

**GJCS/JCTA
Collective Bargaining Agreement
Tentative Agreement**

Any provision not discussed in this document remains the same as the current contractual agreement.

1. The agreed upon CBA will be effective July 1, 2019 and shall continue in effect through June 30, 2021. (Two Years)
2. Revise legal definition of the bargaining unit in the CBA to match the most recent IEERB Order Acknowledging Bargaining Unit Amendment. (Article I, page 2)
3. Adjust health insurance benefits to the following (Plan Description):

	In-Network Single/Family	Out-of-Network Single/Family
Deductible	\$875/\$1,750	\$875/\$1,750
Covered Expenses	90% after deductible	70% after deductible
Medical Coinsurance	\$2,750/\$5,500	\$2,750/\$5,500
Rx Coinsurance	\$3,375/\$6,750	\$3,375/\$6,750
Out of Pocket Maximum	\$7,000/\$14,000	\$7,000/\$14,000

4. Working Spouse Rule (Plan Description p. 13);
 - a. **Keep** Working Spouse Rule (applies to employees hired after June 30, 2004 only): If the spouse of the Employee is employed and eligible for coverage under their own employer, benefits under this Plan will continue to be coordinated as described in the Coordination of Benefits section of this document. The spouse's plan will be primary on the spouse's claims and this Plan will pay as secondary if family coverage is elected and the appropriate premium/contribution is paid. However, if the spouse elects not to take coverage that is available through his/her employment (without regard to cost), this Plan will not provide any coverage for that spouse. The Working Spouse Rule does not apply when both husband and wife are employees of this Employer. However, no person may be both an employee and a dependent of this Plan.
 - b. **Add** Working Spouse Rule (applies to employees hired after January 1, 2020 only): If the spouse of the Employee is employed and eligible for coverage under their own employer, benefits under this Plan will not provide any coverage for that spouse. The Working Spouse Rule does not apply when both husband and wife are employees of this Employer. However, no person may be both an employee and a dependent of this Plan.

5. Adjust health insurance employee contributions to the following (Article IV, page 5):
 - a. Single Plan – Fully paid by the Board, less Five Hundred Twenty Five Dollars (\$525) per year, which shall be paid for by the teacher.
 - b. Employee/Dependent – Fully paid by the Board, less One Thousand Seven Hundred Dollars (\$1700) per year, which shall be paid for by the teacher.
 - c. Employee/Spouse – Fully paid by the Board less One Thousand Seven Hundred Dollars (\$1700) per year, which shall be paid for by the teacher.
 - d. Family Plan – Fully paid by the Board less Two Thousand Fifty Five Dollars (\$2055) per year, which shall be paid for by the teacher.
 - e. Husband and Wife Both Employed by the School System – Fully paid by the Board less One Thousand Fifty Dollars (\$1050) per year, which shall be paid for by the teacher.

6. All increases will be based upon the current factors outlined in the CBA (Appendix A-1, p. 21)
 - a. Evaluation – keep current definition (67%)
 - b. Needs of the Student – keep current definition (33%)

7. Salary Increase
 - a. 2019-2020
 - i. \$3,596 added to the base salary for all eligible teachers
 - b. 2020-2021
 - i. \$3,596 added to the base salary for all eligible teachers

8. New Hire Salary Placement Chart (p.22)
 - a. 2019-2020

Step	Bachelor	Master
0-2	\$38,750	\$41,750
3-5	\$40,750	\$43,750
6-8	\$44,250	\$47,250
9-11	\$47,250	\$50,350
12-14	\$49,250	\$53,250
15-17	\$50,750	\$56,250
18+	\$52,250	*
18-20		\$61,250
21+		\$62,250

b. 2020-2021

Step	Bachelor	Master
0-2	\$40,000	\$43,000
3-5	\$42,000	\$45,000
6-8	\$45,500	\$48,500
9-11	\$48,500	\$51,600
12-14	\$50,500	\$54,500
15-17	\$52,000	\$57,500
18+	\$53,500	*
18-20		\$62,500
21+		\$63,500

9. Salary Range (Appendix A-1, p. 21)

- a. 2019-2020 – The overall salary range for teachers prior to any increase under this agreement is \$38,750 to \$73,642.30.
- b. 2020-2021 - The overall salary range for teachers prior to any increase under this agreement is \$40,000 to \$77,238.30.

10. Extra-curricular/Ancillary Duty Pay (Appendix B-1, p. 23)

- a. Reconfigure (JMS/JHS Cheer/Dance)
 - i. JHS Dance \$2,052
 - ii. JHS Cheer \$1,000
 - iii. JMS Dance - \$300
 - iv. JMS Cheer - \$900
 - v. JMS Dance/JHS Cheer Assistant - \$700
 - vi. JMS/JHS Cheer/Dance Assistant - \$233
- b. Add
 - i. Boys Cross Country Assistant Coach \$787 \$871 \$955
 - ii. Girls Cross Country Assistant Coach \$787 \$871 \$955
- c. 5% increase to years of experience 2019-2020 (Appendix B-1 and B-2)
- d. 5% increase to years of experience 2020-2021 (Appendix B-1 and B-2)