

HINSDALE HIGH SCHOOL TEACHERS ASSOCIATION PROPOSAL - SEPTEMBER 8, 2014

All parts of this proposal are contingent upon agreement to the entire proposal.

Benefits

Accept the board's current proposal to increase teacher costs for medical and dental insurance.

- District gains significant savings by shifting costs to teachers.

Accept the board's current proposal to add an HMO plan.

- District anticipates further savings with an HMO.

Accept the board's current proposal for increased costs to the retirement health insurance option for the PPO. Retirees will also continue to have access to the state teacher health insurance option with reduced coverage from the existing plan.

- District gains savings by shifting more costs to retirees.

Language

HHSTA accepts all tentative agreements to contract language. HHSTA has no further language proposals.

Compensation

Compromise on retirement incentives. Instead of eliminating retirement incentives immediately and completely, reduce retirement incentives (currently 6% for four years) to 3% for four years.

- Keeps District 86 competitive with other districts.
- Results in cost savings to the District through earlier retirements.

Compromise on salary schedule structure. Remove the BA+15 lane. Limit BA lane to 6 years.

- Board gains savings by delaying lane advancement.
- Encourages teachers to earn masters' degrees more quickly, providing students a more highly educated faculty.

Continue using competitive salary schedule. Increase base salary by 70% of CPI for first year. For years 2-4, add 85% of CPI to base with a 1% minimum and 4% maximum. Add CPI to those off step for all years.

- 2014-2015 - BA1 - \$53,002
- 2015-2016 - BA1 - \$53,678
- 2016-2017 - CPI for this year will be available December 2014.
- 2017-2018 - CPI for this year will be available December 2015.

Coaching, Summer School teaching and all other extra-duty stipends increase by same percentage as the base salary.

- Enables the district to attract and retain highly qualified coaches and sponsors to maintain championship quality programs.