

District Proposal:

1. Term 3 years
2. The 2016-2017 matrix remains unchanged through the term of the agreement. In addition, a 1% increase will be applied to step 15 in each year of the agreement.
3. Sick leave is in accordance with School Code. The sick bank is eliminated.
4. Medical/prescription benefit as presented in Exhibit A. 10% employee contribution applies.
5. Stipends and all other extra duty pay will remain at current level.
 - a. Salary bands will be created for coaching positions to allow new coaches to be hired at a lower salary than the outgoing experienced coach. Salaries for all currently employed coaches will not be affected.
6. Early Retirement incentives (Article 33: Section 5) will be eliminated. An incentive may be offered at the discretion of the Board.
7. Tuition reimbursements will be no more than \$575 per credit. Employees leaving the district within four years of receiving reimbursement will reimburse the District on a pro-rata basis.
8. Maintenance of Working Conditions