

DISTRICT 15 BOARD OF EDUCATION AND CLASSROOM TEACHERS' COUNCIL NEGOTIATION POSITIONS

SEPTEMBER 13, 2006

DISTRICT 15 BOARD OF EDUCATION

CLASSROOM TEACHERS' COUNCIL

COMPENSATION

Currently offering CTC a 9.25 percent salary increase over the next three years, as well as additional increases related to lane advancement, retirement incentives, extracurricular stipends and tuition reimbursement.

Currently requesting more than a 24 percent salary increase over the next three years, as well as additional increases related to lane advancement, retirement incentives, extracurricular stipends and tuition reimbursement.

HEALTH INSURANCE

Agreed to CTC's request to maintain the current 100 percent individual and 50 percent family contribution rates.

Proposed to maintain current contribution formula in which the District covers 100 percent of individual coverage and 50 percent toward family coverage.

Proposed changes to the current schedule of benefits to be more consistent with coverage being provided by other school districts, public employers and the private sector.

Minimal changes proposed to the current schedule of benefits.

RETIREMENT BENEFITS

Proposed that the District allow a teacher to give advance notice of intent to retire and receive up to three years of 6 percent increases in salary.

Proposed that the District provide three options:

Offered to provide \$250 per month for retiree and additional \$250 per month for spouse toward cost of non-district health insurance for three years.

1) Allow a teacher to give advance notice of intent to retire and receive a 20 percent increase in salary, followed by four years of 6 percent increases, or, for teachers with less than five years before retirement, 18 percent increases for up to four years (with 6 percent credited toward salary increase and 12 percent contributed to the employee's 403(b)); or

2) Allow a teacher to retire early by having the Board pay both the Board's and the teacher's required contributions to TRS, ranging from a cost of approximately 35 percent to 175 percent of the teacher's final year of compensation; or

3) Allow a teacher to give notice of intent to retire and receive up to five years of payments from the Board totaling 100 percent of the teacher's final year of compensation.

Proposed that the District provide up to five years of 100 percent contributions toward the cost of health insurance to certain eligible retirees and their spouse, and up to 5 years of 50 percent contributions toward the cost of health insurance for other eligible retirees and their spouses.