

TENTATIVE AGREEMENT

BETWEEN THE

**BOARD OF EDUCATION
ANTIOCH COMMUNITY CONSOLIDATED GRADE
SCHOOL DISTRICT 34
LAKE COUNTY, ILLINOIS**

AND THE

ANTIOCH ELEMENTARY EDUCATION ASSOCIATION, IEA/NEA

for the school years

2020~~18~~-2021~~9~~

Antioch Community Consolidated School District No. 34
AEEA Tentative Agreement for a new 2020-2021 Contract

Board President

Mrs. Halting

AEEA President

Michelle R. Menger

Date

6.2.2020

Date

6/3/20

ARTICLE 6
WORKING CONDITIONS

6.6 COMPENSATION FOR OVERLOAD ASSIGNMENTS AT AUGS

~~The compensation of If an AUGS teacher existing professional-educator-licensed AUGS staff member who accepts actually teaches an additional section (i.e., "overload") above and beyond the his/her regular AUGS assignment will be increased as illustrated;~~

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~~*If AUGS follows a schedule consisting of five sections, plus a 25-35 minute intervention, the teacher's (currently five sections plus a 25-35 minute intervention), his/her salary regular compensation will be increased by 1/5 of his/her current salary. (\$50,000 x 1/5 = \$10,000 overload payment)~~

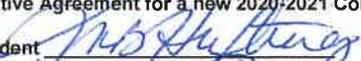
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~~*For any teacher who teaches an overload more than five sections plus a 25-35 minute intervention for less than a full school year, his/her overload additional compensation will be calculated as illustrated above and then pro-rated, based on the number of days the overload assignment is taught, divided by the total number of days in the then-current school year. (\$10,000 x 90/180 = \$5,000)~~

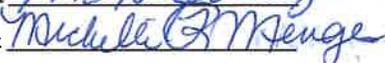
~~*The Parties agree that this overload compensation formula is not intended to contractualize the number of sections or intervention period currently observed at AUGS and that both Parties retain their rights/obligations under the Illinois Educational Labor Relations Act with respect to any future changes to the section/intervention schedule at AUGS.~~

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AEEA President



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ARTICLE 13
COMPENSATION AND RELATED PROVISIONS

13.11 ARRIVAL AND DEPARTURE ON WORK DAYS

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It is the expectation that teachers at all buildings, other than AUGS, arrive at least fifteen (15) minutes before the start of the student attendance day and remain at least fifteen (15) minutes after the end of the student attendance day observed at their building. At AUGS, it is the expectation that teachers arrive at least ten (10) minutes before the start of the student attendance day and remain at least ten (10) minutes after the end of the student attendance day observed at AUGS. On Early Release days (currently Wednesdays), the morning arrival times remain the same, and it is the expectation that teachers remain eighty-five (85) minutes after the student school day. The Parties realize that, occasionally, urgent needs and unforeseen circumstances may arise that would require a teacher to ask for a temporary exception to this rule. In such case, the teacher must request a temporary exception from his/her building principal, or supervisor, as soon as possible. It shall be up to the building principal, or supervisor, to grant or deny the request and the decision shall non-precedential and non-grievable. At the beginning of each school year, the Administration and Union shall issue a joint communication at each building reminding staff of the specific expected arrival/departure times.

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Mrs. Huntington
Michelle Merges

AEEA President

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13.132 INSURANCE - GROUP MAJOR MEDICAL

- A. The Board shall make available for each teacher a group health/major medical insurance plan or plans. Any insurance coverage shall be effective as soon after initial employment as the insurance carrier(s) shall permit.
- B. The Board shall contribute amounts not to exceed \$7,8550 for the 202018-2119 school year and ~~\$7,700 for the 2019-20 school year~~ toward the single coverage premium and a supplemental major medical insurance policy for each teacher who is eligible and elects to participate.

Only in the event that the District's insurance reserve balance decreases below an amount equal to twenty percent (20%) multiplied by the current annual premium multiplied by the number of employee participants (e.g., 20% x \$7,50250 x 200 employees = \$30290,000), may the Board's contribution toward the single coverage premium increase above the amount stated herein. In such an event, the Board and the employee shall each pay fifty percent (50%) of such increase, except that the Association reserves the right to submit a request to make changes – designed to avoid or minimize the increase in the cost of benefits - to the Schedule of Benefits from the Plan Document for District Health Insurance Plan for the Employees of Antioch School District No. 34. In the case of HMO, PPO or supplemental major medical insurance, the aforementioned fifty percent (50%) contribution shall not apply unless and until the single coverage premium for such HMO, PPO or supplemental insurance exceeds the single coverage premium for the group health/major medical policy.

The Board and the Association shall maintain a joint insurance committee of equal membership not to exceed total members of eight in number. Additional members of non-teaching employee groups may be allowed to participate. The purpose of the committee shall be to review current medical policies as well as other policies with the goal being to make recommendations for a district-wide insurance plan likely to deliver medical coverage in the most cost effective manner. The role of the committee shall be advisory only. This committee shall meet no less than quarterly.

The Board shall offer family coverage for those who authorize it to the Board in writing through payroll deduction. In addition to the Board contributions for single coverage premium stated above, the Board shall contribute an amount not to exceed \$1,68020 for the 202018-2119 school year and ~~\$1,650 for the 2019-2020 school year~~ toward the family coverage premium for each teacher who is eligible and elects to participate.

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Board President *[Signature]*
AEEA President *[Signature]*

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The above insurance benefits shall be offered pro-rata to part-time/part-year teachers who are eligible for insurance coverage under the terms of the then current policy. In the event a teacher leaves the district prior to the last day of school due to resignation or termination, Board contribution toward insurance premiums shall be paid through the last day of the month in which the teacher ceases employment.

The parties agree that, at the time this Agreement was being negotiated, the laws, rules and regulations surrounding the provision of health insurance by employers were in flux. Therefore, the parties agree that, the Board may request to, and if so requested, the parties shall reopen Section 13.12 of this Agreement due to changes and/or interpretations of the Internal Revenue Code or other laws affecting the provision of insurance benefits, or rules and regulations thereunder. Any such request to reopen shall be made in writing.

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M. Helling

AEEA President

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13.165 FLEXIBLE BENEFIT PLAN

The Board shall establish and fund the administrative setup fee, if any, of a flexible benefit plan which meets the requirements of Section 125 and Section 129 of the Internal Revenue Code. Each teacher participating in the plan shall pay any other individual administrative fee for the plan. The plan shall be administered by an independent contractor selected by the Board. The plan shall be developed in consultation with the Association and shall provide an opportunity, pursuant to relevant Internal Revenue Service Guidelines and Regulations, for a teacher to elect to deduct from his or her compensation amounts to pay for benefits under the plan. Such benefits will include to the extent allowed by the Internal Revenue Code:

1. Premium costs for health insurance not otherwise paid by the Board;
2. Single/Dependent Dental Insurance Expenses;
3. Disability Income Insurance Expense
4. Other Non-Reimbursed Medical/Dental Expenses
5. Dependent Care Expenses
6. Vision Care Expenses

Part-time teachers may be eligible to participate according to the terms of the flexible benefit plan.

Each teacher wishing to participate in the plan shall, in accordance with the terms of the plan, elect by not later than September 1 of each plan year, the benefit(s) he/she wishes to participate in under the plan, as well as the amount of salary he/she wishes to deduct for his/her anticipated costs of participation in the plan. Such election shall be irrevocable for the twelve (12) month period September through August ("plan year") except for an authorized change in status as allowed under the terms of the plan and as otherwise allowed by the Internal Revenue Code and applicable regulations. By electing to participate, a teacher will also authorize the deduction of such anticipated costs, provided such amounts are within the limits set forth by the plan and applicable law. In no event shall a teacher authorize a deduction of less than four hundred dollars (\$400) per plan year, or a deduction of more than two thousand ~~seven five~~-hundred ~~fifty~~ dollars \$2,750 per plan year for non-reimbursed medical/dental expenses and vision care expenses. Such election shall be irrevocable for the twelve (12) month period September through August ("plan year") except for an authorized change in status under the terms of the plan and as otherwise allowed by the Internal Revenue Code and applicable regulations. Each teacher shall be reimbursed no less than monthly or in accordance with the schedule established by the plan administrator, provided the teacher has timely filed evidence of reimbursable expenses under the plan.

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AEEA President

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The Flexible Benefit Plan and the plan year may be changed by mutual written agreement by the parties.

The Association agrees that by virtue of the foregoing, the Board does not warrant or guarantee that the funds set aside by any teacher for expenses to be reimbursed through the Flexible Benefit Plan are or shall be considered non-taxable by the Internal Revenue Service. The Association further agrees that the Board shall not be held responsible for any wrongful act or omission of the plan administrator selected by mutual agreement of the parties, including but not limited to embezzlement or theft of funds, improper or untimely payment of claims, negligence, fraud or the like. The Association further agrees that the conduct of the plan administrator shall not be the subject of any grievance under this Agreement.

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Mrs. H. Henry

AEEA President

Michelle B. Angelo

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6/3/20

13.176 GRADUATE SCHOOL TUITION

The Board shall pay in ~~2018-2019 and 2019-2020~~ 2020-2021 \$260 per semester hour (including fees) ("Semester Hour Rates") of approved credit for which a grade of "A" or "B" is earned, up to a maximum of nine (9) hours taken during the school year. For purposes of this section, the nine (9) hours annual limitation shall be calculated based on the number of hours for which the education provider has issued verification of completion within a school year (July 1 - June 30). Reimbursement shall be paid after verification of completion to the Superintendent or designee by all participating employees. Reimbursement shall be paid upon verification of completion, which shall be submitted to the Superintendent or designee by no later than the 1st day of August after the teacher completes the graduate coursework; no teacher shall be entitled to such payment if such teacher voluntarily elects not to return to employment in some capacity in the District for the aforementioned "following school year". Any probationary teacher earning approved credit during the first four years of employment in the District shall be entitled to reimbursement on September 1st of the next year of employment for credit earned in the previous year. Failure to submit a complete request for reimbursement within a six (6) month period shall result in forfeiture of reimbursement.

To be approved, graduate credit must be earned from a graduate school accredited by NCATE. An employee shall not be eligible for this compensation if he/she receives a grant or cash award from an agency or foundation that pays a majority of his/her expenses. Teachers hired for a specific duty who are not fully qualified for such duty shall not participate in the above remuneration until they are fully qualified for the duty for which they were originally employed.

A. COURSE ELIGIBILITY:

With prior approval from the district superintendent or designee, the following courses shall be eligible for reimbursement and lane advancement:

-Courses which are part of a degree program in the staff member's discipline or in education.

-Courses which are prerequisite to approved graduate courses and which are recommended by the building principal as valuable to the educational program.

-Post-graduate courses, including, but not limited to, on-line courses, clinics, workshops and seminars if deemed by the Superintendent or designee to be relevant to District initiatives including, but not limited to, school improvement goals, MTSS, professional learning team department goals, differentiated instructional techniques, research-based effective teaching techniques, or

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curriculum mapping and only if such online course, clinic, workshop or seminar is also regarded by the Superintendent or designee to require a sufficient degree of academic rigor and challenge to the student. Should coursework be denied, a written explanation will be provided.

Courses or seminars related to extracurricular activities shall not be eligible for reimbursement, unless such course or seminar is deemed by the Superintendent or designee to be relevant to the staff member's instructional responsibilities.

B. GRADUATE TUITION BUDGET:

The Board shall budget for the terms of this one-year agreement (2020-21) the 2018-2019 the equivalent of three hundred twenty dollars (\$320) and 2019-2020 the equivalent of three hundred twenty-five dollars (\$325) per employee covered under this Agreement at the start of each school year for voluntary graduate coursework taken. ("Budgeted Amount") Should the total number of approved credit hours times the above per semester hour rates exceed the above budgeted amount, the approved voluntary hours shall be paid at a prorated level. The District shall upon request provide the Association annually with a written, end-of-year accounting of graduate credit reimbursement payments.

Records shall be established in the administration office to advise the teachers requesting to take classes and to approve or disapprove the course of study. If any course submitted for approval is denied, the teacher shall be provided with a written reason for the denial within ten (10) days.

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Richard B. King

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13.187 RETIREMENT INCENTIVE

To recognize the contribution of those employees who have provided long and dedicated service to the district, the Board shall provide a retirement incentive to teachers who meet the following eligibility requirements:

- a. the teacher must have completed 15 years of service to District #34 by the date of his or her retirement;
- ~~b. the teacher must not be retiring under the Early Retirement Without Discount Option;~~
- bc. the teacher must submit a written, irrevocable, notice of intent to retire to the Superintendent by no later than August 1 September 15th of the start of the retirement incentive period; and
- cd. the teacher must not have received an increase of greater than 63% in creditable earnings (excluding any grandfathered or exempt earnings) in the three (3) school years immediately preceding the proposed start of the retirement incentive.

In up to each of the final four years of his/her employment, the teacher shall receive an incentive of 35% over his/her prior year's base salary (which in the second, third and fourth year of the incentive includes the prior year's retirement incentive). In the event that the State of Illinois should raise the maximum allowable percent increase, the Board will honor an increase up to 65% so long as the district does not incur any penalty.

Once the teacher begins to receive the retirement incentive, he/she shall not be eligible for earnings from extra duties or summer school, stipends, and/or any other type of compensation that could result in the Board's obligation to pay any additional contribution or "penalty" to TRS. However, the teacher may submit a request to the Superintendent's office to continue performing paid extra duties or to earn additional compensation, so long as any such additional compensation would not result in the teacher receiving a greater than 36% increase over his/her prior year's creditable earnings. The Superintendent's grant or denial of such request shall be non-precedential and non-grievable.

Any payment necessary to ensure the retiring employee receives an incentive of 35% shall be made in a lump sum each year by no later than June 30th.

In the event a certified employee who tenders his or her irrevocable letter of resignation experiences a drastic and unanticipated change in personal circumstances, the Board may, at its option, permit the certified employee to revoke his or her irrevocable letter of resignation.

In the event the Illinois General Assembly enacts any legislation during the term of

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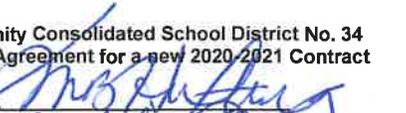
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this Agreement, which legislation would require the District to pay any additional moneys (or lose any additional revenues) to the State of Illinois and/or the Illinois Teachers' Retirement System on account of its payment of this retirement incentive, then this retirement incentive shall cease to exist at the end of the current school term. However, prior to the cessation of the benefit, either party may demand to bargain concerning whether some or all of the retirement incentive can be continued without adding any additional costs to the District.

Eligibility to submit a request to receive this incentive shall terminate on August 1, 2021 ~~September 16, 2020~~, and any such request received prior to August 1, 2021 ~~September 16, 2020~~, must be for retirement to occur no later than the end of the 202~~4~~³-202~~5~~⁴ school year.

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6/3/20 11:00 AM

ARTICLE 16
EFFECT OF AGREEMENT

16.5 DURATION

This Agreement shall become effective on the first day of the 20~~20~~18-20~~20~~19 school year and shall continue in effect until the end of the day immediately prior to the start of the 20~~20~~19-20~~20~~21 school year.

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| | | 2020-21 SALARY SCHEDULE | | | | | | |
|------|----|-------------------------|--------|--------|--------|--------|--------|--------|
| 1.04 | | BA+12 | BA+24 | MA | MA+12 | MA+24 | MA+36 | |
| A | | 41,790 | 43,659 | 45,511 | 47,368 | 49,229 | 50,980 | 52,951 |
| | A2 | 42,246 | 44,236 | 46,117 | 48,010 | 49,900 | 51,786 | 53,679 |
| B | | 42,505 | 44,406 | 46,290 | 48,179 | 50,072 | 51,852 | 53,857 |
| | B2 | 42,969 | 44,994 | 46,906 | 48,832 | 50,754 | 52,672 | 54,598 |
| C | | 42,817 | 44,718 | 46,604 | 48,492 | 50,385 | 52,277 | 54,171 |
| | C2 | 43,384 | 45,303 | 47,225 | 49,146 | 51,066 | 52,987 | 54,906 |
| D | | 43,138 | 45,031 | 46,923 | 48,815 | 50,707 | 52,599 | 54,490 |
| | D2 | 43,705 | 45,626 | 47,547 | 49,467 | 51,388 | 53,309 | 55,229 |
| E | | 43,469 | 45,361 | 47,254 | 49,146 | 51,038 | 52,930 | 54,821 |
| | E2 | 44,036 | 45,957 | 47,878 | 49,798 | 51,719 | 53,640 | 55,560 |
| F | | 43,871 | 45,763 | 47,655 | 49,548 | 51,440 | 53,331 | 55,223 |
| | F2 | 44,438 | 46,359 | 48,280 | 50,200 | 52,120 | 54,041 | 55,961 |
| G | | 44,180 | 46,070 | 47,961 | 49,852 | 51,743 | 53,634 | 55,525 |
| | G2 | 44,747 | 46,667 | 48,585 | 50,505 | 52,424 | 54,344 | 56,264 |
| H | | 45,307 | 47,256 | 49,203 | 51,151 | 53,099 | 55,047 | 56,994 |
| | H2 | 45,892 | 47,869 | 49,847 | 51,824 | 53,801 | 55,777 | 57,754 |
| I | | 46,470 | 48,476 | 50,483 | 52,489 | 54,495 | 56,502 | 58,508 |
| | I2 | | 49,108 | 51,145 | 53,182 | 55,218 | 57,254 | 59,291 |
| J | | | 49,734 | 51,801 | 53,867 | 55,934 | 58,000 | 60,067 |
| | J2 | | 50,386 | 52,483 | 54,581 | 56,678 | 58,776 | 60,873 |
| K | | | 51,030 | 53,159 | 55,287 | 57,415 | 59,544 | 61,672 |
| | K2 | | 51,701 | 53,862 | 56,022 | 58,182 | 60,343 | 62,503 |
| L | | | 52,365 | 54,558 | 56,750 | 58,942 | 61,135 | 63,327 |
| | L2 | | 53,056 | 55,282 | 57,506 | 59,731 | 61,957 | 64,182 |
| M | | | 53,740 | 55,999 | 58,256 | 60,515 | 62,773 | 65,031 |
| | M2 | | 54,452 | 56,743 | 59,036 | 61,328 | 63,619 | 65,912 |
| N | | | 55,157 | 57,483 | 59,809 | 62,134 | 64,460 | 66,786 |
| | N2 | | 55,889 | 58,251 | 60,612 | 62,972 | 65,333 | 67,694 |
| O | | | 56,615 | 59,012 | 61,407 | 63,803 | 66,199 | 68,594 |
| | O2 | | | 59,803 | 62,235 | 64,667 | 67,097 | 69,529 |
| P | | | | 60,586 | 63,055 | 65,522 | 67,990 | 70,458 |
| | P2 | | | 61,402 | 63,906 | 66,411 | 68,915 | 71,420 |
| Q | | | | 62,209 | 64,751 | 67,292 | 69,835 | 72,377 |
| | Q2 | | | 63,048 | 65,629 | 68,208 | 70,788 | 73,367 |
| R | | | | 63,881 | 66,499 | 69,117 | 71,734 | 74,353 |
| | R2 | | | 64,745 | 67,403 | 70,060 | 72,718 | 75,374 |
| S | | | | 65,602 | 68,299 | 70,996 | 73,693 | 76,389 |
| | S2 | | | 66,493 | 69,230 | 71,967 | 74,704 | 77,441 |
| T | | | | 67,376 | 70,153 | 72,932 | 75,709 | 78,487 |
| | T2 | | | 68,293 | 71,112 | 73,931 | 76,751 | 79,570 |
| U | | | | 69,203 | 72,064 | 74,925 | 77,786 | 80,647 |
| | U2 | | | 70,148 | 73,052 | 75,956 | 78,860 | 81,763 |
| V | | | | 71,086 | 74,033 | 76,979 | 79,926 | 82,873 |
| | V2 | | | 72,058 | 75,049 | 78,040 | 81,031 | 84,022 |
| W | | | | 73,024 | 76,060 | 79,095 | 82,130 | 85,165 |
| | W2 | | | 74,026 | 77,107 | 80,188 | 83,269 | 86,349 |
| X | | | | 75,021 | 78,148 | 81,274 | 84,401 | 87,527 |
| | X2 | | | 76,053 | 79,226 | 82,399 | 85,573 | 88,746 |
| Y | | | | 77,079 | 80,299 | 83,519 | 86,739 | 89,959 |

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