of participants in the Retirement Incentive Program in any one (1) school year to five percent (5%) of the faculty members. Preference will be given those who retire with the greatest number of full-time equivalent years of employment in the District.
6. **Retirement Date:** The retirement date is irrevocable. However, if a teacher leaves the District earlier (or later) than the retirement date set under this provision, the teacher shall be responsible for reimbursing the District any amounts paid under this Retirement Incentive Program as necessary for the Board to avoid being subject to TRS penalties because of the change in the retirement date. This provision will be applied consistent with applicable Federal and State rules and regulations.
7. **Cap on End of Career Earnings:** In no event will any teacher electing to participate in the retirement incentive program be eligible to collect an increase in total creditable earnings that exceeds the TRS cap on end of career earnings (currently 6%) over the teacher's previous year's total creditable earnings.
8. Option 1
  1. Full-time (and part-time) teachers may be eligible for the District's Retirement Incentive Option 1, provided they meet each of the following requirements:
    - (a) Be at least 55 years of age upon retirement in accordance with TRS requirements and have at least thirty-five (35) years of total TRS service credit by claim date as reported on the TRS benefit estimator including but not limited to creditable service, projected service, projected sick leave, total sick leave, and verified optional service with at least twenty (20) fifteen (15) years of service to District 50. Out-of-district service credit will be given on the basis of one year credit for every three years of out-of-district service. No fractions or rounding of years will apply. Maximum out-of-district credit is five years. Part-time service will count toward the twenty (20) full years on a pro-rata basis. The teacher may utilize up to 340 days of unused sick leave towards two (2) years credit time, which do not need to have been accrued to District 50.
    - (b) Submit an irrevocable notice of retirement and application for retirement incentive participation to the Board of Education no more than three and a half (3.5) years prior to the date of retirement. Said application must be submitted by December 1, and accepted by the Board prior to the expiration of the term of this Agreement and three years prior to January 1 of the teacher's year of retirement.

- (c) Must be eligible to receive regular pension benefits through the Teachers' Retirement System of the State of Illinois within six (6) months of the last day of contributing service.
- (d) Teacher must cause no TRS penalty or excess salary increase contribution to the District.
2. In reviewing a teacher's application for retirement under the District's Retirement Incentive Plan 1, the Board of Education shall consider the following criteria:
- (a) Limit eligibility to those full-time and part-time teachers who have met a. through d. above.
- (b) Limit the number of teachers who may retire under this Plan in any year to 30% of those teachers eligible to participate. The Board reserves the right to increase the percent of teachers who may retire under this Plan. The Board's exercise of the right to increase the percentage limitation shall not be deemed to act as a waiver of the 30% limitation in any other year. When the computation of the 30% of teachers eligible to participate results in a fractional number, the fraction shall be deemed to represent one (1) teacher.
- (c) Determine the order of participation among applicants in retirement on the basis of seniority in the service of the School District. Seniority will be defined as continuous full-time or part-time employment in the service of the Board. Full-time shall be defined as teachers employed at least five (5) clock hours per day, daily. Part-time shall be defined as teachers employed less than full-time whose services are expected to be rendered for a full and complete school term. Periods of leaves of absence shall not interrupt continuous service, but shall not be counted in determining the length of service for purposes of seniority. The closing date at which the Board shall compute seniority shall be February 1, immediately prior to the date of retirement.
3. Teachers who receive Board approval of their application for retirement incentive Option 1 shall be eligible to receive the following benefits:
- (a) Health Insurance: The Board will reimburse any teacher retiring from the District under Option 1 for the premium cost incurred by the teacher to a maximum of \$12,500 for employee or employee and dependent health insurance coverage under the TRS health insurance plan. The Board's obligation to contribute towards TRS health insurance coverage for said retiree shall cease immediately upon the teacher's eligibility for Medicare coverage or the teacher's election of any coverage other than the TRS health insurance plan.
- (b) Salary Retirement Bonus: Teachers who qualify for the retirement bonus under Option 1 and who provide an irrevocable notice of retirement three and one-half (3.5) years before the effective June 30<sup>th</sup> date of retirement shall receive three years of annual creditable earnings increases of up to six percent (6%) over the previous year's credible earnings to a total maximum of Ten Thousand Dollars (\$10,000) plus the required TRS contribution. Teachers who receive the retirement salary bonus will remain eligible for annual salary or lane percentage increases and the retirement salary bonus will be added to that increase such that the teacher's total annual creditable earnings increase is 6%. In no circumstance will

~~a teacher receive more than a combined total 6% increase in annual creditable earnings.~~

~~To the extent permitted by TRS, any amount of a bonus that exceeds the annual 6% cap shall be added to the insurance reimbursement account set forth in Section A.3.(a) above. In no event shall such amount be paid in cash.~~

~~(c) Sick Leave: The Board will recognize up to 340 days accumulated sick leave credit for TRS purposes. The sick leave days must be granted far enough in advance of retirement so that if necessary, they would be available for use.~~

**Option 2**

~~4. Full-time and part-time teachers may be eligible for the District's Retirement Incentive Option 2, provided they meet each of the following requirements.~~

- ~~(a) Be at least sixty (60) years of age upon retirement, or during the calendar year of retirement in accordance with TRS requirements.~~
- ~~(b) Have at least twenty (20) fifteen (15) years of service to District 50. Out-of-district service credit will be given on the basis of one year credit for every three years out-of-district service. No fractions or rounding of year will apply. Maximum out-of-district service credit is five years. For example, if a retiree had 18 years of out-of-district service, they would receive only 5 years of credit. The teacher may utilize up to 340 days of unused sick leave towards two (2) years of credit time, which do not need to have been accrued in District 50.~~
- ~~(c) Submit an irrevocable application to the Board of Education for retirement no more than three and a half (3.5) years prior to the date of retirement. Said application must be submitted by December 1, and accepted by the Board prior to the expiration of the term of this Agreement and three (3) years prior to January 1 of the teacher's year of retirement.~~
- ~~(d) Must be eligible to receive regular pension benefits through the Teachers' Retirement System of the State of Illinois within six (6) months of the last day of contributing service.~~
- ~~(e) Teacher must cause no TRS penalty or excess salary increase contribution to the District.~~

~~5. In reviewing a teacher's application for retirement under the District's Retirement Incentive Option 2, the Board of Education shall consider the following criteria:~~

- ~~(a) Limit eligibility to those full-time and part-time employees who have met a. through e. above.~~
- ~~(b) Limit the number of teachers who may retire under this Plan in any year to 30% of those teachers eligible to participate. The Board reserves the right to increase the percent of teachers who may retire under this Plan. The Board's exercise of the right to increase the percentage limitation shall not be deemed to act as a waiver of the 30% limitation in any other year. When the computation of the 30% of teachers eligible to participate results in a fractional number, the fraction shall be deemed to represent one (1) teacher.~~

- (c) Determine the order of participation among applicants in retirement on the basis of seniority in the service of the School District. Seniority shall be defined as a continuous full-time or part-time employment in the service of the Board. Full-time shall be defined as teachers employed at least five (5) clock hours per day, daily. Part-time shall be defined as teachers employed less than full time whose services are expected to be rendered for a full and complete school term. Periods of leaves of absence shall not interrupt continuous service, but shall not be counted in determining the length of service for purpose of seniority. The closing date as to which the Board shall compute seniority shall be February 1, immediately prior to the date of retirement.
6. Teachers who qualify for retirement under this Incentive Option 2 and who provide an irrevocable notice of retirement under the District's Option 2 shall be eligible to receive the following benefits:
- (a) Health Insurance: The Board will reimburse any teacher retiring from the District under Option 2 for the premium cost incurred by the teacher to a maximum of \$6,250 for employee or employee and dependent health insurance coverage under the TRS health insurance plan. The Board's obligation to contribute towards TRS health insurance for said retiree shall cease immediately upon the teacher's eligibility for Medicare coverage or the teacher's election of any coverage other than TRS health insurance plan.
- (b) Salary Bonus: Teachers who qualify for retirement under this Option 2 and who provide an irrevocable notice of retirement no later than three and one-half (3.5) years before the effective June 30<sup>th</sup> date of retirement shall receive three years of annual creditable earnings increases of up to six percent (6%) over the previous year's credible earnings to a total maximum of Seven Thousand Dollars (\$7,000) plus the required TRS contribution. Teachers who receive the retirement salary bonus will remain eligible for annual salary or lane percentage increases and the retirement salary bonus will be added to that increase such that the teacher's total annual creditable earnings increase is 6%. In no circumstance will a teacher receive more than a combined total 6% increase in annual creditable earnings.  
To the extent permitted by TRS, any amount of a bonus that exceeds the annual 6% cap shall be added to the insurance reimbursement account set forth in Section A.6.(a) above. In no event shall such amount be paid in cash.
7. Planning regarding Retirement Incentive

The Superintendent will initiate the planning process by January 15 of the school year in which a teacher may be five (5) years from TRS retirement eligibility. The Superintendent will provide the teacher with a retirement planning form to be completed by the teacher and returned to the Superintendent by March 1 of the same school year. The information to be provided in the form will include the number of years of creditable service the teacher has with TRS, the years of creditable service which may be available for purchase from TRS, the number of days of unused sick leave which the teacher has accumulated with other districts, the teacher's projected retirement date if the teacher has identified such a date, and copies of relevant forms from TRS. By May 1 of the same school year, the teacher and the Superintendent will meet to discuss the form and questions or concerns the teacher may have about the Plan.

~~Teachers who fail to provide the information required by the Superintendent will not be eligible for the Retirement Incentive set forth in Paragraph 3 above.~~

**8. Miscellaneous**

- (a) ~~When a teacher changes his/her retirement date after receiving the salary bonus, he/she shall be responsible for reimbursing the District any amounts paid under this Article as necessary to avoid the Board being subject to TRS penalties within thirty (30) days and the District will amend the teacher reported creditable earnings as appropriate under TRS regulations and any applicable statute or federal laws.~~
- (b) ~~If an eligible teacher resigns or is removed from duties for which the teacher was compensated the previous year, the teacher's TRS creditable earnings will be adjusted accordingly.~~
- (c) ~~In accordance with Section A of this Article, teachers may also submit an irrevocable notice of retirement and application for retirement incentive participation to the Board of Education two and a half years (2.5), one and a half years (1.5), and a half a year prior to the date of retirement. Said application must be submitted by December 1, and accepted by the Board prior to the expiration of the term of this Agreement.~~

~~For Options 1 and 2, the amounts of the health insurance and salary bonus retirement benefits will remain the same as for those teachers providing three and a half years (3.5) of notice to the Board of Education. To the extent permitted by TRS, any amount of a bonus that exceeds the annual 6% cap shall be added to the insurance reimbursement account set forth in Section A above. In no event shall such amount be paid in cash.~~

**B. Retirement Benefits – Educational Support Personnel Only**

Employees who have a minimum of ~~twenty (20)~~ ~~fifteen (15)~~ years of continuous and full-time District service are eligible for retirement benefits. For retirement bonus eligibility purposes, years of service shall be the service years credited to an Employee by the IMRF. In order to be eligible for retirement benefits, an employee must provide official documentation to the District from IMRF which indicates they hold the requisite number of service years.

An irrevocable notice of Request for retirement must be submitted to the Board of Education prior to March 1<sup>st</sup>. The Board will consider extenuating circumstances for notice submitted after March 1<sup>st</sup>.

Under the District's Retirement Benefit Plan, the District will reimburse the Employee for the cost of the Employee's health insurance plan for three (3) years, or a total aggregate of \$4,000 subject to approval of IMRF or the alternative health insurance provider. Reimbursement will terminate if the Employee reaches age 65 prior to the three (3) years or \$4,000 limit.

For the term of this Agreement only, employees who have fifteen (15) or more years of District service will receive a bonus of 20% of their final work year's wages, payable at the employee's

election either after expiration of the first calendar month post-retirement or after January 1<sup>st</sup> following the employee's retirement date (as long as January 1<sup>st</sup> is after the second full calendar month following the month in which the employee retires), less any applicable deductions required by law. This option shall sunset at the conclusion of the term of this Agreement.

For the term of this Agreement only, employees may instead elect a second option. Employees who retire from the District through IMRF after completing fifteen (15) years of continuous and full-time service shall receive separation pay at a rate of \$50 a day for unused sick leave days, up to a total of sixty (60) days. Employees may elect to receive payment in the second full calendar month following the month in which the employee retires from the District through IMRF or after the January 1<sup>st</sup> following the employee's retirement date (as long as January 1<sup>st</sup> is after the second full calendar month following the month in which the employee retires), less any applicable deductions required by law. The employee may distribute unused sick leave days however they choose between IMRF service credit and separation pay, but under no circumstance may sick days be used for both. An employee electing this option who has twenty (20) fifteen (15) or more years of District service will also receive a bonus of 20% 10% of their final work year's wages, payable at the employee's election either after expiration of the first calendar month post-retirement or after the January 1<sup>st</sup> following the employee's retirement date (as long as January 1<sup>st</sup> is after the second full calendar month following the month in which the employee retires), less any applicable deductions required by law. At the conclusion of the term of this Agreement, this option shall become the status quo and the only option available.

Employees who have fifteen (15) or more years of District service can choose a second option instead. These employees will receive a bonus of 10% of their final work year's wages, payable at the employee's election either after expiration of the first calendar month post-retirement or after January 1<sup>st</sup> following the employee's retirement date (as long as January 1<sup>st</sup> is after the second full calendar month following the month in which the employee retires), less any applicable deductions required by law. In addition, these employees shall receive separation pay at a rate of \$50 a day for unused sick leave days, up to a total of sixty (60) days. Employees may elect to receive payment in the second full calendar month following the month in which the employee retires from the District through IMRF or after the January 1<sup>st</sup> following the employee's retirement date (as long as January 1<sup>st</sup> is after the second full calendar month following the month in which the employee retires), less any applicable deductions required by law. The employee may distribute unused sick leave days however they choose between IMRF service credit and separation pay, but under no circumstances may sick days be used for both.

## ARTICLE XVII

### MONETARY AND FRINGE BENEFITS

#### A. Life Insurance

The Board agrees to pay the insurance contribution or premium for a group term life insurance policy to insure each teacher with \$50,000 for life insurance coverage.

Each teacher will have the option of purchasing \$50,000 additional group term life insurance, at the teacher's expense, at the rates and conditions prescribed by the insurance company authorized by the Board of Education to offer insurance coverage in School District No. 50, subject to the insurance carrier's approval.

#### B. Health Insurance - Teachers Only

1. The Board will provide a group health insurance plan for the District. The Board will contribute a flat dollar amount per employee for payment of the premium as follows:

Single:	If the teacher selects single coverage, the Board will pay the premium for such single coverage up to a maximum of \$8,100.00
Employee + Spouse:	\$10,650.00
Employee + Child(ren):	\$10,650.00
Family:	\$14,600.00

2. The group health insurance plan provides for the following:

- (a) An HMO Option.
- (b) A PPO option ~~with a \$500 (maximum \$1,000) deductible and a \$40 office visit copay.~~
- (c) A prescription card ~~with co-pays of \$10 - \$35 - \$60.~~
- (d) ~~Unlimited lifetime maximum for all benefits.~~

#### C. Health Insurance – Educational Support Personnel Only

The Board will contribute a flat dollar amount per ESP for payment of the premium for any District provided health insurance coverage in the amount of \$8,100.00.

~~The Board and the ESP shall contribute toward a member's single coverage through the District's group health insurance plan as follows: Premium Sharing – Board pays 90% of total premium/the ESP pays 10% of total premium.~~

#### D. Dental and Vision Insurance

The Board will make dental and vision insurance available to employees with insurance premiums and any associated costs will be the exclusive responsibility of dental and vision plan participants.

## E. Salary Checks

Salary checks will be issued on the second Friday of the school year and on every fourteenth (14<sup>th</sup>) day thereafter for a total of 26 equal pay periods. Should a school holiday interfere with this schedule, checks will be issued on the last school day preceding the holiday.

1. Annuity withholdings are to be scheduled on the same basis as employee pay periods. The employee shall notify the District's Business Office in writing prior to September 1 of each year of the amount of his annuity contribution. Subsequent changes to the annuity contribution amount shall be limited to no more than two changes per school year and must be submitted in writing to the Business Office for approval.

## F. Teacher Retirement Contribution

The Board agrees to pay the entire required member retirement contribution amount nine percent (9%) of the teacher's creditable earnings on each teacher's salary to the Teachers Retirement System of the State of Illinois (TRS), and the amount of the Board's contribution to TRS shall be reflected on each teacher's paycheck. This contribution is intended to be an "employer contribution" within the meaning of 414(h)(2) of the Internal Revenue Code. If the statutorily-required member contribution to TRS decreases below the contribution rate in effect at the time of this Agreement nine percent (9%), the Board shall make only the new statutory contribution of the teacher's creditable earnings to TRS. The Board shall not pay teacher retirement contributions for the teacher's creditable earnings on any other compensation provided.

## G. Salary – Teachers Only

1. For the 2018-2019, 2019-2020 and 2020-2021 2022-2023, 2023-2024, 2024-2025, and 2025-2026 school years, teachers will be compensated according to the schedule set forth in Appendix A to this Agreement.

### 2. Lane Movement on Salary Schedule

- (a) Teachers may move only one lane in a school year unless they are moving into a Masters lane or the EdD lane, in which case teachers may move two lanes in a school year.
- (b) Notification of earned credits in the form of official transcripts must be filed with the Superintendent or designee by September 1 of the school year in which the change is to take effect in order to qualify for horizontal movement on the salary schedule for that school year. Any adjustments in the teacher's salary will be made by the first payroll cycle in October of that school year. Failure to meet the September 1 deadline will result in the corresponding salary adjustment not being made until the following school year.

- (c) Coursework must meet the same criteria set out in Section K. below for coursework and tuition reimbursement to apply toward horizontal movement on the salary schedule.

### 3. Step Advancement on Salary Schedule

- (a) Full step advancement on the salary schedule shall be given for full-time service of at least one (1) semester or part-time service of fifty percent (50%) or more during the prior school year.

- (b) Teachers who teach less than the amount described above shall advance one (1) step on the salary schedule every two (2) years.

4. New Hires

Up to 10 years of prior teaching experience may be approved for placement of teachers on the salary schedule in steps A through K, in a lane matching the teacher's educational credits. In special circumstances, including but not limited to positions that the Board finds hard to fill, a teacher may be placed above step K and/or at a step beyond their relevant teacher experience upon mutual written agreement between the Superintendent and HEA.

H. Duration of Benefits

The above benefits shall be in full force and effect during the life of this Agreement.

If the implementation of the Affordable Care Act (ACA) or any federal or state law regarding insurance causes the Board to be required to pay avoidable penalties or additional monies, including but not limited to what has been referred to as the "Cadillac Tax," then the Board may submit a written request to reopen all terms of the Collective Bargaining Agreement for Year 3 of the Agreement and/or a successor agreement. In this instance, the parties will commence negotiations no later than thirty (30) days after receiving the written request.

I. Deviations from Work Year – Teachers Only

Deviations from the standard work year set by the Board of Education and Administration will be treated at 1/180<sup>th</sup> of the annual salary for each day added or missed. Teachers currently in the positions of high school counselors, Ag/Horticulture and Building Trades will work no fewer than 20 days before and after the standard work year as directed by the Administration. These teachers will be compensated 1/180<sup>th</sup> of the annual salary for each additional day worked beyond the standard work year.

J. Course Approvals and Tuition Reimbursement – ~~Teachers Only~~

The tuition reimbursement provided to teachers and ESPs under this provision shall be subject to an annual cap for all District employees in the amount of \$80,000.00.

Course Reimbursement – Teachers Only - The Board agrees to reimburse teachers for tuition costs incurred up to ~~\$240/credit hour for year 1 and~~ \$255/credit hour for all ~~remaining~~ years of the agreement for coursework pre-approved by the Superintendent or designee with the following standards:

1. All credit hours must be pre-approved to be considered for lane movement on salary schedule, regardless of whether the hours are eligible for tuition reimbursement.
2. Courses must be submitted for pre-approval prior to the teacher's enrollment in the course;
3. Graduate level courses must be related to the field of education; ~~and~~
4. Undergraduate level courses must be directly related to the teacher's area of current area of education; ~~and~~

5. The teacher seeking reimbursement must have received a "Proficient" or "Excellent" performance evaluation rating during their first year of employment with the District.
6. Teachers enrolled in an approved graduate degree program will be reimbursed a maximum of 18 credit hours for the 12 month period beginning June 1 September 1 and ending May 31 August 31 at a rate of ~~\$240/credit hour for year 1 and \$255/credit hour for all remaining years of the agreement, less any grant or tuition waiver received by the teacher.~~
7. Preference for tuition reimbursement will be given to those enrolled in approved Master's Degree programs and those enrolled in programs which fulfill the District's endorsement needs.

The Parties agree to form and convene an ad hoc committee composed of equal Administrative and HEA representation which will meet during the 2022-2023 school year solely to develop the procedures and protocols for reimbursement under this provision. The committee will complete and submit its recommendations to the Superintendent by December 1, 2022 for implementation beginning with the 2023-2024 school year. The course approval and tuition reimbursement process will remain status quo for the 2022-2023 school year.

All other teachers will be reimbursed a maximum of nine (9) credit hours for the 12 month period beginning September 1 and ending August 31 at a rate of ~~\$240/credit hour for year 1 and \$255/credit hour for all remaining years of the agreement, less any grant or tuition waiver received by the teacher.~~

To be eligible for tuition reimbursement, teachers must submit a transcript or other satisfactory evidence of successful completion of the coursework to the Superintendent or designee within sixty (60) days of the course's completion. Failure to submit evidence of successful completion of coursework within sixty (60) days of the course completion will result in forfeiture of tuition reimbursement for that course. Reimbursed coursework which is preapproved after the execution of this agreement of this agreement shall also be credited towards horizontal advancement on the salary schedule.

Course Reimbursement – Educational Support Personnel only – The Board agrees to reimburse employees for tuition costs for obtaining an Associate's Degree at the in-district tuition rate of MCC (McHenry County College) per semester credit hour for course work pre-approved by the Principal and Superintendent. The Board agrees to reimburse employees with Associate's Degrees for tuition costs for obtaining a Bachelor's Degree at the tuition rate of \$200 per semester credit hour, up to a maximum of nine (9) credit hours for the 12-month period beginning September 1 and ending August 31. This Bachelor's Degree course work must be pre-approved by the Principal and Superintendent and be within the field of education. The employee seeking reimbursement must have received a "Proficient" or "Excellent" performance evaluation rating during their first year of employment with the District in order to be eligible for tuition reimbursement.

A request for Approval of Class for Reimbursement form must be completed prior to the course. The employee must signify how the course will help in their respective work assignment.

To be eligible for course reimbursement, employees must submit a transcript or other satisfactory evidence of successful completion of the course work to the Superintendent.

Expenses for books are the responsibility of the class participant unless the District authorizes the purchase of the books as school property.

K. Internal Substitution

Teachers shall be compensated at the rate of \$30.00 per hour, provided the teacher is assigned an additional class assignment in addition to their regularly assigned class load at the request of an administrator. If a class load must be divided among teachers, then each of those teachers will receive \$30.00 per hour for the length of time those students are present in their classrooms.

An ad hoc committee consisting of representatives of the Association and District will be convened to discuss substitution as it applies to special circumstances, including but not limited to cross-categorical and life skills classrooms.

L. Academic and Co-Curricular Stipends

1. Academic Stipends – Teachers Only – All academic stipend positions are nine (9) month positions. However, those receiving academic stipends are required, as part of their stipend duties, to attend any and all trainings offered during the school year which are necessary for performance of the stipend work. As part of the job description for academic stipend positions, required trainings will be listed, and will be offered in-person or online when possible. Trainings offered outside of the school year will be voluntary. Stipends will be paid according to the academic stipend schedule attached to this Agreement as Appendix E. All academic stipends will be distributed in two equal payments in December and May. The Board shall, in its discretion, determine the number of stipends and positions available each school year. The following provisions apply when the Board has approved the position.

a. High School/Middle School Department Chairpersons

- i. The department chairpersons will be placed in a two-tiered system, based on the number of teachers in the department. Tier 1 consists of departments with five or more teachers in the department. Tier 2 consists of departments with less than five teachers in the department.
- ii. All department chairpersons must be full-time high school personnel working in the high school building.
- iii. Non-tenured teachers may be department chairpersons.
- iv. If a department grows to five or more teachers, it will move to Tier 1 status. If a department is reduced to less than five teachers, it will move to Tier 2 status.
- v. A department chairperson from one department could cover another department if needed. If this resulted in an increase in the number of total teachers the chairperson is overseeing, then that chairperson will move to Tier 1 status.

b. Special Education Liaisons

- i. Special education liaisons must be certified special education teachers or certified related service personnel.

- ii. ~~Each building will be covered by a special education liaison.~~
- iii. ~~Non-tenured teachers/related services personnel may be special education liaisons.~~
- iv. ~~A Type 75 certificate is not required for this position.~~
- c. ~~RTI Coordinators~~
  - i. ~~Any certified teacher or certified related services personnel may serve as RTI coordinator.~~
  - ii. ~~There will be no more than five RTI coordinators, one per building. However, two teachers from within the same building may split the duties and the stipend for RTI coordinator.~~
  - iii. ~~Non-tenured teachers/related services personnel may be RTI coordinators.~~
  - iv. ~~A Type 75 certificate is not required for this position.~~
- d. ~~PBIS Internal Coaches~~
  - i. ~~Any certified teacher or certified related services personnel may serve as a Tier 1 and Tier 2 PBIS internal coach.~~
  - ii. ~~Two teachers from within the same building may split the duties and the stipends of the Tier 1 and Tier 2 PBIS internal coaches.~~
  - iii. ~~The Tier 1 and Tier 2 PBIS internal coaching positions may not be held by the same person or related services personnel.~~
  - iv. ~~Type 75 certificate is not required for these positions.~~

2. Co-Curricular Stipends– Stipends (for teachers) and compensation (for educational support personnel) will be paid according to the co-curricular stipend schedule attached to this Agreement as Appendix E. The Board shall, in its discretion, determine the number of stipends and positions available each school year.

For employees receiving a new co-curricular stipend (i.e., a stipend not previously held by the employee during the prior year), the stipend shall be paid at the conclusion of the program or season. For employees receiving a co-curricular stipend during the 2021-2022 school year and who continue to receive the stipend during subsequent school years, the employee may choose to be paid in their regular bi-weekly paychecks or at the conclusion of the program or season.

The Association reserves the right to bargain over the compensation of any new position requiring an academic stipend.

#### M. National Board Certification

To be eligible for reimbursement, teachers wishing to pursue National Board Certification must be employees of District 50 for at least two years prior to enrolling in a National Board Certification program.

Teachers must submit proof of payment to be eligible for reimbursement.

The District agrees to reimburse teachers \$1,000 per year over the course of three years for the costs of obtaining National Board Certification. Teachers who withdraw from the program before completion must return all reimbursement to the District. Teachers who receive grant money or money from other similar sources are not eligible for reimbursement by the District.

Teachers completing National Board Certification and receiving reimbursement from the District in the amount of \$3,000 agree to remain as employees of District 50 for at least three full school years. Teachers who resign prior to their three year commitment will make restitution to the District for all reimbursement received toward National Board Certification.

Teachers who choose to receive graduate credit for their National Board Certification must do so through an accredited college/university. Teachers are eligible for tuition reimbursement for these credits according to the District's tuition reimbursement policy.

Teachers earning National Board Certification will receive an annual stipend of \$500.00, to be paid in two equal installments in December and May, as long as their National Board Certification is maintained and renewed.

**N. Worker's Compensation**

An employee's absence from work due to a work-related injury for which the employee is entitled to benefits under workers' compensation shall result in no loss of salary or accumulated sick leave. Insurance benefits shall be maintained under the same terms and conditions prior to the absence. The employee shall promptly remit to the Board the amounts equal to those received from worker's compensation or any policy of insurance toward which the Board has contributed any portion of the premium. During the period of an employee's absence from work due to work-related injury for which the employee is entitled to workers' compensation, the employee shall not be entitled to sick leave, personal leave, or vacation.

**O. Overtime Pay/Callback Pay – Educational Support Personnel Only**

Overtime pay at the rate of one and one-half (1.5) times the employee's regular hourly wage rate shall be paid for each hour of work actually performed by the employee in excess of forty (40) hours in the regular work week. Overtime must be preapproved by the Principal or Superintendent. Employees required to return to work after the completion of their regular shift assignment shall receive a minimum of two (2) hours call-back pay at their regular hourly wage rate, unless such call-back hours qualify for overtime compensation which shall be paid at the overtime rate.

**P. Sunday and Holiday Work – Educational Support Personnel Only**

Employees who have worked at least forty (40) hours in a work week and are assigned to work on Sunday's or legal school holidays shall be compensated at two (2) times the employee's regular hourly wage rate for hours worked on Sundays or legal school holidays. Paid holidays shall be considered days worked for purposes of calculation of the minimum 40 hours worked under this Section.

**Q. Wages – Educational Support Personnel Only**

1. Employees will be compensated according to the matrix set forth in Appendix C to this Agreement.
2. Step Advancement on Matrix

- a. Full step advancement on the matrix shall be given for full-time service of at least half of the employee's assigned work year or part-time service of fifty percent (50%) or more of the employee's assigned work year during the prior fiscal year.
- b. Employees who work less than the amount described above shall advance one (1) step on the matrix every two (2) years.

**3. Newly Hired Bilingual ESPs**

~~Employees proficient in English and Spanish as determined by the Administration hired for the following positions will receive an off-matrix bonus of \$750 that is not added to their base wage: aides, secretaries, parent educators, parent community liaisons, CNAs, and technicians. This bonus will be paid in two equal installments with the first upon completion of the employee's first year of District employment and the second upon completion of the employee's second year.~~

~~In addition, the aforementioned bilingual ESPs will receive an annual (paid in December) lump sum for longevity based on years of service completed as of the July 1 prior to the December pay date, as follows:~~

<b>Years of Service</b>	<b>Amount of Bonus</b>
5-9 Years	\$400.00
10-14 Years	\$500.00
15-19 Years	\$600.00
20-24 Years	\$700.00
25 + Years	\$800.00

~~The longevity bonus is prorated for those ESPs who do not work 12-month assignments in accordance with the length of their assignment. This longevity bonus for the aforementioned bilingual ESPs is not in addition to the longevity bonus provided for ESPs generally in Article XVII, Section U.~~

**4. Hourly Pay Differential**

- a. Maintenance employees will receive hourly wage differentials when performing specialty duties, as set forth in Appendix D.
- b. Employees who perform duties outside of their regular assignments that qualify for hourly pay differential must notify the District's Human Resources Office within two (2) business days of performing such work. Failure to notify the HR Office may delay the extra pay corresponding to hourly pay differential.

**R. Longevity - Educational Support Personnel Only**

In addition, employees will receive an annual (paid in December) lump sum bonus for longevity based on years of service completed as of the July 1 prior to the December pay date, as follows\*:

<b>Years of Service</b>	<b>Amount of Bonus</b>
<u>5-9 Years</u> <u>3-7 Years</u>	<u>\$300.00</u> <u>\$350.00</u>
<u>10-14 Years</u> <u>8-12 Years</u>	<u>\$400.00</u> <u>\$450.00</u>
<u>15-19 Years</u> <u>13-17 Years</u>	<u>\$500.00</u> <u>\$550.00</u>
<u>20-24 Year</u> <u>18-22 Years</u>	<u>\$600.00</u> <u>\$650.00</u>
<u>25 + Years</u> <u>23 + Years</u>	<u>\$700.00</u> <u>\$750.00</u>

The longevity bonus is prorated for those ESPs who do not work 12-month assignments in accordance with the length of their assignment.

S. Summer School – Teachers Only

Certified teaching bargaining unit members will be paid at the rate of \$35.00 per hour for teaching summer school or teaching Driver's Education during the school year, when teachers receive such an assignment.

## ARTICLE XIX

### EFFECT OF AGREEMENT

- A. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. This Agreement may only be amended during its term by the parties' mutual agreement in writing.
- B. This Agreement and any subsequent changes shall be incorporated into the Board's rules and regulations and shall be a part of said rules and regulations for the duration of this Agreement.
- C. Should any Article, Section or Clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, Section, or Clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted Article, Section, or Clause.
- D. Duration – This agreement shall be in place for ~~one (1) year four (4)~~ years through the ~~2021-2022 2025-2026~~ school year (until the day preceding the first teacher workday of the ~~2022-2023 2026-2027~~ school year). ~~The Parties will commence bargaining for a multi-year agreement beginning no later than December 15, 2021. As part of the negotiations commencing no later than December 15, 2021, the Parties will focus on restructuring the existing teacher salary schedule to address the structural flaws and substantiality issue. The Parties will also focus on adjusting the ESP matrix to achieve compliance with the Illinois Minimum Wage increase phase in of \$15 per hour by 1/1/25.~~
- E. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association each agrees that the other shall be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement.
- F. The Board will make available to the HEA President one copy of the ~~2018-2021 2022-2026~~ contract and one copy of the Board Policy Manual.

## APPENDIX A

### LANGUAGE FOR TEACHER SALARY INCREASES

~~All teachers will receive a total increase on their 2020-2021 salary for the 2021-2022 school year consistent with the following rates:~~

~~Steps A through F~~ 3.0%

~~Steps G through T~~ 2.9%

~~Steps U through Z~~ 2.8%

~~No increase will occur based on step movement on the existing schedule. Teachers eligible for lane movement for the 2021-2022 school year (under the existing CBA) will receive a salary for the 2021-2022 school year based on applying the above applicable increase to the salary on the 2020-2021 schedule resulting from the earned lane movement.~~

~~Example: Teacher earns lane movement from BS 36 to MS for 2021-2022 school year. Teacher's 21-22 salary will be 20-21 MS amount with an increase based on the above applicable rate (20-21 step remains unchanged).~~

## **APPENDIX B**

## **CO-CURRICULAR CLASSIFICATIONS**

CODE 0*	CODE 1	CODE 2	CODE 3	CODE 4	CODE 5	CODE 6	CODE 7
	<b><i>High School</i></b>						
	Asst. Cheer (Fall)	Asst. Track		Asst. Volleyball	Asst. Football	Head Volleyball	Head Football
	Advisors				Asst. Basketball	Head Wrestling	Head Basketball
	Asst. Band Director	Asst. Cheer (B&G)		Asst. Wrestling			
	Chess	(Winter/Comp.)	Asst. X-Country	Asst. Softball	(B&G)	Head Softball	(B&G)
	Link Crew	FFA	Golf	Asst. Baseball	Head Track	Head Baseball	
	Scholastic Bowl (V)	Production Director	(B&G)	Asst. Soccer	(B&G)	Head Soccer	
	Scholastic Bowl (JV)	Pit Band Director	Choral Director (1)	(B&G)	Head X-Country	(B&G)	
	Spanish Club/FOCUS		Choral Director (2)	Head Cheer (Fall)			
	AFS		Student Council	Head Cheer			
	NHS			(Winter/Comp.)			
	Tri-M			Band Director			
	Interact			(Sem.1)			
	Musical Accompanist			Band Director			
	Set Design/Construct			(Sem.2)			
	Prod. Choreographer						
	Costume/Make -up						
	<b><i>Junior High School</i></b>						
	NJHS	Asst. Wrestling	Head Wrestling				
	Yearbook	Asst. Track (B&G)	Head Track (B&G)				
		Asst. Track (B&G)	Basketball (B&G)				
			(7th & 8th Grade)				
			Student Council				
				Volleyball			
				(7th & 8th Grade)			
				X-Country (B&G)			
				Soccer			

			Jazz Band					

\*Any adjustments to the co-curricular activities included within this table does not re-open this Agreement. Both Parties understand and agree that the activities included within this table are in effect at the time of agreement and may need to be adjusted or revised on an annual basis.

## APPENDIX C

### EDUCATIONAL SUPPORT PERSONNEL MATRIX

~~For the 2021-2022 school year, all ESPs will receive a 65 cent hourly increase to their 2020-2021 hourly rates as a first step toward achieving compliance with the Minimum Wage.~~

## APPENDIX D

### HOURLY PAY DIFFERENTIALS (ESPS)

Night Custodians	Hourly	\$0.50
Head Custodians	Hourly	\$0.50
Maintenance Tier 1	Hourly	\$2.00
Maintenance Tier 2	Hourly	\$4.00
Maintenance Tier 3	Hourly	\$7.00
Personal Hygiene*	Hourly	\$1.50

#### Maintenance Base:

Grounds, moving equipment, set-ups, painting, landscaping, custodial work, snow removal, basic construction, athletic field work, etc.

#### Maintenance Tier 1:

Basic electrical (replacing outlets and ballasts), plumbing (toilets, water fountains, drain and faucet replacement), carpentry, HVAC

#### Maintenance Tier 2:

Highly skilled electrical, plumbing, carpentry, HVAC including HVAC controls and diagnostics, technology installs, HVAC repairs, breaker replacement (above basic skill levels)

#### Maintenance Tier 3:

Lead person

\*All education support personnel (ESPs) who regularly assist any student(s) with diapering and/or toileting needs shall receive a \$1.00 per hour pay differential. In the event such ESP is absent and if no substitute is available, the building administrator will ask for volunteers to substitute. If there are no volunteers, the least senior ESP within the building will be assigned as the substitute. In the event that ESPs who do not regularly perform such work substitute, such ESPs shall also receive a \$1.00 per hour pay differential for the period of time they assist as a substitute for a student with diapering and/or toileting needs.

## APPENDIX E: STIPENDS

<u>Description</u>	<u>Calculation Method</u>	<u>Amount</u>	
<u>Department Chairs HS Level 1-HS Division Chairs</u>	School Year	\$2,800.00 <u>\$2,900.00 (22-23)</u> <u>\$2,950.00 (23-24)</u> <u>\$3,000.00 (24-25)</u> <b>\$3,000.00 (25-26)</b>	
<u>Department Chairs HS level 2</u>	School Year	\$2,400.00	
Team Leaders	School Year	\$1,800.00 <u>\$1,900.00 (22-23)</u> <u>\$1,925.00 (23-24)</u> <u>\$1,950.00 (24-25)</u> <b>\$1,950.00 (25-26)</b>	
<u>Special Education Liaison</u>	School Year	\$2,800.00	
<u>PBIS tier 1</u>	School Year	\$2,800.00	
<u>PBIS tier 2</u>	School Year	\$2,800.00	
<u>RTI Coordinator</u>	School Year	\$2,800.00	
<u>Building Trades Coordinator</u>	School Year	\$4,505.00	
Mentor	School Year	<u>\$400.00</u> <u>\$600.00</u>	
Dual Credit Teacher	Per Semester	\$200.00	
Homebound Tutor	hourly	<u>\$33.00</u> <u>\$35.00</u>	
Summer school teacher	hourly	\$35.00	
Behind the Wheel Driver's Ed	hourly	\$35.00	
Curriculum Writing	hourly	<u>\$28.00</u> <u>\$30.00</u>	
Internal Subbing	hourly	<u>\$28.00</u> <u>\$30.00</u>	
Co-Curricular	Calculation Method for Teachers	Amount for Teachers	
		Calculation Method for ESPs	Amount for ESPs

Attachment B  
 BOE Proposal (Comprehensive CBA Document)  
 8/25/2022

HS Dance Chaperone - limit to 12 chaperones per dance and 2 dances per school year	event	\$60.00	Hourly	Regular Hourly Rate
JH Dance Chaperone - limit to 12 chaperones per dance and 2 dances per school year	event	\$50.00	Hourly	Regular Hourly Rate
Scholastic Bowl Moderator	event	\$65.00	Hourly	Regular Hourly Rate
Table workers - HS	event	\$60.00	Hourly	Regular Hourly Rate
Table Workers - JHS	event	\$45.00	Hourly	Regular Hourly Rate
Ticket Taker - HS	event	\$50.00	Hourly	Regular Hourly Rate
Ticket Taker - JHS	event	\$30.00	Hourly	Regular Hourly Rate
HS and JHS Track (14 max per home meet)	event	\$40.00	Hourly	Regular Hourly Rate