

ARTICLE XVI: COMPENSATION

Section 1. Salary Schedule

1.1 The basic salaries of employees covered by this Agreement shall be attached to and incorporated in this Agreement.

Section 2. Experience Credit

2.1 A new employee with experience elsewhere shall receive credit for outside experience as listed:

<u>Outside Experience</u>		<u>Step on Unit 10 Schedule</u>
2 through 6 full years	=	½ creditable experience
7 through 10 full years	=	Step 4
11 through 15 full years	=	Step 5
16 through 20 full years	=	Step 6
21 years and over	=	Step 7

2.2 For the person being hired for the 1994-1995 school year and thereafter, a person hired within the first 30 working days of the first semester or as a substitute in a position and is subsequently hired in that position will be entitled to experience credit for that entire year.

Section 3. Master's Degree Equivalency

3.1 Effective the 1976-77 school year, Master's Degree equivalency (40 semester hours) shall no longer be payable on the salary schedule. Those teachers who are already on the Master's Equivalency shall be paid as a Master Degree teacher in effect to the duration of their employment.

Section 4. Ten or Twelve Month Pay Period Option

4.1 Teachers shall have the option of receiving their salaries on a ten month basis or on a twelve month basis. Teachers who choose the ten month plan shall receive twenty-two (22) bi-weekly pays commencing in September and ending in June. Teachers who choose the twelve month plan shall receive twenty-six (26) or twenty-seven (27) bi-weekly pays commencing in September and ending in August. Anyone employed effective with the 1991- 1992 school year or thereafter shall not have the above option, but shall be placed on the twelve (12) month pay plan.

Section 5. Salary Computational Errors

5.1 Any error in the computation of the salary of an employee shall be corrected the next pay period after the discovery of the error.

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Section 6. Automotive Mileage

6.1 Employees required to drive their personal automobiles in the course of their employment, or otherwise using their automobiles in authorized service to the District, shall be reimbursed at the current published IRS rate.

Section 7. Summer School

7.1 Pay for teaching in the Summer School Program shall be at the rate of .00065 of beginning base. Pay for summer school work shall be paid as the Summer School Program pay period plan which shall be separate from the Teachers' 12-month pay period plan.

Section 8. Night School

8.1 Pay for teaching in the Night School Program shall be at the rate of .00065 of beginning base.

Section 9. Saturday School

9.1 Pay for teaching in the Saturday School Program shall be at the rate of .00065 of beginning base.

Section 10. Homebound Program

10.1 Pay for teaching in the Homebound Program shall be at the rate of .00065 of beginning base.

Section 11. Irregular Teaching Duty

11.1 Teachers who are assigned six periods of teaching duty shall be paid at the rate of nine percent (9%) above their regular scheduled salary.

Section 12. Driver's Education (Behind the Wheel)

12.1 Pay for teaching in the Driver's Education (BTW) Program shall be at the rate of .00065 of beginning base.

Section 13. No Unauthorized Deduction

13.1 Deductions from an employee's pay will only be made with authorization from the employee or if required by law.

Section 14. Worker's Comp

During the period of time when a teacher is collecting benefits provided by the Illinois Workers' Compensation and Occupational Disease Act, the district will pay the employee an amount equal to the difference between the employee's regular net pay (including stipends) and the amount the employee is receiving from workers' comp.

Section 15. 60-hour Master's Degrees

- 15.1 Beginning with the 1997-98 school year, certified positions that require a master's degree and that degree requires 60 hours of work beyond the bachelor's degree, shall be placed on the salary schedule at the master's plus 24 level and given credit for a master's plus 28 toward further advancement on the salary schedule.

Section 16. Lead Teachers

- 16.1 Lead Teacher position for Caseyville, Jefferson, Twin Echo, Summit, Webster, Maryville, Kreitner, DIS, Hollywood Heights, and Renfro.

The lead teacher will act only in the absence of the building principal(s) in emergency response situations. When the lead teacher is called out of their classroom to perform such duties, their class will be covered by an adult employee. Compensation will be on an hourly basis with the rate being the agreed upon hourly rate (.00065). The building principal will appoint the position.

Section 17. Early Retirement Incentive

The Board shall recognize the service of full-time teachers who have rendered at least fifteen (15) years of full-time TRS creditable service to Collinsville Community Unit School District No. 10 and who are eligible to receive regular retirement pension benefits through the Teachers' Retirement System of the State of Illinois.

1. Requirements to Qualify – To be eligible for this benefit, a teacher must comply with all of the following requirements and limitations:
 - a. Must have a minimum of fifteen (15) years of full-time teaching service in the Collinsville School District at the time the retirement notice is submitted in order to be eligible for this early retirement incentive; and
 - b. Must be at least sixty (60) years of age by December 31 of the year of retirement; or
 - c. Must be at least fifty-five (55) years of age by December 31 of the year of retirement with thirty-five (35) years of creditable service (including accumulated sick leave) with the Illinois Teachers Retirement System; and
 - d. Must submit an irrevocable letter of resignation for retirement. As many as the last three (3) years of an employee's career may be included in the pre-retirement period. An irrevocable letter of resignation establishing the date of retirement will create and determine the length of the pre-retirement period; and
 - e. The irrevocable letter of resignation for retirement must be submitted to the Superintendent on or before October 1st and indicate a pre-retirement period from 1 to 3 years in duration. For example, an employee who submits an irrevocable notice of retirement by October 1, 2019 may indicate a retirement date of June 30, 2020, 2021, or 2022.
2. Total payment due under the Collinsville Retirement Program will be as follows:

One year retirement notice:	\$1,500
Two year retirement notice:	\$3,000
Three year retirement notice:	\$4,500

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3. This retirement program payment may be paid in two forms -1) TRS creditable earnings and/or 2) a retirement severance payment—and shall be paid according to the following procedures.
 - a. A calculation will be made comparing the employee's creditable earnings of the immediately previous year with his/her creditable earnings of the year he/she gave notice. If such creditable earnings are less than 106% of his/her creditable earnings of the previous year, that portion of the retirement program payment (\$1,500) will be paid to the employee as creditable earnings in the last pay period in June, but in no case shall the retirement incentive cause the employee's creditable earnings to exceed 106% of his/her previous year's creditable earnings and the \$1,500 retirement payment will be reduced in an amount to ensure the teacher's creditable earnings does not exceed a 6% increase.
 - b. For each succeeding year of the notice period, a comparison will be made between the employee's creditable earnings of the previous year and the current year. That portion of the program payment up to a maximum of \$1,500 will be paid to the employee as creditable earnings in the last pay period of June in each subsequent year of the retirement program, but in no case shall the retirement incentive cause the employee's creditable earnings to exceed 106% of his/her previous year's creditable earnings and the \$1,500 retirement payment will be reduced in an amount to ensure the teacher's creditable earnings does not exceed a 6% increase.
 - c. In the event the entire program payment due the employee is not paid as creditable earnings during the notice period, the remaining balance will be paid to the employee as a severance payment. Such payment shall be made within ten (10) days after the employee's last workday and/or receipt of his/her last paycheck, whichever comes last. This severance payment will not be treated as creditable earnings under TRS.
 - d. In the event an employee who elects this retirement incentive and subsequently becomes ineligible to retire on the date designated in his/her irrevocable notice because (s)he does not have sufficient years of TRS creditable service (e.g., teacher expected to retire with 35 years of TRS service by using 2 years of sick leave but had to use a number of sick leave days, pursuant to The School Code, and is no longer able to purchase 2 years of service credit), the Board may allow the employee to rescind his/her retirement or the Board may move the effective retirement date to the first date on which the employee obtains thirty-five (35) years of creditable service (including accumulated sick leave). The teacher will not be required to pay back any retirement benefits received, but shall be removed from the retirement program. Moreover, the teacher shall not be eligible to re-enter the retirement program.
 - e. The parties agree that if the state pension statute and/or regulations change in any manner during the term of this contract that would create a penalty or additional cost to the District for offering this retirement program to employees, the parties will re-open and renegotiate this retirement program language.

ARTICLE XVII: COMMITTEES

VOCATIONAL COMMITTEE:

The Board of Education and the Collinsville Education Association shall continue a joint committee for the purpose of studying the concerns facing the future of the Area Vocational Center. This committee shall consist of Board/Administrative representatives and members of the Collinsville Education Association. This committee shall also include high school and vocational school administrators who are involved with the Center's program.

SPECIAL EDUCATION CONCERNS:

The Board and Association agree to form a committee composed of an equal number of Board/Administration representatives and an equal number of Association representatives. Association members of the committee shall be from within the Special Education Department and/or regular education teachers involved in co-teaching or REI programs. The Director of Special Education shall be an administrative appointee to the committee and shall serve as chairperson. The Association shall appoint a vice-chairperson from their members on the committee.

This committee will address items of concern within the Special Education Department which are procedural in nature and best clarified within the Special Education Department.

The committee shall meet as needed or quarterly but no less than one time each quarter during each school year. Subject matter to be discussed shall be submitted in advance of the meeting for a pre-established agenda. Subjects on the pre-agenda shall be alternately listed between those submitted by the CEA and the administration. The chairperson and vice-chairperson shall meet prior to all meetings to mutually establish the agenda.

BOARD LIAISON BUDGET COMMITTEE:

The Collinsville Education Association shall select a member to serve as a liaison to the Board of Education, through the Director of Business Affairs, regarding budgetary matters. This liaison shall be allowed reasonable access to the Director of Business Affairs to discuss and offer input on financial decisions of the District and develop a consistent understanding of Unit 10's finances for the Collinsville Education Association.

ARTICLE XVIII: TERMINATION AND NEGOTIATIONS PROCEDURES

- Section 1.** The parties agree that their duly designated representatives shall negotiate in good faith with respect to terms and conditions of employment.
- Section 2.** Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith with respect to salaries, fringe benefits, conditions of employment, grievance procedures, and other matters of mutual concern.
- Section 3.** Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter-proposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Board and the Association for ratification.
- Section 4.** Each party to negotiations shall select its negotiating representatives provided that the Board shall not select a member of the Association bargaining unit.