

**CONTRACT AGREEMENT**

**between the**

**Board of Education**

**STAUNTON COMMUNITY UNIT SCHOOL DISTRICT NO. 6**

**Staunton, IL**

**and the**

**STAUNTON FEDERATION OF TEACHERS LOCAL #4818**

**2024-2027**

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**STAUNTON COMMUNITY UNIT BOARD OF EDUCATION**  
**AND**  
**STAUNTON FEDERATION OF TEACHERS**

The Board of Education of Staunton Community Unit School District #6 hereby adopts the following Agreement covering recognition of a teacher organization and the methods by which negotiations shall take place with said organization.

**ARTICLE I. RECOGNITION**

By virtue of satisfactory evidence submitted by the Staunton Federation of Teachers (hereinafter referred to as the "Federation" or "Union") to the Board of Education of Staunton Community Unit School District No. 6 (hereinafter referred to as the "Board") that the Federation does represent the majority of the teachers in the District, the Board hereby recognizes the Federation as the official negotiating agent for all regularly employed, full-time classroom teachers, librarians, speech language pathologist (PEL), certified school nurse, and guidance personnel under regular contract employed by the District and all regularly employed, part-time teachers, librarians, speech language pathologist (PEL), certified school nurse, and guidance personnel teaching 50% or more of their time who are under regular contract by the District.

This recognition shall continue in effect so long as the Federation has a majority of all full-time classroom teachers, librarians and guidance personnel authorizing the Federation to negotiate for them.

**ARTICLE II. PHILOSOPHY**

The Board and the Federation firmly believe that the primary function of the Board and its professional staff is to assure each student attending the Staunton Schools an effective educational program within the resources of the district. The Board recognizes that teaching is a profession; the Board and Federation believe that the objectives of the educational program are realized to a high degree when mutual understanding, cooperation, and effective communications exist between the Board and its licensed employees.

**ARTICLE III. PRINCIPLES**

**RIGHT TO JOIN OR NOT TO JOIN:** It is further recognized that licensed employees have the right to join, participate in, or not join the Federation, and the right to refrain from such; but membership shall not be a prerequisite for employment or continuation of employment of any employee.

**ARTICLE IV. AREAS FOR DISCUSSION AND AGREEMENT**

Except as validly limited by express provisions of this Agreement, the District reserves the right to unilaterally determine the standards of service to be offered by it; to set the standards of selection for employment; to direct and assign its employees and to regulate work schedules; to take disciplinary action; to relieve its employees from duty in accordance to the Illinois School Code; to maintain the efficiency of governmental operations; to determine the methods, means and personnel by which its operations are to be conducted; to determine the content of job classifications; to allocate positions according to the Salary Schedule agreed to in this Agreement; to exercise complete control and discretion over its organization and the facilities, methods, means and technology of performing its work.

**SCOPE:** The Federation and the Board agree that negotiations in good faith will encompass wages, hours and other terms and conditions of employment.

**GOOD FAITH:** Good faith is defined as a mutual obligation of the educational employer and the representatives of the educational employees to meet at reasonable times, to confer and to execute a written contract providing such obligations do not compel either party to agree to a proposal or require the making of a concession.

## **ARTICLE V. GENERAL GUIDELINES**

### **5.1 TEACHERS' FEDERATION**

1. During the term of this Agreement, employees shall not participate in a strike in whole or in part. Strike means an employee's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful or proper performance of his or her duties of employment, for the purpose of including, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations or public employment.
2. Meetings of the Federation shall not be held during the school day. The Board agrees that the Federation and its representatives shall have the right to use school buildings for meetings and to transact official Federation business on school property outside the teacher workday, provided that this does not interfere with or interrupt normal school operations. When special custodial service is required, then the Board may make a reasonable charge for this service.
3. The Board agrees that the Federation may maintain a bulletin board in each school building at a location agreed upon by the Principal and Federation President for posting notices of activities and other matters relating to the Federation's business as negotiating agent of the teaching staff provided all material posted shall first be approved and initialed by the President of the Federation. Materials and information posted thereon shall not be obscene, vulgar, profane, religious or defamatory. The regular district email service or mailbox shall be made available to the Federation for a reasonable volume of appropriate communications to teachers. All material through this channel shall be approved by the Superintendent or his designee.
4. When practicable, a licensed employee shall be given 24-hour notice of any meeting with an administrator that may result in discipline of the employee. When a certified employee is required to meet with an administrator concerning a matter which may result in discipline, the licensed employee shall be entitled to have a representative of the Union present to advise him and represent him during such a meeting if the licensed employee so desires. When any licensed employee is required to appear before the Board for a formal discussion concerning potential termination, the certified employee shall be given five (5) working days written notice when practicable of the reasons for such meeting and shall be entitled to have a representative of the Union present to advise him and represent him during such meeting if the teacher so desires. This clause shall not apply to conferences held between administrators and employees pursuant to the normal, routine evaluation procedures of the District and the normal, routine performance of the licensed employee's duties.
5. Each licensed employee shall have the right, upon request, to review the contents of his or her personnel file in the presence of the superintendent or the superintendent's designee and to place therein written reactions to any of its contents. All licensed employees shall be allowed to respond in writing to any disciplinary letters in their personnel file.

6. The President of the Federation will have an opportunity to meet with the Superintendent one week prior to regular meetings of the Board of Education to discuss potential items for the agenda for Board meetings.
7. In an attempt to keep the Federation informed, an agenda of all regular and special meetings of the Board will be provided for the President of the Federation.
8. The Federation is invited to any meeting and, upon following Proper Procedure, may speak at any meeting.
9. The Board shall cause the Negotiation Agreement to be posted on its website.
10. An opportunity will be provided for two (2) meetings between the administration and three (3) Federation representatives -- one (1) each semester.
11. The Board will notify the Union President and all licensed employees of all licensed job openings one (1) week prior to the closing of receipt of applications by email and by posting notice on the school district website.
12. The Calendar Committee, consisting of an equal number of Union appointed licensed employees and administrators, shall develop and present a proposed school calendar to the Board of Education for final review and approval. The committee shall also include parent teacher conferences in the proposed calendar presented to the Board in accordance with this contract.

## **5.2 IFT/COPE PAYMENTS**

1. The Employer shall deduct monthly contributions to the IFT/COPE fund from the paychecks of any employee who authorizes in writing such a donation be made.
2. The Employer shall transmit via first class U.S. mail such contributions to IFT/COPE at 700 South College, Springfield, IL 62704 within ten (10) working days of the issuance of the paycheck.
3. Employees who desire to cancel such contributions shall notify the employer and the Union in writing. Under no circumstance shall the Union or the Employer deny the right of employees to revoke the authorization of payroll deduction of IFT/COPE contribution.
4. The Employer shall transmit with the contributions all information requested by the Union to assure compliance with the Federal Election Commission and any other federal and state mandated reports.
5. The Union shall indemnify and hold harmless the Employer, its members, officers, agents, and employees from and against any forms of liability that shall arise out of, or by reason of action taken by the Employer for the purposes of complying with the above provisions of this Article. The Union shall not be responsible for the attorney's fees of any attorney for the employer other than the attorney employed and supervised or directed by the Union.

## **ARTICLE VI. GRIEVANCE**

### **6.1 GRIEVANCE POLICY**

1. The Staunton Board recognizes that in the interest of effective personnel management, a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing on their grievance. Such procedures shall be available to all employees and no reprisals of any kind shall be taken against any employee initiating or participating in the grievance procedure.

2. A grievance shall be any claim by an employee or group of employees that there is an alleged violation, misinterpretation, or misapplication of the terms of this Agreement. The grievance procedure shall not be used to address matters involving external law or subjects unrelated to the terms of this Agreement. The grievance procedure also shall not be used to grieve the non-renewal or dismissal of a probationary teacher or the dismissal or discharge of a tenured teacher. If the Federation or any employee files any claim or complaint in any form or forum other than under the grievance procedure of this Agreement, then Management shall not be required to process the same claim or set of facts through the grievance procedure.

3. The lodging of any grievance shall be the exclusive right of the individual employee and no employee organization shall have the right to lodge a grievance in its own behalf or to appeal any action taken on the grievance of an individual employee.

## **6.2 GRIEVANCE PROCEDURE**

1. Any employee having a grievance shall first discuss such grievance with his building Principal.

2. If the discussion does not resolve the grievance to the satisfaction of the employee, such employee shall have the right to lodge a written grievance with such employee's building Principal. If such grievance is not lodged within ten (10) school days following the act or condition which is the basis of said grievance, it shall no longer exist. The written grievance shall be on a standard form supplied by the Board of Education and shall contain a concise statement of the facts upon which the grievance is based and a reference to the specific provision of the Agreement allegedly violated, misinterpreted or misapplied. A copy of such grievance shall be filed with the Superintendent. The employee shall have a right to request a hearing before the building Principal. Such hearing shall be conducted within five (5) working days after the receipt of such request. The aggrieved employee shall be advised in writing of the time, place and date of such hearing and shall have the right to be represented at such hearing by counsel or by a representative of his employee organization.

The building Principal shall take action on the written grievance within five (5) working days after the receipt of said grievance, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employee and the Superintendent.

3. If the action taken by the building Principal does not resolve the grievance to the satisfaction of the employee, such employee may appeal in writing to the Superintendent. Failure to file such appeal within five (5) working days from receipt of the written memorandum of the Principal's action on said grievance shall be deemed a waiver of the right to appeal. Upon request, a hearing shall be conducted by the Superintendent within five (5) working days after the receipt of the request. The aggrieved employee shall have the right to be represented at such hearing by council or by a representative of his employee organization.

The Superintendent shall take action on the appeal of the grievance within five (5) working days after the receipt of the appeal or if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employee and the building Principal.

4. If the action by the Superintendent does not resolve the grievance to the satisfaction of the employee, such employee may appeal in writing to the Board. The notice of appeal shall be sent to the Superintendent and a copy filed with the Clerk of the Board. Failure to file such appeal within five (5) working days from receipt of the written memorandum of the Superintendent's action on said grievance shall be deemed a waiver of the right of appeal. The Superintendent shall place the matter on the agenda for the next regular meeting of the Board. The aggrieved employee shall have the right to be represented at such a meeting by counsel or by a representative of his employee organization.

The Board shall act upon such appeal no later than its next regular meeting. Copies of the final action shall be sent to the employee, Superintendent and building Principal.

5. If the action of the Board does not resolve the grievance to the satisfaction of the employee, the employee may submit the grievance to final and binding arbitration with the consent of the Federation under the Rules of the Federal Mediation and Conciliation, which shall act as the administrator of the proceedings. If either party deems the first list of arbitrators unsatisfactory, then either party has a right to demand a second list from FMCS. If a demand for arbitration is not filed within thirty (30) days of the date from the Board's Step #4, then the grievance shall be deemed withdrawn.

- a. Neither the Board nor the Federation shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party, unless it constitutes evidence in rebuttal.
- b. The arbitrator shall have no right to alter, amend, modify, nullify, ignore, enlarge, add to, delete, subtract from or change the provisions of this Agreement.
- c. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and the American Arbitration Association shall be divided equally between the parties.
- d. If either party requests a transcript of the proceedings, that party shall bear the full costs for the transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the parties.

### **6.3 ADDITIONAL CONSIDERATIONS**

1. If the employee and the Superintendent agree, Step #1 and/or Step #2 of the grievance procedure may be bypassed and the grievance brought directly to the next step.
2. A grievance may be withdrawn or granted at any level without establishing precedent.
3. Working days as used above shall be days when school is in session and students are present.
4. If a grievance is submitted less than 10 days before the close of the current school term then the above time limits shall consist of weekdays -- Monday through Friday -- but not holidays.
5. Grievances not appealed by the employee within the designated time limits set out herein, shall preclude further appeal, provided there has been no written mutual agreement of extension.
6. If the employer's written decision has not been rendered within the time limits, then the grievance may be advanced to the next step.



## **ARTICLE VII. COMPLAINT**

### **7.1 COMPLAINT**

1. The Staunton Board recognizes that in the interest of effective personnel management a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing on their complaints. Such procedures shall be available to all employees.
2. A complaint is a disagreement involving interpretation or application of established Board policy and/or administrative rules and regulations.
3. The lodging of any complaint shall be the exclusive right of the individual employee and no employee organization shall have the right to lodge a complaint on its own behalf or to appeal any action taken on the complaint of an individual employee.
4. The procedure for pursuing a complaint shall be the same as the first four (4) steps of pursuing a grievance in Article VI; however, any action by the Board of Education in Step 4 shall be final and not subject to further review by an arbitrator. Copies of final Board action shall be sent to the employee, building Principal and Superintendent.

## **ARTICLE VIII. LEAVES**

### **8.1 PERSONAL LEAVE DAYS**

1. Each licensed employee shall be granted three (3) personal leave days each year (not cumulative) with the following conditions:
  - a. The first and last day of the school term and the days preceding and following vacations and school holidays shall not be recognized as "personal leave" days. No more than ten (10) teachers district-wide per school year may use one of their three (3) personal leave days directly before or after a school holiday each year. Personal leave before or after a school holiday will be granted on a first come, first served basis to employees requesting leave, but the request must be made a minimum of one (1) week in advance of the date of the requested leave. Licensed employees must submit their leave requests in person and in writing to the Unit office no earlier than 7:30 a.m. of the first student attendance day of the school year. The Superintendent shall have discretion to grant additional days beyond the ten (10) days based upon exceptional circumstances. The Superintendent's denial of additional days shall not be subject to Article VI - Grievance Procedure.
  - b. A twenty-four (24) hour written notice using the District's online platform shall be given to the Principal or immediate supervisor except under extenuating circumstances.
  - c. This personal leave cannot be used for any form of withholding services by an employee or employees due to misunderstanding or an impasse.
  - d. Personal leave by a certified employee may be taken in half day increments with the issuance of proper twenty-four (24) hour notice. An employee may have the option of receiving the current rate of pay for a certified substitute for unused days (3 per year) or transfer unused personal leave days to sick leave days at the end of the school year (12 days to 15 days per year). All certified employees who are within four (4) years of retirement eligibility must transfer any unused personal leave days to sick leave days at the end of the school year in which they are earned.

## **8.2 SICK LEAVE**

1. The Board shall grant their full-time licensed employees sick leave days at full pay in each school year in accordance with the following years of service:

1 - 15 Years in District = 13 Sick Days

16 - 30 Years in District = 14 Sick Days

30+ Years in District = 15 Sick Days

2. If any such licensed employee does not use the full amount of annual leave thus allowed, the unused amount shall accumulate to a maximum available leave of 360 days as recorded on the District's Employee Earnings record card.

3. Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, quarantine at home, or serious illness or death in the immediate family or household.

4. The Board may require a physician's certificate or, if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) consecutive days for personal illness, or as it may seem necessary in other cases if sick leave abuse is suspected, and the Board provides the reason(s) why abuse is suspected.

5. A retiring employee will have the option of selling back to the district a maximum of 60 days at \$50 per day. This payment shall be paid post-retirement, i.e., after the employee's last day of service and after the employee receives his or her final paycheck for services.

6. An employee may carry over a maximum of 360 earned days each year and will be given an additional allotment of days for the next year based on their years of service. .

7. An employee may use a sick day in full day, half day, or quarter day increments.

## **8.3 BEREAVEMENT/FUNERAL LEAVE**

1. The Board shall grant their full-time licensed employees bereavement/funeral leave up to three (3) days total at full pay for each event for the death of a covered family member. A "covered family member" is a child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent.

a. "Domestic partner" means:

- i. the person recognized as the domestic partner of the employee under any domestic partnership agreement or civil union of law of a state or political division of a state, or

- ii. an unmarried adult person who is in a committed, personal relationship with the employee, who is not a domestic as described in (a) and who is not in a committed relationship with another person, AND who is designated to the employer by the employee as the employee's domestic partner.

2. Additionally, The Family Bereavement Leave Act (FBLA) entitles eligible employees to up to 2 weeks (10 workdays) of unpaid leave time following: the death of a covered family member, stillbirth, miscarriage, unsuccessful reproductive procedure, failed adoption match or unfinalized adoption agreement, failed surrogacy agreement, or diagnosis that negatively impacts pregnancy or fertility. Employees are entitled to up to 6 weeks of leave in the event of the death of more than one covered family member in a 12-month period.

a. Employees may use FBLA leave time to:

- i. Grieve;
- ii. attend the funeral or alternative to a funeral of a covered family member; or
- iii. make arrangements necessitated by the death of the covered family member.

3. FBLA leave time must be completed within 60 days after the date the employee receives notice of the event. Employees must give their employer at least 48 hours' notice before taking FBLA leave, unless not reasonable or practicable.

#### **8.4 FEDERATION BUSINESS LEAVE**

1. The Federation shall have a maximum of five (5) days total for the school year to send representatives to tend to union business or to attend union conferences at the national or state level. The employee(s) attending shall be designated by the union president, who shall send written notice of the union's intention to utilize such day(s) to the Superintendent five (5) school days in advance of such use, stating the employee's name and date(s) of absence. The Union shall reimburse the District for the cost of the substitute teacher(s). However, when internal substitution is used, the Union will pay for the substitute at the District's internal substitute rate.

### ***ARTICLE IX. INSURANCE***

#### **9.1 HOSPITALIZATION INSURANCE**

1. The Staunton School District #6 shall pay ninety percent (90%) of a single premium for Plan 1, or its equivalent, on Hospital and Medical-Surgical Insurance for all full-time employees as further demonstrated in Exhibit 1, which is attached hereto and marked as Exhibit 1. A Joint Committee composed of three representatives of the S.F.T. and three representatives of the Administration and Board shall meet to consider ways to reduce premiums and contain insurance costs. If during the term of this contract, either party considers changing providers, coverage, benefits or deductibles, the parties agree that any such changes shall be negotiated mid-term.

Beginning July 1, 2023, the annual out-of-pocket deductibles for prescriptions and medical services shall apply for any employee who chooses to take Plan 1 of Hospital and Medical-Surgical Insurance:

Employee: \$600.00

Employee + Spouse: \$600.00 per member

Employee + Child(ren): \$600.00 per member to a maximum of \$1,500.00 total

Family: \$1,500.00

## **9.2 RULES and REGULATIONS for INSURANCE**

1. A full-time employee shall be one who works complete days in the position, is in the position for a total of at least thirty (30) hours per week, and is employed for at least nine (9) months each school term.
2. For those licensed employees who retire at the end of a school year, the last insurance premium contribution for the School District shall be in August of that year.
3. For licensed employees who resign or are not re-employed, the School District will not contribute any insurance premium after the employee's last day of service to the District.
4. Except for Family and Medical Leave Act leave, licensed employees on leave of absence shall pay full insurance premiums while on leave.

## ***ARTICLE X. TEACHER WORKLOAD and WORKING CONDITIONS***

### **10.1 WORKDAY HOURS and EXPECTATIONS**

1. A licensed employee's workday shall be no longer than seven hours and fifty minutes on days when students are in attendance. All duties shall fall within the contracted work hours.
  - a. Certified staff will have the option to choose between the following two shifts:
    - i. Shift 1 - 7:30am-3:20pm
    - ii. Shift 2 - 7:50am-3:40pm
  - b. While staff will be able to choose a shift and duty preference, administration reserves the right to determine shifts/duties based on supervision needs. Any changes to staff preferences will be determined by staff seniority.
2. During each workday, a licensed employee shall be entitled to a duty-free lunch period of no less than thirty (30) consecutive minutes.
3. During each workday, a full-time junior high or high school teacher shall be entitled to one (1) uninterrupted, student-free plan period equal to one (1) scheduled period. Elementary teachers shall receive one (1) uninterrupted, student-free plan period equal to a thirty-five (35) minute specials period and one (1) uninterrupted, student-free plan period equal to a fifteen (15) minute recess period. Elementary plan periods need not be consecutive. Plan time shall be defined as the time received by teachers that shall be spent in their classroom area for the purposes of preparing class lessons, evaluating student assessments, contacting parents, and other teaching related duties.

4. The building Principal shall assign all extra duty assignments. An effort shall be made to give advance notice to the employee of their assignment. The employee shall be allowed to make adjustments or substitutes for their assignment, subject to the approval of the building Principal.

5. All licensed staff shall, at their choice, leave school after buses have departed and supervision duties have been completed on eves of holidays that include weekends.

6. At the end of each quarter, school will be dismissed at 2:00 PM.

7. The Board will reimburse employees for all Superintendent-approved mileage at the current IRS rate.

## **10.2 PARENT/TEACHER CONFERENCES**

1. Parent/Teacher Conferences shall be held for no more than eight (8) hours each school year over two (2) school evenings (excluding Fridays) at up to four (4) hours per evening.

2. Conference dates and times shall be proposed to the Board of Education by the Calendar committee.

3. School shall be dismissed no later than 2:00 PM on each conference day.

## **10.3 OPEN HOUSE and FRESHMEN ORIENTATION**

1. There will be two (2) nights of orientation/open house. Pre-K through 5 will be one night, and 6-12 will be one night. If Freshman Orientation takes place on a separate evening from the 6-12 Open House, high school staff members are only required to be at one of the events.

2. Both orientations and supply drop off shall occur from 5:30-7:30 pm.

3. Orientation/Open House dates shall be proposed to the Board of Education by the Calendar committee.

## **10.4 ATTENDANCE at SCHOOL ACTIVITIES**

1. Attendance at school activities, such as graduation exercises, is a part of a teacher's professional responsibilities. The Union will encourage its members to voluntarily attend as many school activities as possible in which they do not have any assigned responsibilities. At the beginning of each school year the Union President and the Superintendent shall send a joint letter to all teachers advising them of this responsibility and encouraging their participation.

## **10.5 EVALUATIONS**

1. Evaluations of certified employees will be conducted according to the District plan. However, by referencing the District evaluation plan shall not cause the evaluative rating to be subject to Article IV - Grievance Procedure.

## **10.6 SENIORITY**

1. Seniority shall be defined as the length of continuous full-time licensed teaching service in the School District beginning with the teacher's first day of employment. Continuous service will be terminated upon discharge, resignation, retirement, failure to return from a leave of absence, failure to be recalled to work within the statutory timeframe and permanent disability. Seniority may be adjusted by disciplinary suspensions without pay and non-FMLA unpaid leaves of absences totaling more than sixty (60) workdays in a school year. Teachers who are employed on a half-time (.50 FTE) or greater basis in a licensed teaching position for the entire school year will be awarded seniority in proportion to the amount of time worked.

2. If two or more teachers are tied in seniority, then the following tie breakers will be used to determine the order in which they will be affected:

- a. Greatest amount of total full-time public-school teaching experience in Illinois.
- b. Highest horizontal placement on the salary schedule.
- c. Greatest amount of graduate credit.
- d. Drawing of lots for those still tied.

## **ARTICLE XI. COMPENSATION**

### **11.1 SALARIES**

1. The Salary Schedule shall be as set forth in Appendix Schedule A, which is attached hereto and incorporated into the Agreement.

- a. For the 2024-2025 school year, teachers were placed on the salary schedule through collaborative efforts by the Board of Education and Union. (*See Appendix C*)
- b. For the 2025-2026 school year, teachers on schedule shall receive a 3.0% increase on their previous year's salary plus a STEP movement. Teachers off the schedule shall receive a 3.25% increase on their previous year's salary.
- c. For the 2026-2027 school year, teachers on schedule shall receive a 3.0% increase on their previous year's salary plus a STEP movement. Teachers off the schedule shall receive a 3.25% increase on their previous year's salary.

2. Salary Increases for Additional Training:

- a. Salary will be determined by training and experience as of September 1 of the year taught. Transcript is to be in the office of Superintendent by September 15.
  - i. Only courses that are required in securing the master's degree and that are approved by the Superintendent and/or Board will be credited for salary purposes, except that (1), (2), (3) and (4) of salary schedule might be work in keeping with the position held or sought if approved by the Superintendent and/or Board.

- ii. It shall be the policy of the Board of Education to NOT accept toward salary increase:
  - 1. correspondence courses and online courses, unless pre-approved by the Superintendent, nor
  - 2. more than six (6) semester hours earned during any one (1) semester while teaching school.

## **11.2 PLACEMENT on the SALARY SCHEDULE**

1. Placement on the salary schedule shall be determined based on creditable years of service with the Teachers' Retirement System of Illinois or documented years of service as a teacher in public schools outside the State of Illinois.

2. In no event will a teacher who is less than four (4) years from retirement eligibility receive an increase in total, reportable TRS creditable earnings in excess of six percent (6%) of the prior year's total, reportable TRS creditable earnings, unless any of the statutory exceptions enacted by P.A. 94-1057 to The Illinois Pension Code become applicable. In the event the Illinois General Assembly or the Teachers' Retirement System increases or decreases the six percent (6%) threshold by statute or regulation, then this Agreement shall automatically incorporate the new threshold.

## **11.3 RETIREMENT ENHANCEMENT PROGRAM**

1. The Board of Education will provide to its licensed staff a retirement incentive that will include and be subject to the following provisions:

a. To be eligible:

- i. The teacher shall have a minimum of ten (10) years of continuous full-time service in the Staunton School District by the intended date of retirement; and
- ii. The teacher shall be eligible for a TRS retirement annuity, without discount, at the time of retirement; and
- iii. The teacher shall submit an irrevocable notice of retirement by June 1 for the 2024-2025 school year, and May 1 for the 2025-2026 and 2026-2027 school year up to four (4) school years but no fewer than one (1) school years prior to retirement. In no event may a teacher submit an irrevocable notice of retirement in order to exercise this retirement incentive before his or her fourth school year prior to retirement; and

b. If approved:

- i. The teacher shall be removed from the salary schedule and extra duty pay schedule; and
- ii. The teacher shall receive an increase in their total creditable earnings over the prior year's total creditable earnings for each year of notice up to a maximum of four (4) years, as follows:

4 years prior to retirement:	4.5% for each year
3 years prior to retirement:	5.0% for each year
1 or 2 years prior to retirement:	5.5% for each year

1. For example, a teacher who gives a four-year irrevocable notice of retirement shall receive an increase in total creditable earnings of 4.5% for each remaining year of service at the District.

EXAMPLES:

An employee applies for the retirement incentive program four years before retirement. The employee's TRS creditable earnings for last school year were \$40,000. The employee's TRS creditable earnings for the first year (fourth year prior to retirement) will be \$41,800 ( $\$40,000 \times 1.045 = \$41,800$ ). The employee's total TRS creditable earnings for the second year (third year prior to retirement) will be \$43,681 ( $\$41,800 \times 1.045 = \$43,681$ ). The employee's total TRS creditable earnings for the third year (second year prior to retirement) will be \$45,646.65 ( $\$43,681 \times 1.045 = \$45,646.65$ ). The employee's total TRS creditable earnings for the fourth year (final year prior to retirement) will be \$47,700.75 ( $\$45,646.65 \times 1.045 = \$47,700.75$ ).

An employee applies for the retirement incentive program three years before retirement. The employee's TRS creditable earnings for the last school year were \$40,000. The employee's total TRS creditable earnings for the first year (third year prior to retirement) will be \$42,000 ( $\$40,000 \times 1.05 = \$42,000$ ). The employee's total TRS creditable earnings for the second year (second year prior to retirement) will be \$44,100 ( $\$42,000 \times 1.05 = \$44,100$ ). The employee's total TRS creditable earnings for the third year (final year prior to retirement) will be \$46,305 ( $\$44,100 \times 1.05 = \$46,305$ ).

An employee applies for the retirement incentive program two years before retirement. The employee's total TRS creditable earnings for the last school year were \$40,000. The employee's total TRS creditable earnings for the first year (second year prior to retirement) will be \$42,200 ( $\$40,000 \times 1.055 = \$42,200$ ). The employee's total TRS creditable earnings for the second year (final year prior to retirement) will be \$44,521 ( $\$42,200 \times 1.055 = \$44,521$ ).

- iii. The teacher shall continue to perform all duties performed in the year prior to the first year the incentive is paid for the duration of the retirement notice period. If a teacher voluntarily resigns or is removed by the Board for cause from any extra duty assignment following notice of retirement, the calculation of the teacher's percentage increase shall be reduced by the amount of the extra duty compensation that was being paid to the teacher; and

1. EXAMPLE:

The employee's TRS creditable earnings from the 2023-2024 school year were \$43,000.00, of which \$3,000.00 was compensation for coaching basketball in 2023-2024. The employee submitted an irrevocable notice of retirement effective at the conclusion of the 2027-2028 school term, so under the retirement incentive, he/she would be scheduled to receive \$44,935.00 TRS creditable earnings for the 2024-2025 school year (i.e.,  $\$43,000.00 \times 1.045 = \$44,935.00$ ). However, the employee resigns from his/her coaching position before the start of the 2024-2025 school year. The employee's TRS total creditable earnings for the 2024-2025 school year will be \$41,800.00 (i.e.,  $\$40,000.00 \times 1.045 = \$41,800.00$ ) rather than \$44,935.00.



- iv. A teacher who completes coursework or who otherwise would be entitled to movement on the salary schedule or extra duty pay schedule shall not receive additional compensation beyond the percentage increase provided by this retirement provision. Notwithstanding any other provision of this agreement or otherwise, a teacher approved for the retirement incentive shall not receive more than the total percentage increase in their total creditable earnings in any year during their participation in the retirement incentive as provided herein.

c. Restrictions/Limitations:

- i. If approved, a teacher will not be assigned any additional extra duties or TRS reportable duties without the consent of the teacher; and
- ii. Any teacher who commences participation in this benefit, but does not comply with or satisfy the provisions herein, including but not limited to completion of their remaining years of service following notice of retirement, shall reimburse the District for any increased salary benefit granted under this provision, including tax and pension withholdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase which would have been applicable to the teacher during the time period at issue.

d. Retirement Revocation:

- i. In the event that a teacher has submitted his/her timely irrevocable letter of retirement, the teacher may withdraw the letter of retirement in the event of an illness, disability or death of a teacher's spouse or child(ren). This may be granted in extenuating circumstances at the Board's discretion without setting precedence.

#### **11.4 ADDITIONAL PAY**

1. The attached Additional Pay compensation schedule shall be as set forth in Appendix Schedule B, which is attached hereto and incorporated into this Agreement.

2. When additional pay is granted for out-of-class activities, it is expected that teachers will carry the usual teaching load.

a. Regular teaching includes in addition to the regular class activities:

- i. Occasional assignments to duties at games and other class activities.
- ii. Serving as club sponsor.
- iii. Work on committees, surveys and reports.
- iv. School public relations work, etc.

3. Early Bird Classes: Teachers assigned to an early bird class shall be compensated at 1/7 of his/her current salary (the calculation excludes TRS). The District, in its sole discretion, retains the right to establish and eliminate early bird classes.

4. The Board shall pay \$22.50 for internal substitution of one certified employee directed by the building principal to substitute for another licensed employee per period during the school day.

5. Licensed employees who voluntarily give up a plan period to teach an additional overload course for the school year shall be compensated at 1/7 of his/her current salary (the calculation excludes TRS).

6. The Board may, in its sole discretion, extend the employment contract of a guidance counselor(s) for a maximum of an additional five (5) days prior to the beginning of any school year and/or an additional five (5) days after the end of any school year. The guidance counselor shall be paid his/her daily per diem base salary rate for each day said employment contract is extended.

7. The Board may, in its sole discretion, extend the employment contract of an agriculture teacher up to a maximum of ten and one-half (10.5) months for the school year. The agriculture teacher shall be paid his/her daily per diem base salary rate for each day said employment contract is extended. Additionally, in the event the District applies for and succeeds in securing the Three (3) Circles Grant sponsored by ISBE, it may, in its sole discretion, extend the contract of an ag teacher for additional days, at the teacher's daily per diem rate, beyond 10.5 months dependent upon the level of funding provided by the Three (3) Circles Grant.

#### **11.5 MEALS ALLOWANCE and APPROVED CLINICS and CONFERENCES**

1. For approved conferences and clinics, the Board shall pay a meal allowance aligned with GSA standards, subject to its implementation of the Illinois Travel Expense Control Act. The Board, upon presentation of receipts, shall reimburse teachers for approved conferences and clinics.

#### **11.6. REIMBURSEMENT for APPROVED STUDY**

1. Licensed staff may apply for tuition reimbursement at the rate of \$1,200 per semester or summer term (Please note, the entire amount of tuition reimbursement for the entire faculty is capped at \$16,000 during any one (1) fiscal year) for approved college courses successfully completed as follows:

- a. Courses must be related to the teacher's professional development.
- b. Courses must be deemed as being of apparent benefit to the District and have the written approval of the Superintendent prior to enrollment in the course.
- c. Courses must be successfully completed, and the employee must have received a grade of a "C" or better in the college course.
- d. The employee must be an employee of the District at the time the course work is completed.
- e. The employee will be reimbursed upon presentation of grades, course completion and proof of payment of the college course to the Superintendent.

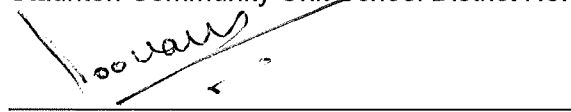
2. Requests for reimbursement must be submitted to the Superintendent within 30 days of course completion, and take place in the same fiscal year as the approval. Summer courses with an anticipated completion date after June 30th must be approved for the fiscal year in which the course is completed.

**ARTICLE XII. DURATION of AGREEMENT**

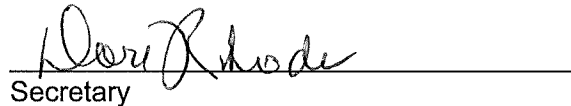
1. This revised Agreement shall be effective as of July 1, 2024, and shall continue in effect through June 30, 2027.
2. This Agreement constitutes the full and complete agreement of the parties and may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in a written, signed amendment to this Agreement. The Federation agrees that all negotiable items have been discussed during the negotiations leading to this Agreement, and agrees that negotiations will not have to be reopened on any item, whether contained in this Agreement or not, nor will negotiations be reopened on the impact of any permissible management action, during the life of this Agreement. The operating of schools and the direction of staff are vested exclusively in the School Board.
3. This Agreement is signed this 15th day of April 2024.

In Witness Whereof:

For the Board of Education,  
Staunton Community Unit School District No. 6



President



Secretary

For the Staunton Federation of Teachers



President



Secretary

**APPENDIX A**

**Salary Schedules 2024-2027**

**2024-2025 Salary Schedule**

<b>Step</b>	<b>B</b>	<b>M</b>	<b>M+32</b>	<b>M+64</b>
A	41500	45500	47500	49500
B	42330	46330	48330	50330
C	43177	47177	49177	51177
D	44040	48040	50040	52040
E	44921	48921	50921	52921
F	45932	49932	51932	53932
G	46965	50965	52965	54965
H	48022	52022	54022	56022
I	49102	53102	55102	57102
J	50207	54207	56207	58207
K	51337	55337	57337	59337
L	52492	56492	58492	60492
M	53673	57673	59673	61673
N	54881	58881	60881	62881
O	56115	60115	62115	64115
P	57378	61378	63378	65378
Q	58669	62669	64669	66669
R	59989	63989	65989	67989
S	61339	65339	67339	69339
T	62719	66719	68719	70719
U	64130	68130	70130	72130
V	65573	69573	71573	73573
W	67048	71048	73048	75048
X	68557	72557	74557	76557
Y	70100	74100	76100	78100
Z	71502	75502	77502	79502
AA	72932	76932	78932	80932
BB	74390	78390	80390	82390

Additional Footnote to 2024-2025  
Salary Schedule

- The schedule listed does not include the 9.0% Board paid TRS for all teachers.
- The schedule listed does not include the Board paid contribution for teachers health insurance.
  - See section 9.1 for details regarding teacher health insurance.
- In the event any law or regulation is passed that causes the Board's own contribution (currently established at .58%) to increase, then the Board shall be entitled to reopen this agreement midterm for the sole exclusive purpose of negotiating its "pick up" or payment of the teachers' TRS contribution.
- Any staff member who has fallen off the salary schedule for the 2024-2025 school year will receive a 3.00% raise on their previous year's salary.

**2025-2026 Salary Schedule**

Step	B	M	M+32	M+64
A	42745	46865	48925	50985
B	43600	47720	49780	51840
C	44472	48592	50652	52712
D	45361	49481	51541	53601
E	46269	50389	52449	54509
F	47310	51430	53490	55550
G	48374	52494	54554	56614
H	49462	53582	55642	57702
I	50575	54695	56755	58815
J	51713	55833	57893	59953
K	52877	56997	59057	61117
L	54067	58187	60247	62307
M	55283	59403	61463	63523
N	56527	60647	62707	64767
O	57799	61919	63979	66039
P	59099	63219	65279	67339
Q	60429	64549	66609	68669
R	61789	65909	67969	70029
S	63179	67299	69359	71419
T	64600	68720	70780	72840
U	66054	70174	72234	74294
V	67540	71660	73720	75780
W	69060	73180	75240	77300
X	70614	74734	76794	78854
Y	72203	76323	78383	80443
Z	73647	77767	79827	81887
AA	75119	79239	81299	83359
BB	76622	80742	82802	84862

**Additional Footnote to 2025-2026  
Salary Schedule**

- The schedule listed does not include the 9.0% Board paid TRS for all teachers.
- The schedule listed does not include the Board paid contribution for teachers health insurance.
  - See section 9.1 for details regarding teacher health insurance.
- In the event any law or regulation is passed that causes the Board's own contribution (currently established at .58%) to increase, then the Board shall be entitled to reopen this agreement midterm for the sole exclusive purpose of negotiating its "pick up" or payment of the teachers' TRS contribution.
- Any staff member who has fallen off the salary schedule for the 2025-2026 school year will receive a 3.25% raise on their previous year's salary.

**2026-2027 Salary Schedule**

Step	B	M	M+32	M+64
A	44027	48271	50393	52515
B	44908	49151	51273	53395
C	45806	50050	52171	54293
D	46722	50966	53088	55209
E	47657	51900	54022	56144
F	48729	52972	55094	57216
G	49825	54069	56191	58312
H	50946	55190	57312	59434
I	52093	56336	58458	60580
J	53265	57508	59630	61752
K	54463	58707	60829	62950
L	55689	59932	62054	64176
M	56942	61185	63307	65429
N	58223	62466	64588	66710
O	59533	63776	65898	68020
P	60872	65116	67238	69360
Q	62242	66486	68607	70729
R	63642	67886	70008	72130
S	65074	69318	71440	73562
T	66538	70782	72904	75026
U	68036	72279	74401	76523
V	69566	73810	75932	78054
W	71132	75375	77497	79619
X	72732	76976	79098	81219
Y	74369	78612	80734	82856
Z	75856	80100	82221	84343
AA	77373	81617	83738	85860
BB	78921	83164	85286	87408

**Additional Footnote to 2026-2027  
Salary Schedule**

- The schedule listed does not include the 9.0% Board paid TRS for all teachers.
- The schedule listed does not include the Board paid contribution for teachers health insurance.
  - See section 9.1 for details regarding teacher health insurance.
- In the event any law or regulation is passed that causes the Board's own contribution (currently established at .58%) to increase, then the Board shall be entitled to reopen this agreement midterm for the sole exclusive purpose of negotiating its "pick up" or payment of the teachers' TRS contribution.
- Any staff member who has fallen off the salary schedule for the 2026-2027 school year will receive a 3.25% raise on their previous year's salary.

**APPENDIX B**

**Coaching and Extra Curricular Salaries 2024-2027**

<b>Dramatics (1) OR (2)</b>	\$2,550 (1) or \$1,275 each (2)
<b>Red Roses</b>	\$1,500
<b>Band Instructor</b>	10% Evening & Weekend
	10% Summer
<b>Vocal Music Instructor</b>	\$1,200
<b>FFA Sponsor (1) OR (2)</b>	\$2,000 (1) or \$1,300 each (2) However, in the event the Board employs the agriculture teacher(s) on an extended 10.5 month basis, the FFA sponsor(s) stipend shall be increased to 5% of the Base Salary (BA - STEP A). *Note: The Agriculture teacher/FFA sponsor hired on March 19, 2018 was "grandfathered" to receive 10% of the Base Salary (BA - STEP A)
<b>Yearbook</b>	\$2,750 (1) or \$1,375 each (2)
<b>Senior Sponsors (2)</b>	\$550 each
<b>Junior Sponsors (2)</b>	\$550 each
<b>Sophomore Sponsors (2)</b>	\$550 each
<b>Freshmen Sponsors (2)</b>	\$550 each
<b>Sr. High Student Council &amp; National Honor Society (2)</b>	\$1,000 each
<b>Jr. High Student Council &amp; Fan Club (2)</b>	\$800 each
<b>Sr. High Cheer (1) OR (2)</b>	\$3,200 (1) or \$1,950 each (2)
<b>Jr. High Cheer</b>	\$1,400
<b>Art Club Sponsor</b>	\$475
<b>Mentoring</b>	\$550
<b>Saturday Detention/Homebound Instruction/Pre-Approved District Summer In-Services/Summer Mentor Workshops</b>	\$22.50 per hour
<b>After School and Summer Driver Education</b>	\$22.50 per hour

<b>Sr. High School Athletic Director</b>	\$5,700
<b>Jr. High School Athletic Director</b>	\$4,600
<b>Sr. High School Dean of Students</b>	\$1,350 per period
<b>Elementary and/or Jr. High School Dean of Students</b>	\$1,350 per period
<b>Media Content Coordinator (1 or 2 or 3)</b>	\$1,575 (1) or \$787.50 (2) or \$525 (3)

Pay coaches a percentage of the Base salary, with steps for longevity every 3 years, maxing out after 16 years.

- Paid years for longevity need not be consecutive.
- Years in the same sport, whether as assistant or head coach, count as the same position for longevity purposes.

<b>Years</b>	<b>1-3</b>	<b>4-6</b>	<b>7-9</b>	<b>10-12</b>	<b>13-15</b>	<b>16+</b>
<b>HS Major Head</b>	10%	12%	14%	16%	18%	20%
<b>HS Major Asst.</b>	6%	8%	10%	12%	14%	16%
<b>HS Minor Head</b>	7.5%	9.5%	11.5%	13.5%	15.5%	17.5%
<b>HS Minor Asst.</b>	5%	7%	9%	11%	13%	15%
<b>JH Major Head</b>	6%	8%	10%	12%	14%	16%
<b>JH Major Asst.</b>	4%	6%	8%	10%	12%	14%
<b>JH Minor Head</b>	5%	7%	9%	11%	13%	15%
<b>JH Minor Asst.</b>	3%	5%	7%	9%	11%	13%



**Major and Minor Sports for the Purposes of Placement on the Coaching Stipend Schedule**

<b>High School</b>	
<b>Major</b>	<b>Minor</b>
Football	Cross Country
Volleyball	Golf
Boys Basketball	Boys Soccer
Girls Basketball	Girls Soccer
	Scholastic Bowl
	Track and Field
	Baseball
	Softball

<b>Junior High</b>	
<b>Major</b>	<b>Minor</b>
Boys Basketball	Baseball
Girls Basketball	Softball
Volleyball	Boys Track
	Girls Track
	Scholastic Bowl
	Cross Country

**APPENDIX C**

2024-2025 Salary Schedule								
Step	B	Names (B)	M	Names (M)	M+32	Names (M+32)	M+64	Names (M+64)
A	41500		45500		47500		49500	
B	42330	Hannah Blevins	46330		48330		50330	
C	43177		47177	Sarah Roy	49177		51177	
D	44040	Ann Twente, Josh Clark	48040	Austin Ellis	50040		52040	
E	44921		48921		50921		52921	
F	45932	MaryAlice Barnes, Laura Hollingsworth, Spencer Laughlin, Tabitha Miller, Claudia Puricelli	49932		51932		53932	
G	46965	Carlee Clark	50965	Blake Peterson, Anastasia Wilde	52965		54965	
H	48022	Charles Prager, Ali Hughes	52022		54022		56022	
I	49102	Austin Sherfy	53102		55102		57102	
J	50207		54207		56207		58207	
K	51337	Kelcie Reinhardt	55337	Maggie McCalla	57337		59337	
L	52492		56492		58492		60492	
M	53673		57673		59673		61673	Taryn Markezich
N	54881	Pete Klein	58881		60881		62881	
O	56115	Michele Wright	60115	Holly Weller	62115		64115	
P	57378		61378	Amber Joyce	63378		65378	
Q	58669	Rachel Lux, Kendra Elliott	62669		64669		66669	
R	59989		63989	Alicia Muffer, Sarah Schulte	65989		67989	
S	61339		65339		67339		69339	
T	62719	Alexis Tharp, Brianna Bohlen, Dan Dulaney, Steve Shor	66719	Mel Hampton, Kelli Caldieraro, Val Carter, John Masinelli	68719		70719	
U	64130		68130	Lauren DeCoursey	70130		72130	
V	65573	Sarah Miller	69573	John Davin	71573		73573	
W	67048	Amanda Moore, Andrea Hartley, Jana Spickerman	71048		73048		75048	
X	68557	Christy Klein	72557		74557		76557	
Y	70100	Rhonda Corby	74100	Corrie Allan, Jeff Smith, Ed Hirschl, Matt Larsen, Jen Abert, Jessica Larsen	76100		78100	
Z	71502	Dan Stephens, Jeanene Lucykow	75502	Janelle Davis	77502		79502	
AA	72932		76932		78932		80932	
BB	74390		78390		80390		82390	

<u>Off Schedule</u>	<u>2024-25</u>
Gina Cruthis	\$79,316
Suellen Goebel	\$80,458
Tammy Grammar	\$82,743
Michelle Nungesser	\$83,884
Brad Fulk	\$86,036
Sarah Best	\$87,406
Christina Lawrence	\$87,406
Kari Crask	\$88,777
Mike Korte	\$90,147
Stacy Shelton	\$91,518
Troy Redfern	\$92,888
Tim Smiddy	\$92,888
Tami Johnston	\$92,888
Brenda Horn	\$75,890
Karen Robertson	\$80,554
Erin Woodson	\$80,554
JJ Kolesar	\$81,924
Dena Loeh	\$81,924
Jim Sharp	\$81,924
Katie Baima	\$81,924
B.J. Ogata	\$83,835

# HEALTH INSURANCE EXHIBIT 1

## EXHIBIT 1

Staunton CUSD #6 Health Insurance Renewal Analysis Effective Date: July 1, 2023		United Healthcare Triple Option - District pays 90% of Plan 1 (PPO, HRA) & Up to same \$ amount towards Plan 2 & 3							
Plan		BT5K Mod3 Rx Plan: 804		CZC4 (Balanced) Rx Plan 804		DFRB Mod (H.S.A) Rx Plan: 804-H.S.A			
Plan Type		Plan 1 PPO (w/ HRA)		Plan 2 High Deductible PPO - NO HRA		Plan 3 HDHP - Health Savings Account			
Network Utilized		UHC Choice Plus PPO		UHC Choice Plus PPO		UHC Choice Plus PPO		UHC Choice Plus H.S.A	
In-Network Benefits		Individual		Family		Individual		Family	
Reimbursement Plan		ER reimburses up to \$1,900 deductible and then pays 100% of Coinsurance With Copay Reimbursement		No reimbursement		No reimbursement		No reimbursement HSA eligible plan	
Calendar Year Deductible & Coinsurance (Single/Family)		\$2,500   \$7,500		\$5,000   \$10,000		\$5,000   \$10,000		\$5,000   \$10,000	
Inpatient/Outpatient Hospitalization		Deductible then 80% <b>After HRA: \$600 / \$1,500</b>		Deductible then 80%		Deductible then 80%		Deductible then 80%	
Hospital Copay- Inpatient / Outpatient									
Minor Lab / Xray									
Major Diagnostics (MRI, CT, etc.)				<19 \$0 PCP or >19 \$20 Specialist \$40 → \$20		<19 \$0 PCP or >19 \$35 Specialist \$70		Ded, then Coins	
Office Visit - Primary Care / Specialist		\$0		\$0		\$0			
Virtual Visit		\$150		Deductible & Coinsurance		Deductible & Coinsurance		Ded, then Coins	
Emergency Room (Waived if Admitted)		\$50		\$50		\$50		Ded, then Coins	
Urgent Care		\$10/\$35/\$60 (Adv. PDL) <b>After HRA: \$10/\$25/\$50</b>		\$10/\$35/\$60 (Adv. PDL)		\$10/\$35/\$60 (Adv. PDL)		After Ded is Met: \$10/\$35/\$60	
Rx- Tier 1/Tier 2/Tier 3 (30 day supply)		\$200		\$200		\$200		After Ded is Met: \$200	
Tier 4 (Specialty Rx)		Covered in full		Covered in full		Covered in full		Covered in full	
ACA Preventive Services		\$5,000   \$10,000		\$6,250   \$12,500		\$6,750   \$13,500		\$6,750   \$13,500	
Max Out-of-Pocket (Single/Family)		<b>After HRA: \$600 / \$1,500 + Copays</b>							
<b>TOTAL MONTHLY PREMIUM</b>		QTY		QTY		QTY		QTY	
		Current PPO		UHC HRA Plan		High Ded no HRA		UHC HSA Plan	
Employee Only		68		\$577.74		\$586.47		\$509.51	
Employee + Spouse		5		\$1,192.48		\$1,210.56		\$1,051.70	
Employee + Child(ren)		18		\$1,485.56		\$1,203.54		\$1,045.60	
Family		5		\$1,800.32		\$1,827.62		\$1,587.79	
<b>DISTRICT MONTHLY EXPENSE (90% Plan 1)</b>		QTY		QTY		QTY		QTY	
		Current PPO		UHC HRA Plan		High Ded no HRA		UHC HSA Plan	
Employee Only		---		\$519.94		\$527.82		\$519.94	
Employee + Spouse		---		\$519.94		\$527.82		\$519.94	
Employee + Child(ren)		---		\$519.94		\$527.82		\$519.94	
Family		---		\$519.94		\$527.82		\$519.94	
<b>EMPLOYEE MONTHLY EXPENSE</b>		QTY		QTY		QTY		QTY	
		Current PPO		UHC HRA Plan		High Ded no HRA		UHC HSA Plan	
Employee Only		---		\$57.77		\$58.65		\$0.00	
Employee + Spouse		---		\$672.54		\$682.74		\$523.88	
Employee + Child(ren)		---		\$665.62		\$675.72		\$517.78	
Family		---		\$1,289.38		\$1,299.80		\$1,059.97	
<b>MONTHLY SAVINGS</b>		From Plan 1		From Plan 1		From Plan 1		From Plan 1	
		---		-\$58.65 EE		-\$158.66 ES		-\$157.94 EC	
		---		-\$239.83 FAM		---		-\$239.83 FAM	
<b>ANNUAL SAVINGS</b>		From Plan 1		From Plan 1		From Plan 1		From Plan 1	
		---		-\$703.76 EE		-\$1,906.32 ES		-\$1,895.28 EC	
		---		-\$2,877.96 FAM		---		-\$2,877.96 FAM	