

AGREEMENT

BETWEEN THE

BOARD OF EDUCATION

Waukegan Unit School District #60
LAKE COUNTY, ILLINOIS
AND THE



WAUKEGAN COUNCIL

LAKE COUNTY FEDERATION OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

2021-2023 CONTRACT EXTENSION AGREEMENT TO THE MASTER
2017-2021 AGREEMENT FOR THE SCHOOL YEARS

2021-2022

2022-2023

The agreements herein, made by and between the Board of Education of Community Unit School District No. 60, Waukegan, Lake County, Illinois, and the Waukegan Teachers Council, a Council of the Lake County Federation of Teachers, Local 504, IFT-AFT/AFL-CIO, amend and encompass, as described herein, the 2017-2021 Teachers Collective Bargaining Agreement with a two-year contract extension, or roll over. Union ratification and Board of Education approval having both occurred, the changes herein are incorporated into the 2017-21 agreement and replace only Article IX.A.3.a, Article IX.3.S.2, Article XI.G and Appendix A in their entirety for the 2021-2022 and 2022-2023 school years, without need to reproduce the entire Agreement, and with all other terms and conditions of the 2017-2021 Master Agreement remaining in full force and effect for the 2021-22 and 2022-23 school years. The governing Teachers collective bargaining agreement for the 2021-2022 and 2022-2023 school years, therefore, will be the 2017-2021 Master Agreement as amended by this Contract Extension Agreement for 2021-2023. The parties each agree the 2021-2023 Extension Agreement has been distributed to the parties.

ARTICLE IX

FRINGE BENEFITS AND OTHER COMPENSATION

A. Insurance

3. Health and Hospital Insurance

- a. The Board agrees to pay the single premium for health, hospitalization and major medical for all regularly employed Teachers. Beginning in the third year of this Agreement, the deductible for the PPO single plan will be seven hundred and fifty dollars (\$750). The Board agrees to pay the amounts listed in the chart below per year toward family/dependent coverage for those regularly employed Teachers enrolled in the Board's group plan, and beginning January 1, 2022, any increases above the premium rates listed in the chart below for 2021 will be shared with the Board paying sixty percent (60%) of the increase and the Teacher enrolled in the respective dependent care insurance plan paying forty percent (40%) of the increase. Employees with ten (10) or more years of service in the Waukegan Public Schools and who retire, may at their own option and upon payment of the appropriate premium, continue to be covered under the Group Hospitalization and Medical Insurance Plan until such time as they become eligible for Medicare.

Dependent Care Premium Chart

<u>Plan</u>	<u>2021 Premium Cost</u>	<u>District Contribution</u>	<u>Employee Contribution</u>
PPO Full Family	\$28,083.96	\$16,209.00	\$11,874.96
PPO Spouse	\$18,924.24	\$11,154.98	\$7,769.26
PPO Child	\$18,160.44	\$11,953.56	\$6,206.88
HMO Full Family	\$24,012.96	\$14,066.26	\$9,946.70
HMO Spouse	\$16,688.64	\$12,075.07	\$4,613.57
HMO Child	\$15,723.48	\$10,568.71	\$5,154.77
Blue Advantage Full Family	\$22,322.12	\$12,981.82	\$9,350.30
Blue Advantage Spouse	\$15,520.44	\$11,192.52	\$4,327.92
Blue Advantage Child	\$14,622.96	\$9,798.86	\$4,824.10
HDP Full Family	\$24,856.32	\$13,324.80	\$11,531.52
HDP Spouse	\$16,749.24	\$10,930.44	\$5,818.80
HDP Child	\$16,073.16	\$10,727.64	\$5,345.52

S. Retirement Severance Pay

2. Retirement Incentive

Teachers eligible for the full retirement incentive will be either:

- a. Age fifty-five (55) or older and with twenty-three (23) or more years of service in the District at the time of retirement.
- b. Age sixty (60) or older at the time of retirement.

Upon irrevocable written notice to the Superintendent on or before June 1 of the school term prior to the final four (4) years of employment the Teacher's salary shall be increased by six percent (6%) each year over the previous year's salary, as reported to TRS, in each of the final four (4) years of employment in the District. If a teacher gives fewer than four (4) years notice, the incentive shall be for the number of years of prior notice.

Anticipated Last Year of Teaching	Retirement 4 - year Notification Deadline
2025-2026 (2022-2023 school year – start receiving 6% increase)	June 1, 2022
2026-2027(2023-2024 school year – start receiving 6% increase)	June 1, 2023

Teachers eligible for partial retirement incentives based upon the same parameters indicated above include:

- c. Teachers with 10-14 years of service to the District: eligible for one 5% increase
- d. Teachers with 15-19 years of service to the District: eligible for two 6% increases
- e. Teachers with 20-22 years of service to the District: eligible for three 6% increases

ARTICLE XI

DURATION AND RELATED TECHNICAL CLAUSES

G. Duration

This Agreement shall be in effect as of July 1, 2017, and shall remain in effect for the regular school years 2021-2022, and 2022-2023 ending at the end of the regular school year June 30, 2023.

APPENDIX A

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Tier 1	4.5%	4%	4.5%	4%	4.5%	4.5%
Tier 2	6%	6%	6%	6%	6%	6%
Tier 3	3.5%	3%	3.5%	3%	3.5%	3.5%

Year 1 Starting Salaries 2017-2018

BA	BA15	MA	MA15	MA30	MA45	MA60	PHD
\$39,108	\$40,084	\$41,288	\$42,319	\$43,378	\$44,461	\$45,574	\$46,713

Year 2 Starting Salaries 2018-2019

BA	BA15	MA	MA15	MA30	MA45	MA60	PHD
\$39,890	\$40,886	\$42,113	\$43,166	\$44,245	\$45,351	\$46,485	\$47,647

Year 3 Starting Salaries 2019-2020

BA	BA15	MA	MA15	MA30	MA45	MA60	PHD
\$40,787	\$41,806	\$43,061	\$44,137	\$45,241	\$46,371	\$47,531	\$48,719

Year 4 Starting Salaries 2020-2021

BA	BA15	MA	MA15	MA30	MA45	MA60	PHD
\$41,603	\$42,642	\$43,922	\$45,020	\$46,145	\$47,298	\$48,482	\$49,694

Year 5 Starting Salaries 2021-2022

BA	BA15	MA	MA15	MA30	MA45	MA60	PHD
\$42,539.07	\$43,601.45	\$44,910.25	\$46,032.95	\$47,183.26	\$48,362.21	\$49,572.85	\$50,812.12

Year 6 Starting Salaries 2022-2023

BA	BA15	MA	MA15	MA30	MA45	MA60	PHD
\$43,496.20	\$44,582.48	\$45,920.73	\$47,068.69	\$48,244.89	\$49,450.35	\$50,688.23	\$51,955.39

In Witness Thereof, the parties have executed this Agreement by their duly authorized representatives.

For the Board of Education, Community Unit School District No. 60, Lake County, Illinois


Theresa Plascencia, Superintendent of Schools


Brandon Ewing, President, Board of Education


9/13/21
Date

NEGOTIATING TEAM

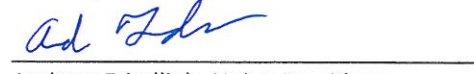

Eduardo Cesario, Deputy Superintendent for Academic Supports and Program


LeBaron Moten, Deputy Superintendent of Operational Supports and Programs


Gwen Polk, Associate Superintendent of Business and Financial Services


Kathryn VanderBroek, General Counsel

For the Waukegan Council, Lake County Federation of Teachers, Local No. 504, IFT-AFT/AFL-CIO

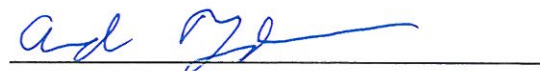

Andrew Friedlieb, Union President


Dawn Buckus, Recording Secretary

9-1-21
Date


Denise Dunlop, Middle School Teacher


Doug French, High School Teacher


Andrew Friedlieb, Union President


Margot Gillin, Grievance Chair

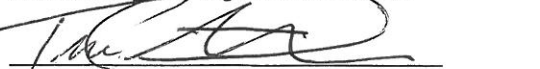

Joann Hathorn, Grievance Chair


Juli Kowalski, Elementary School Teacher


Phil Maione, Grievance Chair


Rachelle Mendez, Elementary School Teacher


Michael Regnier, High School Teacher


Timothy Stevens, Grievance Chair