

Teutopolis Community Unit

SCHOOL DISTRICT NO. 50

P.O. Box 607
Teutopolis, IL 62467-0607
Phone # 217-857-3535

Bill Fritcher
Superintendent
fritcherb@ttown.k12.il.us

January 17, 2014

To Whom It May Concern:

Please find included a narrative and three appendices to meet the posting requirement pursuant to a letter received January 13, 2014 from the Teutopolis Education Association and the IEA.

Further questions can be directed to me at 217-857-3535.

Sincerely,



William J. Fritcher, Superintendent
Teutopolis Unit #50

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Teutopolis CUSD #50 Board of Education Contract Proposal

1. The Board of Education proposes a hard freeze on salaries.

A hard salary freeze means there is no step advancement on the salary schedule. A soft freeze means each currently employed teacher moves down one step on the salary schedule. For Teutopolis Unit #50, a soft freeze amounts to about 1.5% new money for teaching salaries or \$69,609 based on teaching salaries from the 2012-2013 school year. The Board has proposed a hard freeze to delay the step advancement for at least one year. See appendix A for the salary schedule for 2012-2013.

2. The Board proposes language prohibiting the advancement of step on the salary schedule at the beginning of a new school year until a contract settlement is reached and the contract is ratified.

According to case law, Unit #50 is bound by "past practice" to advance teachers a step on the salary schedule if the school year begins without a new contract in place. The district wishes to stop that practice and proposes the following:

"Beginning with the bargaining preceding the 2013-2014 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase-movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement."

3. The Board proposes to change the current Retirement Bonus to a Retirement Incentive.

Currently, certified staff with twenty consecutive years of service to the district and who are eligible to retire may ask for and receive a retirement bonus unless their retirement causes the district to pay a penalty to the Teacher Retirement System. The intent of this program is to be an incentive for a teacher to retire when he/she is eligible. Currently, a teacher can work beyond what is required for a full retirement benefit and still receive the bonus. The Board wishes to change this to a true incentive by proposing that a teacher must utilize the benefit when first eligible to retire or see those benefits reduced. The following is proposed:

"Amend Retirement bonus so that the full \$14,000 incentive would only be available in the first year a teacher is eligible for retirement without penalty and without use of ERO diminished by \$4,000 in each year thereafter."

Financial terms of this item can only be determined by the number of teachers using the incentive over time. The entire content of the retirement bonus can be found in the contract

located on the Unit #50 website at <http://www.teutopolisschools.org/index.php/board-of-education/negotiated-contracts/90-2010-2013-unit-50tea-contract>

4. The Board proposes an additional salary schedule for newly hired teachers.

Currently employed teachers must have 35 years of service and be at least 55 years of age to draw their full TRS retirement benefit. Recently changed state law now dictates that teachers new to the TRS system must work at least 10 years and be at least 67 years of age to draw the full retirement benefit. Most teachers at age 67 will have worked between 40-45 years. The negative consequence for the district is that in the future more employees will be working longer at the highest rates of pay on the salary schedule. The district believes that for the long-term financial well-being of the district, the typical amount of the step advancement on the salary schedule should be spread out over a longer number of years. This helps the district to control the salary costs. This proposal does not financially impact any currently employed teacher. See Appendix A for the salary schedule for 2012-2013 and Appendix B for a possible salary schedule for newly hired teachers.

5. The Board proposes to eliminate the Tuition Reimbursement program.

Currently, the contract calls for \$12,000 to be allotted each year for reimbursement of tuition expense, on a limited basis, when teachers take graduate level courses. In the 2012-2013 school year \$6283.81 was distributed for tuition reimbursement.

6. The Board proposes a new schedule for extra-duties for new hires.

This proposal is made to provide a salary schedule which rewards coaches/sponsors for their longevity in a position. Like the proposed salary schedule for new hires, this proposal does not impact any currently employed coaches/sponsors. Setting up a salary schedule for coaches/sponsors is philosophically similar to the salary schedule which rewards employees for their experience in a position. The new schedule is based on years of experience with the 2012-2013 stipends as the top pay possible. Newly hired coaches/sponsors would be paid a lower stipend than is currently paid for the first three years. The pay would increase for years 4-6 and then the top pay would be reached for year 7 and beyond. Determining a financial impact of this proposal is impossible because the district has no way of knowing how many coaches/sponsors will be hired in the next few years. Appendix C provides the proposed new stipend schedule for newly hired coaches/sponsors.

APPENDIX A

2012-2013 SALARY SCHEDULE

Years	B.S.	B.S.+15	M.S.	M.S.+15
0	35,387.76	35,929.19	38,137.59	38,845.89
1	36,159.12	36,867.43	39,135.14	39,843.44
2	37,095.49	37,803.80	40,132.70	40,840.99
3	38,033.73	38,742.03	41,130.28	41,840.42
4	38,970.11	39,680.27	42,129.67	42,838.01
5	39,908.36	40,616.64	43,127.25	43,835.57
6	40,846.59	41,554.90	44,124.85	44,834.97
7	41,782.95	42,491.23	45,124.26	45,832.57
8	42,721.22	43,429.51	46,121.82	46,830.13
9	43,657.58	44,365.88	47,119.39	47,829.55
10	44,595.80	45,304.14	48,118.81	48,827.14
11	45,532.16	46,240.49	49,116.39	49,824.71
12	46,470.43	47,178.73	50,113.94	50,822.24
13	47,406.80	48,116.95	51,113.37	51,821.68
14	48,345.03	49,053.36	52,110.95	52,819.23
15	<u>51,255.42</u>	51,255.42	53,108.50	53,816.85
16	51,700.42	<u>53,053.57</u>	54,107.94	54,816.23
17	52,145.42	53,498.57	<u>57,403.16</u>	57,403.16
18	52,590.42	53,943.57	57,868.16	<u>59,262.45</u>
19	53,035.42	54,388.57	58,333.16	59,727.45
20	53,480.42	54,833.57	58,798.16	60,192.45
21	53,925.42	55,278.57	59,263.16	60,657.45
22	54,370.42	55,723.57	59,728.16	61,122.45
23	54,815.42	56,168.57	60,193.16	61,587.45
24	55,260.42	56,613.57	60,658.16	62,052.45
25	55,705.42	57,058.57	61,123.16	62,517.45
26	56,150.42	57,503.57	61,588.16	62,982.45
27	56,595.42	57,948.57	62,053.16	63,447.45
28	57,040.42	58,393.57	62,518.16	63,912.45
29	57,485.42	58,838.57	62,983.16	64,377.45
30	57,930.42	59,283.57	63,448.16	64,842.45
31	58,375.42	59,728.57	63,913.16	65,307.45
32	58,820.42	60,173.57	64,378.16	65,772.45
33	59,265.42	60,618.57	64,843.16	66,237.45
34	59,710.42	61,063.57	65,308.16	66,702.45
35	60,155.42	61,508.57	65,773.16	67,167.45
36	60,600.42	61,953.57	66,238.16	67,632.45
37	61,045.42	62,398.57	66,703.16	68,097.45
38	61,490.42	62,843.57	67,168.16	68,562.45

Additional years over Salary Schedule up to the normal maximum State issued retirement (currently 38 years) are multiplied by a yearly constant and added to last step dollar figure.

Constant. \$445 \$445 \$465 \$465
 E.g.: Teacher with Masters and 23 years of experience will receive \$57,403.16 + [(23-17) x \$465.00] = \$60,19

40	52,727.60	53,164.80	56,988.00	57,388.80
41	53,195.79	53,633.92	57,487.70	57,888.52
42	53,663.98	54,103.04	57,987.40	58,388.24
43	54,132.17	54,572.16	58,487.10	58,887.96
44	54,600.36	55,041.28	58,986.80	59,387.68
45	55,068.55	55,510.40	59,486.50	59,887.40

Appendix B

Tier II Salary Schedule - Sample

Years	B.S.	B.S.+15	M.S.	M.S.+15
0	34,000.00	34,400.00	37,000.00	37,400.00
1	34,468.19	34,869.12	37,499.70	37,899.72
2	34,936.38	35,338.24	37,999.40	38,399.44
3	35,404.57	35,807.36	38,499.10	38,899.16
4	35,872.76	36,276.48	38,998.80	39,398.88
5	36,340.95	36,745.60	39,498.50	39,898.60
6	36,809.14	37,214.72	39,998.20	40,398.32
7	37,277.33	37,683.84	40,497.90	40,898.04
8	37,745.52	38,152.96	40,997.60	41,397.76
9	38,213.71	38,622.08	41,497.30	41,897.48
10	38,681.90	39,091.20	41,997.00	42,397.20
11	39,150.09	39,560.32	42,496.70	42,896.92
12	39,618.28	40,029.44	42,996.40	43,396.64
13	40,086.47	40,498.56	43,496.10	43,896.36
14	40,554.66	40,967.68	43,995.80	44,396.08
15	41,022.85	41,436.80	44,495.50	44,895.80
16	41,491.04	41,905.92	44,995.20	45,395.52
17	41,959.23	42,375.04	45,494.90	45,895.24
18	42,427.42	42,844.16	45,994.60	46,394.96
19	42,895.61	43,313.28	46,494.30	46,894.68
20	43,363.80	43,782.40	46,994.00	47,394.40
21	43,831.99	44,251.52	47,493.70	47,894.12
22	44,300.18	44,720.64	47,993.40	48,393.84
23	44,768.37	45,189.76	48,493.10	48,893.56
24	45,236.56	45,658.88	48,992.80	49,393.28
25	45,704.75	46,128.00	49,492.50	49,893.00
26	46,172.94	46,597.12	49,992.20	50,392.72
27	46,641.13	47,066.24	50,491.90	50,892.44
28	47,109.32	47,535.36	50,991.60	51,392.16
29	47,577.51	48,004.48	51,491.30	51,891.88
30	48,045.70	48,473.60	51,991.00	52,391.60
31	48,513.89	48,942.72	52,490.70	52,891.32
32	48,982.08	49,411.84	52,990.40	53,391.04
33	49,450.27	49,880.96	53,490.10	53,890.76
34	49,918.46	50,350.08	53,989.80	54,390.48
35	50,386.65	50,819.20	54,489.50	54,890.20
36	50,854.84	51,288.32	54,989.20	55,389.92
37	51,323.03	51,757.44	55,488.90	55,889.64
38	51,791.22	52,226.56	55,988.60	56,389.36
39	52,259.41	52,695.68	56,488.30	56,889.08

	A	D	F	G	I
1	Appendix C				
2	Proposed Extra-Curricular Stipend Schedule				
3		Current Stipend	Proposed Stipend for Years 1-3	Proposed Stipend for Years 4-6	Proposed Stipend for Years 7+
4	Athletics:				
5	Baseball/Softball				
6	JHS Baseball - Boys	\$2,358.50	\$1,827.68	\$2,004.62	\$2,358.50
7	JHS Asst. Baseball - Boys	\$1,664.82	\$1,134.00	\$1,310.94	\$1,664.82
8	HS Baseball (Fall) - Boys	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
9	HS Asst. Baseball (Fall) - Boys	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
10	HS F/S Baseball Coach - Fall	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
11	HS Baseball (Spring) - Boys	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
12	HS Asst. Baseball (Spring) - Boys	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
13	HS F/S Baseball Coach - Spring	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
14	JHS Softball - (Fall) Girls	\$2,358.50	\$1,827.68	\$2,004.62	\$2,358.50
15	^JHS Asst. Softball (Fall) - Girls	\$1,664.82	\$1,134.00	\$1,310.94	\$1,664.82
16	HS Softball - Girls (Spring)	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
17	HS Asst. Softball - Girls (Spring)	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
18					
19	Basketball				
20	JHS Basketball - Boys 7th	\$4,162.07	\$3,631.25	\$3,808.19	\$4,162.07
21	JHS Basketball - Boys 8th	\$4,716.98	\$4,186.16	\$4,363.10	\$4,716.98
22	^JHS Asst. Basketball - Boys	\$2,036.49	\$1,505.67	\$1,682.61	\$2,036.49
23	Intramural - Boys	\$1,387.32	\$856.50	\$1,033.44	\$1,387.32

	A	D	F	G	I
24		Current Stipend	Proposed Stipend for Years 1-3	Proposed Stipend for Years 4-6	Proposed Stipend for Years 7+
25	^HS Basketball - Fresh/Soph (1/2 time) - Boys	\$2,566.57	\$2,035.75	\$2,212.69	\$2,566.57
26	HS Basketball - Fresh/Soph - Boys	\$5,133.16	\$4,602.34	\$4,779.28	\$5,133.16
27	HS Jr. Varsity Basketball - Boys	\$5,133.16	\$4,602.34	\$4,779.28	\$5,133.16
28	IIS Basketball - Varsity Boys	\$8,324.09	\$7,793.27	\$7,970.21	\$8,324.09
29	JHS Basketball - Girls 7th	\$4,162.00	\$3,631.18	\$3,808.12	\$4,162.00
30	JHS Basketball - Girls 8th	\$4,716.98	\$4,186.16	\$4,363.10	\$4,716.98
31	Intramural - Girls	\$1,387.32	\$856.50	\$1,033.44	\$1,387.32
32	HS Basketball - Fresh/Soph - Girls	\$5,133.16	\$4,602.34	\$4,779.28	\$5,133.16
33	HS Jr. Varsity Basketball - Girls	\$5,133.16	\$4,602.34	\$4,779.28	\$5,133.16
34	HS Basketball - Varsity Girls	\$8,324.09	\$7,793.27	\$7,970.21	\$8,324.09
35					
36	Cross Country				
37	*IIS Cross Country - Boys	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
38	*HS Cross Country - Girls	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
39	HS Cross Country - Asst. (Based on #'s)	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
40	TJHS X-C Boys	\$2,358.50	\$1,827.68	\$2,004.62	\$2,358.50
41	^TJHS X-C Girls	\$2,358.50	\$1,827.68	\$2,004.62	\$2,358.50
42					
43	Golf				
44	HS Golf - (Fall) - Boys	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
45	HS Golf - (Fall) - Girls	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
46					
47					

	A	D	F	G	I
48		Current Stipend	Proposed Stipend for Years 1-3	Proposed Stipend for Years 4-6	Proposed Stipend for Years 7+
49	Soccer				
50	HS Soccer - (Fall)	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
51	^Asst. Soccer	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
52					
53	Tennis				
54	HS Tennis - Boys	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
55	*HS Asst. Tennis - Boys (Based on #s)	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
56	HS Tennis - Girls	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
57	*HS Asst. Tennis - Girls (Based on #s)	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
58					
59	Track				
60	7th Gr. Track - Boys	\$2,358.50	\$1,827.68	\$2,004.62	\$2,358.50
61	8th Gr. Boys Track	\$2,358.50	\$1,827.68	\$2,004.62	\$2,358.50
62	7th Gr. Track - Girls	\$2,358.50	\$1,827.68	\$2,004.62	\$2,358.50
63	8th Gr. Track - Girls	\$2,358.50	\$1,827.68	\$2,004.62	\$2,358.50
64	^JHS Track Asst.	\$1,664.82	\$1,134.00	\$1,310.94	\$1,664.82
65	HS Track - Boys*	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
66	HS Track - Girls*	\$3,052.16	\$2,521.34	\$2,698.28	\$3,052.16
67	*HS Track - Asst.	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
68					
69	Volleyball				
70	JHS Volleyball - 7th Grade	\$2,358.10	\$1,827.28	\$2,004.22	\$2,358.10
71	JHS Volleyball - 8th Grade	\$2,358.10	\$1,827.28	\$2,004.22	\$2,358.10
72	HS Volleyball	\$4,577.98	\$4,047.16	\$4,224.10	\$4,577.98
73	HS Assistant Volleyball	\$2,081.01	\$1,550.19	\$1,727.13	\$2,081.01
74					
75					

	A	D	F	G	I
76		Current Stipend	Proposed Stipend for Years 1-3	Proposed Stipend for Years 4-6	Proposed Stipend for Years 7+
77	Non-Athletics:				
78	Grade School				
79	GS Band	\$2,774.70	\$2,243.88	\$2,420.82	\$2,774.70
80	^GS Musical Director	\$832.41	\$301.59	\$478.53	\$832.41
81	GS Yearbook	\$946.13	\$415.31	\$592.25	\$946.13
82					
83	Junior High School				
84	JHS Bridge Club (Must have 12 Students)	\$946.13	\$415.31	\$592.25	\$946.13
85	JHS Cheerleader Advisor (Divided by 2)	\$2,755.91	\$2,225.09	\$2,402.03	\$2,755.91
86	JHS Concessions (Boys & Girls)	\$1,367.00	\$836.18	\$1,013.12	\$1,367.00
87	JHS Drama per Production (Divided by 2)	\$2,362.21	\$1,831.39	\$2,008.33	\$2,362.21
88	^JHS Nature Club	\$946.13	\$415.31	\$592.25	\$946.13
89	JHS Scholastic Bowl	\$1,636.47	\$1,105.65	\$1,282.59	\$1,636.47
90	JHS Student Council (Divided by 2)	\$2,362.21	\$1,831.39	\$2,008.33	\$2,362.21
91	JHS Yearbook	\$1,387.32	\$856.50	\$1,033.44	\$1,387.32
92					
93	Non-Athletics:				
94	High School				
95	HS Ag - FFA (Divided by 2)	\$6,936.74	\$6,405.92	\$6,582.86	\$6,936.74
96	HS Art Club	\$832.41	\$301.59	\$478.53	\$832.41
97	HS Band	\$4,439.55	\$3,908.73	\$4,085.67	\$4,439.55
98	HS Bass Fishing	\$832.41	\$301.59	\$478.53	\$832.41
99	HS Cheerleader Advisor (Divided by 2)	\$3,543.31	\$3,012.49	\$3,189.43	\$3,543.31
100					
101					

	A	D	F	G	I
102		Current Stipend	Proposed Stipend for Years 1-3	Proposed Stipend for Years 4-6	Proposed Stipend for Years 7+
103	HS Drama per Production (Divided by 2) - Fall	\$3,149.61	\$2,618.79	\$2,795.73	\$3,149.61
104	HS Drama per Production (Divided by 2) - Spring	\$3,149.61	\$2,618.79	\$2,795.73	\$3,149.61
105	HS Fresh-Soph Class Sponsor (Divided by 4)	\$4,439.55	\$3,908.73	\$4,085.67	\$4,439.55
106	HS German Club	\$832.41	\$301.59	\$478.53	\$832.41
107	HS Internet Society	\$832.41	\$301.59	\$478.53	\$832.41
108	HS InTouch	\$832.41	\$301.59	\$478.53	\$832.41
109	HS Jets	\$1,664.82	\$1,134.00	\$1,310.94	\$1,664.82
110	HS Junior-Senior Class Sponsor (Divided by 8)	\$11,139.02	\$10,608.20	\$10,785.14	\$11,139.02
111	HS Math Team (Divided by 2)	\$1,664.82	\$1,134.00	\$1,310.94	\$1,664.82
112	HS Musical Director	\$1,776.80	\$1,245.98	\$1,422.92	\$1,776.80
113	HS National Honor Society	\$1,040.54	\$509.72	\$686.66	\$1,040.54
114	HS Newspaper	\$1,664.82	\$1,134.00	\$1,310.94	\$1,664.82
115	HS Pomerette Sponsor	\$2,774.70	\$2,243.88	\$2,420.82	\$2,774.70
116	HS Scholastic Bowl	\$2,084.66	\$1,553.84	\$1,730.78	\$2,084.66
117	HS Spanish Club	\$832.41	\$301.59	\$478.53	\$832.41
118	^HS Specch Club	\$1,137.62	\$606.80	\$783.74	\$1,137.62
119	HS Student Council (Divided by 2)	\$2,358.50	\$1,827.68	\$2,004.62	\$2,358.50
120	HS Varsity Club	\$1,040.54	\$509.72	\$686.66	\$1,040.54
121	HS Volunteens	\$1,574.81	\$1,043.99	\$1,220.93	\$1,574.81
122	HS Writing Club	\$832.41	\$301.59	\$478.53	\$832.41
123	*HS Yearbook	\$3,496.09	\$2,965.27	\$3,142.21	\$3,496.09
124	^HS Yearbook - Asst.	\$1,387.32	\$856.50	\$1,033.44	\$1,387.32