

BOARD of EDUCATION PROPOSAL APRIL 5, 2016 - The following proposed changes to the 2013-2016 collective bargaining agreement will be effective on the first day of the 2016-2017 school year. All of the terms of this proposal are inter-related. This proposal will expire on May 3, 2016, unless otherwise agreed to by the parties.

- If this proposal is not accepted by May 3, 2016 (or such other date agreed to by the parties), good faith bargaining for a successor CBA will begin ASAP; in that event, the terms of this proposal are withdrawn, and no part of this proposal shall be considered as a basis for such bargaining.
- If this proposal is ratified by the Association, the parties agree to begin bargaining for a successor agreement to the 2016-2017 CBA by no later than September 15, 2016 (or such other date agreed to by the parties).

**AGREEMENT EXTENDING THE 2013-2016 CONTRACTUAL AGREEMENT BETWEEN
THE BOARD OF EDUCATION OF COMMUNITY HIGH SCHOOL DISTRICT 94 ("BOARD") AND
THE WEST CHICAGO HIGH SCHOOL TEACHERS' ASSOCIATION, INC. ("ASSOCIATION")**

The Board and the Association have met in good faith and hereby agree to the following:

1. The parties' 2013-2016 Contractual Agreement ("CBA") shall be and hereby is extended for the period of September 1, 2016 up to and including the end of the day preceding the first day of the 2017-2018 school year.
2. Except as modified by this Agreement, all dates specified in the CBA will be extended to reflect the term of this Agreement.
3. For the period of September 1, 2016 through to and including the end of the day preceding the first day of the 2017-2018 school year, each member of the bargaining unit will receive an increase equal to 2% of the bargaining unit member's 2015-2016 salary. "Salary" does not include extra duty curriculum pay, extra duty pay, overload pay, etc.
4. All bargaining unit members hired after the date that this Agreement has been ratified and adopted by the parties ("Effective Date"), will be hired at a salary equal to 102% of the 2015-16 salary of a current teacher who is similarly degreed and has the same years of high school teaching experience.

BA – \$42,090	MA - \$ 46,886	DOCTOR - \$ 52,770
BA+15 – \$ 43,353	MA+15 - \$ 48,292	
BA+30 - \$ 44,653	MA+30 - \$ 49,741	

5. Except as modified by the terms of this Agreement, all of the terms and provisions of the CBA shall remain in force as though fully set forth herein.


This Agreement is subject to ratification by the Association in accordance with its procedures, and, hereafter, to adoption of the Board.

For the West Chicago High School Teachers' Association, Incorporated


For the Board of Education of Community High School District 94



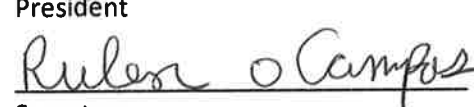
 President
 Date 5/12/2016



 Chief Negotiator
 Date 5/12/2016



 President
 Date 5/17/2016



 Secretary
 Date 5-17-16