

# **Board of Education ADDISON SCHOOL DISTRICT 4**



Terms of the Last and Final Offer  
presented to the  
**ADDISON TEACHERS' ASSOCIATION**  
November 3, 2016



November 3, 2016

Addison Teachers' Association,

The Addison School District 4 Board of Education appreciates the work of all our employees and believes that we should compensate them fairly and provide working conditions which contribute to productive learning and work environments for our children and employees.

We understand that the negotiating teams for the Addison Teachers' Association and our Board met for a negotiations training on February 6, 2016 and then met for eleven bargaining sessions from March 9, 2016 through August 9, 2016. Since the 3-year contract had expired on June 30, 2016 and the teams had not made progress, a joint request for mediation through the Federal Mediation and Conciliatory Service (FMCS) was filed on August 12, 2016. A federal mediator worked with the teams for four sessions from September 19, 2016 through October 4, 2016.

Considering that the teams were unable to reach consensus, this Last and Final offer represents the Board of Education's proposal to resolve the issues which both the ATA's team and the ASD4 Board's team originally presented in March. Please review the Last and Final Offer in its entirety.

Respectfully, The Addison School District 4 Board of Education

David Williams, Board President

Rudy Aranda, Board Member

John Daniels, Board Member

Jeremiah Lange, Board Member

Sergio Ruffolo, Board Secretary

Jim Towns, Board Vice President

Taso Triantafillos, Board Member

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## Tentative Agreements on Issues

Four tentative agreements on four of the original issues were reviewed with the federal mediator on September 19, 2016 and both bargaining teams agreed to maintain their status.

The terms of this last and final offer include the tentative agreements (TA) that were reached on:

1. April 11, 2016 TA: The ATA proposed the issue for how members may address issues related to the evaluation system.

The Board agreed to modify article 16 to reflect the elimination of the middle sentence so that all evaluation ratings are included in the collective bargaining agreement.

2. April 11, 2016 TA: The ATA and the BOE proposed the issue to “clean-up” the existing contract language to eliminate confusing language or grammar and syntax errors.

Both teams agreed on Contract Language Cleanup changes to provide clarity for members and administrators.

3. April 25, 2016 TA: The ATA proposed the issue for how the Licensed Staff Handbook could be collaboratively modified.

The Board agreed to utilize the existing monthly communication between the ATA officers and the Superintendent.

4. May 3, 2016 TA: The ATA proposed bargaining the approach to teacher collaboration to make it most beneficial for our students and teachers. The BOE proposed bargaining the allocation of staff meeting time for elementary schools and the Addison Early Learning Center.

The Board agreed to modify articles 8.2, 10.3, 10.4, 10.6, 10.7D, 10.7E, and 10.11 of the Agreement. These changes included eliminating the existing Teacher Collaboration Days resulting in three fewer work days each year. The number of Early Release Days will be reduced from seven to four. Late start Mondays will provide opportunities for collaboration and professional development.

## Unresolved Issues

The remaining unresolved issues that were presented by the bargaining teams include:

1. Both teams presented all matters related to compensation which include salary guidelines, health and dental insurance, retirement benefit, and the term of the agreement.
2. The ATA presented the issue of how to most effectively encourage and support continuing education among licensed staff.
3. The ATA presented the issue of how to enhance the practical role of the Insurance Advisory Board and improve communication and collaboration.

## Compensation

Both teams presented all matters related to compensation including Salary Guidelines. The Addison School District 4 Board of Education appreciates the work of all our employees and believes that we should compensate them fairly. DuPage County has forty-two public school districts that compete for the same highly qualified educators. Addison School District 4 needs to attract and then retain educators. The closest competing (K-8) elementary school districts are those in near proximity to Addison or those that have similar licensure needs for bilingual programs. An analysis of the 2015/2016 annual gross salaries of 12 (K-8) elementary school districts that fall in these categories reveal that the average gross salary of Addison School District 4 educators is similar to many of these school districts.

		2015/2016		
		Total Gross Teacher Salaries	# teacher FTE	Average Gross Teacher Salary
1	Medinah SD 11	\$3,159,393	61	\$51,793
2	Bensenville SD 2	\$10,406,535	192	\$54,201
3	Itasca SD 10	4,085,567	73.7	\$55,435
4	Wood Dale SD 7	\$5,046,333	88.7	\$56,892
5	Addison SD 4	\$17,518,365	298	\$58,786
6	Bloomington SD 13	\$6,017,595	102	\$58,996
7	Villa Park SD 45	18,003,414	277	\$64,994
8	West Chicago SD 33	\$19,985,358	302	\$66,177
9	Queen Bee SD 16	\$8,729,310	130	\$67,149
10	Salt Creek SD 48	\$2,846,327	41	\$69,423
11	Roselle SD 12	\$3,979,101	57	\$69,809
12	Lombard SD 44	\$21,799,665	265	\$82,263
13	Marquardt SD 15	\$16,300,000	189	\$86,243

The Addison School District 4 Board of Education acknowledges the need to continue attracting qualified educators and proposes to increase the Starting Salary each year of this Agreement. The Board also offers: annual salary increases (referred to as *Longevity Increase*) to all members each year of this Agreement; and potential additional salary increases for members who wish to continue their education through completing graduate-level courses (referred to as *Educational Advancement Increase*).

The following 19.3 SALARY GUIDELINES (page 5) contract language includes these offers. The complete listing of members' salary increases (pages 6-14) are actual salaries and do not include potential additional compensation that a member is eligible for such as extra duties, committee work, meetings, or for completing graduate level courses beyond those already indicated.

### 19.3 SALARY GUIDELINES

STARTING SALARY - Starting salaries for new members will be established off of an annual base salary of:

1. 2016/2017 school year - \$42,645
2. 2017/2018 school year - \$43,711
3. 2018/2019 school year - \$44,803

SALARY ADVANCEMENT GUIDELINES - salary increases are calculated on two variables:

- A. Longevity Increase:
  1. 2016/2017 school year - 4% salary increase for all members.
  2. 2017/2018 school year - 3.5% salary increase for all members.
  3. 2018/2019 school year - 3.5% salary increase for all members.
- B. Educational Advancement Increase: In order for a member to receive an educational advancement increase, the member must first submit a *Continuing Education Approval* form to the Superintendent for approval seven (7) days prior to the start of any coursework or program. The course or program approved must be at the graduate level, unless an undergraduate level course(s) is a prerequisite for the attainment of additional state licensure, is a prerequisite for an approved advanced degree program, or is required to meet ISBE rules and regulations governing qualifications for teaching in specific content areas. All courses must be designed, taught, and evaluated by staff affiliated with the institution of higher learning granting credit.  
Courses for educational advancement may be used towards a Master's degree, endorsement/approval, or for professional growth opportunities. All course work must be approved by the Superintendent and will:
  - a. Enhance professional practice of the member for their current employment assignment;  
-or-
  - b. Prepare the member for an employment assignment of interest that would benefit the school district.

Members that complete the approved coursework or program will receive a \$1250 increase in salary for the completion of each 15 semester hour increment of graduate level course work. Those achieving a Master's degree will receive a \$2250 increase in salary. Incremental salary changes will be limited to one per year per individual. The number of educational advancement approvals will be unlimited in the first year of this Agreement but then limited to 30 in year 2 and 30 in year 3 with no rollover of unused slots. The maximum advancement increase will be for 30 semester hours past a Master's degree.

It is the responsibility of the member to complete and submit the *Educational Advancement Application* form along with official transcripts, to the Superintendent after completion of an approved 15 semester hour increment of graduate level coursework or after achieving a Master's degree.

The proposed salaries for all members:

- ✓ reflect compensation for 181 days worked annually during the three-year Agreement compared to 184 days worked in the expired Agreement. 3 fewer days worked.
- ✓ do not reflect additional compensation that a member is eligible for such as extra duties, committee work, meetings, or for completing graduate level courses beyond those already indicated.

**Board Proposed Salary Increases:**

Full Name	Current Annualized Salary	2016/2017 (year 1)		2017/2018 (year 2)		2018/2019 (year 3)		3 Year Increase	
		Educational Advancement Increase	Longevity Increase	Educational Advancement Increase	Longevity Increase	Educational Advancement Increase	Longevity Increase	Salary \$	%
		<i>(added on previous salary)</i>	4%	<i>(added on previous salary)</i>	3.5%	<i>(added on previous salary)</i>	3.5%		
Achtien, Sharon	\$77,481		\$80,580		\$83,400		\$86,319	\$8,839	11.4%
Acosta, Nicole	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Agudelo Diez, Daniela	\$47,844		\$49,757		\$51,499		\$53,301	\$5,458	11.4%
Ahart, Kathryn	\$56,013		\$58,253		\$60,292		\$62,402	\$6,390	11.4%
Alagna, Ann	\$45,765		\$47,596		\$49,262		\$50,986	\$5,221	11.4%
Amador, Allan	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Ananos Camargo, Fina	\$56,013		\$58,253		\$60,292		\$62,402	\$6,390	11.4%
Anderson, Eve	\$43,286		\$45,017		\$46,593		\$48,224	\$4,938	11.4%
Anderson, Rachel	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Andrikokus, Allison	\$55,149		\$57,355		\$59,362		\$61,440	\$6,291	11.4%
Avila, Oscar	\$53,672		\$55,819		\$57,772		\$59,794	\$6,123	11.4%
Bain, Yasmeen	\$68,823		\$71,576		\$74,081		\$76,674	\$7,851	11.4%
Ballard, Caitlin	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Bandel, Sandra	\$67,071		\$69,754		\$72,195		\$74,722	\$7,651	11.4%
Barin, Melissa	\$56,165		\$58,412		\$60,456		\$62,572	\$6,407	11.4%
Barone, Lauren	\$47,949		\$49,867	\$2,250	\$53,941		\$55,829	\$7,880	16.4%
Barrett, Janette	\$45,017		\$46,818		\$48,456		\$50,152	\$5,135	11.4%
Becerril Romero, Kitzy	\$54,085		\$56,249		\$58,217		\$60,255	\$6,170	11.4%
Bekkedal, Cynthia	\$81,809		\$85,081		\$88,059		\$91,141	\$9,332	11.4%
Berenson, Alysia	\$52,005		\$54,085		\$55,978		\$57,937	\$5,932	11.4%
Beristain, Leticia	\$42,437		\$44,134		\$45,679		\$47,278	\$4,841	11.4%
Bettini, Carli	\$68,823		\$71,576		\$74,081		\$76,674	\$7,851	11.4%
Biba, Brant	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%

Bledsoe, Janelle	\$56,450		\$58,708		\$60,762		\$62,889	\$6,439	11.4%
Bobeska, Nurtena	\$55,837	\$1,250	\$59,371		\$61,449		\$63,599	\$7,762	13.9%
Bognetti, Tamara	\$75,316		\$78,329		\$81,071		\$83,908	\$8,592	11.4%
Bonilla, Carolina	\$64,495		\$67,075		\$69,423		\$71,852	\$7,357	11.4%
Borgens, Monica	\$102,813	retirement 4%	\$102,813	retirement 4%	\$106,926	<i>retired</i>	\$44,803	---	---
Bovey, Lisa	\$66,658		\$69,325		\$71,751		\$74,262	\$7,604	11.4%
Brechin, Kelly	\$68,823		\$71,576		\$74,081		\$76,674	\$7,851	11.4%
Brokos, Kristine	\$81,809		\$85,081		\$88,059		\$91,141	\$9,332	11.4%
Brown, Kathleen	\$55,837		\$58,071		\$60,103		\$62,207	\$6,370	11.4%
Brumbaugh, Michael	\$70,988		\$73,827		\$76,411		\$79,086	\$8,098	11.4%
Cannon, Raymond	\$45,765		\$47,596		\$49,262		\$50,986	\$5,221	11.4%
Capaccio, Debra	\$59,251		\$61,621		\$63,778		\$66,010	\$6,759	11.4%
Carino, Kendall L	\$49,959		\$51,957		\$53,776		\$55,658	\$5,699	11.4%
Carlson, Elizabeth	\$46,681		\$48,548		\$50,247		\$52,006	\$5,325	11.4%
Carranza, Matilde	\$64,495		\$67,075		\$69,423		\$71,852	\$7,357	11.4%
Carrera, Alicia L	\$72,142		\$75,028		\$77,654		\$80,372	\$8,230	11.4%
Carrignan, Michele	\$72,288		\$75,180		\$77,811		\$80,535	\$8,246	11.4%
Carrillo, Alexandra	\$42,437		\$44,135		\$45,679		\$47,278	\$4,841	11.4%
Carroccio, Jennifer	\$65,770		\$68,401		\$70,795		\$73,273	\$7,503	11.4%
Chavez, Luz M	\$53,672		\$55,819		\$57,772		\$59,794	\$6,123	11.4%
Ciaccio, Sheri Marie	\$45,017		\$46,818		\$48,456		\$50,152	\$5,135	11.4%
Clarke, Allison Marie	\$46,267	\$1,250	\$49,418		\$51,147		\$52,938	\$6,670	14.4%
Coffinbargar, Karen	\$101,286		\$105,338		\$109,024		\$112,840	\$11,554	11.4%
Conner, Sandra	\$40,135		\$41,741		\$43,202		\$44,714	\$4,578	11.4%
Constantopoulos, Ellen	\$58,001		\$60,321		\$62,433		\$64,618	\$6,616	11.4%
Contreras, Maria	\$55,149		\$57,355		\$59,362		\$61,440	\$6,291	11.4%
Correa, Alma Denise	\$49,924		\$51,921		\$53,738		\$55,619	\$5,695	11.4%
Criscione, Donna	\$73,151		\$76,077		\$78,740		\$81,496	\$8,345	11.4%
Csuk, Alexander	\$47,517		\$49,418	\$2,250	\$53,476		\$55,348	\$7,831	16.5%
Culhane, Genevieve	\$57,289		\$59,580		\$61,666		\$63,824	\$6,535	11.4%
D'Alexander, Danelle	\$75,316		\$78,329		\$81,071		\$83,908	\$8,592	11.4%
Dagostino, Ann Marie	\$47,844		\$49,757		\$51,499		\$53,301	\$5,458	11.4%
Dagostino, Lucy	\$79,644		\$82,830		\$85,729		\$88,729	\$9,085	11.4%
Dahlman, Stacy	\$55,149		\$57,355		\$59,362		\$61,440	\$6,291	11.4%
Daily, Elizabeth	\$49,924	\$1,250	\$53,221		\$55,083		\$57,011	\$7,088	14.2%
DeFeo, Elizabeth	\$70,988		\$73,827		\$76,411		\$79,086	\$8,098	11.4%
DeLaCruz, Danielle	\$42,437		\$44,134		\$45,679		\$47,278	\$4,841	11.4%
Delgado, Virginia	\$43,286		\$45,017		\$46,593		\$48,224	\$4,938	11.4%
DeStefano, Marilyn	\$57,289		\$59,580		\$61,666		\$63,824	\$6,535	11.4%



DiBeasi-Marino, Paula	\$58,001	\$60,321	\$62,433	\$64,618	\$6,616	11.4%
Dobry, Lauren	\$45,017	\$46,818	\$48,456	\$50,152	\$5,135	11.4%
Dorta, Tiffany	\$70,123	\$72,928	\$75,481	\$78,122	\$7,999	11.4%
Dower, Rebecca	\$75,316	\$78,329	\$81,071	\$83,908	\$8,592	11.4%
Driscoll, Christine	\$47,844	\$49,757	\$51,499	\$53,301	\$5,458	11.4%
Dunneback, Monica	\$52,005	\$54,085	\$55,978	\$57,937	\$5,932	11.4%
Dvoracek, Christina	\$45,017	\$46,818	\$48,456	\$50,152	\$5,135	11.4%
Elizondo, Mayra	\$75,316	\$78,329	\$81,071	\$83,908	\$8,592	11.4%
Ellena-Thomas, Ann	\$90,465	\$94,084	\$97,377	\$100,785	\$10,320	11.4%
Enciso, Martin	\$70,988	\$73,827	\$76,411	\$79,086	\$8,098	11.4%
Evangelista, April	\$72,808	\$75,720	\$78,371	\$81,113	\$8,305	11.4%
Evans, Julia	\$47,844	\$49,757	\$51,499	\$53,301	\$5,458	11.4%
Farnan, Scott	\$41,605	\$43,269	\$44,784	\$46,351	\$4,746	11.4%
Farrell, Molly	\$48,800	\$50,752	\$52,529	\$54,367	\$5,567	11.4%
Figueroa, Amanda	\$60,166	\$62,572	\$64,762	\$67,029	\$6,863	11.4%
Filiadis, Nota	\$70,988	\$73,827	\$76,411	\$79,086	\$8,098	11.4%
Flessner, Katherine	\$42,437	\$44,135	\$45,679	\$47,278	\$4,841	11.4%
Fletcher, Jennifer	\$43,684	\$45,432	\$47,022	\$48,667	\$4,983	11.4%
Forde, Daniel	\$49,094	\$51,057	\$54,138	\$56,033	\$6,939	14.1%
Fornek, Elizabeth	\$70,988	\$73,827	\$76,411	\$79,086	\$8,098	11.4%
Gagnier, Kelly	\$81,809	\$85,081	\$88,059	\$91,141	\$9,332	11.4%
Gal, Lea	\$43,286	\$45,017	\$46,593	\$48,224	\$4,938	11.4%
Gancarczyk, Sylwia	\$50,922	\$52,959	\$54,813	\$56,731	\$5,809	11.4%
Garcia, Mireya	\$43,286	\$45,017	\$46,593	\$48,224	\$4,938	11.4%
Gardner, Jennifer	\$43,286	\$46,317	\$47,938	\$49,616	\$6,330	14.6%
Gaston, Maritza	\$48,800	\$50,752	\$52,529	\$54,367	\$5,567	11.4%
Gawron, Kaitlin	\$42,437	\$44,135	\$45,679	\$47,278	\$4,841	11.4%
Gertzfield,, Staci	\$70,988	\$73,827	\$76,411	\$79,086	\$8,098	11.4%
Getz, Carmela	\$55,167	\$57,374	\$59,382	\$61,460	\$6,293	11.4%
Ghidorzi, Denise	\$81,809	\$85,081	\$88,059	\$91,141	\$9,332	11.4%
Gillen, Laura	\$60,166	\$62,572	\$64,762	\$67,029	\$6,863	11.4%
Gimenez, Edward	\$62,330	\$64,823	\$67,092	\$69,440	\$7,110	11.4%
Glass, Elizabeth	\$45,017	\$46,818	\$48,456	\$50,152	\$5,135	11.4%
Gomez, Berenice	\$42,437	\$44,135	\$45,679	\$47,278	\$4,841	11.4%
Gordon, Angela	\$73,151	\$76,077	\$78,740	\$81,496	\$8,345	11.4%
Gregory, Katherine	\$55,837	\$58,071	\$60,103	\$62,207	\$6,370	11.4%
Gremo, Kerry	\$52,005	\$54,085	\$55,978	\$57,937	\$5,932	11.4%
Gromala, Melissa	\$67,272	\$69,963	\$72,411	\$74,946	\$7,674	11.4%
Groth, Kimberly	\$50,922	\$52,959	\$54,813	\$56,731	\$5,809	11.4%

Guerrero, Brenda	\$79,644		\$82,830		\$85,729	\$88,729	\$9,085	11.4%
Guido, Crystal	\$47,844		\$49,757		\$51,499	\$53,301	\$5,458	11.4%
Gutierrez, Jennifer	\$53,045	\$1,250	\$56,467		\$58,443	\$60,489	\$7,444	14.0%
Guzman, Mary	\$45,017		\$46,818		\$48,456	\$50,152	\$5,135	11.4%
Hahn, Stacy	\$94,794		\$98,585		\$102,036	\$105,607	\$10,813	11.4%
Hall, Ralene	\$56,270		\$58,521		\$60,569	\$62,689	\$6,419	11.4%
Hanson, Marcia	\$93,633	retirement 4%	\$93,633	retired	\$43,711	\$45,241	---	---
Haque, Tamanna	\$53,045		\$55,167		\$57,098	\$59,096	\$6,051	11.4%
Hassel, Amy	\$52,005		\$54,085		\$55,978	\$57,937	\$5,932	11.4%
Henderson, Kathryn	\$59,302		\$61,674		\$63,833	\$66,067	\$6,765	11.4%
Henrichs, Peggy	\$62,330		\$64,823		\$67,092	\$69,440	\$7,110	11.4%
Henry, Terra	\$43,286		\$45,017		\$46,593	\$48,224	\$4,938	11.4%
Heupel, Kimberly	\$79,644		\$82,830		\$85,729	\$88,729	\$9,085	11.4%
Heusman, Stephanie	\$43,286		\$45,017		\$46,593	\$48,224	\$4,938	11.4%
Hittle, Ashley	\$43,286		\$45,017		\$46,593	\$48,224	\$4,938	11.4%
Hochheimer, Melissa	\$42,437		\$44,135		\$45,679	\$47,278	\$4,841	11.4%
Horvath, Kathleen	\$53,672		\$55,819		\$57,772	\$59,794	\$6,123	11.4%
Hradecky, Marypat	\$68,823		\$71,576	\$1,250	\$75,374	\$78,013	\$9,190	13.4%
Hubek, Christine	\$70,988		\$73,827		\$76,411	\$79,086	\$8,098	11.4%
Huber, Korinne	\$41,605		\$43,269		\$44,784	\$46,351	\$4,746	11.4%
Hufnus, Rebecca	\$47,844		\$49,757		\$51,499	\$53,301	\$5,458	11.4%
Hugenberg, Elizabeth	\$47,058		\$48,940	\$2,250	\$52,982	\$54,836	\$7,778	16.5%
Infantino, Donna	\$64,495		\$67,075		\$69,423	\$71,852	\$7,357	11.4%
Ivancsits, Lisa	\$58,001		\$60,321		\$62,433	\$64,618	\$6,616	11.4%
Jablonski, Yvonne	\$58,001		\$60,321		\$62,432	\$64,617	\$6,616	11.4%
Jacobs, Jennifer	\$53,672		\$55,819		\$57,772	\$59,794	\$6,123	11.4%
James, Karissa	\$61,466		\$63,925		\$66,162	\$68,478	\$7,012	11.4%
Jenkins, Carissa (.6 FTE)	\$24,963		\$25,962		\$26,870	\$27,811	\$2,848	11.4%
Jensen, Jennifer	\$70,988		\$73,827		\$76,411	\$79,086	\$8,098	11.4%
Johnson, Danielle	\$42,437	\$1,250	\$45,435		\$47,025	\$48,671	\$6,234	14.7%
Johnson, Deanna	\$77,481		\$80,580		\$83,400	\$86,319	\$8,839	11.4%
Johnson, Donna	\$96,958		\$100,836		\$104,365	\$108,018	\$11,060	11.4%
Johnson, Elizabeth	\$50,050		\$52,052		\$53,874	\$55,760	\$5,709	11.4%
Johnson, Mary Ann	\$94,794		\$98,585		\$102,036	\$105,607	\$10,813	11.4%
Johnston, Devin	\$43,684		\$45,432		\$47,022	\$48,667	\$4,983	11.4%
Jones, Angela	\$41,605	\$1,250	\$44,569		\$46,129	\$47,744	\$6,139	14.8%
Jones, Sarah	\$46,318		\$48,170		\$49,856	\$51,601	\$5,284	11.4%
Judd, Bernice	\$60,749		\$63,179		\$65,390	\$67,679	\$6,930	11.4%
Kaiser, Griselda	\$83,973		\$87,332		\$90,389	\$93,553	\$9,579	11.4%

Karaleviciute, Laura	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Kardadi, Christine	\$60,166	\$1,250	\$63,872		\$66,108		\$68,422	\$8,256	13.7%
Kargl, Lisa	\$87,411	\$1,250	\$92,207		\$95,434		\$98,774	\$11,364	13.0%
Kelly, Kiersten	\$43,684		\$45,432		\$47,022		\$48,667	\$4,983	11.4%
Kelly, Kristen	\$47,180	\$1,250	\$50,367		\$52,130		\$53,955	\$6,775	14.4%
Kennedy, Katelyn	\$49,959		\$51,957		\$53,776		\$55,658	\$5,699	11.4%
Kielminski, Kathryn	\$62,330		\$64,823		\$67,092		\$69,440	\$7,110	11.4%
Kirk, Kelsey	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Knight, Louisa	\$51,508		\$53,568		\$55,443		\$57,383	\$5,876	11.4%
Knopf, Catherine	\$43,684		\$45,432		\$47,022		\$48,667	\$4,983	11.4%
Kordik, Jeanne	\$55,837		\$58,071		\$60,103		\$62,207	\$6,370	11.4%
Kowalewski, Dana	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Krueger, Alexa	\$43,687		\$45,435		\$47,025		\$48,671	\$4,984	11.4%
Kyriakopoulos, Sia	\$47,844	\$1,250	\$51,057		\$52,844		\$54,694	\$6,850	14.3%
Lacko, Devin	\$56,165		\$58,412		\$60,456		\$62,572	\$6,407	11.4%
Lamb, Donovan	\$43,684		\$45,432		\$47,022		\$48,667	\$4,983	11.4%
Lamb, Hilary	\$46,681		\$48,548		\$50,247		\$52,006	\$5,325	11.4%
Laureano-Alicea, Eileen	\$46,267		\$48,118		\$49,802		\$51,545	\$5,278	11.4%
Layman, Mary	\$43,286		\$45,017		\$46,593		\$48,224	\$4,938	11.4%
Lentine, Marissa	\$49,776		\$51,768		\$53,579		\$55,455	\$5,678	11.4%
Lesmeister, Susan	\$94,084	retirement 4%	\$94,084	retirement 4%	\$97,847	<i>retired</i>	\$44,803	---	---
Lio, Shaye	\$43,286	\$1,250	\$46,317		\$47,938		\$49,616	\$6,330	14.6%
Lodhi, Elizabeth	\$73,151		\$76,077		\$78,740		\$81,496	\$8,345	11.4%
Lopez, Alyse	\$45,017		\$46,818		\$48,456		\$50,152	\$5,135	11.4%
Lullo, Kara	\$48,800		\$50,752		\$52,529		\$54,367	\$5,567	11.4%
Luzietti, Ashley	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Machala, Jennifer	\$90,465		\$94,084		\$97,377		\$100,785	\$10,320	11.4%
Majewski, Gina	\$42,437	\$1,250	\$45,435		\$47,025		\$48,671	\$6,234	14.7%
Markowski, Lisa	\$49,776		\$51,768		\$53,579		\$55,455	\$5,678	11.4%
Marszalik, Anne Marie	\$47,844		\$49,757		\$51,499		\$53,301	\$5,458	11.4%
Martuzzo, Judy	\$92,629		\$96,334		\$99,706		\$103,196	\$10,567	11.4%
McGuire, Megan	\$52,122		\$54,207		\$56,104		\$58,068	\$5,946	11.4%
McHugh, Whitney	\$44,558		\$46,340		\$47,962		\$49,641	\$5,083	11.4%
McNulty, Kelly	\$42,437		\$44,135		\$45,679		\$47,278	\$4,841	11.4%
McQuillen, Pille	\$53,672	\$1,250	\$57,119		\$59,118		\$61,187	\$7,515	14.0%
Mellin, Lara	\$68,823		\$71,576		\$74,081		\$76,674	\$7,851	11.4%
Mexicano, Diana	\$66,658		\$69,325		\$71,751		\$74,262	\$7,604	11.4%
Meyer, Carolyn	\$49,924		\$51,921		\$53,738		\$55,619	\$5,695	11.4%
Meyer, Kathleen	\$61,466		\$63,925		\$66,162		\$68,478	\$7,012	11.4%

Mihajlovic, Marija	\$68,823		\$71,576		\$74,081	\$76,674	\$7,851	11.4%
Miller, Amy	\$96,958		\$100,836		\$104,365	\$108,018	\$11,060	11.4%
Miller, Kimberly	\$47,843		\$49,757		\$51,498	\$53,301	\$5,458	11.4%
Minuskin, Jamie	\$42,437	\$1,250	\$45,435		\$47,025	\$48,671	\$6,234	14.7%
Molina, Jennifer	\$66,567		\$69,230		\$71,653	\$74,161	\$7,594	11.4%
Molina, Pamela	\$62,764		\$65,275		\$67,559	\$69,924	\$7,160	11.4%
Monreal, Megan	\$41,605		\$43,269		\$44,784	\$46,351	\$4,746	11.4%
Morrill, Diane	\$64,495		\$67,075		\$69,423	\$71,852	\$7,357	11.4%
Morris, Ashley	\$49,792		\$51,784		\$53,596	\$55,472	\$5,680	11.4%
Morris, Bonnie	\$49,346		\$51,319		\$53,116	\$54,975	\$5,629	11.4%
Mostowski, Jennifer	\$66,567		\$69,230		\$71,653	\$74,161	\$7,594	11.4%
Muehlbauer, Lauren	\$55,149		\$57,355		\$59,362	\$61,440	\$6,291	11.4%
Mullins, Belinda	\$88,301		\$91,833		\$95,047	\$98,374	\$10,073	11.4%
Musson, Danielle	\$45,017		\$46,818		\$48,456	\$50,152	\$5,135	11.4%
Nachreiner, Shayna	\$46,318		\$48,170		\$49,856	\$51,601	\$5,284	11.4%
Najera, Isui	\$44,536		\$46,317		\$47,938	\$49,616	\$5,080	11.4%
Neofotistos, Theodora	\$41,605		\$43,269		\$44,784	\$46,351	\$4,746	11.4%
Nickolaou, Melissa	\$45,017	\$1,250	\$48,118		\$49,802	\$51,545	\$6,528	14.5%
Nihill, Erin	\$41,605		\$43,269		\$44,784	\$46,351	\$4,746	11.4%
Novotny, Susan	\$49,924		\$51,921		\$53,738	\$55,619	\$5,695	11.4%
Nowak, Alicia	\$51,686		\$53,754		\$55,635	\$57,583	\$5,896	11.4%
Nowak, Karen	\$81,809		\$85,081		\$88,059	\$91,141	\$9,332	11.4%
Nutini, Katrina	\$43,286		\$45,017		\$46,593	\$48,224	\$4,938	11.4%
O'Brien, Frances	\$77,481		\$80,580		\$83,400	\$86,319	\$8,839	11.4%
O'Connell, Bridget	\$47,844		\$49,757		\$51,499	\$53,301	\$5,458	11.4%
O'Leary, Dominique	\$49,924		\$51,921		\$53,738	\$55,619	\$5,695	11.4%
Olson, Anne	\$64,495		\$67,075		\$69,423	\$71,852	\$7,357	11.4%
Opela, Michael	\$41,605		\$43,269		\$44,784	\$46,351	\$4,746	11.4%
Ortale, Mary Sue	\$90,465		\$94,084		\$97,377	\$100,785	\$10,320	11.4%
Paasch, Allison Rose	\$49,959		\$51,957		\$53,776	\$55,658	\$5,699	11.4%
Pacilli, Phyllis	\$79,644		\$82,830		\$85,729	\$88,729	\$9,085	11.4%
Paladino, Emma	\$55,837		\$58,071		\$60,103	\$62,207	\$6,370	11.4%
Palumbo, Christine	\$54,085		\$56,249		\$58,217	\$60,255	\$6,170	11.4%
Parker, Brett	\$50,705		\$52,733		\$54,579	\$56,489	\$5,784	11.4%
Parquette, Rebecca	\$86,750	retirement 4%	\$86,750	retired	\$43,711	\$45,241	---	---
Pasquesi, Alaina	\$57,313		\$59,606		\$61,692	\$63,851	\$6,538	11.4%
Pelsor, Ashley	\$43,286		\$45,017		\$46,593	\$48,224	\$4,938	11.4%
Peluso, Michelle	\$47,844		\$49,757		\$51,499	\$53,301	\$5,458	11.4%
Pereda, Katherine	\$60,166		\$62,572		\$64,762	\$67,029	\$6,863	11.4%

Perez, Araceli	\$55,837		\$58,071	\$60,103	\$62,207	\$6,370	11.4%
Perez, Sherry	\$58,001		\$60,321	\$62,433	\$64,618	\$6,616	11.4%
Petersen, Michelle	\$44,561		\$46,343	\$47,965	\$49,644	\$5,083	11.4%
Peterson, Megan	\$43,286	\$1,250	\$46,317	\$47,938	\$49,616	\$6,330	14.6%
Petitti, Kristin	\$48,800		\$50,752	\$52,529	\$54,367	\$5,567	11.4%
Petricca, Carla	\$61,416		\$63,872	\$66,108	\$68,422	\$7,006	11.4%
Pierropoulos, Vivian	\$54,085		\$56,249	\$58,217	\$60,255	\$6,170	11.4%
Pintz, Heather	\$64,671		\$67,258	\$69,612	\$72,048	\$7,377	11.4%
Piscopo, Maria	\$43,286		\$45,017	\$46,593	\$48,224	\$4,938	11.4%
Poremba, Jenny	\$96,958		\$100,836	\$104,365	\$108,018	\$11,060	11.4%
Potter, Vicki	\$58,001		\$60,321	\$62,433	\$64,618	\$6,616	11.4%
Prendergast, Dana	\$41,605		\$43,269	\$44,784	\$46,351	\$4,746	11.4%
Prieboy, Karlene	\$47,180		\$49,067	\$50,785	\$52,562	\$5,382	11.4%
Prokop, Melissa	\$54,551		\$56,734	\$58,719	\$60,774	\$6,223	11.4%
Provax III, Robert	\$54,085		\$56,249	\$58,217	\$60,255	\$6,170	11.4%
Pytko, David	\$75,316		\$78,329	\$81,071	\$83,908	\$8,592	11.4%
Pytko, Julie	\$70,988		\$73,827	\$76,411	\$79,086	\$8,098	11.4%
Ragucci, Susan	\$68,823		\$71,576	\$74,081	\$76,674	\$7,851	11.4%
Ramirez Franco, Janet	\$43,684		\$45,432	\$47,022	\$48,667	\$4,983	11.4%
Rasmussen, Kirsten	\$51,941		\$54,018	\$55,909	\$57,866	\$5,925	11.4%
Reimers, Elaine	\$42,437		\$44,135	\$45,679	\$47,278	\$4,841	11.4%
Reynolds, Patrick	\$45,017		\$46,818	\$48,456	\$50,152	\$5,135	11.4%
Rodriguez, Martha	\$47,844		\$49,757	\$51,499	\$53,301	\$5,458	11.4%
Romero, Maria	\$96,958		\$100,836	\$104,365	\$108,018	\$11,060	11.4%
Rose, Michele	\$74,426		\$77,403	\$80,112	\$82,916	\$8,490	11.4%
Rossi, Janine	\$64,495		\$67,075	\$69,423	\$71,852	\$7,357	11.4%
Rottenberg, Elsa	\$47,844		\$49,757	\$51,499	\$53,301	\$5,458	11.4%
Rozo Olaya, Estefany	\$43,687	\$1,250	\$46,735	\$48,370	\$50,063	\$6,376	14.6%
Rupinkas, Tomas	\$51,508	\$1,250	\$54,868	\$56,788	\$58,776	\$7,268	14.1%
Ryan, Alice	\$48,800		\$50,752	\$52,529	\$54,367	\$5,567	11.4%
Ryan, Kristin	\$49,843		\$51,836	\$53,651	\$55,528	\$5,686	11.4%
Ryburn, Jeff	\$83,973		\$87,332	\$90,389	\$93,553	\$9,579	11.4%
Sand, Eliana	\$50,596		\$52,619	\$54,461	\$56,367	\$5,772	11.4%
Savaglio, Gabriella	\$41,605		\$43,269	\$44,784	\$46,351	\$4,746	11.4%
Saverino, Lauren	\$41,605	\$1,250	\$44,569	\$46,129	\$47,744	\$6,139	14.8%
Schram, Jolene	\$66,658		\$69,325	\$71,751	\$74,262	\$7,604	11.4%
Schubert, Renee	\$87,368		\$90,863	\$94,043	\$97,335	\$9,966	11.4%
Schulmeister, Jennifer	\$43,684		\$45,432	\$47,022	\$48,667	\$4,983	11.4%
Scimeca, Tina	\$75,316		\$78,329	\$81,071	\$83,908	\$8,592	11.4%

Seidenfuss, Dena	\$56,333		\$58,586		\$60,637		\$62,759	\$6,426	11.4%
Serrano, Dennisse	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Seyller, Laura	\$53,447		\$55,585	\$2,250	\$59,859		\$61,954	\$8,507	15.9%
Sherwood, Megan	\$45,017	\$1,250	\$48,118		\$49,802		\$51,545	\$6,528	14.5%
Sinkule, Maria	\$53,672		\$55,819	\$1,250	\$59,066		\$61,134	\$7,462	13.9%
Slapsys, Vida	\$77,481		\$80,580		\$83,400		\$86,319	\$8,839	11.4%
Smith, Deborah	\$64,495	\$1,250	\$68,375		\$70,768		\$73,245	\$8,750	13.6%
Sobieszek, Patricia	\$52,758		\$54,868		\$56,788		\$58,776	\$6,018	11.4%
Spencer, Susan	\$75,316		\$78,329		\$81,071		\$83,908	\$8,592	11.4%
Stafford, Gale	\$62,330		\$64,823		\$67,092		\$69,440	\$7,110	11.4%
Steed, Anne Jessica	\$49,776		\$51,768		\$53,579		\$55,455	\$5,678	11.4%
Stewart, Ellen	\$47,614		\$49,519		\$51,252		\$53,046	\$5,432	11.4%
Straub, Stephenie	\$79,644		\$82,830		\$85,729		\$88,729	\$9,085	11.4%
Struc, Lisa	\$49,346		\$51,319		\$53,116		\$54,975	\$5,629	11.4%
Sulzer, Stephanie	\$43,684		\$45,432		\$47,022		\$48,667	\$4,983	11.4%
Tagansky, Corinne	\$43,684		\$45,432		\$47,022		\$48,667	\$4,983	11.4%
Taylor, Laura	\$45,765		\$47,596		\$49,262		\$50,986	\$5,221	11.4%
Tocknell, Megan	\$46,318		\$48,170		\$49,856		\$51,601	\$5,284	11.4%
Toika, Cynthia (.5 FTE)	\$20,802		\$21,634		\$22,391		\$23,175	\$2,373	11.4%
Torres, Maria	\$51,941		\$54,018		\$55,909		\$57,866	\$5,925	11.4%
Trzesniak, Michele	\$60,166		\$62,572		\$64,762		\$67,029	\$6,863	11.4%
Turano, Erika	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Tutskey, Melissa	\$60,166		\$62,572		\$64,762		\$67,029	\$6,863	11.4%
Underwood, Lawrence	\$77,481		\$80,580		\$83,400		\$86,319	\$8,839	11.4%
Valdez, Melissa	\$42,437		\$44,135		\$45,679		\$47,278	\$4,841	11.4%
Vargas, Blanca	\$41,605		\$43,269		\$44,784		\$46,351	\$4,746	11.4%
Vasilakos, Christina	\$52,006		\$54,086		\$55,979		\$57,938	\$5,933	11.4%
Vavalle, Anna Maria	\$75,316		\$78,329		\$81,071		\$83,908	\$8,592	11.4%
Vazquez, Raquel	\$68,823		\$71,576		\$74,081		\$76,674	\$7,851	11.4%
Velez, Gloria	\$79,644		\$82,830		\$85,729		\$88,729	\$9,085	11.4%
Velez, Rebecca	\$53,672		\$55,819		\$57,772		\$59,794	\$6,123	11.4%
Vitale, Tracie	\$49,924		\$51,921		\$53,738		\$55,619	\$5,695	11.4%
Wadzinski, Elyse	\$45,017		\$46,818		\$48,456		\$50,152	\$5,135	11.4%
Wajda, Jacob	\$45,017		\$46,818		\$48,456		\$50,152	\$5,135	11.4%
Walsh, Kristin Marie	\$49,680		\$51,667		\$53,476		\$55,347	\$5,667	11.4%
Walter, Linda	\$81,809		\$85,081		\$88,059		\$91,141	\$9,332	11.4%
Warrington, Marjory	\$53,672		\$55,819		\$57,772		\$59,794	\$6,123	11.4%
Weber, Kelly	\$62,330		\$64,823		\$67,092		\$69,440	\$7,110	11.4%
Weisenborn, Carolyn	\$70,988		\$73,827		\$76,411		\$79,086	\$8,098	11.4%



Whiteley, Margaret	\$56,165	\$58,412	\$60,456	\$62,572	\$6,407	11.4%	
Wildi, Heidi M	\$41,605	\$43,269	\$44,784	\$46,351	\$4,746	11.4%	
Wildman, Amy	\$56,270	\$58,521	\$60,569	\$62,689	\$6,419	11.4%	
Wlezien, Caitlin	\$52,896	\$55,012	\$56,937	\$58,930	\$6,034	11.4%	
Wojtas, Robert	\$68,823	\$71,576	\$74,081	\$76,674	\$7,851	11.4%	
Zaccariello, Danielle	\$41,605	\$43,269	\$44,784	\$46,351	\$4,746	11.4%	
Zahrobsky, Susan	\$73,151	\$76,077	\$78,740	\$81,496	\$8,345	11.4%	
Zatarski, Carrie	\$73,151	\$76,077	\$78,740	\$81,496	\$8,345	11.4%	
Zaucha, Barbara	\$66,658	\$69,325	\$71,751	\$74,262	\$7,604	11.4%	
Zerull, Amanda	\$51,508	\$53,568	\$1,250	\$56,737	\$58,722	\$7,215	14.0%
Zimmerman, Mary Fran	\$62,406	\$64,902	\$67,174	\$69,525	\$7,119	11.4%	
<i>Unfilled PFA position</i>	\$47,843	\$49,757	\$51,498	\$53,301	\$5,458	11.4%	
307.1	<b>\$17,619,234</b>	<b>\$18,337,512</b>	<b>\$18,895,525</b>	<b>\$19,434,535</b>			

**There will be more Educational Advancement Increases than those listed.  
These only represent those who have currently submitted paperwork.**

## **Retirement Benefit**

Both teams presented all matters related to compensation including the existing retirement benefit. The Addison School District 4 Board of Education appreciates the work of our members who have made a long-term commitment to the school district. The Teachers' Retirement System's previous provision for an Early Retirement Option (ERO) expired from statute and is therefore no longer applicable. The offer is to continue the existing retirement benefit minus expired language which is included in the following Retirement Benefit contract language which serves as Appendix B of the Agreement.

### **Appendix B**

#### **RETIREMENT BENEFIT**

- A. Teachers with service to School District 4 for twenty (20) years or more and who qualify for retirement benefits from the Illinois Teachers' Retirement System without any required employer ERO contribution, may elect to participate in this plan of the District 4 retirement program.
- B. Each qualifying teacher must file a written notice of retirement to the Superintendent of Schools by June 30<sup>th</sup> of the previous year of which they plan to retire.
- C. The teachers eligible for this plan will receive 4% increases over the previous year's salary for each of their final two years.

The 4% salary increase shall not be based on any extracurricular stipends or additional salary amounts beyond the base salary. However, teachers who give notice of retirement pursuant to this provision shall not receive pay increases that result in the Board being responsible for additional penalties or payments to TRS. In the event that penalties would be incurred, because the total amount of increase exceeds 6% resulting from stipends or extra duty pay, the total amount of increase will be capped at 6%.

In cases of emergency, a teacher may revoke his/her notice until the Board of Education has approved or denied the notice. The Board shall inform the employee of its decision no later than September 30<sup>th</sup> following the notification deadline.

In the event that the legislature or TRS changes the parameters of creditable earnings for purposes of retirement, or alters the financial liability of the Board under this plan, the Board of Education and the Association agree to reopen the retirement benefit terms under the contract and to negotiate new terms.



## **Health and Dental Insurance**

Both teams presented all matters related to compensation including Health and Dental Insurance. The Addison School District 4 Board of Education appreciates the work of all our employees and cares about their well-being. Affordable health and dental insurance coverages are important for our employees and their dependents and the Board wishes to offer affordable premiums. The levels of benefits, claims experience, and employee co-pay/deductible costs all influence the cost of insurance premium renewals. The differences in these variables from school district to school district make it challenging to compare health and dental benefit costs. An analysis (page 17) of the current/proposed health and dental insurance programs of the same 12 similar school districts reveals that the insurance premium costs for the ATA member employee is competitive and similar compared to the other school districts, especially for the Single coverage.

The Addison School District 4 Board of Education acknowledges the need to provide affordable health and dental insurance premiums for these benefits.

The following 19.4 HEALTH AND DENTAL INSURANCE (page 18-19) contract language includes the offer. The schedule of the premium cost split for the %Board paid / %Employee is included on page 19.

	Bensenville SD2	Addison SD4 (offer)	Wood Dale SD7	Itasca SD	Medinah SD11	Roselle SD12	Bloomington SD13	Marquardt SD15	Queen Bee SD16	West Chicago SD33	Lombard SD44	Villa Park SD45	Salt Creek SD48
<b>HMO</b>													
Total HMO Single monthly premium cost	\$712	\$634	\$575	\$586	\$478	N/A	\$826	\$607	\$728	\$656	\$637	\$529	\$584
Employer Portion of Single monthly premium	86%	85%	100%	100%	76%	N/A	100%	95%	95%	80%	100%	66%	85%
Total HMO Family monthly premium cost	\$1,631	\$1,645	\$1,822	\$1,479	\$1,464	N/A	\$2,273	\$1,670	\$1,732	\$1,482	\$1,773	\$1,348	\$1,762
Employer Portion of Family monthly premium	84%	40%	0	60%	75%	N/A	45%	80%	60%	80%	68%	73%	75%
HMO Co-Pay for primary doctor visit	\$10	\$20	\$20	\$10		N/A		\$10		\$20			\$30
HMO Co-Pay for specialist visit	\$10	\$40	\$40	\$10		N/A		\$10		\$20			\$50

	Bensenville SD2	Addison SD4 (offer)	Wood Dale SD7	Itasca SD	Medinah SD11	Roselle SD12	Bloomington SD13	Marquardt SD15	Queen Bee SD16	West Chicago SD33	Lombard SD44	Villa Park SD45	Salt Creek SD48
<b>PPO</b>													
Total PPO Single monthly premium cost	\$844	\$647	\$765	\$754	\$592	\$776	\$765	\$617	\$726	\$782	\$853	\$573	\$707
Employer Portion of Single monthly premium	81%	85%	100%	100%	74%	91%	100%	95%	95%	70%	95%	61%	85%
Total PPO Family monthly premium cost	\$1,746	\$1,887	\$1,843	\$2,221	\$1,814	\$1,865	\$2,156	\$1,685	\$1,817	\$1,767	\$2,517	\$1,461	\$2,133
Employer Portion of Family monthly premium	76%	40%	0%	47%	74%	63%	45%	80%	57%	70%	66%	68%	75%
PPO annual deductible Single	\$250	\$1,500	\$300	\$300	\$500	\$100	\$300	\$500	\$250	\$500	\$225	\$1,000	\$500
PPO annual deductible Family	\$500	\$3,000	\$600	\$900	\$1,500	\$300	\$600	\$1,500	\$625	\$1,500	\$675	\$2,000	\$1,500

<b>High Deductible HSA PPO</b>													
Is your PPO a High Deductible HSA Plan?	no	yes	no but we offer one	no	no	no	no	no	no	no but we offer one	no	no	no but we offer one
Total PPO Single monthly premium cost			\$643							\$695			\$634
Employer Portion of Single monthly premium			100%							80%			85%
Total PPO Family monthly premium cost			\$1,549							\$1,571			\$1,912
Employer Portion of Family monthly premium			0%							80%			75%
PPO annual deductible Single			\$1,500							\$2,600			\$1,500
PPO annual deductible Family			\$3,000							\$5,200			\$3,000

## **19.4 HEALTH AND DENTAL INSURANCE**

The level of health and dental insurance benefits presently in effect as of July 1, 2016 will be continued during the term of this Agreement, except as may be modified herein through the recommendation of the Insurance Advisory Board as referred in 8.1. Premiums will be paid by the Board of Education and the teacher's contributions at the percentages as listed in the schedule attached to this article 19.4. The following stipulations to address premium cost increases will apply:

- A. Any increases in Health and Dental Insurance premium costs above 8% during each of the second and third years of this agreement will be at the full cost of the bargaining unit member.

Newly hired teachers shall receive a copy of current benefit plans upon commencement of employment. In the event of a change in the existing policy, a copy of such change will be issued to each teacher within thirty (30) calendar days thereof.

Any member dismissed as a result of an official resolution covering a reduction in force will be allowed to remain in the District insurance program as approved by the insurance carrier. Premiums shall be paid by the member. This provision shall only extend to the recognized recall period as provided by statute. In addition, teachers who retire prior to Medicare eligibility may retain their insurance, at their own expense, if approved by the Board and insurance carrier, until becoming Medicare eligible.

Part time members who are working an equivalent of half time or more are eligible for health insurance benefits at a premium rate according to the schedule of insurance benefit rates for part time members.

In the event that the legislature changes the parameters guiding health care benefits under health care reform efforts, the Board of Education and the Association agree to reopen the Health and Dental Insurance terms under the contract and to negotiate new terms.

Legend: %Board paid / %Employee paid

<b>HEALTH INSURANCE FULL TIME</b> <i>(for both HMO &amp; PPO)</i>	<b>Single</b>	<b>Single + spouse</b>	<b>Single + child(ren)</b>	<b>Family</b>
2016/2017	85%/15%	40%/60%	40%/60%	40%/60%
2017/2018	<i>premium cost increase above 8% will be employee's responsibility</i>			
2018/2019	<i>premium cost increase above 8% will be employee's responsibility</i>			

<b>HEALTH INSURANCE PART TIME</b> <i>(.5FTE or higher) (for both HMO &amp; PPO)</i>	<b>Single</b>	<b>Single + spouse</b>	<b>Single + child(ren)</b>	<b>Family</b>
2016/2017	42% / 58%	33% / 67%	33% / 67%	33% / 67%
2017/2018	42% / 58%	33% / 67%	33% / 67%	33% / 67%
2018/2019	42% / 58%	33% / 67%	33% / 67%	33% / 67%

<b>DENTAL INSURANCE FULL TIME</b> <i>(for both DMO &amp; PPO)</i>	<b>Single</b>	<b>Family</b>
2016/2017	100% / 0%	<i>Premium above the single dental cost is paid by the employee</i>
2017/2018	<i>premium cost increase above 8% will be employee's responsibility</i>	
2018/2019	<i>premium cost increase above 8% will be employee's responsibility</i>	

<b>DENTAL INSURANCE PART TIME</b> <i>(.5FTE or higher) (for both DMO &amp; PPO)</i>	<b>Single</b>	<b>Family</b>
2016/2017	67% / 33%	<i>Premium above the single dental cost is paid by the employee</i>
2017/2018	<i>premium cost increase above 8% will be employee's responsibility</i>	
2018/2019	<i>premium cost increase above 8% will be employee's responsibility</i>	

Note that the current premium splits are as follows:

<b>HEALTH INSURANCE FULL TIME</b>	<b>Single</b>	<b>Single + spouse</b>	<b>Single + child(ren)</b>	<b>Family</b>
<b>2016/17 HMO</b>	<b>79%/21%</b>	<b>36%/64%</b>	<b>36%/64%</b>	<b>36%/64%</b>
<b>2016/17 PPO</b>	<b>68%/32%</b>	<b>31%/69%</b>	<b>31%/69%</b>	<b>31%/69%</b>

## **Continuing Education**

The ATA presented the issue of how to most effectively encourage and support continuing education among licensed staff. The Addison School District 4 Board of Education values members that seek to improve their practice and therefore seeks to continue the established practice of encouraging graduate level coursework that is approved by the Superintendent. Members can be eligible for partial reimbursement for approved coursework and may receive an Educational Advancement salary increase, as previously outlined in the compensation offer. The following 19.6 TUTION REIMBURSEMENT (page 21) contract language includes this offer and guidelines. The approval and reimbursement forms (pages 22-25) are revised and included with this offer to assist the member with completing the documentation.

## 19.6 TUITION REIMBURSEMENT

It is the desire of both the Addison Teachers' Association and the Board of Education that teachers continue their professional development. Therefore, the Board of Education is willing to contribute to the cost of furthering a teacher's education if he/she is currently employed or on sabbatical leave. This is intended for graduate studies. Any coursework taken for graduate or undergraduate studies must be approved by the Superintendent following the guidelines stated in 19.3.B of this agreement. It is further agreed that the Board of Education will contribute a maximum of \$125 per semester hour for each course to a maximum of nine (9) semester hours during the District's fiscal year (July 1-June 30). The date of the first day of class will determine the fiscal year to which the tuition reimbursement will be charged.

The following items represent the conditions necessary for reimbursement:

- A. The member will complete the *Continuing Education Approval* form and submit to the Superintendent for approval no later than seven (7) working days prior to the start of the course or program. The original form will be kept on file in the Superintendent's office and a copy will be provided to the member and the principal within five (5) working days, indicating approval or denial of the course or program.
- B. The member must complete and submit a Graduate Course Approval and Reimbursement Form (Appendix C) for approval to the Superintendent for each course no later than seven (7) working days prior to the start of the class. Once acted upon, the original will be returned to the member.
- C. Upon completion of the course, it is the member's responsibility to return the following items to the Superintendent's office:
  1. Completed Graduate Course Approval and Reimbursement form.
  2. A grade report indicating that a grade of "A", "B", or "Pass" was earned for the course. If a grade of "Pass" is given, a written evaluation from the instructor of the course must be presented stating that the quality of the coursework was either an "A" or "B."
  3. Evidence of the member's payment for the course.
- D. All Evidence must be submitted to the Superintendent's office no later than 45 days after the completion of each course.
- E. If extenuating circumstances occur that affect course selection, a change to the form may be made after the beginning of the course, if approved by the Superintendent.

Finally, the Board of Education reserves the right to direct a teacher to take a particular course when it believes the course is necessary to update the member's educational background. In such case, the Board shall reimburse the member, according to the provision of this agreement, for the full tuition cost. The Board cannot require more than one (1) such course in any fiscal year.



# EDUCATIONAL ADVANCEMENT APPLICATION



# Addison 4 School District

ADDISON | ILLINOIS | SINCE 1842

*Excellence 4 ALL*

After completion of an approved 15 semester hour increment of graduate level coursework or after achieving an approved Master’s degree, please submit this form along with official transcripts to the Superintendent by August 30<sup>th</sup> or January 30<sup>th</sup>.

Members that complete the approved coursework or program will receive a \$1250 increase in salary for the completion of each 15 semester hour increment of graduate level course work. Those achieving a Master’s degree will receive a \$2250 increase in salary. Incremental salary changes will be limited to one per year per individual. The number of educational advancement approvals will be unlimited in the first year of this Agreement but then limited to 30 in year 2 and 30 in year 3 with no rollover of unused slots. The maximum advancement increase will be for 30 semester hours past a Master’s degree.

ATA Member’s Name: \_\_\_\_\_ Date: \_\_\_\_\_

School Year: \_\_\_\_\_

Circle the appropriate status:

**Current Status:**    BA            BA+15            BA +30            MA            MA+15            MA +30

**New Status:**        BA            BA+15            BA +30            MA            MA+15            MA +30

\_\_\_\_\_  
*Employee’s Signature*

\_\_\_\_\_  
*Date*

The Superintendent’s office will inform the ATA member of the salary increase within ten days. The salary increase will go into effect with the first pay period after the August 30 or January 30 deadline.



# GRADUATE COURSE APPROVAL AND REIMBURSEMENT FORM



**Instructions:** Complete this form and submit a hardcopy to the Superintendent’s office for initial approval seven (7) days prior to the beginning of the course. The original will be returned to the member.

After completing the course, send the original form back to the office of the Superintendent with your final grade report and proof of payment. All documents must be submitted no later than 45 days after the completion of the course. You will then receive reimbursement according to the 19.6 of the Agreement.

ATA Member’s Name: \_\_\_\_\_ Date Submitted: \_\_\_\_\_

School: \_\_\_\_\_ Current Assignment: \_\_\_\_\_

**Complete the following Course Information:** It is necessary that you list only courses that are completed in the same fiscal year (July 1-June 30)

College/University: \_\_\_\_\_ School Year: \_\_\_\_\_

Course Title: \_\_\_\_\_ Course Number: \_\_\_\_\_

Beginning Date: \_\_\_\_\_ Semester Hours: \_\_\_\_\_

Course Description: \_\_\_\_\_

Rationale for taking course: \_\_\_\_\_

Check only one:

Tuition Reimbursement

Educational Advancement

Both Tuition Reimbursement and Educational Advancement

*To be completed by the Superintendent or designee:*

Based on the criteria outlined in the 19.3 and 19.6 of the Agreement, this graduate course request is:

\_\_\_\_\_Approved

\_\_\_\_\_Denied

Rationale for decision: \_\_\_\_\_

\_\_\_\_\_  
*Superintendent’s Signature or designee*

\_\_\_\_\_  
*Date*

Appendix E (continued)

**Reimbursement Information:**

Complete the information below and return with a grade report and proof of payment. Do not include books, supplies or other fees. A grade of "A" or "B" is necessary to receive any reimbursement. If a grade of "Pass" is given, a written evaluation from the instructor of the course must be presented stating that the quality of the coursework was either an "A" or "B."

Course Title: \_\_\_\_\_ Course Number: \_\_\_\_\_  
Beginning Date: \_\_\_\_\_ Semester Hours: \_\_\_\_\_  
Final Grade: \_\_\_\_\_ Tuition Cost: \_\_\_\_\_

I have completed the course listed above and wish to be reimbursed by the Board of Education according to the Agreement.

\_\_\_\_\_  
*Employee's Signature*

\_\_\_\_\_  
*Date*

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*To be completed by the Superintendent or designee:*

Based on the criteria outlined in the 19.6 of the Agreement, this graduate course reimbursement is paid in the amount of: \$\_\_\_\_\_

\_\_\_\_\_  
*Superintendent's Signature or designee*

\_\_\_\_\_  
*Date*

## **Insurance Advisory Board**

The ATA presented the issue of how to enhance the practical role of the Insurance Advisory Board and improve communication and collaboration. The Addison School District 4 Board of Education agrees that members should have the opportunity to communicate and collaborate regarding health and dental insurance benefits. The existing Insurance Advisory Board is the ideal forum for all employees to give input and collaborate regarding said benefits.

The following 8.1 INSURANCE ADVISORY BOARD contract language includes this offer and guidelines. This revised language ensures that members will have the opportunity to communicate and collaborate on their health and dental insurance benefits.

### **8.1 INSURANCE ADVISORY BOARD.**

An Insurance Advisory Board (IAB) will monitor the effectiveness of our existing insurance plans, meet with agents/prospective agents and to investigate the best plan options, premiums, and deductibles. The Board and the ATA agree that the District will provide monthly reports regarding claims experience to all Insurance Advisory Board members.

We are partners in shaping the direction and results of our health insurance program, which needs open and transparent accounting of all the information involving insurance.

The size of the committee, the ATA representative members, and the two (2) co-chairs shall be mutually selected and agreed upon by the Association President(s) and Superintendent, and will include representation of other employee groups.

The two (2) co-chairs will schedule and establish pre-set agendas for a minimum of three annual meetings. The first meeting will be scheduled no later than November 15<sup>th</sup>. The second meeting will be scheduled no later than January 31<sup>st</sup>. The third meeting will occur immediately preceding the annual health/dental insurance renewal period for employees.

The IAB shall not make a recommendation to the Superintendent until it has reached consensus regarding said recommendation. All recommendations will be made by the IAB and shall be given to the Superintendent who will then share them with the Board of Education.

The IAB will follow or respect the language of Article 19.4 of this negotiated agreement as it applies to ATA members.