

**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 \$8,000.00
Employee + Spouse:	\$10,550.00
Employee + Child(ren):	\$10,550.00
Family:	\$14, 500.00

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 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 Insurance**

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

Extracurricular stipends shall be paid on a pro rata basis in the teacher's regular bi-weekly paychecks when possible.

#### G. Teacher Retirement Contribution

The Board agrees to pay nine percent (9%) of the teacher's creditable earnings 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 nine percent (9%), the Board shall make only the new statutory contribution of the teacher's creditable earnings to TRS.

#### H. Salary – Teachers Only

1. For the 2018-2019, 2019-2020 and 2020-2021 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 must be filed with the Superintendent or designee prior to the commencement of the school year in order to qualify for horizontal movement on the salary schedule for that 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 G, 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 G

and/or at a step beyond their relevant teacher experience upon mutual agreement between the Superintendent and HEA.

I. 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.

J. 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.

K. Course Approvals and Tuition 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.
5. Teachers enrolled in an approved graduate degree program will be reimbursed a maximum of 18 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.

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 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.

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.

#### L. Course and Advanced Degree Program Approvals – Teachers Only

The Board agrees to reimburse teachers for tuition costs incurred for classes taken, provided the following criteria are met:

1. All courses must be approved prior to enrollment by a committee consisting of the Superintendent or designee, one (1) related services representatives, and two (2) HEA representatives.
2. All master's programs must be approved prior to enrollment by the approval committee. The committee will evaluate each master's program using a rubric developed for the evaluation.
3. All master's programs must be offered by accredited college or university.
4. Employees must agree to commit to the District for two additional years of employment following the attainment of a master's degree(s) and three additional years after any PhD or EdD.
5. Should the employee choose to leave the District before this time, any tuition reimbursement paid to the employee must be repaid to the District.
6. Any employee who has already been approved for a master's program prior to the start of this Agreement will have grandfather status.

#### M. Internal Substitution

Teachers shall be compensated at the rate of \$28.00 per hour, provided the teacher is assigned an additional class assignment in addition to their regularly assigned class load at the request of the administrator.

#### N. Certified Instructional Aide-Compensation for Substitution

A certified instructional aide who holds a valid Illinois teaching certificate who is asked by an administrator to substitute for a teacher will be paid the substitute teacher rate or their hourly wage, whichever is higher.

#### O. Academic and Co-Curricular Stipends

1. Academic Stipends – Teachers Only – 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 I 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.

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

P. 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.

Q. 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.

R. 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.

S. 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.

T. 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 hired for bilingual aide positions will receive an off-matrix bonus of \$750 that is not added to their base wage. 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.

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.

U. 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>
5-9 Years	\$300.00
10-14 Years	\$400.00
15-19 Years	\$500.00
20-24 Year	\$600.00
25 + Years	\$700.00

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

V. Summer School – Teachers Only

Certified teaching bargaining unit members will be paid at the rate of \$33.00 per hour for teaching summer school or teaching Driver's' Education during the school year, when teachers receive such an assignment.