



Welcome to

Washington Community High School, District #308

Washington Community High School (WCHS) is the home of Panther Pride, where high academic expectations have long been a tradition. The tradition has been founded on the basic fundamental beliefs:

- Students are our first priority.
- All students can learn.
- Education is a shared responsibility between home and school.
- High expectations produce higher results.
- Safe environments promote learning.
- Progress demands changes.
- Educational opportunities that develop life skills for a new world is a must.
- Learning never ends.

To keep the tradition alive, we must all work together to protect our most precious resource...our children. We do this by working together to offer many educational opportunities. The curriculum we offer has over 150 different courses, exclusive of the various academic tracks, from which students may choose to complete programs in college prep, career and technical education, or general education. In addition, WCHS strives to have available updated technology and current teaching materials to enhance all these courses and programs of study.

School activities are also an important part of our total school program and contribute to the overall development of all participating students. WCHS offers opportunities in student government, service organizations, sports, music, fine arts, and various classroom related organizations. Just to name a few...did you know?

- We are the largest single employer in the Washington Township.
- We offer 10 sports program opportunities for boys and 8 for girls.
- We have over 30 extracurricular clubs for student participation.
- We have over 15,000 volumes in our Library, electronically and print, and it continues to grow.
- The WCHS Band has won numerous recognitions for their competitive marching band and concert band programs.

Because of our commitment to excellence, WCHS continues to be fully accredited by the Illinois State Board of Education and the North Central Association of Colleges and Secondary Schools.

***WCHS believes students are its most valuable resources.
Therefore, we build for the future today.***

OUR HISTORY

WCHS was opened in 1920. The current location was opened in 1942 with an enrollment of 230 students. The story of WCHS is one of rapid growth and numerous expansions. The additions of 1956, 1961, and 1962 tripled the space of the original building. In 1974 and 1975 the James Ashbrook Vocational Building and the new Library were added. The years of the 60's and 70's were also times of rapid increases in student enrollment which soared to 1720 students in 1977.

Today, WCHS covers 53 square miles, stands tall on its present site of approximately 43 acres with its newly renovated indoor and outdoor facilities that offer many opportunities for its 1,300 students. Today the goal of WCHS is much the same...provide students with a solid foundation of both academic and vocational knowledge and skills to meet the demands of our modern technological society.

To accomplish this goal, WCHS employs (7) Administrators, (84) Teachers, (4) Guidance Counselors, (2) Technology Support Personnel, (12) Teacher Aides, (1) School Nurse, (2) Tutors, and (40) Non-Certified Personnel (i.e.; Secretaries, Kitchen Workers, Bus Drivers, Maintenance Staff, and more). The budget to operate is approximately \$15 million.

WHY WASHINGTON

When a parent is considering sending their son or daughter to a new high school, what do they look for? Certainly a strong curriculum which prepares them to enter college or the working world, but also a staff who cares that their student achieves their best. They might also look for a high school which would help a young person become a well-rounded individual through a strong sports program and extra-curricular programs.

At WCHS, students are offered a strong curriculum ensuring they meet, not only high school graduation requirements, but also college entrance requirements. Our staff is a combination of those veterans with years of experience intermingled with the new teachers who bring a new sense of vitality. Together our staff provides guidance and instruction for students to accomplish their dreams.

At Washington we strive to develop all aspects of our students with a sports program and band program, which are second to none, with programs from football to soccer and basketball to softball. Other extra-curricular events include language clubs, service organizations, Robotics, fishing, horseback riding and much more.

With many obstacles in a student's life, WCHS aids a student in the process of life with Drug Prevention/Life Education Programs such as Operation Snowball and Tough Love.

With all this, and a caring staff from the Administration to the clerical staff, it is easy to see why WCHS is the Best School Around.

HEALTH PLAN BENEFIT SUMMARY

2018-19 RATES / PREMIUMS		
MONTHLY EMPLOYEE CONTRIBUTION (includes combined Medical, Dental and Vision)		
Single Coverage	\$93.50 per month	
Family Coverage	\$193.70 per month	
MEDICAL INSURANCE – WCHS Self-Funded Plan (Employee / WCHS Paid)		
	In- Network	Out-of- Network
Annual Deductible Individual/Family	500/1500	1500/4500
Out-Of-Pocket Max Individual/Family	1500/4500	6000/18000
Lifetime Max	Unlimited	
Office Visit (including urgent care & chiropractic care)	Deductible then 90%	Deductible then 50%
Preventative Services (pap, prostate exam, mammogram, well baby care, etc.)	100%	Deductible then 50%
Immunizations (for a list of covered immunizations, see www.healthcare.gov)	100%	Deductible then 50%
Hospital Services (inpatient and outpatient services) * Emergency services covered as In-Network	Deductible then 90%	Deductible then 50%
Lab and X-Ray (includes blood work, x-ray, MRIs)	Deductible then 90%	Deductible then 50%
Prescriptions	Generic/Preferred/Non-Preferred/Specialty	
30 days supply	\$10/\$25/\$40/\$50	
90 days supply (Walgreens)	\$20/\$50/\$80/\$100	
Mail order – up to 90 days	\$20/\$50/\$80/\$100	

LIFE INSURANCE
The Board will provide employee life insurance in the amount of 1½ times the employee's salary, rounded to the nearest \$1,000 and not to exceed \$100,000

VISION INSURANCE – WCHS Self-Funded Plan (Employee / WCHS Paid)		
	In- Network	Out-of- Network
Eye Exam (Limited to 1 per person per calendar year)	100% to \$35	
Frames (Limited to 1 per person per calendar year)	100% to \$25	
Lenses Single Vision Bi-Focal Tri-Focal Lenticular Contact Lenses Specialty Contact Lenses	100% to \$30 100% to \$50 100% to \$60 100% to \$90 100% to \$55 100% to \$180	
DENTAL INSURANCE – WCHS Self-Funded Plan (Employee / WCHS Paid)		
	In- Network	Out-of- Network
Annual Deductible Dental Check-Up Basic & Major Services	None \$50	
Preventative Services Individual/Family	Includes 1 exam per person per every 6-months Topical fluoride application under age 19. Limited to 1 application per calendar year.	
Calendar Year Max (preventative, basic & major combined)	\$1,000	
Orthodontia (Child Only)	Deductible then 50%	
Orthodontia Lifetime Maximum	\$1,000	
X-Rays (1 per person per 36-month period)	Deductible then 85%	
Major Services	Deductible then 50%	

FRINGE BENEFITS

Retirement

8% TRS contribution for retirement.

Sick Days

13 full days per year/accumulated to 350 days.

Teacher Work Day

Normal load is six (6) periods of duty, and one preparation period in a seven (7) period day. Preparation periods are determined by WCHS Administration.

Leaves

- Personal days per year (2). One (1) additional day may be added if using 2 or fewer sick days the previous year.
- Child care
- Family and Medical Leave (FMLA)
- Bereavement
- Jury Duty
- Professional development
- Association work
- Leave of absence/sabbaticals

Internal Sub Pay

\$23 per period (performed during preparation time) payable twice a year.

Homebound Tutoring

\$26 per hour (performed after school)

Extra-Curricular Pay

Percentage of salary or flat rate. Amount varies and is based on contract terms.

Professional Study Reimbursement

The district will reimburse according to the negotiated contract with the WEA.

Medicare

Employer & Employee – 0.145% of salary.

SALARY

All Teachers (including, school nurse, IMC Director and Guidance Counselors) shall receive an increase in base salary as follows:

- 2018-2019 3.75%
- 2019-2020 dollar increase of \$1,929 (\$2,097 exclusive of the 8% TRS contribution to be paid by the District)
- 2020-2021 3.25%

Teachers who have no prior teaching experience shall at the time of employment receive a salary which is \$750 less than the salary that would be paid to a teacher with the same educational qualification and one year of recognized experience.

Additionally, ten lanes of continuing education compensation are as follows: BS, BS+8, BS+16, BS+24, BS+32, MA, MA+8, MA+16, MA+24 and MA+32. The chart below references starting pay based on continuing education:

BA	BA+8	BA+16	BA+24	BA+32	MA	MA+8	MA+16	MA+24	MA+32
\$38,568	\$39,301	\$40,034	\$40,767	\$41,500	\$42,233	\$42,966	\$43,699	\$44,432	\$45,165

The salary increase by reason of experience is another factor used to determine compensation. In no event shall a newly hired professional staff member be paid more than an existing professional staff member with the same recognized experience and education qualification.

SAMPLE TEACHING SCHEDULES

Period 0	No Assign.	No Assign.	Class	Class	No Assign.
Period 1	Class	Class	Class	Class	Class
Period 2	Class	Class	Class	Class	Class
Period 3	Class	Class	Class	Class	Class
Period 4	Class	Class	Class	Class	Prep/Lunch
Period 5	Class/Lunch	Class/Lunch	PAC/Lunch	Class/Lunch	Class-Block
Period 6	Prep	Class	Prep	Prep	Class
Period 7	PAC	Prep	Prep	Prep	Prep
Add.	\$22/Hour for PAC	10% of the general base salary	\$950/Sem Plus \$22/Hour for PAC	\$950/Sem Plus 10% of the general base salary	10% of the general base salary

EXTRA DUTY PAY

Pay for extra-curricular activities shall be listed as a salary range or a flat amount. Items based on a percentage will be determined according to the general base. The general base salary shall be as follows:

- 2018-2019 \$36,644 (without any Board-paid TRS)
- 2019-2020 \$37,377 (without any Board-paid TRS)
- 2020-2021 \$38,125 (without any Board-paid TRS)