



Tremont Community Unit School District #702 SALARY AGREEMENT – CERTIFIED STAFF

- I. **Length of Agreement** – This agreement shall be in force for the FY21, FY22, & FY23 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:
- FY21 (0%) FY22 (1.5%) FY23 (2.0%)

Base Salary – The Base Salary will be:

- FY21 - \$39,145 FY22 - \$39,732 FY23 - \$40,526

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 monies 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. **Co-Curricular Compensation** – Salary based on attached Appendix B.
- VI. **Overload & Sub-Supervision** – Any teacher who elects to teach an additional academic class during the teacher’s planning period or serve as a substitute during planning periods will be paid on the following formula:
- a. Overloads.
 - Teachers teaching an overload, as determined by building norms, but still maintaining some planning time will be negotiated with individually based on the formula below and reviewed and adjusted quarterly if needed. This includes, but is not limited to special education staff caseload.
 - Base/1440 hours =
 - \$27.18 per hour FY21
 - \$27.59 per hour FY22
 - \$28.14 per hour FY23
 - b. Substitute During Prep Period.
 - \$18.00/Hour.

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. 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 30 days for natural birth, and 40 days in the case of caesarian section. If a birth or an adoption of a child occurs six weeks or more (eight 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. Sick leave shall be defined as personal illness, required surgery, quarantine at home, or serious illness of the staff member or his/her immediate family or household. Sick leave may be used for bereavement under the following guidelines:
 - a. There is no specified limit for use of sick leave for bereavement in the event of the death of a member of the immediate family or household.
 - b. Up to five (5) days of sick leave per year may be utilized in the event of the death of extended family or friends.

- IV. Three (3) personal days are granted per contract year for full time employees.
 - a. Requests must be presented to the building principal at least two (2) days prior to the date of the requested authorized absence.
 - b. 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 not be granted. Compelling personal or family reasons will be considered by the administration provided a request is given to both the building principal and superintendent at least two weeks prior.
 - c. No personal days will be authorized during the last two weeks of the school year.
 - d. Personal leave not used in a contract year shall be added to accumulated sick leave.

- V. 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.

- VI. Teachers that receive university tuition waivers may use them as they wish.

- VII. 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.

- VIII. **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 from the share bank.
 - c. If there is a question of a qualifying illness or days granted, a review committee would be convened consisting of the superintendent, two Board members and two teachers.

HEALTH INSURANCE

- I. The district health plan coverage will be designed, reviewed, 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 District's 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 \$875.00 monthly (\$10,500 annually) toward the cost of **family premiums** for eligible full-time employees enrolled in the District's 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.
- IV. The Board will offer five plan options – 4 traditional plans and a High Deductible Health Plan (HDHP) 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 for a staff member's *first* Master's Degree shall be reimbursed at a rate not to exceed \$385 per credit hour.
 - a. For budgeting purposes, requests must be submitted to the superintendent.
 - b. A second Master's Degree will be reimbursed at a rate not to exceed \$120 per credit hour with administrative approval and the degree job related.
 - c. The Board, in collaboration with the professional staff, will provide opportunities through local staff development for continued growth and salary advancement after a Master's Degree is attained.
 - d. If a teacher enrolls in summer coursework, the teacher must return to District #702 the following school year before reimbursement will be issued.
 - e. 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.

- II. Eligibility shall be limited to those teachers who provide evidence of enrollment in one of the following:
 - a. Coursework in an approved Master's Degree program at an accredited institution.
 - b. Coursework beyond a Master's Degree in a job-related discipline at an accredited institution.

Master's Degree programs not in job-related disciplines shall not be eligible for tuition reimbursement.

- III. Salary advancement levels will be BA+9, BA+18, BA+27, MA, MA+15, MA+30, MA+45, and National Board Certification.

- IV. 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. In addition, a salary increase of \$1000 will be awarded any certified staff member earning National Board Certification.

- V. 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 Master's+00 if the program required additional hours beyond the normal Master's program (30-35 hours). An official transcript will be required to verify the additional hours required prior to any new designation of salary.

- VI. 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 IV above once the transcript is received in the Unit Office.

- VII. 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.
- VIII. Staff members accepting District reimbursement for graduate work must agree to work three (3) years after receiving each payment or repay the District's investment in 1/3 increments for each year they fall short. Life changing events, like the death of an immediate family member or spouse job transfer will be taken into account.
- IX. The educational reimbursement provisions outlined in this contract will go in effect immediately for those staff members already enrolled in their first Master's program. Provisions for those currently enrolled in a second Master's program will be handled on a case-by-case basis.

Term of Agreement

This Agreement shall become effective on the first day of the 2020-2021 school year and shall terminate on the first day of the 2023-2024 school year.

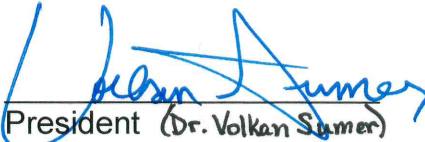
This Agreement is signed this 13th day of February 2020.

In witness thereof:


For the Tremont Teachers
Salary Committee

For the Tremont Board of
Education CUSD #702


Representative (Andrew Schwenk)


President (Dr. Volkan Sumner)


Representative (Steve Verdun)


Secretary (Renee Kaiser)

District #702 Co-Curriculars

The following experience index and percentages are to be used in calculating co-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

High School

Head Football	15%
Hd. HS Boys Basketball	15%
Hd. HS Girls Basketball	15%
Head HS Volleyball	15%
Head HS Wrestling	12%
Hd. HS Baseball	12%
Head HS Girls Track	12%
Head HS Boys Track	12%
Head HS Softball	12%
Ass't. Football	11%
Ass't. HS Boys Basketball	11%
Ass't. HS Girls Basketball	11%
Ass't. HS Volleyball	11%
HS Cheer	10%
Ass't. HS Baseball	9%
Ass't. HS Softball	9%
Ass't. HS Wrestling	8.50%
HS Cross Country	8%
HS Golf	8%
Ass't. HS Boys Track	7.50%
Ass't. HS Girls Track	7.50%
HS Dance Team	5%

Middle School

Hd. MS Boys Basketball	11%
Hd. MS Wrestling	11.00%
Hd. MS Girls Basketball	10.50%
Hd. MS Volleyball	10.50%
Co-MS Boys Basketball	9.63%
Co MS Volleyball	8.75%
Ass't. MS Boys Basketball	8.25%
Ass't. MS Girls Basketball	7.75%
Ass't. MS Volleyball	7.75%
MS Boys Track	7%
MS Girls Track	7%
Hd. MS Cross Country	6.50%
Hd. MS Baseball	6.50%
Hd. MS Softball	6.50%
MS Cheer (if 1)	4.50%
Ass't. MS Cross Country	3%
Ass't. MS Baseball	3%
Ass't. MS Softball	3%
MS Cheer (if 2)	2.25%

ACTIVITIES

<u>High School</u>		<u>Middle School</u>	
HS Student Council (if 1)	11%	MS Speech	6%
FFA	11%	Lego League (if 1)	6%
Band	8.50%	MS StuCo (if 1)	5%
Chorus	6%	MS Scholastic Bowl	4.50%
HS Yearbook (per adv)	6%	Lego League (if 2)	3%
HS Speech	5.50%	MS Yearbook	2.50%
HS Student Council (per adv)	5.50%	Choral Reading	2.50%
Weight Room	5%	MS Student Council (if 2+)	2.50%
HS Scholastic Bowl	4.50%	Circle of Friends	1.50%
Musical / Director Play	4.50%	Community Kids	1.50%
Madrigals Dinner	4.50%		
HS Student Council (if 3)	4%	<u>Grade School</u>	
Junior Adv.	3.50%	GS Master Singers	2.50%
Student Adv. 1, 2, 4	3%	GS Yearbook	1.50%
Ass't Musical / Play	3%	Garden Club	1.50%
National Honor Society	3%	<u>Additional</u>	
Fishing	1.50%	Chaperone	\$20.00
Ecology Club	1.50%	Ticket Taker	\$35.00

For the length of this contract, coaching and co-curricular duties will be calculated from the base salary using the experience factor outlined below. A flat fee is paid to ticket takers, bus chaperones, and other supervision. Class sponsors are not subject to the experience factor.

NOTE: New legislation requiring a minimum teaching salary by 2024 tied to the Consumer Price Index (CPI) will force a change in co-curricular stipends by 2024.

NOTE: The Co-Curricular stipends identified in this contract apply to the full-time certified staff of District #702. The Board reserves the right to pay non-certified or part-time district employees a different rate.

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.