

Union Proposal: April 30th, 2014

Term/Salary Benefits	Proposal
<p>Contract Term</p> <p>Article XVI, Section D</p>	<p>4-year Agreement (July 1, 2014 – June 30, 2018)</p>
<p>Salary Schedule</p> <p>Article XX, Section K, Subsection 4-8.</p>	<p>Raises on the base are still being discussed.</p>
<p>Health Insurance</p> <p>Article XIX, Section C</p>	<p>PPO/HSA/HMO Plan w/ Wellness Design effective 1-1-2015 (and eligible premium credits of \$1620 per family and \$600 per individual) as developed by the Insurance Committee. Maintain current opt-out rate and agreed upon plan for the D211 spouse/partner. Wellness incentives will increase as designed by the Insurance Committee and will NOT decrease. Caps developed by the Insurance Committee will not increase.</p>
<p>Retirement</p> <p>Article XVIII</p>	<p>Retain current level of retirement incentives conditional upon no employer ERO contributions paid by District. This will not affect anyone that is going to retire under the current contract, excluding the health insurance buyout.</p> <p>If any changes in retirement legislation are enacted which add or eliminate retirement options, which increase the required TRS contribution of the Board or Union members, or increase the financial obligation of the Board or Union members in fiscal 2014/2015, 2015/2016, or 2016/2017, either the Board or Union may give notice of intent to reopen and renegotiate the TRS contribution.</p>

Professional Development

Upon execution of this agreement, a District Professional Development Committee shall be established. It shall be comprised of three representatives appointed by the Union and up to three representatives appointed by the Superintendent. The Committee shall meet quarterly to review current professional development needs.

Class Size

Include Music in the contract:

Band

0-100: 1.0 FTE

101-200: 2.0 FTE

For every 30 students above 200, add 0.2 FTE.

Orchestra

0-100: 1.0 FTE

For every 30 students above 100, add 0.2 FTE

Choir

0-150: 1.0 FTE

For every 30 students above 150, add 0.2 FTE.

Department Chair Release and Compensation Schedule

Department Chair Release

Core areas (+1.6 FTE). All core (Math, Science, Social Studies, English) chairs will teach a minimum of 2 periods unless mutually agreed upon by the department chair and the building principal.

ESL Department Chairs shall be provided one release period in addition to current practice to attend all IEP/504 meetings required based on new laws enacted in 2013.

The World Language Chair shall be provided one release period in addition to current practice to evaluate oral comprehensive assessments and to oversee the implementation of all Type 3 assessments.

If Chairs wish to request an additional release, their salary may be reduced by their stipend.

Elective departments would maintain their chair stipends and each receive an additional release period. This agreement is limited to a maximum of ten elective department chairs district wide per year.

Department Chair Compensation Schedule

Group (# of members)	Gross Comp
1 to 6	\$4800
7 to 11	\$6000
12 to 20	\$7200
21 to 25	\$8200
Over 25	\$9500

District Chair Compensation

Salary for District Chairs will increase from \$2843 to \$3000.

District Chairs of departments with two release periods or less may request an additional release in exchange for eliminating the stipend associated with the district chair position.

PERA Committee Members: Will receive a \$3000 stipend in compensation for all work completed in preparation of district wide joint committee meetings. This accounts for hours spent outside of normal school operating hours. This is the hourly rate identified by the summer school rate of \$50.74 per hour times 60 hours.

Supervisions

The following people will not have a supervision:

1. Department Chairs
2. Dean
3. Athletic Coordinators
4. Anyone with 5 preps all departments
5. Anyone with 6th assignment
6. Student Council sponsor
7. Teachers teaching Advanced Placement Lab Courses (i.e., physics, biology, chemistry, etc.)
8. Local 1211 Officers, D211 Council Officers and Building Head Reps.
9. PERA Committee Members
10. All program coordinators
11. 1:1 coordinator in each department

Two (2) TAs per building will be allotted to allow for flex-time.

Records Days

The afternoon of College Night (end of 1st quarter) shall be identified as a Records Day. The Tuesday prior to Spring Break (end of 3rd quarter) shall be a Morning Work Session from 7:30/8:15 AM until 10:30/11:15 AM identified as a Records Day. This is in exchange for the number of Morning Work Sessions being reduced from twelve (12) to nine (9). These proposed records days are not to effect the non-attendance days currently identified in the school calendar.

Decimal Points

ANOR/ASOU Department Chairs	These positions will be created with compensation and release dictated above in the Department Chair portion.
TA Salary Steps	Add step 18/19. See Appendix B.
TA Year End Bonus	TA Year End bonus schedule: \$300 (1); \$350 (2-4); \$450 (5-12); \$550 (13+)
Longevity Bonus for all coaches/sponsors	10-14 yrs. – 1.5% of stipend; 15-20 yrs. -2.0% of stipend; 20-24 yrs. – 2.5% of stipend; 25+ yrs. – 3% of stipend.
TA Coaches	TAs considered in-district coaches during the summer
Nurse	Steps will increase to 19 as shown in Appendix C
Tuition Reimbursement	Teachers will be allowed to take up to 18 credit hours of online courses that can be applied towards a masters, masters + 30, or masters +30 +12.
Certified Media TAs	Schedule increase (additional 20% on current salary)
Article XX Section O	National Board Certified unit members will receive \$850 annual stipend for the duration of their National Board Certification.

Athletic/Activity Group Changes

Junior Class Assistant	Add and place at Group 6
Restructured Activity Schedule <i>Hold harmless people that would lose money in the deal.</i>	Incentive for longevity as Appendix D
Pom Pon/Head Coach	Move Head Coach to group 1
Flag Head Coach	Move Head Coach to group 1
LaCrosse Head Coach	Move Head Coach to level B, assistant to level D.
Football Assistant Coach	Move Varsity offensive/defensive coordinators to level B
Move Group D Head Coaches to Group C Move all corresponding assistants to group E	Badminton; Bowling; Golf (B/G); Water Polo (B/G)
Math Team Head Coach	Move to group 3
Math Team Assistant	Move to group 5
Create Business Team (BPA)	Head Coach group 4 Assistant Coach group 6 Current assistant staffing levels will be maintained.
Speech Team (Forensics) <u>Proposal For Speech, Debate, and Scholastic Bowl</u>	Speech/Individual Events Team Head, Scholastic Bowl Head, Debate Team Head – all Group 2. All assistants Group 3. One (1) assistant will be added for each additional 10 students over the base of 20, up to a total of 5 assistants. This is consistent with the Speech Team provision in the current Collective Bargaining Agreement.
Saturday School	Saturday school stipend is being eliminated and restructured as an hourly wage as is current practice in some buildings.

Current Activities Assistant staffing levels will be maintained based on current practice.

District Activities Committee

Upon execution of this agreement, a District Activities Committee shall be established. It shall be comprised of three representatives appointed by the Union and up to three representatives appointed by the Superintendent. The Committee shall meet quarterly to review current activity program.

Appendix B

Teacher Assistants		
Years	Hourly Rate	Salary - 7.5 hrs * 185 days
0	\$16.85	23379
1	\$17.15	23796
2	\$17.50	24281
3	\$17.83	24739
4	\$18.15	25183
5	\$18.53	25710
6	\$18.96	26307
7	\$19.58	27167
8	\$20.25	28097
9	\$20.88	28971
10	\$21.65	30039
11	\$22.51	31233
12	\$23.34	32384
13	\$24.19	33564
14	\$25.16	34910
15	\$25.74	35714
16	\$26.33	36533
17	\$26.94	37379
18	\$27.56	38239
19	\$28.19	39118

Appendix C

Years	Certified Nurses	
	BA Salary	MA Salary
0	52118	56029
1	54726	58831
2	57464	61773
3	60336	64863
4	63350	68102
5	66519	71506
6	69845	75084
7	73339	78838
8	75162	80799
9		82804
10		84857
11		86555
12		88286
13		90051
14		91852
15		93689
16		95563
17		97475
18		99424
19		101413

Non-Certified Nurses	
Hourly Rate	Salary - 1600 hours
30.28	48488
31.19	49904
32.12	51392
33.08	52944
34.08	54528
34.76	55618
35.46	56730
36.17	57865
36.89	59022
37.63	60203
38.38	61407
39.15	62635
39.93	63888
40.73	65165
41.54	66469
42.37	67798
43.22	69154
44.09	70537
44.97	71948
45.87	73387

Restructured Activity Schedule

Group	Contracts 1-3	Contracts 4-5	Contracts 6-7	Contract 8+
1	5033	7332	8494	9764
2	4249	6165	7125	8454
3	3463	5052	5844	7033
4	2649	3853	4476	5460
5	2284	3380	3929	4793
6	1863	2759	3186	3886
7	1233	2058	2466	3130
8	1034	1673	2009	2550