

**Article XIII: Leaves (cont'd.)**

**Section 10. Unused Accumulated Sick Leave Days**

10.1 The employee shall be entitled to apply any or all of his/her accumulated sick leave days upon retirement for additional service credit with the Illinois Teachers' Retirement System in accordance with the maximum amount of additional service credit allowable under the applicable TRS Rules and Regulations.

**ARTICLE XIV: ATTENDANCE INCENTIVE**

**Section 1.** Upon an employee's separation or retirement from Collinsville Community Unit School District No. 10, the employee shall be credited for each year of good attendance in the District in accordance with the following schedule, which schedule applies to years of good attendance earned prior to the 2019-2020 contract year:

<u>Annual Days of Attendance</u>	<u>Attendance Incentive Compensation</u>
180 Days	\$480.00
179 Days	\$385.00
178 Days	\$300.00
177 Days	\$225.00
176 Days	\$200.00
175 Days	\$175.00
174 Days	\$150.00
173 Days	\$125.00

Upon an employee's separation or retirement from Collinsville Community Unit School District No. 10, the employee shall be credited for each year of good attendance in the District in accordance with the following schedule, which schedule applies to years of good attendance earned in the 2019-2020 contract year and thereafter:

<u>Annual Days of Attendance</u>	<u>Attendance Incentive Compensation</u>
180-179 Days	\$500.00
178-177 Days	\$400.00
176-175 Days	\$300.00
174-173 Days	\$150.00

**Article XIV: Attendance Incentive (cont'd.)**

In determining the employee's record of attendance for the purposes of this Section, only the use of sick leave and personal leave will be considered as days of non-attendance to be subtracted from the employee's perfect attendance record. The employee's use of family and medical leave, Association leave, jury duty or court appearance leave, funeral leave, maternity or child-rearing leave, military leave, sabbatical leave, unpaid leaves of absence, leaves for professional development, absence due to in-service training, leave provided under the Americans with Disabilities Act, leave required due to an employment-related injury or illness under the Illinois Workers' Compensation and Occupational Diseases Act, the employee's observance of religious holidays, and any other leave taken at the request of the Board shall be counted as days of attendance for purposes of this Section.

Upon written request from an employee, the District shall provide written notification to the employee, not later than 30 calendar days following receipt of the employee's request, as to the amount of compensation the employee has earned pursuant to this Section as of the start of that school year.

Upon the death of an employee qualified under this Section, the monies due for the time so accumulated will be paid to the estate of the employee.

In order to qualify for attendance incentive compensation, an employee must have at least 10 accumulated sick leave days at the time of separation or retirement.

- Section 2.** The Board and the Association agree that if, during the term of this Agreement, any changes occur in TRS rules and regulations, or in interpretation thereof, which would reduce, diminish, abrogate, or negate any of the benefits provided by this Article as of the effective date of this Agreement, the parties will meet within sixty (60) calendar days following the effective date of the TRS rule or interpretation change to renegotiate the provisions of the Agreement directly affected by such change, for the purpose of bringing the provisions of this Article into compliance with any such change so that the benefits provided pursuant to the Article as of the effective date of this Agreement are not reduced, diminished, abrogated, or negated.
- Section 3.** Upon submission of a 1, 2, or 3 year notice of retirement, part of the Attendance Incentive will be added to the teacher's creditable earnings in each year of the pre-retirement to increase the teacher's total creditable earnings to a maximum of 6% over the previous year's earnings.
- Section 4.** Any Attendance Incentive that the teacher would not receive because of the 6% limit, will be paid to the teacher post-retirement as non-creditable earnings.
- Section 5.** Failure of a teacher to retire as scheduled will result in the teacher receiving payment only for the balance of his/her incentive benefit when he/she reapplies for retirement. This remaining balance will be subject to the 6% limit and post-employment payment procedures.
- Section 6.** The parties agree to submit this concept to TRS for its review and approval Section 76. In the event legislation and/or administrative rules do not include attendance incentive payments in the 6% TRS penalty cap calculation, the parties agree the attendance incentive will be paid to retiring teachers in a manner to maximize creditable earnings.

**Article XIV: Attendance Incentive (cont'd.)**

Section 7. Effective with the 2019-2020 school year, the employee may elect to have the attendance incentive paid out on a yearly basis. If the employee elects to have their attendance incentive paid out on a yearly basis they must submit an irrevocable request to the Director of Human Resources prior to September 1<sup>st</sup>. Once the employee is enrolled in a yearly pay out they will remain that way until they separate or retire from Collinsville Community Unit School District No. 10. The yearly pay out for the attendance incentive will be paid by July 31<sup>st</sup>. All yearly attendance incentives earned prior to the 2019-2020 contract year and earned in any contract year prior to an employee making an election for a yearly pay out shall be paid to the employee upon the employee's separation or retirement from Collinsville Community Unit School District No. 10 pursuant to the procedures set forth above.

**ARTICLE XV: FRINGE BENEFITS**

**Section 1. Health Insurance**

- 1.1 For each full-time employee who desires to participate, the Board shall pay 100% of the cost of the premium for single coverage under a group health insurance plan for the duration of the contract.
- 1.2 The District shall also provide eligible employees with 100% Board paid dental insurance and life insurance (\$11,000 life insurance coverage per employee) for the duration of this agreement.
- 1.3 In addition to the Board's contribution for single coverage, the Board shall contribute \$75.00 for each employee toward a group health plan for family/spouse coverage for each full-time employee who desires to participate in the family/spouse plan for the duration of this agreement.
- 1.4 All employees are subject to eligibility requirements.
- 1.5 Insurance Committee. A representative committee made up of all groups of employees (with at least 50% of the committee members named by the Association) will evaluate the insurance coverage, company, etc. The parties understand and agree that so long as the District continues to provide insurance through MISSVIC under a contract for insurance coverage, premium costs and benefits shall be determined by MISSVIC. Prior to the expiration of any contract with MISSVIC the Insurance Committee and Board may mutually agree to renew the MISSVIC contract. If either the Board or the Insurance Committee proposes that insurance coverage be provided by an insurance carrier other than MISSVIC then the Board and Insurance Committee shall negotiate the proposed change in the insurance carrier/company, coverage, etc. and further agree that these negotiations must be completed prior to the deadline for renewing any existing insurance carrier contract.

**Section 2.**

The Board shall pay, on behalf of employees an amount of 9% (9.8901 cost factor) of each employee's creditable earnings to the State of Illinois Teacher's Retirement System (TRS). A teacher's required contribution to TRS above the amount of the board's TRS contribution, and the Board's contribution on behalf of teachers, will be tax sheltered as permitted by law. The salary amount as printed on the individual employment agreement issued annually shall reflect such TRS contributions.