

**ADDENDUM TO THE CURRENT  
COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
REAVIS HIGH SCHOOL – DISTRICT 220 – BURBANK, IL  
BOARD OF EDUCATION  
AND  
FEDERATION OF TEACHERS, LOCAL 1951  
EFFECTIVE JULY 1, 2017  
ENDING JUNE 30, 2020**

***Points of Information & Clarification***

- This “ADDENDUM” was negotiated by the Teachers’ Union Leadership Team (C. Hickey, C. Manning, L. Stanich, and B. Smiles) and the Administrative Team (D. Riordan, R. Negrete, & E. Novak) openly and collaboratively during the Fall & Winter of the 2016-17 school year.
  
- The Union Leadership brought this “ADDENDUM” to their membership for an official vote on Monday, March 20<sup>th</sup>, 2017. The outcome of that vote was 89 votes **FOR** the “ADDENDUM” and 23 votes **AGAINST** it.
  
- The President and Secretary of the Reavis High School Board of Education, Mrs. Mary Ann Cook (President) and Mr. Russell McKinley (Secretary), signed the “ADDENDUM” at the regularly scheduled School Board Meeting on Tuesday, March 21<sup>st</sup>, 2017.
  
- The President and Secretary of the Teachers’ Union, Mr. Craig Hickey (President) and Ms. Lisa Stanich (Secretary), signed the “ADDENDUM” on Wednesday, 22, 2017.

## ***Agreed Amendments to the Current CBA***

### **Family Insurance for Retirees**

- Starting in the 2017/18 SY, Teachers who notify the Board of Education of their intent to retire early by using sick time, can choose the following options:
  1. A Teacher who redeems 2 years of sick time to retire early, can remain on the District's family insurance program for 2 years after retirement. The Board will pay 80% of the insurance premium and the teacher will pay 20%.
  2. A Teacher who redeems 1 year of sick time to retire early, can remain on the District's family insurance for 1 year after retirement. The Board will pay 75% of the insurance premium and the teacher will pay 25%.
- Other Points of Clarification on Family Insurance Options:
  - When the family insurance expires, the District shall provide individual insurance as stated in the current CBA until said teacher reaches Medicare eligibility.
  - The family health insurance offered to the teacher will be the same insurance provider as the current teachers in the CBA.
  - Teachers who take the family insurance option will not receive compensation for any of their unused sick days.

### **A Clarification of the CBA “Starting Salary” Language**

- Clarify and define the term “*starting salaries*” in the CBA (page 23, Article X, Section 10.1 C) as the “*minimum salary*” the District can offer a new employee in the respective Educational Categories.

### **An Increase Percentage for Teachers w/2-20 Years of Experience**

- An increase of 1.25% in SY 2017/18 (2.75% to 4%) and an increase of 1% in SY 2018/19 (3% to 4%) to any current teacher who is in their 2<sup>nd</sup> to 10<sup>th</sup> years of service at Reavis High School.
- An increase of 1% in SY 2017/18 (2.75% to 3.75%) and .75% in SY 2018/19 (3.00% to 3.75%) to any current teacher who would be in their 11<sup>th</sup> to 20<sup>th</sup> years of service at Reavis High School.

## **An Additional Year (2019/20) will be added to the Current CBA**

- All Teachers will receive a Base Salary Increase of 3%.
- A teacher will accumulate a **“Year of Service Credit”** after each school year and a specific dollar amount will be added to the Teacher’s base salary for years 2 through 20.
  - The following **“Years of Service Credit”** bands and dollar amounts will be used:
    - YOSC 2-5 = \$500
    - YOSC 6-10 = \$400
    - YOSC 11-15 = \$300
    - YOSC 16-20 = \$200
    - Once this dollar amount is added to the Teacher’s base salary, this will be their new salary moving forward and will be compounded in future years.
- All Extra Curricular Activities Stipends (Appendix A) will be Increased by 3%.
- All Other Stipends (Appendix B) will remain at the 2018/19 Rates, except for the following:
  - Athletic Worker A, B, & C will all be raised by \$2.
- All Other Monetary Items (i.e. Dean’s Stipend, Longevity Pay, Travel Reimbursement, etc.) will remain at the 2018/19 Rates.

Signed:

**Wednesday, March 22, 2017**

**Tuesday, March 21, 2017**

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**Craig Hickey – President**  
Federation of Teachers, Local 1951  
Reavis High School – D220

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**Mary Ann Cook - President**  
Board of Education  
Reavis High School – D220

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**Lisa Stanich – Secretary**  
Federation of Teachers, Local 1951  
Reavis High School – D220

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**Russell McKinley – Secretary**  
Board of Education  
Reavis High School – D220