

**Article XIV: Attendance Incentive (cont'd.)**

Section 7. Effective with the 2019-2020 school year, the employee may elect to have the attendance incentive paid out on a yearly basis. If the employee elects to have their attendance incentive paid out on a yearly basis they must submit an irrevocable request to the Director of Human Resources prior to September 1<sup>st</sup>. Once the employee is enrolled in a yearly pay out they will remain that way until they separate or retire from Collinsville Community Unit School District No. 10. The yearly pay out for the attendance incentive will be paid by July 31<sup>st</sup>. All yearly attendance incentives earned prior to the 2019-2020 contract year and earned in any contract year prior to an employee making an election for a yearly pay out shall be paid to the employee upon the employee's separation or retirement from Collinsville Community Unit School District No. 10 pursuant to the procedures set forth above.

**ARTICLE XV: FRINGE BENEFITS**

**Section 1. Health Insurance**

- 1.1 For each full-time employee who desires to participate, the Board shall pay 100% of the cost of the premium for single coverage under a group health insurance plan for the duration of the contract.
- 1.2 The District shall also provide eligible employees with 100% Board paid dental insurance and life insurance (\$11,000 life insurance coverage per employee) for the duration of this agreement.
- 1.3 In addition to the Board's contribution for single coverage, the Board shall contribute \$75.00 for each employee toward a group health plan for family/spouse coverage for each full-time employee who desires to participate in the family/spouse plan for the duration of this agreement.
- 1.4 All employees are subject to eligibility requirements.
- 1.5 Insurance Committee. A representative committee made up of all groups of employees (with at least 50% of the committee members named by the Association) will evaluate the insurance coverage, company, etc. The parties understand and agree that so long as the District continues to provide insurance through MISSVIC under a contract for insurance coverage, premium costs and benefits shall be determined by MISSVIC. Prior to the expiration of any contract with MISSVIC the Insurance Committee and Board may mutually agree to renew the MISSVIC contract. If either the Board or the Insurance Committee proposes that insurance coverage be provided by an insurance carrier other than MISSVIC then the Board and Insurance Committee shall negotiate the proposed change in the insurance carrier/company, coverage, etc. and further agree that these negotiations must be completed prior to the deadline for renewing any existing insurance carrier contract.

**Section 2.**

The Board shall pay, on behalf of employees an amount of 9% (9.8901 cost factor) of each employee's creditable earnings to the State of Illinois Teacher's Retirement System (TRS). A teacher's required contribution to TRS above the amount of the board's TRS contribution, and the Board's contribution on behalf of teachers, will be tax sheltered as permitted by law. The salary amount as printed on the individual employment agreement issued annually shall reflect such TRS contributions.

**ARTICLE XV: Fringe Benefits (cont'd.)**

- Section 3.** District 10 teachers are authorized to use their issued name badge as a pass to attend all District 10 home activities at no cost. The pass will be valid for the employee and one guest at each event, but the pass cannot be used to attend the District 10 Basketball Tournament (currently called the Schnucks Tournament) and cannot be used to attend events that IHSA charges admission fees.
- Section 4.** Collinsville CUSD 10 403(b) Plan: The District will contract with a third-party administrator (TPA) to serve as the third-party administrator of the District's 403(b) plan.
1. All aspects of the 403(b) plan shall comply with federal laws and regulations.
  2. The District will request the third-party administrator to include the following in the District's 403(b) plan, provided that 1) the item does not cost the District any additional fees/expenses and 2) the item is authorized under federal laws and regulations. The Third-Party Administrator will determine whether or not any of the items will result in an additional cost to the District and whether the item can be included in the District's 403(b) plan under federal laws and regulations.
    - a. Current vendors will be included in the 403(b) plan provided the vendor meets all criteria and obligations to be included in the plan.
    - b. The transfer of funds (exchanges) between approved products offered by different providers.
    - c. Information sharing agreements for legacy products to which new investments are not being made.
    - d. Available to all employees under the universal availability requirement.
    - e. Contribution limits, including catch up provisions for employees 50 years of age or older and catch up provisions for products that had catch up provisions for those with 15 years of service.
    - f. Opportunities to enroll in the plan products and opportunities to change investments.
    - g. On-line access to accounts.
    - h. Product features such as Roth IRA and 457(b) contributions to offer flexibility, loans, financial hardship withdrawals and payroll slots for the providers.
  3. Prior to the District implementing a discretionary change to the 403(b) plan or changing Third-Party Administrators, the District will notify its labor organizations and meet its bargaining obligations consistent with the Illinois Educational Labor Relations Act. However, the TPA shall retain the authority to make unilateral changes to the plan to ensure it remains in compliance with federal laws and regulations, but the employees shall be notified of any said changes.