

## WALLACE TEACHER CONTRACT 2016-2019

THIS IS A SUMMARY OF THE SALARY AND BENEFIT AGREEMENT BETWEEN WALLACE C.C.S.D. 195 BOARD OF EDUCATION AND THE WALLACE TEACHERS FOR THE SCHOOL YEARS 2016-17, 2017-18 AND 2018-19.

1. Three year contract with a 1% base salary increase for 2016-17 to \$35,740, a 1% base salary increase for 2017-18 to \$36,097, and a 2% base salary increase for 2018-2019 to \$36,819.
2. The board will pay an additional \$650 per year to teachers frozen at steps 17, 18, 19, 21, 22, 23, 24, 26 and above. Teachers receiving a step increase after previously being “frozen” on the salary schedule and receiving the “frozen Bonus” may continue to receive the “frozen bonus” instead of the value of the step increase if the bonus is more than the value of the step increase. Teachers who accumulate 30 hours of graduate credit beyond a Master's Degree will be paid a one-time \$650 stipend. Only courses approved by the superintendent will be credited toward this stipend. The accumulation of credit hours beyond MA+15 will start September 1, 2010.
3. The board will reimburse teachers \$150 per graduate credit hour earned up to a maximum of Nine (9) hours per year. All courses taken by teachers must be approved by the superintendent prior to enrolling in the course. Only approved courses will be reimbursed and credited toward movement on the salary schedule.
4. The board will reimburse teachers up to \$250 for out of pocket purchases of classroom materials per year.
5. The board will pay \$25 per hour for tutoring.
6. The board will pay the teachers’ full THIS contribution and the TRS contribution up to 10% on behalf of the teachers.
7. The board will provide teachers with single health care insurance coverage and with the opportunity to buy further family coverage through the group plan. The coverage will be based upon the 2015-2016 health care insurance plan as long as that plan is offered and as long as any monthly rate increase from the previous year’s plan for the single premium is less than twenty percent. If the plan is not offered by the insurance company or if the monthly rate increase is twenty percent or more as compared to the previous year’s monthly premium, a comparable health care insurance plan will be agreed upon by the teachers and the board that keeps the monthly premium increase below twenty percent. Teachers who receive this benefit will not pay towards the coverage in the 2016-2017 contract year. During the 2017-2018 contract year the teacher will pay \$40 per month to cover a portion of the insurance premium and \$40 per month during the 2018-2019 contract year to cover a portion of the insurance premium.

8. Teachers opting out of the health insurance plan will receive a \$1000 stipend yearly on the October 15<sup>th</sup> pay period. The stipend and corresponding TRS contributions will be added to the teacher's total TRS creditable earnings. Only those with an alternative source of health insurance will be allowed to take this option. All teachers will receive \$25,000 life insurance which will be paid in full by the board. Teachers opting out of the health care insurance plan each year have the option to return in the case of a qualifying event pending board approval.
9. Teachers will receive 12 sick days per year which may accumulate to a total of 350. Two of those sick days may be used as educational days. Teachers shall also be granted 2 personal days per year which will be added to the employee's sick day total if unused. Teachers at steps 17 through 24 will receive 5 additional sick days equaling 17 sick days per year. Teachers at step 25 and beyond will receive another 5 sick days totaling 22 annually. Notification of accumulated sick days will be given to all teachers each June.
10. Teachers will have 3 bereavement days per year to use in case of a death in the family. Bereavement days do not accumulate.
11. Teachers will be paid on the 15th and the 30th or last working day of each month.
12. The board will continue to schedule a 2:30 dismissal once per week for the purposes of staff development and meetings.
13. Teachers may meet with the personnel committee of the board quarterly or more often at the request of the teachers.
14. Teachers will continue to be involved with the selection process for aides and teachers.
15. The board will pay a stipend of \$20 per detention period covered by a teacher.
16. The board will offer a retirement incentive to teachers with at least 15 years of service at Wallace Grade School and who will be at least fifty-four (54) and turning fifty-five within six (6) months of his/her last day of service. In the event the teacher participates in the TRS Early Retirement Option (ERO), which obligates the district to an additional TRS contribution, the teacher will not be eligible for the District Retirement Incentive.
17. Teachers who notify the board in writing of their intent to retire by March 1 in the year prior to acceptance of the district's retirement incentive, will have a 6% increase added to their creditable earnings (Salary + TRS + extra duties) during each of the final four years of teaching. The teacher is removed from the salary schedule after the conclusion of the year prior to his/her final four years and for the final four years; a 6% increase is added each year to his/her creditable earnings. Teachers will retire at the end of the applicable school year.

- a. In the event that a teacher opts to retire without giving four years notice, the Board will increase the teacher's creditable earnings by 6% for each of the final one, two, or three years of employment as figured above. The Board shall grant any retiring teacher who otherwise meets all the requirements of this provision, upon retirement from the profession, a post retirement bonus equal to the difference between the percentage increase received and 24%. Payment shall be made after the teacher's receipt of his/her final check from the District, but within thirty (30) calendar days of the teacher's final paycheck. The payment will be deposited in an account of the teacher's choice. If the district is obligated to make an additional contribution/penalty resulting from a TRS creditable earning increase greater than 6%, and the penalty is less than the post-retirement bonus, the teacher would receive the difference of the bonus.
- b. The parties agree that any TRS creditable earnings and/or benefit increases, whether under this contract or otherwise, shall not exceed the maximum amount which results in a teacher's retirement annuity being fully funded by the Illinois Retirement System, without board liability for any portion of a teacher's retirement annuity. This means that a teacher's TRS creditable earnings (including but not limited to vertical and horizontal salary schedule movement, stipends, salary increases and retirement incentives), whether paid under the contract or otherwise, shall not increase from one school year to the next by more than 6% or otherwise be increased so as to create Board liability for any portion of a teachers' retirement annuity or result in any Board paid penalty (contribution) to TRS. In no event will the compensation and/or benefit increases exceed the threshold amount which triggers any obligation for the Board to pay additional amounts (in the form of a one-time payment or payments over time) to cover all or part of a teacher's retirement annuity or cover any Board paid penalty (contribution) to TRS.
- c. Notwithstanding any contrary or other provision of this contract, including but not limited to vertical and horizontal salary schedule movement, stipends, salary increases and retirement incentives, in the event a teacher's TRS creditable earnings would increase by more than 6% or any such lesser amount that would trigger a Board paid penalty (contribution) or cost to TRS in any given year of this contract, that teacher shall only receive the maximum increase allowed under this provision.
- d. The number of employees who may retire under this plan in any year may be limited at the option of the Board to a specified percentage. The specified percentage may not be less than ten percent (10%) of the teaching staff for the retirement benefit provided under this article. The teacher's right to participate will be allocated among those applying on the basis of seniority in the District.

18. At least three teacher representatives will meet with at least two board representatives when negotiating a new contract.

Adopted: 8/31/2016

STEP	BA	BA+15	BA+30	MA	MA+15
0	100	104	106	108	110
1	103	108	110	112	115
2	106	112	114	116	120
3	109	116	118	120	125
4	112	120	122	124	130
5	115	124	126	128	135
6	118	128	130	132	140
7	121	132	134	136	145
8	124	136	138	140	150
9	127	140	142	144	155
10	130	144	146	148	160
11		148	150	152	165
12		152	154	156	170
13		156	158	160	175
14		160	162	164	180
15		164	166	168	185
16		168	170	172	190
20		172	174	176	195
25		176	178	180	200