



**LAKE FOREST HIGH SCHOOL**

**Lake Forest, Illinois**

**2012 Negotiations**

**Board Last Offer August 17, 2012**

**ARTICLE XIV - FRINGE BENEFITS**

**SECTION A - INSURANCE BENEFITS**

1. ~~During the term of this Agreement the Board shall assure the continual availability of group health (medical), life, and disability insurance in effect June 30, 2006, except as provided below or except as otherwise required by law or except as the Association shall otherwise approve. The parties agree that the benefits described below are subject to negotiation in successor agreements.~~ During the term of this Agreement the Board shall make available group health (medical) insurance through the Northern Illinois Health Insurance Program (NIHIP). The Board will also make available Dental Insurance, and will provide life, and disability insurance. Details of each component are outlined below.

2. During the term of this agreement the Board shall add to the salary of each full-time teacher employed prior to the effective date of this agreement the sum of \$2,500 as an annual fringe benefit allowance. At the option of the teacher (such to be exercised during the open enrollment period prior to the onset of the insurance plan year or within fifteen (15) calendar days of initial employment, whichever shall first occur), in lieu of such cash payment over the course of the years such teacher may elect health/major medical insurance, as follows:

~~The employee may choose d~~During the open enrollment, or within 30 days of experiencing a qualifying major life change, full-time teachers and may choose from period one of the following plans listed below. The PPO 300 and the PPO 500 plans (single or family) will not be offered to individuals first employed after the effective date of this agreement.:

SINGLE PLAN	BOARD SHARE	EMPLOYEE SHARE
PPO 300	90%	10%
PPO 500	90%	10%

PPO 750	95%	5%
PPO 2500	100%	0%
HMO	100%	0%

FAMILY PLAN	BOARD SHARE	EMPLOYEE SHARE
PPO300	80%	20%
PPO500	85%	15%
PPO750	90%	10%
PPO2500	100%	0%
HMO	<del>100%</del> 90%	<del>0%</del> 10%

- i. (Part-time teachers pursuant to the provisions of Article XV, Section G.3.(Option for Part-Time Employment) shall have the right to continue on a pro rata cost basis.
- ii. Employees with domestic partners who comply with the Illinois Civil Union Law shall be afforded access to family medical and dental benefits at the premium cost splits outlined above.

3. The Board will pay the dental premiums for single or family coverage selected based on the same percentage of the selected health plan as listed in section A.2.b.i. If an employee does not participate in the medical insurance program but elects dental coverage, the Board will pay 70% of the premium.

- i. The plan will include coverage of dental implants.
- ii. Any teacher has the right to refuse dental coverage.

**SECTION C - RETIREMENT****3. Service Recognition Program (SRP)**

Only teachers who retire pursuant to TRS, have at least 10 years of full time continuous District service, and who do not cause the Board to pay a ~~n-ERO~~ penalty to TRS are eligible to participate.

In addition, to be eligible, a teacher must submit notice of retirement and an irrevocable letter of resignation to the Superintendent on or before February 1<sup>st</sup>. This deadline is for any individual planning to retire in FY ~~12, 13, 14, 15, or 16,~~ or 17 who has not previously submitted a letter. (For individuals retiring in FY ~~16~~ 17, the salary increase defined below will commence with the FY ~~13~~ 14 school year). For example, submit the notice of retirement on February 1, 2012, to retire in June 2015 or June 2016.

a.-e. No change

f. Withdrawal of Notice of Intent to Retire

The teacher's request for the approval of a retirement incentive shall be deemed to constitute his/her resignation from employment, effective on said date, once the request is approved by the Board. This resignation shall be deemed irrevocable. Effective with those teachers entering the Program after June 30, 2012, at its discretion, the Board may consider a teacher's written request for the withdrawal of his/her Notice of Intent to Retire based on the following factors:

1. Diagnosis of terminal illness of the teacher's spouse, domestic partner, or the death of a spouse or domestic partner;
2. Total disability of the teacher's spouse or domestic partner; and
3. Serious illness of a medically and financially dependent child or parent.

As a condition of the Board's consideration of the request, the teacher will agree to a wage reduction that will repay the Board any retirement incentives paid to the teacher to date. Repayment by wage deduction shall be completed within 180 days of the Board's approval of the withdrawal.

**4. Post Retirement Service Recognition Plan**

Teachers who retire pursuant to TRS, have at least 10 years of full time continuous District service, who do not cause the Board to pay a ~~an-ERO~~ a penalty, and who give

written notice of retirement and an ~~irrevocable~~ letter of resignation to the Superintendent on or before February 1<sup>st</sup> are eligible to participate in the District's Post-Retirement Service Recognition Plan. Teachers who meet the foregoing eligibility requirements shall receive a post-retirement service recognition payment based on the following schedule:

<u>Number of Years of Notice</u>	<u>Service Recognition Award</u>
1 year*	\$ 34,000
2 years	\$ 30,000
3 years	\$ 23,000
4 years +	\$ 12,000

\* year of notice is 1<sup>st</sup> year

The applicable service recognition payment shall be paid within sixty (60) days after the effective date of the teacher's retirement.

Notwithstanding the foregoing schedule based on the number of years notice, a teacher who gives such notice may nevertheless opt to retire in an earlier school year by giving written notice by February 1<sup>st</sup> of the school year which s/he will retire and receive the applicable service recognition payment for the actual number of year(s) notice as long as such earlier retirement notice date does not cause the Board to pay an ~~ERO~~ a penalty. Example: If a teacher gives written notice by February 1, 2012 to retire at the end of the 2014-15 school year and subsequently gives written notice by February 1, 2014 to retire at the end of the 2014-15 school year, said teacher will receive a service recognition payment of \$23,000 as long as such earlier retirement date does not cause the Board to pay an ~~ERO~~ a penalty.

~~In no event will a teacher receive a service recognition payment if the teacher's actual retirement date causes the Board to pay an ERO penalty.~~

**APPENDIX A - SALARY SCHEDULE**

2012-2013: Step (estimated 2.6%), plus lane.

2013-2014: Step plus a base salary increase of 0.75 percent (estimated step 2.6 + .75 = 3.4% avg. increase), plus lane.

2014-2015: Salaries will increase by the greater of CPI + .50% or step (Example: If the December CPI is 3.0%, step and base salary increase will generate an average increase of 3.50%. In the event that the CPI + .50 is less than the step cost, salaries will increase by the greater sum, which is step.), plus lane.

- A new salary schedule will be implemented for individuals first employed after the effective date of this agreement.

Teacher who is at the top of the salary schedule for at least one full year shall receive longevity pay based on the following schedule:

Longevity 1 = \$250

Longevity 2 = \$500

Longevity 3 = \$750

Longevity 4 and beyond = \$1,000

The Board, upon written notice to the Association, may terminate Appendix A of this Agreement following the end of the school year June 30, in which notice is given if any of the following events occur;

1. The Property Tax Extension Limitation Law PTELL is amended, or a new law enacted, which has the demonstrably probable effect of reducing the Board's real estate tax levy over the previous year's levy.
2. The law pertaining to teacher pensions is modified, or a new law enacted, that shifts any of the burden of payment for teacher pensions to the Board.

**2012-13 Salary Schedule for Existing Employees**

	Lane	BA	BA-15	MA	MA-15	MA-30	MA-45	MA-60	PHD
	Step								
A	1	50,116	53,318	56,007	58,169	60,166	62,140	63,072	65,578
B	2	52,607	55,990	58,805	61,073	63,172	65,174	66,152	68,658
C	3	55,201	58,719	61,702	64,079	66,281	68,308	69,333	71,839
D	4	57,852	61,553	64,657	67,133	69,447	71,502	72,574	75,080
E	5	60,446	64,320	67,570	70,160	72,578	74,660	75,780	78,286
F	6	63,054	67,073	70,464	73,180	75,706	77,811	78,978	81,484
G	7	65,688	69,899	73,421	76,263	78,874	81,010	82,226	84,732
H	8	68,320	72,690	76,377	79,303	82,042	84,205	85,469	87,975
I	9	70,910	75,461	79,271	82,326	85,152	87,340	88,651	91,157
J	10	73,541	78,253	82,204	85,366	88,302	90,517	91,874	94,380
K	11			85,162	88,425	91,487	93,727	95,133	97,639
L	12			88,137	91,531	94,698	96,966	98,421	100,927
M	13			91,051	94,555	97,804	100,101	101,602	104,108
N	14			93,970	97,570	100,935	103,255	104,804	107,310
O	15			96,884	100,594	104,063	106,412	108,008	110,514
P	16			99,778	103,617	107,194	109,566	111,210	113,716
Q	17			102,774	106,735	110,400	112,803	114,495	117,001
R	18			105,647	109,720	113,506	115,939	117,678	120,184
S	19			108,605	112,801	116,681	119,135	120,920	123,426
T	20			111,541	115,841	119,826	122,310	124,143	126,649
U	21			111,791	116,091	120,076	122,560	124,393	126,899
V	22			112,041	116,341	120,326	122,810	124,643	127,149
W	23			112,291	116,591	120,576	123,060	124,893	127,399
X	24			112,541	116,841	120,826	123,310	125,143	127,649
Y	25			112,541	116,841	120,826	123,310	125,143	127,649

**2012-13 Salary Schedule for Future Employees**

	Lane	BA	BA-15	MA	MA-15	MA-30	MA-45	MA-60	PHD
	Step								
1	A	50,116	53,318	56,007	58,169	60,166	62,140	63,072	65,578
2	B	52,607	55,990	58,805	61,073	63,172	65,174	66,152	68,658
3	C	55,201	58,719	61,702	64,079	66,281	68,308	69,333	71,839
4	D	57,852	61,553	64,657	67,133	69,447	71,502	72,574	75,080
5	E	60,446	64,320	67,570	70,160	72,578	74,660	75,780	78,286
	E1	61,750	65,697	69,017	71,670	74,142	76,236	77,379	79,885
6	F	63,054	67,073	70,464	73,180	75,706	77,811	78,978	81,484
	F1	64,371	68,486	71,943	74,722	77,290	79,411	80,602	83,108
7	G	65,688	69,899	73,421	76,263	78,874	81,010	82,226	84,732
	G1	67,004	71,295	74,899	77,783	80,458	82,608	83,848	86,354
8	H	68,320	72,690	76,377	79,303	82,042	84,205	85,469	87,975
	H1	69,615	74,076	77,824	80,815	83,597	85,773	87,060	89,566
9	I	70,910	75,461	79,271	82,326	85,152	87,340	88,651	91,157
	I1	72,226	76,857	80,738	83,846	86,727	88,929	90,263	92,769
10	J	73,541	78,253	82,204	85,366	88,302	90,517	91,874	94,380
	J1			83,683	86,896	89,895	92,122	93,504	96,010
11	K			85,162	88,425	91,487	93,727	95,133	97,639
	K1			86,650	89,978	93,093	95,347	96,777	99,283
12	L			88,137	91,531	94,698	96,966	98,421	100,927
	L1			89,594	93,043	96,251	98,534	100,012	102,518
13	M			91,051	94,555	97,804	100,101	101,602	104,108
	M1			92,511	96,063	99,370	101,678	103,203	105,709
14	N			93,970	97,570	100,935	103,255	104,804	107,310
	N1			95,427	99,082	102,499	104,834	106,406	108,912
15	O			96,884	100,594	104,063	106,412	108,008	110,514
	O1			98,331	102,106	105,629	107,989	109,609	112,115
16	P			99,778	103,617	107,194	109,566	111,210	113,716
	P1			101,276	105,176	108,797	111,185	112,853	115,359
17	Q			102,774	106,735	110,400	112,803	114,495	117,001
	Q1			104,211	108,228	111,953	114,371	116,087	118,593
18	R			105,647	109,720	113,506	115,939	117,678	120,184
	R1			107,126	111,261	115,094	117,537	119,299	121,805
19	S			108,605	112,801	116,681	119,135	120,920	123,426
	S1			110,073	114,321	118,254	120,723	122,532	125,038
20	T			111,541	115,841	119,826	122,310	124,143	126,649
	T1			111,666	115,966	119,951	122,435	124,268	126,774
21	U			111,791	116,091	120,076	122,560	124,393	126,899
	U1			111,916	116,216	120,201	122,685	124,518	127,024
22	V			112,041	116,341	120,326	122,810	124,643	127,149
	V1			112,166	116,466	120,451	122,935	124,768	127,274
23	W			112,291	116,591	120,576	123,060	124,893	127,399
	W1			112,416	116,716	120,701	123,185	125,018	127,524
24	X			112,541	116,841	120,826	123,310	125,143	127,649
	X1			112,541	116,841	120,826	123,310	125,143	127,649
25	Y			112,541	116,841	120,826	123,310	125,143	127,649