

**CENTER CASS SCHOOL DISTRICT 66  
2018 CCEA NEGOTIATIONS  
BOARD PROPOSAL  
ARTICLE XIII – SALARY  
JANUARY 24, 2019**

**XIII. SALARY AND EXTRA DUTY COMPENSATION**

A. Salary

2018-2019: All teachers shall be paid the appropriate salary reflected in the 2018-19 salary schedule, retroactive to the start of the 2018-19 school year. Teachers in longevity shall receive a percentage increase equal to 2.9% over their 2017-18 base salary, retroactive to the start of the 2018-19 school year. Teachers who elected the retirement plan under the 2015-18 contract shall continue to receive the salaries contemplated by that plan.

2019-20 and Subsequent Contract Years:

1. **Salary Schedule Option** — For all school years covered by this Agreement, ~~teachers~~ Teachers who have not elected to be paid pursuant to the Differentiated Compensation Option shall be paid according to the salary schedules found in Appendix A, with teachers on longevity receiving a 2.9% annual base salary increase. ~~In longevity~~ For teachers electing to be paid according to the salary schedules who have entered longevity, a ~~lane~~ professional classification change will be equal to the dollar amount of the same lane change at step 18 on the salary schedule.

a. **Performance Premium** – Beginning with the 2019-20 school year, teachers who meet their professional goal as outlined in Article VII, Section C (Professional Growth Plans) shall earn a Performance Premium. This Premium shall equal \$250.00 and be paid by June 30<sup>th</sup> following the school year in which the teacher earned the Premium. The Premium shall be considered a stipend and shall not be considered part of base salary.

b. **System Leader Compensation** – Teachers in the Salary Schedule Option may earn additional compensation for completing advanced training and applying that training in a leadership role within the Teacher’s building or subject area/department. System Leader Compensation shall equal \$1,000.00 and be paid by June 30<sup>th</sup> following the school year in which the teacher earned the System Leader Compensation. The compensation will be paid in the form of a stipend that is not part of base salary and will continue to be paid for each remaining year of this Agreement. System Leader roles are reflected in Appendix E [TBD by Board and CCEA].

2. **Differentiated Compensation Option** – This option is available to all teachers starting with the 2019-20 school year. Newly hired teachers electing to participate in Differentiated Compensation shall have their initial base salary determined by placement on the current salary schedule.

Any teacher may elect to participate in the Differentiated Compensation Option (except those participating in the District's retirement plan) by completing an election form provided by the Administration and submitting it by June 30 to take effect for the start of the next school year.

a. Annual Salary Increase – The annual salary increase percentage will be determined by multiplying the percentage increase applied to the Salary Schedule base salary (BA, Step 1) by the percentage difference between the teacher's current multiplier level and the next multiplier level. The multiplier table for teachers electing Differentiated Compensation is located following the salary schedules in Appendix A. For example, a teacher in Professional Classification 2 moving from experience level 7 to experience level 8 would be calculated as follows:

<u>Experience Year</u>	<u>Professional Classification 2</u>
<u>7</u>	<u>1.1852</u>
<u>8</u>	<u>1.2122</u>

Percentage Increase in Multipliers =  $(1.2122 - 1.1852) / 1.1852 = 2.28\%$

Salary Schedule Annual Increase to Base Salary = 1.5%

Annual Base Salary Increase Percentage =  $101.5\% * 102.28\% = 103.8\% = 3.8\%$  increase

Teachers who experience a Professional Classification change at the start of a school year (or retroactive to the start of a school year) will receive a percentage salary increase using the same calculation above, except that the next multiplier level shall be taken from the teacher's new Professional Classification column.

Teachers who experience a Professional Classification change effective the first payroll in January shall have their remaining paychecks adjusted to provide a total annual salary increase equal to one-half of the salary increase that would have been paid had the Professional Classification change occurred at the start of the school year.

b. Performance Premium – Beginning with the 2019-20 school year, teachers who meet their professional goal as outlined in Article VII, Section C (Professional Growth Plans) shall earn a Performance Premium. This Premium shall equal \$250.00 and be paid by June 30<sup>th</sup> following the school year in which the teacher earned the Premium. The Premium shall be added to the teacher's base salary for the year in which the Premium was earned, before the application of the Annual Base Salary Increase in Section 2(a) above for the next school year.

c. System Leader Compensation – Teachers in the Differentiated Compensation Option may earn additional compensation for completing advanced training and applying that training in a leadership role within the Teacher's building or subject area/department. System Leader Compensation shall equal \$1,000.00 and be paid by June 30<sup>th</sup> following the school year in which the teacher earned the System Leader Compensation. System Leader Compensation shall be added to the teacher's base salary for the year in which the Compensation was earned.

before the application of the Annual Base Salary Increase in Section 2(a) above for the next school year. System Leader roles are reflected in Appendix E [TBD by Board and CCEA].

d. Returning to the Salary Schedule after electing Differentiated Compensation – In June of any school year covered by this Agreement, a teacher who chose Differentiated Compensation can submit a written election to return to the salary schedule for the next school year at the corresponding professional classification and corresponding experience year. Any reduction in base salary resulting from a return to the salary schedule will be paid as a stipend for one school year, after which the salary schedule will dictate the teacher’s base salary as usual. If a return to salary schedule is elected, the teacher will stay on the salary schedule for the duration of this Agreement.

## **B. Extra Duty**

Teachers shall be compensated for extra duty assignments according to Appendix B.

## **C. ~~Compensation Committee~~ Professional Development Points**

~~The Board and the Association agree that there are more fair and equitable compensation models than the salary schedules found in Appendix A. The Board and Association agree to collaborate to create a new compensation model/structure to take effect at the start of the successor collective bargaining agreement (2018-2019). In creating this new model/structure, the Board and Association will convene a Compensation Committee, that will convene no later than April, 2016, and will consist of equal numbers of bargaining unit members and Board members/Administrators, who will work collaboratively during the duration of this Agreement in order to recommend the new model/structure to the bargaining teams for use as the basis for teacher compensation negotiations in the successor agreement. The Committee may utilize mutually agreed-upon outside resources or consultants to create the new model/structure.~~

In the event the Compensation Committee is unable to agree on the recommendation for a new model/structure, the Board and Association agree that negotiations for the successor agreement will begin from the premise that the parties will negotiate the creation of the new model/structure as part of the negotiation process for the successor agreement. Teachers may earn points toward Professional Classification advancement by completing activities outlined in Appendix D – Catalog of Professional Development Points. The number of Professional Development points required for Professional Classification advancement is shown on the salary schedules in Appendix A. A teacher must inform his/her Building Principal in advance, on a form provided by the District, of the teacher’s intent to earn particular professional development points and receive prior written approval by the Principal. Successful completion of professional development point-earning activities shall be determined by the Building Principal. A teacher who is denied approval for a professional development activity or an award of professional development points may appeal the denial to the Superintendent, whose decision shall be final.

If proof of successful activity completion is submitted and accepted by October 31, then any resulting Professional Classification adjustment will be retroactive to the start of the school year.

If proof of successful activity completion is submitted and accepted by December 15, then any resulting Professional Classification adjustment will be made with the first payroll in January.

Professional Classification adjustments submitted and accepted after December 15 will be effective at the start of the next school year.

Professional Classification adjustment percentages for teachers with 18 years of experience or fewer shall be determined by using the teacher's position on the table of percentage changes set forth in Appendix A. Professional Classification adjustments for teachers with more than 18 years of experience will be calculated based on the difference between the percentages at Step 18 of the hiring grid.

~~D. Third Year Option~~

~~The Board and Association agree to add a third year (2017-2018) to this Agreement under the following salary agreement:~~

~~The salary agreement will be "triggered" by the District's anticipated receipt of revenue as measured on July 1, 2017. This provision is not a contract "re-opener". Instead, the terms of the third year salary agreement are linked to circumstances which effect the Board's receipt of revenue.~~

- ~~• If on July 1, 2017, District revenues increase over those received for the 2016-2017 school year, the base salary will increase by 1% and teachers will receive their annual step increase.~~
- ~~• If on July 1, 2017, District revenues decrease relative to those revenues received for the 2016-2017 school year, the base salary will not increase but teachers will receive their annual step increase on the 2016-2017 salary schedule, provided however that the Board and Association will meet to agree on spending reductions in this Agreement to offset the step cost noted above.~~

~~For purposes of implementation of this provision, the term "revenue" will include General State Aid and local property tax revenue. Any reduction in revenue may also include expenditures required by newly created State law or policy which were not in effect at the time of ratification of this Agreement.~~