

Dist. 4 Board, teachers reach agreement

Contract includes one-year salary freeze; clarifies benefits, future increases

ADDISON — Last week, the District 4 Board of Education and Addison Teachers Association (ATA) announced the ratification of a three-year negotiated agreement. The new contract will begin July 1, 2010 and be in effect until June 30, 2013.

The agreement includes a salary freeze for the first year of the contract. Salary increases

for the second and third years of the contract will be limited to 1/4 of the Urban Consumer Price Index (CPI-U). There will be no step or lane change increases for three years. During the first year of the contract, full-time teachers will pay 10% of the medical insurance premium cost for single coverage. There will be a 1%

increase in the individual premium contribution during each of the second and third years of the contract.

A third major area of the agreement concerns retirement benefits. Eligible teachers will be required to give the Board of Education a two-year notice of their intent to retire and may then receive a 4% salary

increase in each of their last two years in the school district. Additional components of the negotiated agreement include recommended class size guidelines and clarifications of tuition reimbursement and teacher planning time.

“We feel that the ATA has

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made the necessary sacrifices in order to save jobs,” said ATA co-Presidents Tammy Bognetti and Carol Cisko. “We are dedicated teachers that are proud to make a difficult decision to keep the district operating through this recession for the children of Addison.”

The Teachers Association ratified the three-year agreement in a vote held on Monday, April 26, and the Board of Education approved the contract at its regular board meeting on Tuesday, April 27. This agreement will allow the Board of Education to work within its budget while retaining a minimum of ten teacher positions.

“We are so pleased to have reached this agreement,” said District 4 Superintendent John Langton. “Both teams worked very hard to balance the needs of all parties during difficult economic times. As it has for the past 20 years, the Addison Plan provided a framework for the negotiation process that allowed the participants to focus on key issues and reach a successful conclusion.”

The Addison Plan is an ongoing collaborative process that includes informal discussion between the board, administration and teachers throughout a contract period.

Addison School District 4 is a Preschool-8th grade elementary school district with approximately 4,400 students and almost 300 certified staff members.