

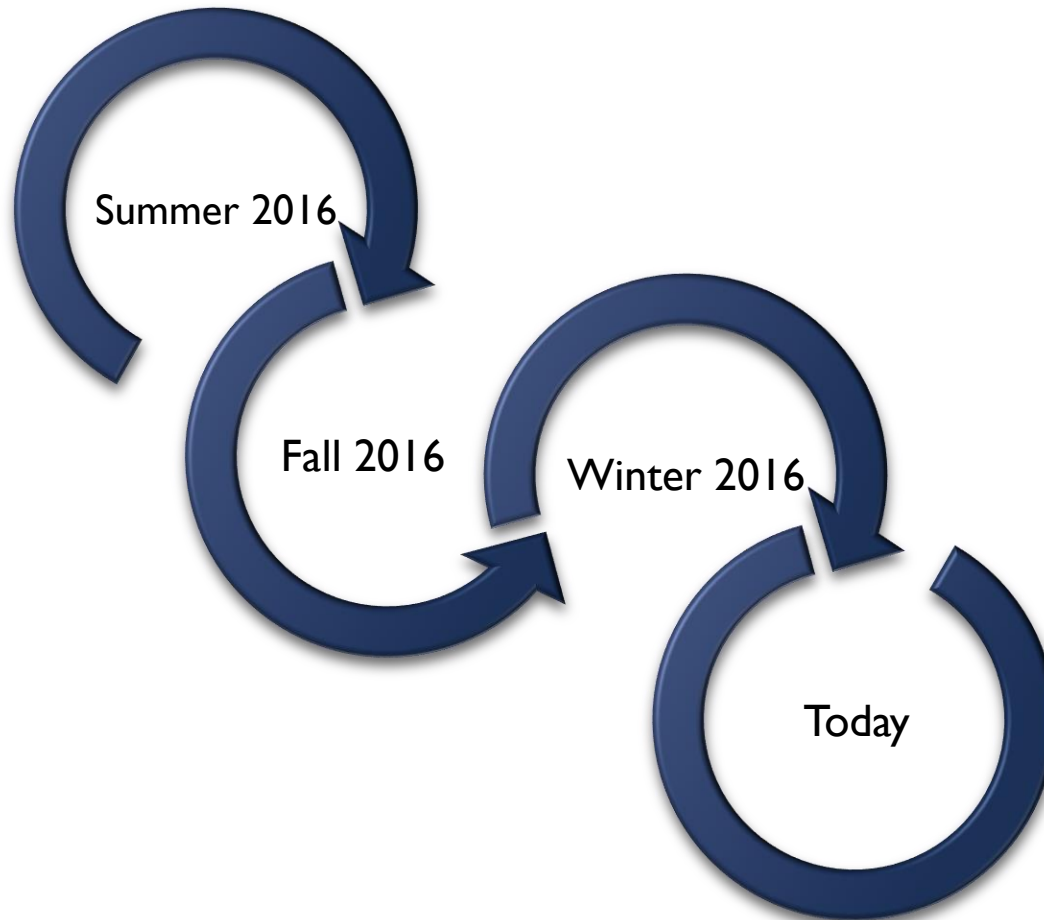


THE ELGIN AGREEMENT

2017-2018 TENTATIVE AGREEMENT



HOW WE GOT HERE



KEY FINANCIAL PROVISIONS: HEALTHCARE

Current Agreement

- Choice of plan election after 2 years in HDHP
 - Silver HDHP
 - Gold HDHP
 - PPO
- Insurance Premiums
 - Members pay 10% of premium
 - Regardless of plan selection
 - Regardless of number of dependents on the plan



2017-18 Tentative Agreement

**NO
CHANGES**

KEY FINANCIAL PROVISIONS: RETIREMENT

Current Agreement

- Retirement Incentive Funds
 - District contribution into member's 403(b) account [\$3,000 - \$10,000]
- Retirement Insurance
 - Post Retirement Insurance Funds [\$5220/yr x 5 yrs. (max) = \$26,100]

2017-18 Tentative Agreement



**NO
CHANGES**

KEY FINANCIAL PROVISIONS: COMPENSATION

Current Agreement

- Agreed upon salary schedule
- Salary schedule components
 - Steps: recognize experience
 - Lanes: recognize ongoing educational attainment



2017-18 Tentative Agreement

**NO
CHANGES**

- Same underlying structure
- Step movement: Yes
- Lane movement: Yes
- Increase in Base: Yes

MEMBERSHIP SALARY INCREASES: BASE + STEP

[\$]

2,448 FTE

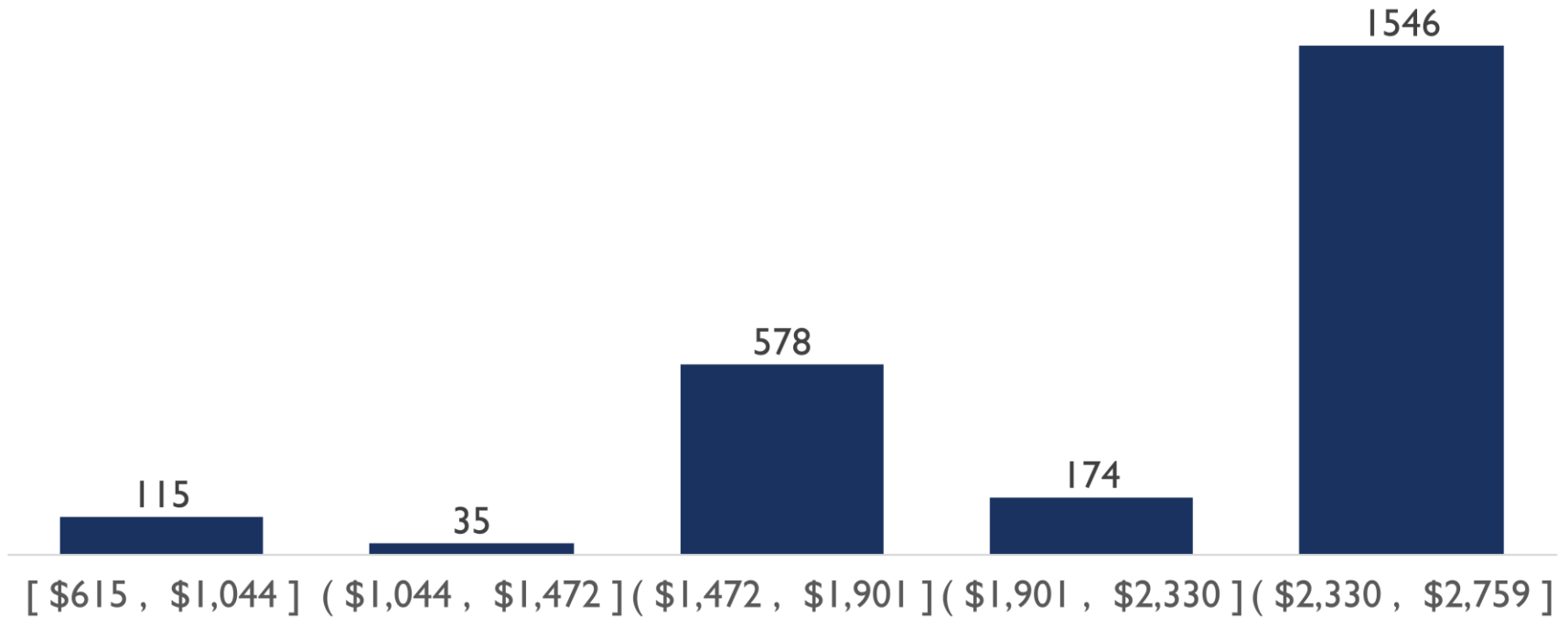
5%

1%

24%

7%

63%



MEMBERSHIP SALARY INCREASES: BASE + STEP

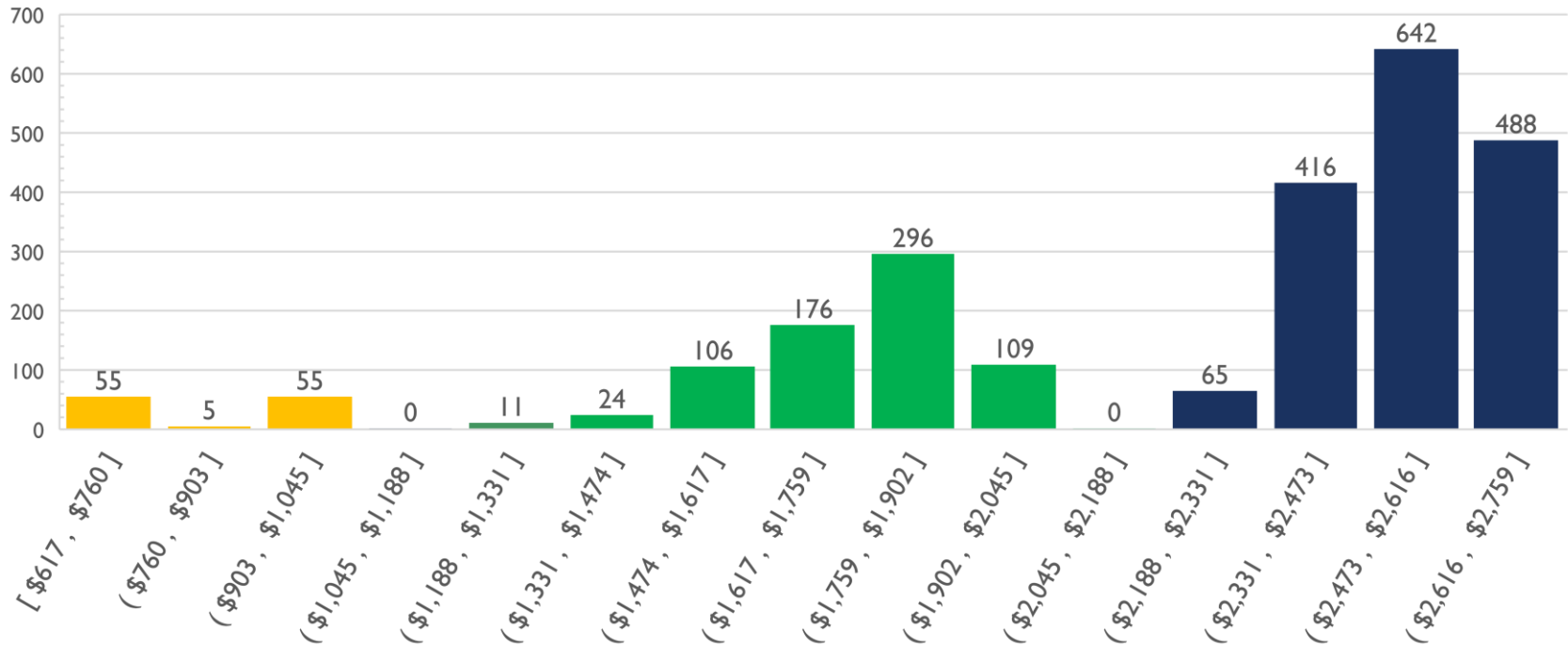
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2,448 FTE

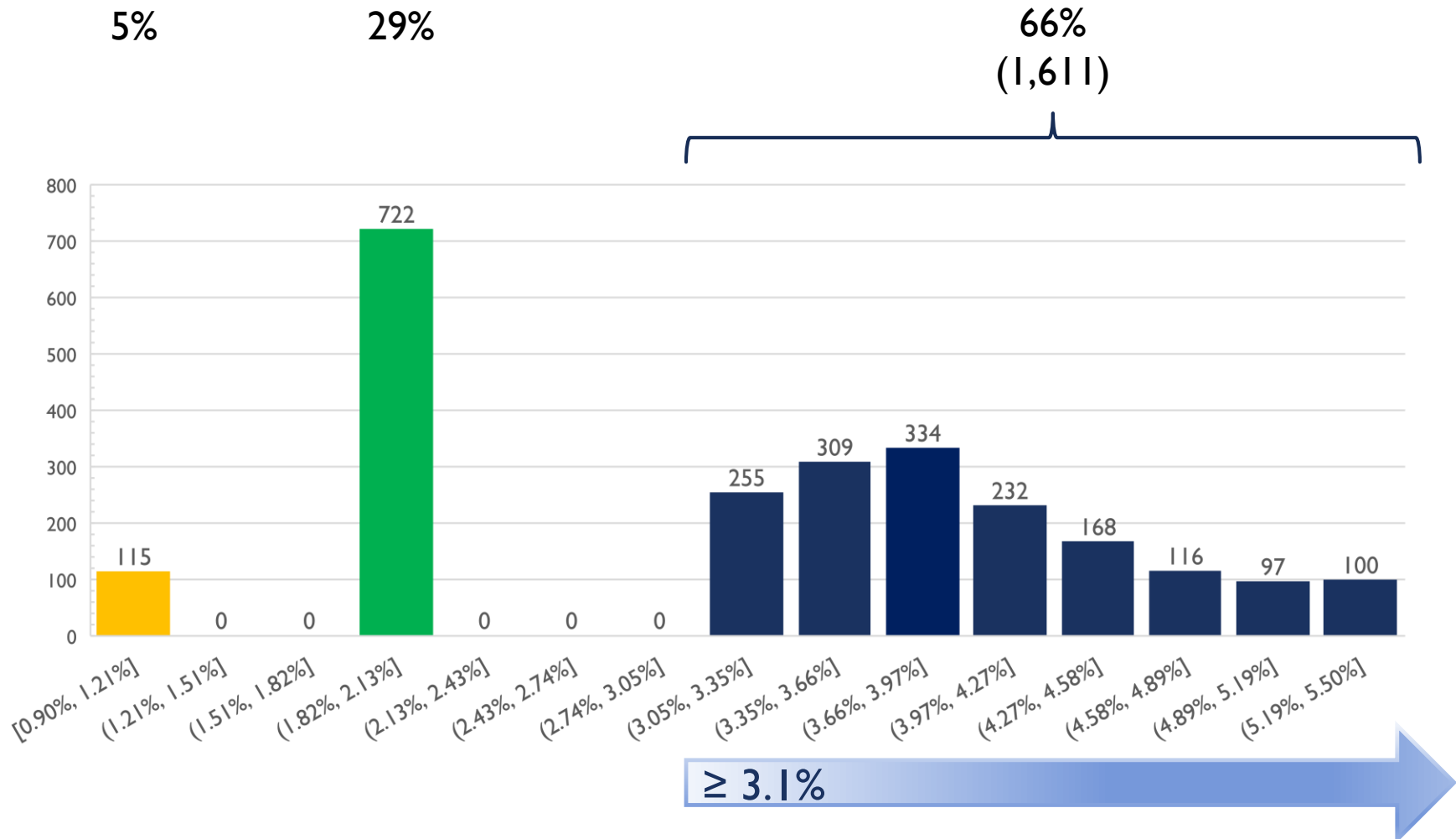
115 members
(5%)

722 members
(29%)

1,611 members
(66%)



MEMBERSHIP SALARY INCREASES: BASE + STEP [%]



MEMBERSHIP SALARY INCREASES: LANE CHANGE [\$]

Base Increase: \$398 (0.94%)

Lane Differential: \$1,926

RETIREMENT COMPENSATION: TRS PICKUP

This language will be updated to provide clarity of its implementation based upon its intent.

- Clearly stating that all dollar amounts in the Agreement are inclusive of any required TRS contribution,
- The district shall pay TRS directly, on behalf of the member, through payroll deduction,
- Any increase or decrease in the TRS rate will not alter the total the dollar amounts stated in the Agreement.

MAJOR ISSUES IDENTIFIED: OUR ONGOING WORK

Work Load

SpEd

MTSS

Compensation

Student
Load

Rotations

Identification

Support

Safety

Structure

Testing

Related
Svc

?

Data

Student

Staff

Salary

Appendix
F

RESOURCES FOR MEMBERS

On the ETA Website members will be able to find:

- 1) This presentation which you should feel free to use when walking through the TA with your staff.
- 2) The individual increase calculator which allows every member to calculate their individual increase in salary based upon their current step and lane location.
- 3) The TA Handout which is a “text version” of this presentation.
- 4) Informational meeting dates, times, and locations for members to ask questions about the TA.

