

Elgin Agreement 2014-17

Corrections – Compensation Related

The 2014-2017 Tentative Agreement (TA) between School District U46 and the Elgin Teachers Association was based upon several key conceptual agreements in relation to compensation. In preparation for printing the Elgin Agreement and the programming of the payroll system it was determined that a few rates of pay reflected in the TA were not reflective of the Agreement as discussed during collective bargaining. This memo is intended to identify the known errors and provide the correct values for incorporation into the Agreement.

Hourly Rates:

Section 8 of the Compensation TA stated:

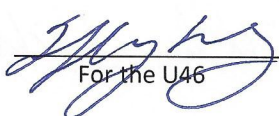
- 8) Hourly rates of pay shall remain steady for 2014-15 year and the 2015-16 and 2016-17 rates reflect an increase of 1.0% each year.

Rationale: It was identified, after ratification of the TA by both parties, that the rates in 10.47 Hourly Rates and 23.2 Extracurricular Supervision have been historically printed as inclusive of the TRS pickup while the 27.6 Regular Teacher Subbing rate of pay was not. As of this Elgin Agreement, it is agreed that all printed rates of pay are to be inclusive of TRS.

As such the following table of values shall be adopted as the corrected rates of pay and shall be in the Agreement inclusive of TRS as follows:

		Increase	0.0%	1.0%	1.0%
TRS Inclusive Rate Prior Year 2013-2014	To be Printed in the Contract	2014-15	2015-16	2016-17	
28.15	10.47 Hourly Rates	28.15	28.43	28.71	
24.01	23.2 Extracurricular Supervision	24.01	24.25	24.49	
23.53	27.6 Regular Teacher Subbing	23.53	23.77	24.01	
		2014-15	2015-16	2016-17	
Non-TRS Inclusive Rate Prior Year 2013-2014	Non-TRS Equivalent Rates (For accounting purposes only)				
25.50	10.47 Hourly Rates	25.50	25.76	26.01	
21.75	23.2 Extracurricular Supervision	21.75	21.97	22.19	
21.32	27.6 Regular Teacher Subbing	21.32	21.54	21.75	

(cont.)


9/17/14
 For the U46 Date


9/17/2014
 For the ETA Date

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MS Boys Athletics:

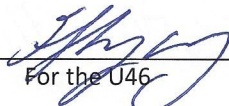
The rates of pay for MS Boys Athletics were improperly presented for two areas.

Rationale: It was an oversight by both parties when reviewing all of the rates of pay as presented in Appendix F.

The correct rates of pay should reflect an equivalent rate of pay for both 7th and 8th grade coaches. The corrected amounts are presented below:

MS Boys Athletics

SPORT	Total Assigned	ASSIGNMENT	2014-2015				2015-2016				2016-2017			
			STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV	STEP I	STEP II	STEP III	STEP IV
Basketball	8	8 th Grade	2337	2594	2723	2894	2360	2619	2750	2923	2384	2645	2778	2952
Basketball	8	7 th Grade	2337	2594	2723	2894	2360	2619	2750	2923	2384	2645	2778	2952
Volleyball	8	8 th Grade	2337	2594	2723	2894	2360	2619	2750	2923	2384	2645	2778	2952
Volleyball	8	7 th Grade	2337	2594	2723	2894	2360	2619	2750	2923	2384	2645	2778	2952


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