

LETTER OF AGREEMENT

2024-2025 CONTRACT RE-OPENER

This Agreement is entered into between QUINCY COMMUNITY SCHOOLS DISTRICT (the "District") and QUINCY EDUCATION ASSOCIATION/MEA/NEA (the "Association"), concerning the wage and insurance re-opener for that contract year.

2024-2025

1. Salary Schedule Section 6.4

For the 2024-2025 school year the Association and the District agree that the District will increase salary schedule steps by \$1000, grant steps and lanes. Steps, lanes, and other financial parameters to be negotiated upon the expiration of this agreement. Add a new step MA17 \$1050 above step MA16, and add new step MA 20 step 17 \$1050 above MA20 step 16. New 2024-2025 salary schedule is attached.

2. Longevity Section 5.1.E.1

Beginning with the 2024-2025 school year, Longevity rates will be increased as follows:

16-20 Years	\$3500	\$3,000
21-25 Years	\$3750	\$3250
26 and Beyond	\$4250	\$3750

3. Insurance Section 5.3.A

Beginning with the 2024-2025 school year:

Insurance Contribution: Agree to increase cash-in-lieu to \$400.00 per month. The District's health insurance contribution language is modified in Section 5.3 as follows:

For calendar year 2024: The Employer will contribute the following to an employee's election of insurance coverage for a medical benefit plan:

Single person: \$641.90 per month
Two person: \$1342.42 per month
Family: \$1750.65 per month

For calendar year 2025: The Employer's contribution will increase to the maximum cap allowed by State law. If no statutory cap exists, the Employer's base dollar contribution is determined by the percentage increase in its insurance costs for this bargaining unit from the previous medical plan benefit year, not to exceed 3%.

LETTER OF AGREEMENT

2024-2025 CONTRACT RE-OPENER

4. Tuition Reimbursement Section 5.1.E

Increase tuition reimbursement from \$1,000 every other year to \$1,000 every year

5. Teaching Hours and Class Load Section 3.1.I

Increase comp rate from \$25 to \$30 per hour

6. Ratification & Rights

This agreement will be effective upon ratification by both the Association and the District. By entering into this Agreement, neither the District nor Association waive any other rights or protections respectively afforded them by the terms of the Collective Bargaining Agreement.

LETTER OF AGREEMENT

2024-2025 CONTRACT RE-OPENER

Table A

2024-2025 Salary Schedule				
Step	BA	BA20	MA	MA20
1	43,000	44,000	45,000	49,000
2	44,500	45,500	46,500	50,500
3	45,500	46,500	48,000	51,500
4	46,500	47,500	49,500	52,500
5	47,500	49,000	51,000	54,000
6	48,750	50,500	52,500	55,500
7	50,200	52,200	54,200	57,200
8	51,700	53,700	55,700	58,700
9	53,200	55,200	57,200	60,200
10	55,200	57,200	59,200	62,200
11	56,700	59,200	62,200	64,200
12	59,200	62,200	64,700	67,200
13	61,700	64,700	67,700	69,700
14	64,200	66,700	70,200	72,200
15	66,700	69,200	72,700	74,700
16	68,700	71,200	74,700	76,700
17			75,750	77,750

QUINCY COMMUNITY SCHOOLS
BOARD OF EDUCATION

By: Shanna Coggins
Its: Secretary
Dated: 7/15/24

QUINCY EDUCATION
ASSOCIATION/MEA/NEA

By: Cy K...
Its: QEA President
Dated: 8-16-24