



Tremont Community Unit School District #702 SALARY AGREEMENT

- I. **Length of Agreement** – This agreement shall be in force for the 2016-2017, 2017-2018, 2018-2019, & 2019-2020 school years.

- II. **Salary** – For the length of this agreement, all current certified employees will receive a 2% experience factor increase each year. Additional yearly increases will be:
 - 2016-17 (2.25%) 2017-18 (1.75%) 2018-19 (1.75%) 2019-20 (TBD)
 - *All provisions of this agreement will remain in effect for 2019-2020 except for the salary portion which will be negotiated in the winter/spring of 2020. The negotiated salary increase will not be less than 2% nor more than 4% inclusive of experience factor and/or base salary increases. Factors include EAV, CPI, GSA, deficit spending, Ed. Fund balances, unfunded state mandates or rule changes like the pension shift or property tax freeze will also be weighted into the final decision. These would be points of reference to determine final wage increase and should not be considered a formula.*

Base Salary – The Base Salary will be:

- 2016-2017: \$37,251 2017-2018: \$37,810
2018-2019: \$38,377 2019-2020: TBD

First year teachers, starting with District #702, will be paid base salary.

The superintendent, in consultation with the respective building principal, shall determine the salary of any non-first year teacher/employee coming to work for the district at the beginning of each school year.

The Board reserves the right to withhold salary increments to any teacher considered below standard by administrators and the Board of Education. In addition, The Board reserves the right to establish pay for new or existing individual teachers that may be considered above the norm in order to obtain or retain teachers whenever, in its judgment, the best interests of the district will be served.

- III. **TRS** – The Board of Education will shelter allowable contributions of each teacher's salary paid into the Illinois Teachers' Retirement System. Neither the Board of Education nor any agent of the Board of Education shall make any representation as to the tax treatment of said payment. The moneys paid into

Illinois Teachers' Retirement Fund shall be in lieu of partial payments of salary and not in addition to payment of salary.

To prevent the district from making any additional contributions (penalties) to TRS, during the teacher's last four years of employment prior to retirement their TRS Creditable Earnings from the prior year to the next year shall not exceed a 6% increase.

- IV. **Retirement Incentive** – If an employee gives the Board an irrevocable notice of retirement by April 1st, three (3) years prior to the year of the retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining three years of service.

If an employee gives the Board an irrevocable notice of retirement by April 1st, two (2) years prior to the year of retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increases in compensation for each of his/her remaining two years of service.

If an employee gives the Board an irrevocable notice of retirement by April 1st one (1) year prior to the year of retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increases in compensation for his/her remaining one year of service.

Once an employee submits an irrevocable notice of retirement by April 1st, that employee shall be removed from the collectively bargained agreement. All calculations for salary increases will be based on the Teachers Retirement System (TRS) creditable earnings in the year in which the irrevocable notice of retirement is submitted. Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year.

If, after submitting an irrevocable notice of retirement by April 1st, the employee resigns from, or is dismissed from activities covered in Appendix B of this Agreement, the retirement incentive for that employee will be recalculated accordingly.

To be eligible, an employee must submit an irrevocable letter of resignation by April 1st, which must be accompanied by a (TRS) member requested "Personal Statement of Benefits" and a "Benefit Estimate" confirmation of total years of service. In addition, an employee is considered to be eligible for the retirement incentive by meeting one of the following conditions:

- a. The employee becomes fifty-five (55) years of age by July 1 of a school year and has five years TRS creditable service.

- b. The employee qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age and having attained thirty-five (35) years of upgraded TRS creditable service.

V. **Extra-Curricular Compensation** – Salary based on attached Appendix B.

VI. **Overload**- Any teacher who elects to teach an additional academic class during the teacher's planning period will be paid on the following formula:

- Hourly Rate Based on the Base: $180 \text{ days} \times 8 \text{ hours} = 1440 \text{ hours}$.
- $1440 \text{ hours} / \text{Base} =$
 - \$26.06 per hour 2016-17
 - \$26.26 per hour 2017-18
 - \$26.65 per hour 2018-19
 - TBD 2019-2020
- Teachers teaching an overload, as determined by building norms, but still maintaining some planning time will be negotiated with individually based on the above formula and reviewed and adjusted quarterly if needed. This includes, but is not limited to special education staff caseload.

CONTRACT CONDITIONS

- I. The contract year for the teacher shall be 180 days for the length of this agreement.
- II. Sick leave based on years of service shall be granted to each employee. Sick leave may accumulate to as many as a teacher does not use. TRS gives credit for retirement up to 340 unused sick days. Any accumulated sick leave exceeding 340 days will be reimbursed at \$20 per day upon the retirement of the individual. In addition, up to 180 days of sick leave, not used for TRS reimbursement purposes may be reimbursed up to \$20 per day upon a staff member's retirement. A sick day is defined as the equivalent of the daily equivalent of full-time employment that the individual is contracted for.

Sick leave:

0-10 years = 10 sick days/year	11-20 years = 12 sick days/year
21-30 years = 15 sick days/year	31+ years = 20 sick days/year

Maternity/Adoption leave may not exceed thirty (30) days for natural birth, and forty (40) days in the case of caesarian section. If a birth or an adoption of a child occurs six (6) weeks or more (eight (8) caesarian section) before the first day of school, the employee is not eligible for paid maternity/adoption leave. Extenuating situations or complications will be handled case by case in consultation with the administration.

- III. Two personal days are granted per contract year for full time employees. Personal days requested for any day immediately preceding or following a legal holiday or any other day for which schools are closed pursuant to action of the Board of Education will be considered on a case-by-case basis. Personal days will not be authorized unless a signed written request is presented to the building principal at least two days prior to the date of requested authorized absence. A single unused personal day may be carried to the next contract year for a maximum accumulation of three (3) personal leave days. No personal days will be authorized during the last two weeks of the school year. Personal leave not used in a contract year shall be added to accumulated sick leave.
- IV. Leaves of Absence: All leaves will be subject to the guidelines set forth in the Family and Medical Leave Act (FMLA) and outlined in Policy 5:185.
- V. Teachers that receive university tuition waivers may use them as they wish.
- VI. Teachers may be assigned, as equally as possible by the administration, additional duties congruent with building level needs and considered part of the teaching profession. Duties outside of the normal school day (that are considered additional) will be compensated and include, but are not limited to: coaching, sponsorships, pep bus supervision, ticket-taking, etc.

VII. **Sharing of Days:** In the case of a serious, extended illness by a staff member, additional sick days may be awarded to that individual. *This option does not cover elective surgery or normal pregnancy. If complications develop, the teacher could request a review.* The following criteria apply:

- a. Staff donate sufficient days to cover additional days needed.
- b. All sick leave, personal leave, and three (3) dock days must be used before being granted additional sick leave days.
- c. If there is a question of a qualifying illness, a review will be conducted by the superintendent and two teachers selected by the teachers.
- d. Only certified staff members are eligible for this option.

HEALTH INSURANCE

- I. The district health plan coverage will be designed and adjusted as needed by a committee of staff and the Superintendent subject to approval by the Board of Education.
- II. The Board will contribute up to \$541.67 monthly (\$6,500 annually) toward the **single premium** cost for eligible full-time employees enrolled in the health insurance plan for the length of this agreement. A full-time employee is defined as an employee working a minimum of 30 hours per week.
- III. The Board will contribute up to the following monthly cost for **family premiums** for eligible full-time employees enrolled in the health insurance plan:
 - FY 17: \$933.33 (\$11,200 annually)
 - FY 18: \$900.00 (\$10,800 annually)
 - FY 19 & FY20: \$875.00 (\$10,500 annually)

For new hires and existing staff members changing insurance status to family, the Board will contribute \$875.00 (\$10,500 annually) each of the three years of this agreement.

A full-time employee is defined as an employee working a minimum of thirty (30) hours per week.
- IV. The Board will offer two plan options – a traditional plan deductible (and a High Deductible Health Plan (HDHP) – Health Savings Account (HSA) plan for all eligible full-time employees. Each employee will have the option to choose which plan best fits their personal needs. For those employees choosing the HDHP (HSA eligible) plan option, the board agrees to contribute for eligible employees the difference between the board “cap” and the premium amount for the HDHP plan. This difference will be paid directly to an eligible employee’s Health Savings Account established through the Tremont Community Bank.
- V. As a way to control the escalating cost of health care, the Board will continue to solicit other health care options for District employees that include, but are not limited to, membership in a health insurance cooperative. Decisions to change providers must be mutual between the negotiating team and Board.
- VI. Shelter Medical Cost – the Board of Education shall provide for its employees a plan to shelter medical and childcare costs (if applicable).

Professional Training

- I. Graduate credit tuition costs shall be reimbursed in full or at a rate of: \$200 per semester credit hour for the 2016-17 school year and \$250 for the 2017-18 school year and \$300 for the 2018-19 school year, and the ISU rate for 2019-2020 whichever is less.
- II. No more than nine (9) credit hours in one calendar year will be approved for tuition reimbursement; however, there is no limit to the number of hours that will be accepted for salary advancement.
- III. Eligibility shall be limited to those teachers who provide evidence of enrollment in one of the following: 1) coursework in an approved Master's Degree program at an accredited institution; 2) coursework beyond a Master's Degree in a job-related discipline at an accredited institution; 3) Master's Degree programs not in job-related disciplines shall not be eligible for tuition reimbursement.
- IV. All requests must be approved by the superintendent.
- V. If a teacher enrolls in summer coursework, the teacher must return to work for the following school year before reimbursement will be issued.
- VI. Salary advancement levels will be BA, BA+9, BA+18, BA+27, MA, MA+15, MA+30, and MA+45.
- VII. A salary increase of \$750 will be paid for each designated level advanced beyond BA with the exception of a \$1,000 increase paid when moving from BA+27 to MA. Each designated level advanced beyond MA will pay a salary increase of \$1,000.
- VIII. All hours of credit beyond the Master's Degree must be taken AFTER the degree is granted. However, the Superintendent may grant hours beyond the Masters+00 if the program required additional hours beyond the normal Masters program (30-35 hours). An official transcript will be required to verify the additional hours required prior to any new designation of salary.
- IX. Credits that might increase a teacher's salary must be filed in transcript form on or before August 31st to be reflected in the contracted increase for the current school year (education increase earned before Aug 31 establishes new salary, and any contractual increase added from there). Increases after September 1 through August 31 will not affect the contracted increase but will be granted per paragraph VII above once the transcript is received in the Unit Office.

- X. Training and/or course work that is completed for the purpose of satisfying recertification and/or additional certification will not be reimbursed, unless attendance at said training has been requested by the administration.

Term of Agreement

This Agreement shall become effective on the first day of the 2016-17 school year and shall terminate on the first day of the 2020-2021 school year.

This Agreement is signed this 10th day of March 2016.

In witness thereof:

For the Tremont Teachers
Salary Committee

For the Tremont Board of
Education CUSD #702

Representative

President

Representative

Secretary

Both coaching and other extra-curricular duties are to be calculated from the base salary, using an experience factor with the exception of ticket takers, bus chaperones, and class sponsors, which are paid a flat fee or a percentage of the district's base salary.

The following experience index and percentages are to be used in calculating extra-curricular pay and will max out at 25 years.

Yrs. Exp.	Factor	Yrs. Exp.	Factor	Yrs. Exp.	Factor
0	Base x 1.00	8	Base x 1.27	16	Base x 1.35
1	Base x 1.04	9	Base x 1.28	17	Base x 1.36
2	Base x 1.08	10	Base x 1.29	18	Base x 1.37
3	Base x 1.12	11	Base x 1.30	19	Base x 1.38
4	Base x 1.15	12	Base x 1.31	20	Base x 1.40
5	Base x 1.18	13	Base x 1.32	21	Base x 1.42
6	Base x 1.21	14	Base x 1.33	22	Base x 1.44
7	Base x 1.24	15	Base x 1.34	23	Base x 1.45

24 Yrs. 1.47
25 Yrs. 1.50

SPORTS

<u>HS Boys</u>	<u>Head Coach</u>	<u>Assistant</u>
Football	15.00%	11.00%
Basketball	15.00%	11.00%
Wrestling	12.00%	8.50%
Baseball	12.00%	9.00%
Track	12.00%	7.50%
<u>HS Girls</u>		
Basketball	15.00%	11.00%
Volleyball	15.00%	11.00%
Softball	12.00%	9.00%
Track	12.00%	7.50%
Cheer	10.00%	
Dance	5.00%	
<u>HS Coed</u>		
CC	8.00%	
Golf	8.00%	

<u>JH Boys</u>	<u>Head Coach</u>	<u>Assistant</u>
Basketball	11% (or 9.63ea)	8.25%
Wrestling	8.50%	
Track	7.00%	
Baseball	6.50%	3.00%

<u>JH Girls</u>		
Volleyball	10.50%	7.75%
Basketball	10.50%	7.75%
Track	7.00%	
Softball	6.50%	3.00%

<u>JH Co-Ed</u>		
CC	6.50%	3.00%

		Mileage	IRS Rate
ACTIVITIES			
Band	8.5	MS Yearbook	2.5
Chorus	6.0	FHA	2.0
Yearbook	6.0	Freshman	3.0
Speech & Debate	5.5	Sophomore	3.0
Readers' Theater	5.0	Junior	3.5
HS Schol Bowl	4.5	Senior	3.0
HS Stu Council	11.0 (if one)	Master Singers/Speech MS Stu Council	2.5 5.0 (if one)
Musical Dir/Madrigal Dinner Dir Ass't Musical Dir/Play Dir MS Speech	4.5 3.0 6.0	Weight Room	5.0
JrHi Cheerleaders MS Schol Bowl	4.5 4.5	Ticket Taker Chaperone	\$35.00 \$20.00
Circle of Friends	1.5		
Community Kids	1.5		
TGS Yearbook	1.5		
Community Builders	1.5		
Journalism	1.5		
Fishing	1.5		
Garden Club	1.5 each (3 positions)		
Lego League	1.5		
Ecology Club	1.5		

Any decision regarding Robotics stipends will be deferred until such time as it can be determined the impact of the same concerning corporate sponsorship, additional non-staff mentors and assistants, and the role of Robotics Parents Club. Recommendations will be made by the administration.