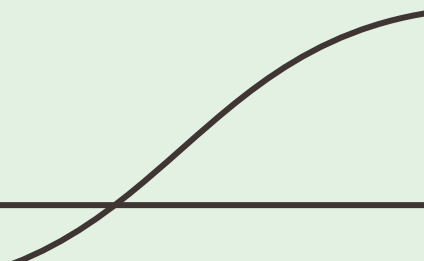




Prairie Grove CSD 46

Board of Education Most Recent Offer to Prairie Grove Education Support Professionals

Submitted to IELRB - September 8, 2022



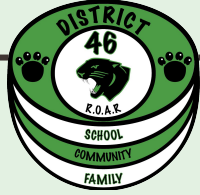


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01

Introduction

Status / History of Negotiations



Status of Negotiations

The Board of Education (BOE) has been working with the Prairie Grove Education Support Professionals (PGESP) to negotiate a fair and equitable multi year agreement that serves the best interests of all stakeholders – students, parents, support professionals, and community.

After multiple meetings with the PGESP from February through May, an independent Federal mediator was engaged in June to help bring the parties closer to a mutual agreement.

However, in an effort to move forward toward a full resolution of the outstanding language and financial terms, the BOE has initiated the public posting process.

Both the BOE and the PGESP are submitting their most recent offers to the Illinois Educational Labor Relations Board (IELRB) for public posting.



Status of Negotiations

The BOE is committed to continuing negotiations with the PGESP throughout the public posting process and desires to reach a fair and equitable multi year agreement.

The current PGESP contract expired on June 30, 2022. It is commonplace for staff to return to the school environment without disruption after a contract has expired. All members of the PGESP are currently being compensated based on the terms of the expired contract.

The first day of student attendance for the current school year was August 22, 2022. The BOE is confident educational operations will continue to function normally while we continue to meet with the PGESP to reach an agreement on the unresolved issues.



“Measure your success not by the things
you collect, but by the lives you affect.”

—Joubert Botha

District Priorities

From the outset of contract discussions, the BOE has maintained the following priorities:

- Continue to deliver the excellent education our students and community have come to expect and deserve.
- Competitively compensate our staff at every stage of their career for their excellent work in educating our children.
- Ensure the agreement reached is fiscally responsible and allows the Board to preserve the long-term financial health of our District.





PGESP

The PGESP is a support staff union represented by the NEA/IEA and consists of the following positions:

- Bus driver
- Custodian / Maintenance
- Health Clerk
- Mobile Technologist
- Nurse
- Occupational Therapy Assistant
- Office Secretary
- Office Secretary Assistant
- Paraprofessional
- Physical Therapy Assistant

There were 50 people employed by the BOE in these various roles at the beginning of negotiations. However, not all eligible employees have chosen to be PGESP members.



Recent History

The PGESP expired contract (linked [here](#)) was a multi year agreement that followed an 18 month negotiation process. A combination of percentage increases and hourly rate adjustments (based on job classifications) were used to work toward competitive wages for current and future employees.

During the 2022 negotiation process, the BOE examined the marketplace to ensure our proposed wages would be competitive. Our desire is to retain current employees and be attractive, when we the need arises, to hire new or replacement employees. The recent pandemic has placed hurdles in every sector of our society. This, combined with rising inflation, has severely limited our ability to attract new employees in numerous job classifications.

The BOE is determined to adjust our wage scales to accurately reflect our commitment to our current employees and to attract new employees to current vacancies within our PG family.



02

Language

Description of unresolved
language terms



Language #1: Compensation

Current Contract	BOE Proposal
<p>Compensation for Current Employees Six-year contract , (2016-2017 to 2021-2022) effective first day of school year 2016-2017. Starting July 1, 2018, the contract year will run July 1st to June 30th. Full CPI for annual raise, with a floor of 2.5% and a ceiling of 5% (PTELL).</p> <ul style="list-style-type: none">• CPI is 0.8% for the 2016-2017 school year• CPI is 0.7% for the 2017-2018 school year• CPI is 2.1% for the 2018-2019 school year• CPI is TBD for the 2019-2020 to 2021-2022 school years	<p>Compensation <u>increases</u> for Employees <u>during the term of this</u> contract <u>will be:</u></p> <ul style="list-style-type: none">• <u>2022-23 (5.0%)</u>• <u>2023-24 (3.5%)</u>• <u>2024-25 (3.0%)</u>• <u>2025-26 (3.0%)</u>• <u>2026-27 (3.0%)</u>



Language #2: Compensation

Current Contract	BOE Proposal
<p>The current contract has no provision for an evening supervisor. Similar language was memorialized in a Memorandum of Understanding.</p>	<p><u>The BOARD shall designate a custodian as a “supervisor” of the night shift with a \$2.50 per hour higher pay differential and specific additional job duties/responsibilities outlined in the job description.</u></p>



Language #3: Compensation

Current Contract	BOE Proposal
The current contract has no provision for a bus mechanic.	<u>The BOARD shall designate a bus driver as a "mechanic" of the bus fleet with a \$3.00 per hour higher pay differential and specific additional job duties/responsibilities outlined in the job description. Mechanic rate of pay shall only be paid at the higher rate when performing said duties and cannot exceed two (2) hours per week without prior approval from the Transportation Supervisor.</u>



Language #4: Compensation

Current Contract	BOE Proposal
<p>The following additional one-time adjustments will be made to the base hourly pay rates. Increases are retroactive to 2017-2018. Retroactive pay to current employees will be calculated in conjunction with the third scheduled payroll following contract ratification date.</p> <ul style="list-style-type: none">• Custodian: \$0.22 per hour• Head Custodian: \$0.22 per hour• Paraprofessional: \$1.81 per hour• Paraprofessional - BA: \$1.81 per hour• Transportation staff: \$0.52 per hour• Office support - secretary: \$0.22 per hour• Office support - assistant: \$1.56 per hour	<p>The following additional hourly rate adjustments will be made to the base hourly pay rates and shall be calculated prior to the percentage increase as described in 4.1.1.</p> <ul style="list-style-type: none">• Bus driver: \$0.25 in 22-23 and 23-24• Custodian: \$3.00 in 22-23 and 23-24• Head Custodian: \$3.00 in 22-23 and 23-24• Health Clerk: \$0.50 in 22-23 and 23-24• Mobile Technologist: \$0.25 in 22-23 and 23-24• Nurse: \$0.25 in 22-23 and 23-24• Paraprofessional: \$1.00 in 22-23 and 23-24• Paraprofessional - BA: \$1:00 in 22-23 and 23-24• Office support - secretary: \$3.00 in 22-23 and 23-24• Office support - assistant: \$3.00 in 22-23 and 23-24



Language #5: Compensation

Current Contract	BOE Proposal
<p>In addition to the annual salary increases set forth herein, the Board shall pay a one-time, non-recurring stipend to each current employee. The stipend will be 5.0% of the employee's adjusted 2017-2018 base salary, payable in a separate check issued in conjunction with the third scheduled payroll following the contract ratification date.</p>	<p>The current proposal has no provision for providing an annual stipend.</p> <p><i>NOTE: The BOE made a proposal during these negotiations to provide a "longevity" stipend - for all current employees - that would have replaced this language.</i></p>



Language #6: Compensation

Current Contract	BOE Proposal
The current contract has no provision for a night shift differential.	<u>Custodial employees that are regularly scheduled for the night shift shall be paid one dollar (\$1.00) per hour shift differential.</u>



Language #7: Compensation

Current Contract	BOE Proposal
2% additional contribution to IMRF on behalf of the BOE to all members of PGESP for each of the six years.	The current proposal has no provision for providing an additional contribution to IMRF. Compensation for the additional contribution has been incorporated into the BOE financial proposals so that no employee has any loss of income as a result. See Section 03, Financial Impact, for the full explanation.



Language #8: Compensation

Current Contract	BOE Proposal
<p>Starting Rate of Pay for New Employees: Years 2019-2020 to 2021-2022 assume that Full CPI comes in under 2.5% floor. In the event that CPI is higher than the floor, the table will increase accordingly.</p> <p>2021-22</p> <ul style="list-style-type: none">• Custodian: \$14.73• Head Custodian: \$21.01• Paraprofessional: \$14.35• Paraprofessional - BA: \$14.98• Transportation staff: \$17.86• Office support - secretary: \$15.97• Office support - assistant: \$14.73	<p>Starting Rate of Pay for New Employees:</p> <ul style="list-style-type: none">• Bus driver: \$19.50• Custodian: \$20.00• Head Custodian: \$28.00• Health Clerk: \$17.15• Mobile Technologist: \$17.15• Nurse: \$45.00• Paraprofessional: \$16.50• Paraprofessional - BA: \$17:00• Office support - secretary: \$20.50• Office support - assistant: \$19.15 <p>In the out years of the agreement, the starting wage increases by 2.0% each July 1st.</p>



Language #9: Compensation

Current Contract	BOE Proposal
<p>Any employee hired by the District shall be paid the Starting Rate of Pay unless the District gives the new employee credit for prior experience. Qualifying prior experience will be determined by the Superintendent or designee and will be based on job application, and/or references from previous employers. Compensation for prior experience shall be based on an additional 1.0% per year of experience for up to two (2) years , not to exceed 2.0%, added to the Starting Rate of Pay.</p>	<p>Any employee hired by the District shall be paid the Starting Rate of Pay unless the District gives the new employee credit for prior experience. Qualifying prior experience will be determined by the Superintendent and will be based on job application, and/or references from previous employers. Compensation for prior experience shall be an additional 0.5% per year of <u>qualifying</u> experience.</p> <ul style="list-style-type: none">• <u>If a new employee's starting rate of pay is higher than the rate of pay for a current employee (with the same level of experience), then the current employee's rate of pay will be increased to the same level as the new employee.</u>



Language #10: Benefits / Insurance

Current Contract	BOE Proposal
<p>The BOARD will provide each participating MEMBER that works a minimum of 30 hours per week over the length of the school year an amount not to exceed 100% of the medical insurance premiums for EMPLOYEE-ONLY coverage in the “preferred” HSA plan, a plan with benefits equal to or better than the 2015-2016 BCBS HSA plan #NPSC1807. The BOARD shall fund premiums for non “preferred” plans at the EMPLOYEE-ONLY premium level of the “preferred” HSA plan. These amounts may be used only for medical, dental and vision coverage.</p>	<p>The BOARD will provide each <u>qualifying and</u> participating MEMBER an amount not to exceed 100% of the medical insurance premiums for EMPLOYEE-ONLY coverage in the “preferred” HSA plan, a plan with benefits equal to or better than the <u>2017-2018 BCBS HSA plan PF4138</u>. The BOARD shall fund premiums for non “preferred” plans at the EMPLOYEE-ONLY premium level of the “preferred” HSA plan, <u>for qualifying employees</u>. These amounts may be used only for medical, dental and vision coverage.</p>



Language #11: Benefits / Insurance

Current Contract	BOE Proposal
<p>In the month of December 2017 there will be a special enrollment, effective January 1, 2018, limited to 11-month employees, 12-month employees, those employees that work a minimum of 220 work days (including holidays) per contract year and 30 hours per week to add Board paid medical dependent coverage up to the following scheduled amounts:</p> <p>Employee Only Amount equivalent to 100% of the premium for Employee Only coverage in the preferred HSA plan</p> <ul style="list-style-type: none">• Employee + Spouse: \$13,568• Employee + Child(ren): \$12,483• Family: \$15,740	<p><u>A qualifying MEMBER is one that is normally scheduled to work a minimum of 32.5 hours per week over the length of the school year.</u></p> <p><u>A qualifying MEMBER that works a minimum of 200 work days per contract year will be eligible for the following medical dependent coverage amounts for the "preferred" HSA plan:</u></p> <ul style="list-style-type: none">• Employee + Spouse: <u>\$14,611</u>• Employee + Child(ren): <u>\$13,443</u>• Family: <u>\$16,950</u>



Language #12: Benefits / Insurance

Current Contract	BOE Proposal
<p>These amounts may be used only for health, dental and vision coverage. However, the MEMBER'S choice of medical insurance tier will determine the annual amount the Board will contribute. The Board will pay up to each of these amounts in annual benefits as defined above based on the tier of coverage chosen. If premiums increase on an annual basis, the Board shall increase its contributions up to the increase by 1.0 of the blended CPI with a maximum increase of 3.5% per year and a minimum increase of 2.5%.</p>	<p>These amounts may be used only for health, dental and vision coverage. However, the <u>qualifying</u> MEMBER'S choice of medical insurance tier will determine the annual amount the Board will contribute. The Board will pay up to each of these amounts in annual benefits as defined above based on the tier of coverage chosen.</p>



Language #13: Benefits / Insurance

Current Contract	BOE Proposal
<p>The Board also shall pay an amount equal to twenty-five percent (25%) of the cost of the premium for employee-only dental coverage to those employees who choose any tier of dental coverage.</p>	<p>The Board also shall pay an amount equal to <u>seventy-five percent (75%)</u> of the cost of the premium for employee-only dental coverage to those employees who choose any tier of dental coverage.</p>



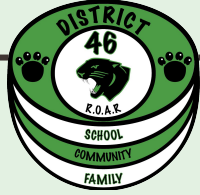
Language #14: Benefits / Insurance

Current Contract	BOE Proposal
<p>In addition to the amount set forth above, the BOARD shall contribute the following amounts to the HSA accounts of those MEMBERS that work a minimum of 30 hours per week over the length of the school year who have selected the preferred HSA plan according to the following schedule, with the contributions effective with the first payroll in January of each calendar year:</p> <ul style="list-style-type: none">• Employee Only: \$1,500• Employee + 1: \$1,500• Employee + Children: \$1,500• Family: \$1,500	<p>In addition to the amount set forth above, the BOARD shall contribute the following amounts to the HSA accounts of those <u>qualifying and participating</u> MEMBERS that have selected the preferred HSA plan according to the following schedule, with the contributions effective with the first payroll in January of each calendar year:</p> <ul style="list-style-type: none">• Employee Only: <u>\$2,000</u>• Employee + 1: <u>\$2,000</u>• Employee + Children: <u>\$2,000</u>• Family: <u>\$2,000</u>



Language #15: Benefits / Insurance

Current Contract	BOE Proposal
<p>For those MEMBERS that work a minimum of 30 hours per week over the length of the school year who select the preferred HSA insurance plan for the first time during open enrollment, the Board shall contribute a partial year amount of those listed above payable in conjunction with the first payroll in the new benefit plan year as follows:</p> <ul style="list-style-type: none">• Plan year beginning September 1, 2016: \$833 (4 months of calendar year 2016 credit)• September 1, 2017: \$833 (4 months of calendar year 2017 credit)• July 1, 2018: \$1,250 (6 months of calendar year 2018 credit)• July 1, 2019: \$750 (6 months of calendar year 2019 credit)• July 1, 2020: \$750 (6 months of calendar year 2020 credit)• July 1, 2021: \$750 (6 months of calendar year 2021 credit)	<p>For those qualifying and participating MEMBERS that select the preferred HSA insurance plan for the first time during open enrollment, the Board shall contribute a partial year amount of those listed above payable in conjunction with the first payroll in the new benefit plan year as follows: \$167 per month.</p>



Language #16: Benefits / Insurance

Current Contract	BOE Proposal
<p>For those MEMBERS that work less than 30 hours per week who elect to purchase health insurance, at member cost, must meet requirements of the current carrier. This opportunity is available once per year during the open enrollment period.</p>	<p>For those <u>non-qualifying</u> MEMBERS that elect to purchase health insurance, at member cost, must meet requirements of the current carrier. This opportunity is available once per year during the open enrollment period.</p>



Language #17: Benefits / Insurance

Current Contract	BOE Proposal
<p>Effective January 1, 2019 and continuing throughout the remainder of the CBA, calendar year HRA amounts per member who works a minimum of 30 hours per week is capped at the following amount:</p> <ul style="list-style-type: none">• \$3,500 for each employee that works a minimum of 220 work days (including holidays) per contract year• \$1,000 for each employee that works less than 220 work days (including holidays) per contract year	<p>Effective January 1, 2023 and continuing throughout the remainder of the CBA, calendar year HRA amounts per qualifying and participating member is capped at the following amount (unless altered by the Internal Revenue Service regulations):</p> <ul style="list-style-type: none">• \$3,000 for each qualifying and participating member that works a minimum of 200 work days per contract year• \$500 for each qualifying and participating member that works less than 200 work days per contract year



Language #18: Workshops / Conferences

Current Contract	BOE Proposal
<p>Support Staff may be allowed to attend one (1) workshop/conference in his/her field/area of employment as deemed necessary or appropriate by the Supervisor. Research, discovery and suggestion of appropriate workshop/conference shall be the mutual responsibility of the Support Staff members and the supervisor. Additional workshops may be attended pending available funding and Supervisor approval. Application shall be made to the Principal / Supervisor. All reasonable fees and expenses for such a workshop/conference shall be paid by the District provided receipts are submitted to validate such expenses.</p>	<p>Support Staff may be allowed to attend one (1) workshop/conference in his/her field/area of employment as deemed necessary or appropriate by the Supervisor. Research, discovery and suggestion of appropriate workshop/conference shall be the mutual responsibility of the Support Staff members and the supervisor. Additional workshops <u>/ conferences</u> may be attended pending available funding and Supervisor approval. Application shall be made to the <u>Immediate</u> Supervisor. All reasonable fees and expenses for such a workshop / conference shall be paid by the District provided receipts are submitted to validate such expenses. <u>Educational Support Staff will be compensated, at their regular rate of pay, for all off site workshop / conference attendance hours.</u></p>



Language #19: Pay Distribution

Current Contract

Effective June 1, 2017, Support Staff will receive their gross pay, less applicable taxes and withholdings, in twenty-six (26) equal installments. Support Staff will default to a standard twelve (12) month payroll schedule, unless they meet “grandfathered” status below.

For those Support Staff that received their gross pay, less applicable taxes and withholdings, in twenty-one (21) equal installments during 2015-2016, Support Staff will be “grandfathered” and allowed to maintain the twenty-one (21) equal installment pay option over the school-year. For “grandfathered” Support Staff wishing to be paid over twenty-one (21) pay periods they shall give written notice to the business office as to their payroll election preference no later than June 1 each year of the agreement. This written payroll election must be irrevocable for that school year and will remain in effect until the employee gives written notice of election prior to any subsequent school year.

BOE Proposal

Effective July 1, 2022, Support Staff employees that are scheduled to work at least 200 work days (see 4.7.2.) will receive their gross pay, less applicable taxes and withholdings, in twenty-six (26) equal installments. Support Staff employees that are scheduled to work less than 200 work days will shall choose to receive their gross pay, less applicable taxes and withholdings, in either twenty-one (21) or twenty-six (26) equal installments.



Language #20: Pay Distribution

Current Contract	BOE Proposal
<p>The current contract has no provision for reimbursement of wages prior to work days.</p>	<p><u>Beginning on July 1, 2022 school year, any educational support staff member that receives a payroll check between July 1st and the start of school, and subsequently does not work enough hours to cover the wages and benefits paid prior to the start of the school, shall reimburse the District for the difference of the amount of wages and benefits paid to what was earned. The educational support staff member shall make full payment within 30 days of their termination date.</u></p>



Language #21: Pay Distribution

Current Contract	BOE Proposal
<p>If the payday falls on a holiday, payment shall be made on the preceding business day.</p>	<p><u>In</u> the <u>event a</u> payday falls on a <u>n observed Federal</u> holiday, <u>the payroll</u> shall be <u>issued</u> on the <u>last working</u> day <u>before the holiday</u>.</p>



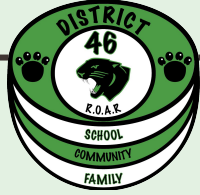
Language #22: Hours / Conditions of Work

Current Contract	BOE Proposal
<p>Work Day: (Employee Groups - bus drivers / assistant [nine (9) month employees], custodians / maintenance [twelve (12) month employees], paraprofessionals [nine (9) month employees], and office Support Staff - assistant [nine (9) month employees] and office Support Staff - secretary [eleven (11) month employees].) Actual number of work days are determined annually, by the Superintendent, based on the needs of the District.</p> <p>The following conversion table is offered: Category of Employee / Annual Work Days (including holidays)</p> <ul style="list-style-type: none">• 9 month employees / any number of work days less than 200• 10 month employees / Minimum of 200 work days• 11 month employees / Minimum of 220 work days• 12 month employees / Minimum of 240 work days	<p>Work Day: Actual number of work days are determined annually, by the Superintendent, based on the needs of the District.</p> <p>The following category of employees will be scheduled annual work days as described:</p> <p>Category of Employee / Annual Work Days</p> <ul style="list-style-type: none">• Bus Driver / any number of work days less than 200• Health Clerk / any number of work days less than 200• Mobile Technologist / any number of work days less than 200• Office Support - Assistant / any number of work days less than 200• Paraprofessional / any number of work days less than 200• Paraprofessional-BA / any number of work days less than 200• Nurse / Minimum of 200 work days• Office Support - Secretary / Minimum of 210 work days• Custodian / Minimum of 240 work days• Head Custodian / Minimum of 240 work days



Language #23: Hours / Conditions of Work

Current Contract	BOE Proposal
<p>Full-time employee definition: Generally, a Support Staff member who is assigned to work six and one-half ($6\frac{1}{2}$) or more hours per day shall be considered a full-time employee unless otherwise noted herein. The daily schedule for full-time Support Staff shall be developed by the Superintendent or designee and the number of hours worked shall be based on the specific needs of the position, students, and school, and may vary depending upon the needs of the District. A full-time Support Staff employee will be entitled to a one-half ($\frac{1}{2}$) hour duty free lunch period. The members of each of these groups range from nine (9) month to twelve (12) month employees, depending upon their employee group classification.</p>	<p>The daily schedule for Support Staff shall be developed by the Superintendent or designee and the number of hours worked shall be based on the specific needs of the position, students, and school, and may vary depending upon the needs of the District.</p>



Language #24: Hours / Conditions of Work

Current Contract	BOE Proposal
<p>Full-time employees receive an unpaid 30-minute duty-free lunch period Building Administration determines the specific lunch schedule.</p>	<p><u>A Support Staff employee that works four (4) or more consecutive hours on a scheduled work day will</u> receive an unpaid 30-minute duty-free <u>meal break at a time determined by the. Administration will make every effort to schedule the meal break to coincide with one of the student lunch breaks.</u></p>



Language #25: Hours / Conditions of Work

Current Contract	BOE Proposal
<p>A Support Staff member who works at least six and one-half (6½) hours or more per day shall be entitled to two (2) fifteen minute breaks during the school day unless extenuating circumstances exist. Support Staff member who works at least four (4) consecutive hours or otherwise noted, shall be entitled to one (1) fifteen (15) minute break. Breaks shall be scheduled by the supervising teacher (if applicable) or immediate Supervisor and the Support Staff member at a reasonable time least disruptive to the program.</p>	<p>A Support Staff employee that works at least six and one-half (6½) hours or more per work day shall receive two (2) fifteen minute breaks during the work day unless extenuating circumstances exist. A Support Staff employee that works at least four (4) consecutive hours receive one (1) fifteen (15) minute break. Breaks shall be scheduled by the supervising teacher (if applicable) or Administration at a reasonable time least disruptive to the program.</p>



Language #26: Hours / Conditions of Work

Current Contract	BOE Proposal
<p>The President of the Association or his/her designee shall be notified in advance by the Board or its designee whenever a bargaining unit member (identity of the member shall remain confidential) is requested to submit for a fitness for duty examination.</p>	<p>The current proposal has no provision for providing the President of the Association this notice.</p>



Language #27: Overtime

Current Contract	BOE Proposal
<p>Overtime pay shall be defined as time and one-half (1½). All overtime shall be approved in advance by the Building Administrator. At the request of the employee, the Building Administrator may approve compensatory time off (comp time) in lieu of overtime pay. If such request is approved by the Building Administrator, the time off shall be scheduled and taken within ninety (90) days by the Support Staff member. Upon mutual agreement of both management and the Support Staff member, compensatory time off may be granted in lieu of overtime (see Board Policy 5:310).</p>	<p>Overtime pay shall be defined as time and one-half (1½). All overtime shall be approved in advance by the Building Administrator.</p> <p>The current proposal has no provision for compensatory time. All hours would be paid according to the agreement.</p>



Language #28: Overtime

Current Contract	BOE Proposal
<p>The current contract has no provision for assigning overtime.</p>	<p><u>If all Educational Support Staff employees in a department refuse a scheduled overtime event, said overtime will be assigned to the Educational Support Staff employee(s) in that department with the least seniority.</u></p>



Language #29: Extra Duty

Current Contract	BOE Proposal
<p>Extra duty is defined as time spent with and for students during a Support Staff member's free time or beyond the Support Staff member's normal working hours. Extra Duty activities and the corresponding stipend amount are specified on the Extra Duty Schedule of the Prairie Grove Teachers' Association (PGTA) Professional Negotiations Agreement (PNA). All Extra Duty vacancies and positions shall be posted or notification given as in the Notification of Vacancy provision of the PGTA PNA.</p>	<p>Extra duty is defined as time spent with and for students beyond the Support Staff member's normal working hours. Extra Duty activities and the corresponding stipend amount are specified on the Extra Duty Schedule of the Prairie Grove Teachers' Association (PGTA) Professional Negotiations Agreement (PNA).</p> <p>The content of this item is covered under the PGTA agreement and is subject to change when the PGTA agreement is negotiated.</p>



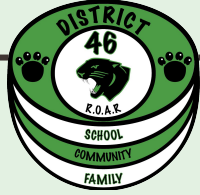
Language #30: Uniforms

Current Contract	BOE Proposal
<p>Uniforms must be worn at all times, without modification, during the employee's scheduled work hours. The Board reserves the right in all cases to define what constitutes a uniform. The employee shall be responsible for maintaining and cleaning uniforms. Employees shall return all uniforms upon resignation or dismissal.</p> <p>Custodial and Maintenance employees shall be provided with five (5) sets of uniforms. Each year thereafter, these employees shall be provided with five (5) additional sets of uniforms.</p> <p>Transportation employees shall be provided with one (1) weather appropriate uniform jacket. New employees will be given jacket upon completion of the probationary period. Jackets will be replaced as needed.</p>	<p>The current proposal has no provision for providing or requiring uniforms or jackets.</p>



Language #31: Paraprofessionals

Current Contract	BOE Proposal
<p>Paraprofessionals who are used as certified staff substitutes will be paid the higher of the current internal substitute rate as provided in the PGTA contract or their regular paraprofessional contract rate.</p> <p>It is the responsibility of the paraprofessional to submit a request for substitute pay in the form required by the school district.</p>	<p>Paraprofessionals who are <u>qualified and licensed to be</u> used as <u>teaching</u> staff substitutes will be paid <u>at</u> their <u>current</u> rate <u>plus one-half (½) of</u> the PGTA <u>internal substitute</u> rate <u>with the BOARD paying the employee portion of TRS and THIS on behalf of the paraprofessional.</u> <u>Paraprofessionals who are, on July 1, 2022, qualified and licensed to be used as teaching staff substitutes shall only be required to substitute outside of their current work area one time per month. They may volunteer to substitute outside of their assigned work area at their discretion.</u></p> <p>It is the responsibility of the paraprofessional to submit a request for substitute pay <u>using</u> <u>a</u> form<u>at</u> required by the school district.</p>



Language #32: Paraprofessionals

Current Contract	BOE Proposal
The current contract has no provision for ECE paraprofessionals riding the bus.	<u>An ECE paraprofessional is required to ride the ECE bus to ensure the safety of students. ECE paraprofessionals will be compensated with an additional \$1.00 per hour for riding the ECE bus.</u>



Language #33: Paid Holidays

Current Contract	BOE Proposal
<p>All employees shall receive the following paid holidays: Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, President's Day, Columbus Day, Memorial Day and Labor Day.</p> <p>Eleven (11) and Twelve (12) month employees, those employees that work a minimum of 220 work days (including holidays) per contract year, also receive the following paid holidays: Independence Day, Christmas Eve Day, New Year's Eve Day, and the day following Thanksgiving. All employees shall receive holiday pay pro-rated to their assigned contract day.</p>	<p>The current proposal has no provision for paid holidays. Compensation for paid holidays has been incorporated into the BOE financial proposals so that no employee has any loss of income as a result. See Section 03, Financial Impact, for the full explanation.</p>



Language #34: Sick Leave

Current Contract	BOE Proposal
<p>The definition of sick leave is contained in School Code 105 ILCS 5/24-6 and as amended. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. For purposes of this Section, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. Sick leave may also be utilized for bereavement for individuals as identified above, provided any such leave for two or more consecutive days must be approved by the Superintendent or designee at his/her sole discretion and without precedential effect.</p>	<p>The definition of sick leave is contained in School Code 105 ILCS 5/24-6 and as amended. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. For purposes of this Section, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.</p> <p>A separate proposal has been made regarding bereavement leave.</p>



Language #35: Sick Leave

Current Contract	BOE Proposal
Sick leave if unused and unpaid, may be accumulated from year to year to the maximum available leave of 240 days in accordance with IMRF policy.	Sick leave if unused and unpaid, may be accumulated from year to year to a maximum of 240 days. All employees shall receive sick leave days prorated to their assigned contract day.



Language #36: Sick Leave

Current Contract	BOE Proposal
<p>All Support Staff with more than one year of service shall be credited with ten (10) regular pay sick leave days per year at the beginning of the school year. First year full-time employees shall be entitled to three (3) sick days during each of the first two quarters and two (2) sick days during each of the third and fourth quarters.</p>	<p>All Support Staff shall be credited with <u>eleven (11)</u> regular pay sick leave days per <u>work</u> year at the beginning of the <u>fiscal</u> year.</p>



Language #37: Personal Business Leave

Current Contract	BOE Proposal
<p>Personal business leave days are days off with pay for personal use. Requests to use personal business leave day(s) shall be submitted via District provided attendance software system to Superintendent or designee at least seventy-two (72) hours prior to said leave, if possible. If a request is denied, reason shall be provided.</p>	<p>Personal business leave days are days off with pay for personal use. Requests to use personal business leave day(s) shall be submitted via District provided attendance software system to Superintendent or designee at least <u>forty-eight (48)</u> hours prior to said leave, if possible. If a request is denied, reason shall be provided. <u>Any personal business leave requested for the day before or immediately following any school holiday shall be allowed in the case of an emergency or special circumstance.</u></p>



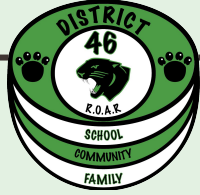
Language #38: Unpaid Leave

Current Contract	BOE Proposal
The current contract has no provision for unpaid days.	<u>Up to two (2) unpaid days may be granted per year, at the discretion of the Superintendent, for personal matters which cannot be scheduled on a non-work day. Denial of leave is not cause for a grievance.</u>



Language #39: Vacation Leave

Current Contract	BOE Proposal
<p>Twelve month employees, those employees that work a minimum of 240 work days (including holidays) per contract year shall receive vacation benefits as follows: five (5) days after one (1) year of service through two (2) years; ten (10) days after three (3) years of service through nine (9) years; fifteen (15) days after ten (10) years of service through fourteen (14) years; and twenty (20) days after fifteen (15) years of service. Up to five (5) unused vacation days may be carried over until December 31st of the same calendar years.</p>	<p><u>Employees that work a minimum of 240 work days per fiscal year shall receive vacation benefits as follows in table 6.3.2:</u></p> <p><u>Year 1: 5 days</u> <u>Years 2-5: 10 days</u> <u>Years 6-10: 15 days</u> <u>Years 11+: 20 days</u></p>



Language #40: FMLA

Current Contract

As defined under the U.S. Department of Labor Family and Medical Leave Act of 1993 (FMLA), Support Staff employees may take up to twelve (12) work weeks of unpaid, job protected leave in a twelve (12) month period for reasons specified under law.

An eligible Support Staff employee is one who has been employed for at least a total of twelve (12) months and has worked at least 1,250 hours during the twelve (12) months immediately preceding leave.

BOE Proposal

As defined under the U.S. Department of Labor Family and Medical Leave Act of 1993 (FMLA) [and subsequent Illinois legislation](#), Support Staff employees may take up to twelve (12) work weeks of unpaid, job protected leave in a twelve (12) month period for reasons specified under law.



Language #41: Waiver

Current Contract	BOE Proposal
The Superintendent or his/her designee under the direction of the Board of Education and the Association may, by mutual agreement, waive any part of this Article only. Any such waiver will not be considered to set a precedent in any respect.	The proposed contract has no provision for a waiver for any clause in the agreement.



Language #42: Bereavement Leave

Current Contract	BOE Proposal
<p>The current contract has no provision for separate bereavement leave days.</p>	<p><u>The definition of bereavement leave shall be interpreted to mean leave to attend funeral services or make plans for funeral services for a death in the immediate family or household. For purposes of this Section, "immediate family" shall include the same members as included in 6.1.1. Sick leave may also be utilized for bereavement for individuals as identified above, provided any such leave for two or more consecutive days must be approved by the Superintendent at his/her sole discretion and without precedential effect.</u></p> <p><u>All Support Staff shall be credited with three (3) non-accumulating bereavement leave days per year, at the beginning of the fiscal year.</u></p> <p><u>All employees shall receive bereavement leave days prorated to their assigned contract day.</u></p>



Language #43: Seniority

Current Contract	BOE Proposal
<p>If total years of service within a category of position referred to in 7.1. are equal between two (2) or more Support Staff, then seniority shall first be determined by: date of hire; and then if a tie still exists, it shall be determined by accumulated hours; and then if a tie still exists, it shall be determined by the date and time the employees' "Notice of Acceptance" forms were signed; and then if a tie still exists, it shall be determined by a drawing witnessed by the Association President and the Administration. Ties shall be broken at the time they occur and shall be denoted on the seniority list.</p>	<p>If total service within a category of position referred to in 7.1. are equal between two (2) or more Support Staff, then seniority shall first be determined by:</p> <ul style="list-style-type: none">• <u>First actual day of service to the District within that employment category; followed by</u>• <u>First actual day of service to the District; followed by</u>• <u>A lottery drawing</u>



Language #44: Seniority

Current Contract	BOE Proposal
<p>Seniority shall not accrue during any unpaid approved leave of absence of ninety (90) consecutive employment days or more, excluding any job-related disability/ injury, or military service.</p>	<p>Seniority shall not accrue during an unpaid leave.</p>



Language #45: Recall Rights

Current Contract	BOE Proposal
<p>Full-time Support Staff shall have the right of recall within one (1) calendar year from the beginning of the following school term if a full-time vacancy occurs in any category for which he or she is qualified. The recall will take place following the internal posting period of five (5) days (8.3 Posting of Vacancies). Seniority will not accumulate during the layoff.</p> <p>A Support Staff member who rejects a tendered position will be moved to the bottom of the recall list for the remainder of the recall period and will have recall rights to a position for which they are qualified.</p>	<p>Support Staff shall have the right of recall within one (1) calendar year from the beginning of the following school term if a vacancy occurs in any category for which he or she is qualified. The recall will take place following the internal posting period (8.3 Posting of Vacancies).</p> <p>A Support Staff member who rejects a tendered position will be moved to the bottom of the recall list for the remainder of the recall period and will have recall rights to a position for which they are qualified. <u>A support staff member who rejects a second tendered position shall forfeit their rights to future recalls.</u></p>



Language #46: Vacancies

Current Contract	BOE Proposal
<p>A notice of vacancies within the bargaining unit shall be posted and placed in designated locations within the District buildings and a copy of the notice provided to the Association President. Positions shall be posted at least five (5) work days prior to being filled. During the summer months posting of said vacancies shall be provided to the Association President by U.S. mail or e-mail to membership if available. In the event that a vacancy occurs less than ten (10) business days prior to the start of the school year, the position may be filled in less than five (5) work days.</p> <p>Such posting shall contain the following information:</p> <ul style="list-style-type: none">• Type of Work• Location of Work• Starting Date• Hours to be Worked• Minimum Requirement(s) {Job Descriptions available upon request}	<p>A notice of vacancies within the bargaining unit shall be posted and placed in designated locations within the District buildings and a copy of the notice provided to the membership (via email). Positions shall be posted at least three (3) calendar week days prior to being filled.</p> <p>Such posting shall contain the following information:</p> <ul style="list-style-type: none">• Type of Work• Job Location• Proposed Starting Date• Scheduled Hours per Day to be Worked• Minimum Requirement(s) {Job Descriptions available upon request}



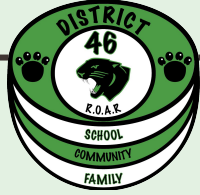
Language #47: Transportation

Current Contract

Regular Route Drivers: A regular route driver is defined as a Transportation employee that has a daily driving assignment and the sole job description of a bus driver. Regular route drivers are assigned one regular daily morning route and one regular daily afternoon route. Full-time refers to four (4) working hours per day.

BOE Proposal

Regular Route Drivers: A regular route driver is defined as a Transportation employee that has a daily driving assignment and the sole job description of a bus driver. Regular route drivers are assigned one regular daily morning route and one regular daily afternoon route.



Language #47: Transportation

Current Contract	BOE Proposal
<p>Probationary Drivers ("Beginning Drivers"): Drivers will be on probation until they have successfully completed a 90-calendar day probationary period and have been evaluated by the Transportation Supervisor.</p> <p>Returning Drivers: Regular Route Drivers who have completed at least one full year of service to the District.</p> <p>Substitute Drivers: The District shall maintain a list of substitute drivers, who are not part of the bargaining unit. Such drivers do not work regularly each day of student attendance and may accept or reject any route offered.</p>	<p>The proposed contract has no provisions for different rules for probationary, returning, or substitute drivers.</p>



Language #48: Transportation

Current Contract	BOE Proposal
<p>All field trips shall be paid at the driver's regular rate of pay. If a field trip is canceled and the driver is on school site for any reason and they receive notice of the canceled trip, the driver would not be paid. If the driver comes to work for a field trip and then the trip is canceled, the driver shall be paid two hours of pay at the regular rate.</p>	<p>All field trips shall be paid at the driver's regular rate of pay. If a field trip is canceled the driver <u>will</u> not be paid <u>for the field trip unless the cancelation prevents the driver from driving their regular route.</u> A driver shall <u>receive</u> two hours of pay at the regular rate <u>if a non-student attendance day trip is canceled and the driver is already on site for the trip.</u></p>



Language #49: Transportation

Current Contract	BOE Proposal
The current contract has no provision for an “on-call” driver.	<u>An “on-call” driver during an after hours trip will be paid at ½ of their rate for the duration of the trip. An “on-call” driver will receive their regular rate of pay if the driver’s services are needed.</u>



Language #50: Transportation

Current Contract	BOE Proposal
<p>Regular Route Drivers who have had no chargeable accidents or damage and have no moving violations while operating a school bus for the fiscal year will receive a bonus of \$500.00 paid at the end of the school year. Bonus will be included on the final paycheck of the fiscal year in June.</p>	<p>The proposed contract has no provision for a safe driver bonus. The BOE desired to provide a bonus to all employees rather than be limited by a job classification.</p> <p><i>NOTE: The BOE made proposals during these negotiations to provide a “holiday” stipend - for all current employees - that would have replaced the “safe driver” bonus which was only available to bus drivers.</i></p>



Language #51: Transportation

Current Contract	BOE Proposal
<p>The District will pay the cost of the driver's Commercial Driver's License. In addition, the District will pay the annual cost of renewing the bus driver's permit.</p> <p>Drivers will be reimbursed for required physicals and drug/alcohol testing if physical exams are performed by a clinic other than the one with which the District has a contract. In that case the limit of costs is set at \$175.00 with the exception of a driver who does not continue their employment in District 46. Drivers will be paid two (2) hours of driving pay for physicals. Drivers shall also be paid a minimum of one (1) hour or actual time of driving pay for random drug testing.</p> <p>If a new driver leaves the District prior to completing 180 school days, inclusive of summer school and summer band, costs for certification and physical examination will be withheld from the driver's final check.</p>	<p><u>After initial employment, the BOARD shall annually require successful completion of at least the following, at no cost to the Employee:</u></p> <ul style="list-style-type: none">• <u>Physical examination, at a clinic/hospital designated by the Board and two (2) hours paid time</u>• <u>Drug Testing, at a Board-approved facility and one (1) hour paid time</u>• <u>Annual refresher course. The BOARD will pay the cost for the State mandated annual refresher course and two (2) hours paid time</u>• <u>Upgrade or renew their CDL</u>• <u>All Drivers shall receive reimbursement for the cost to upgrade or renew the CDL after the Board Meeting following the submission of proof of the upgrade or renewal to the Superintendent</u>



Language #52: Transportation

Current Contract	BOE Proposal
<p>Regular Routes: Regular routes consist of a daily AM shift and a daily PM shift during the normal school year. Each shift will have a minimum of 2 hours pay. If the two-hour minimum is exceeded, that time exceeding the 2-hour minimum will be recorded and paid in each pay period in 15 minute increments. Drivers are not required to stay at the district once their assignment is completed for either the AM or PM shift.</p> <p>Mid-Day Routes: Mid-Day routes consist of one daily shift during the normal school year which does not tie into a regular AM or PM assignment. A mid-day route will have a minimum pay of 1½ hours, and time exceeding that 1½ hours shall be paid in the same manner as regular AM/PM assignments.</p>	<p>Regular Routes: Regular routes consist of a daily AM shift and a daily PM shift during the normal school year. Each shift will have a <u>guarantee</u> of <u>two (2)</u> hours pay. If the two-hour <u>guarantee</u> is exceeded, that time exceeding the 2-hour <u>guarantee</u> will be recorded and paid in each pay period in 15 minute increments. Drivers are not required to stay at <u>on site</u> once their assignment is completed for either the AM or PM shift.</p> <p>Mid-Day <u>ECE</u> Routes: Mid-Day <u>ECE</u> routes consist of one daily shift during the normal school year which does not tie into a regular AM or PM assignment. A mid-day route will have a minimum pay of 1½ hours, and time exceeding that 1½ hours shall be paid in the same manner as <u>described in 9.3.1. Midday ECE Routes will be offered to regular route drivers, in order of seniority, after regular routes have been picked. If no regular route driver selects a Midday ECE Route, the route will be offered to any available driver.</u></p>



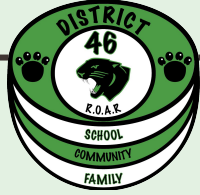
Language #53: Transportation

Current Contract	BOE Proposal
<p>Special Education: Special education routes are AM/PM and mid-day assignments, which may require the use of special equipment. Drivers who do special education routes should expect that their annual schedule will vary from the regular schedule, and that their route assignment may change during the year. Students on an ECE Mini Bus will have one paraprofessional accompanied for each bus route (AM, Mid-Day, and PM) for safety purposes. All other Bus Routes will need to get approval by the Director of Student Services if a paraprofessional is warranted for that route. The Transportation Supervisor will communicate what route and the student need(s) when a paraprofessional is requested/warranted.</p>	<p>Special Education: Special education routes are AM/PM and <u>or</u> mid-day assignments, which may require the use of special equipment. Drivers who do special education routes should expect that their annual schedule will vary from the regular schedule, and that their route assignment may change during the year. Students on an ECE Mini Bus will have one <u>ECE paraprofessional or transportation assistant</u> accompanied for each bus route (AM, Mid-Day, and PM) for safety purposes. All other Bus Routes will need to get approval by the Director of Student Services if a paraprofessional <u>or transportation assistant</u> is <u>requested</u> for that route. The Transportation Supervisor will communicate what route and the student need(s) when a paraprofessional <u>or transportation assistant</u> is requested.</p>



Language #54: Transportation

Current Contract	BOE Proposal
<p>Keeping Routes: By the last working day in May, Drivers must provide written notification of their intent to retain their present route assignment. If the Transportation Supervisor determines reasonable cause exists for denial, the Employer will send tentative written notification no later than three (3) weeks prior to the August Driver's Meeting.</p> <p>Bidding on Regular Routes and Mid-Day Routes: The tentative routes for the upcoming school year will be posted three (3) weeks prior to the beginning of the school year.</p>	<p>Bidding on Regular Routes: <u>Regular</u> routes for the upcoming school year will be posted, <u>when known</u>, three (3) <u>days</u> prior to the beginning of the school year. <u>All regular routes will be offered to regular route drivers, in order of seniority. If no regular route driver selects a regular route, the route will be offered to any available driver.</u></p>



Language #55: Transportation

Current Contract

All routes vacated during the school year shall be posted for bidding within 48 hours. Bidding will occur in order of seniority, with more senior regular route drivers given opportunity to select a vacated route over less senior drivers. If a regular route driver does not select the vacated route, the route will be assigned to the least senior driver. If a regular route driver selects the vacated route, their current route will then be posted as vacated, and the bidding process will be implemented until all routes are assigned.

BOE Proposal

All routes vacated during the school year shall be posted [adhering to 8.3 \(Posting of Vacancies\). Regular route drivers, followed by substitute drivers will be afforded the opportunity to transfer to a vacated route in order of seniority.](#)



Language #56: Transportation

Current Contract	BOE Proposal
<p>Summer routes include, but are not limited to, summer school, summer band, ECE summer school, kindergarten orientation and summer field trips. Summer routes will be offered to regular route drivers in order of seniority. If no regular route driver selects a summer route, the route will be offered to the Transportation Assistant, regular substitute drivers by seniority, and the Transportation Supervisor, respectively.</p> <p>Vacated summer routes will be offered to regular route drivers in order of seniority.</p>	<p>Summer routes include, but are not limited to, summer school, summer band, ECE summer school, kindergarten orientation and summer field trips. Summer routes will be offered to regular route drivers in order of seniority. If no regular route driver selects a summer route, the route will be offered to <u>any available driver.</u></p> <p>Vacated summer routes will be offered to regular route drivers in order of seniority. <u>If no regular route driver selects a vacated summer route, the route will be offered to any available driver.</u></p>



Language #57: Transportation

Current Contract

All field trips and extra duty driving assignments will be offered to regular route drivers in order of seniority. If not selected by a regular route driver, field trips or extra duty assignments will be offered to the Transportation Assistant, regular substitute drivers by seniority, and the Transportation Supervisor, respectively.

Rotating tack sheets for trip selection will be provided as follows: One (1) for regular trips and one (1) for the Great America trip. Any trip that is canceled due to weather or other unforeseeable reasons will be awarded to the original driver if rescheduled. A documented majority vote among all regular route drivers can modify the method in which trips are selected.

BOE Proposal

All field trips and extra duty driving [opportunities](#) will be offered to regular route drivers in order of seniority. If not selected by a regular route driver, field trips or extra duty [opportunities](#) will be offered to [any available driver](#).

Any trip that is canceled due to weather or other unforeseeable reasons will be awarded to the original driver if rescheduled.



Language #58: Transportation

Current Contract	BOE Proposal
The current contract has no provision for assigning trips that no driver picks up.	<u>If all Transportation employees refuse a scheduled field trip or extra duty driving trip, said trip will be assigned to the Transportation employee(s) with the least seniority and least amount of field trips and extra duty trips performed in the current school year.</u>



Language #59: Just Cause

Current Contract	BOE Proposal
<p>Just Cause Discipline: No employee will be disciplined without Just Cause.</p>	<p>Just Cause Discipline: No employee will be disciplined without Just Cause. <u>The following situations will be considered Just Cause, but not limited to:</u></p> <ul style="list-style-type: none"><li data-bbox="1014 478 1696 704">• <u>A “no call/no show” (includes oversleeping or automobile breakdowns) will be given a written warning. If a second “no call/no show” occurs, further disciplinary action may include termination; or</u><li data-bbox="1014 711 1696 900">• <u>A “non use” of the district approved attendance system will be given a written warning. If a second “non use” occurs, further disciplinary action may include termination.</u>



Language #60: Duration

Current Contract	BOE Proposal
This Agreement shall be in effect as of the first day of the 2016-2017 school year and shall continue in full force and effect until midnight June 30, 2022.	This Agreement shall be in effect upon ratification of both parties and shall continue in full force and effect until midnight June 30, 2027 .



03

Financial Impact

Description of unresolved
financial terms

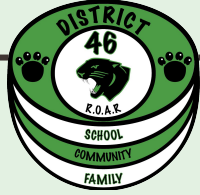


Financial Impact #1: Cost Calculations

Background Information - Marketplace & Inflation

When the now expired agreement was reached in 2017, the marketplace and inflationary rates were in different places than in 2022. Throughout the negotiation process, the BOE's proposals have taken into account the current marketplace, area school district's agreements, and our programming needs in order to ensure our proposed wages would be competitive.

To generate the BOE's financial offers, the combination of financial sources utilized included: McHenry, Kane and Lake County compensation data (supplied by the school districts) available in Forecast 5 Analytics. Forecast 5 is a database utilized by many educational institutions and by PG 46 for many years. Data obtained through Forecast 5 was shared with the PGESP.



Financial Impact #2: Cost Calculations

Background Information - Paid holidays

In order to be competitive in the job market, the BOE and PGESP acknowledged the need to increase starting / new hire rates. In order to accomplish this task, the BOE explored creative ways to raise the starting / new hire rates without creating a tidal wave of cost throughout the agreement.

One creative avenue that we explored involves “paid holidays”. Under the expired agreement, each PGESP employee was paid for non-working holidays. Some employees received 8 paid holidays and others 12 paid holidays. The number of paid holidays was determined by the length of the employee’s work year. **The BOE proposed to eliminate the hours connected to “paid holidays” but each employee would retain the money earned during the “paid holidays”. This adjustment in the number of hours allows the BOE to offer higher starting wages for new employees. This BOE proposal does not save the BOE any money as any savings from not paying for holidays is offset by higher starting wages.**

An example is on the next slide.



Financial Impact #3: Cost Calculations

Background Information - Paid holidays

Expired Contract Calculation:

Employee A

\$16.00 Per Hour

7.0 Hours per Work Day

180.0 Actual Work Day

8.0 Non-work Paid Holidays

Annual Salary: **\$21,056.00**

$\$16.00 \times 7.0 \text{ hours per day} = \112.00 per day

$\$112.00 \times 180.0 \text{ work days} = \$20,160.00$

$\$112.00 \times 8.0 \text{ paid holidays} = \896.00

$\$20,160.00 + \$896.00 = \$21,056.00$

Proposed Contract Calculation:

Employee A

\$16.72 Per Hour

7.0 Hours/Work Day

180.0 Actual Work Day

~~8.0 Paid Holidays~~

Annual Salary: **\$21,067.20**

\$16.72 x 7.0 hours per day = \$117.04 per day

\$117.04 x 180.0 work days = \$21,067.20

This hourly rate adjustment was applied to all PGESP employees in the BOE proposal.



Financial Impact #4: Cost Calculations

Background Information - 2.0% Additional IMRF

Under the expired agreement, each PGESP employee was expecting to have the BOE pay a portion of their required contribution toward retirement. Required employee contribution is 4.5%. That agreement called for the BOE to pay 2% to IMRF on behalf of each employee. IMRF requires the employee to contribute their full portion and the BOE was not permitted to “pick up” any of that employee contribution.

As a makeup, during the expired contract, the BOE paid each employee a 2% higher hourly rate to offset this language that was intended for IMRF.

This BOE proposal does not save the BOE any money as the additional 2%, that was paid to the employees, has been rolled into base salaries and is now a part of the normal annual calculation.



Financial Impact #5: Cost Calculations

Current Contract Starting Position as of January 1, 2022

Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2021-22 contract year cost was **\$1,411,534**.



Financial Impact #6: Cost Calculations

PGESP Proposal	BOE Proposal
Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2022-23 contract year (Year 1) cost proposal is \$1,618,975 .	Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2022-23 contract year (Year 1) cost proposal is \$1,581,763 .
This represents a one year increase of 15.13%	This represents a one year increase of 12.41%
See Appendix A for individual Year 1 salaries	



Financial Impact #7: Cost Calculations

PGESP Proposal	BOE Proposal
Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2023-24 contract year (Year 2) cost proposal is \$1,763,675 .	Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2023-24 contract year (Year 2) cost proposal is \$1,741,989 .
This represents a one year increase of 9.16% .	This represents a one year increase of 10.39% .
This represents a two-year combined increase of 24.29% .	This represents a two-year combined increase of 22.80% .
See Appendix A for individual Year 2 salaries	



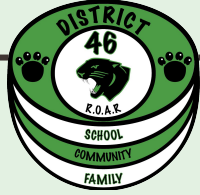
Financial Impact #8: Cost Calculations

PGESP Proposal	BOE Proposal
Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2024-25 contract year (Year 3) cost proposal is \$1,814,971 .	Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2024-25 contract year (Year 3) cost proposal is \$1,783,173 .
This represents a one year increase of 2.98% .	This represents a one year increase of 2.42% .
This represents a three-year combined increase of 27.27% .	This represents a three-year combined increase of 25.22% .
See Appendix A for individual Year 3 salaries	



Financial Impact #9: Cost Calculations

PGESP Proposal	BOE Proposal
Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2025-26 contract year (Year 4) cost proposal is \$1,856,008 .	Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2025-26 contract year (Year 4) cost proposal is \$1,824,357 .
This represents a one year increase of 2.31% .	This represents a one year increase of 2.36% .
This represents a four-year combined increase of 29.58% .	This represents a four-year combined increase of 27.59% .
See Appendix A for individual Year 4 salaries	



Financial Impact #10: Cost Calculations

PGESP Proposal	BOE Proposal
Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2026-27 contract year (Year 5) cost proposal is \$1,897,045 .	Calculated using base salaries, stipends, insurance, health saving accounts, health reimbursements, and Illinois Municipal Retirement Fund (IMRF), the 2026-27 contract year (Year 5) cost proposal is \$1,865,541 .
This represents a one year increase of 2.26% .	This represents a one year increase of 2.31% .
This represents a five-year combined increase of 31.84% .	This represents a five-year combined increase of 29.89% .
See Appendix A for individual Year 5 salaries	



04

Conclusions

Analysis of positions



District Priorities

From the outset of contract discussions, the BOE has maintained the following priorities:

- Continue to deliver the excellent education our students and community have come to expect and deserve.
- Competitively compensate our staff at every stage of their career for their excellent work in educating our children.
- Ensure the agreement reached is fiscally responsible and allows the Board to preserve the long-term financial health of our District.



Analysis of positions

Each year, the economic marketplace makes adjustments to wages, conditions, and benefits. Each time we bargain a contract we examine that marketplace and attempt to make adjustments to ensure equity and competitiveness. At the outset of contract discussions, the BOE recognized a need to be more competitive at entry level wages while maintaining and encouraging our current staff members. The BOE has bargained in good faith to meet the needs and desires of all job classifications.





Sticking points

- MONEY: In general, most negotiations come down to money. In this case, our two parties are not far from each other on the financial side of the agreement(≈\$31,000). However, we do differ on the distribution of money within the different compensation areas (salary, insurance, stipends, etc.) and the amounts during each year of the five-year proposal.



\$454,007

BOE new money cost proposal over 5 years

Board of Education's most recent Year 1 offer



100%

Would receive at least a 5.0% increase in salary



68%

Would receive at least a 7.5% increase in salary



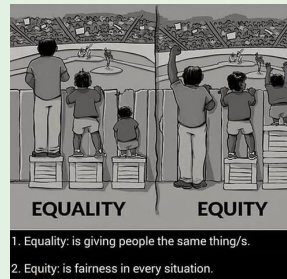
62%

Would receive at least a 10.0% increase in salary



32%

Would receive at least a 12.5% increase in salary



22%

Would receive at least a 20.0% increase in salary

Board of Education's most recent Year 2 offer



68%

Would receive at least a 5.0% increase in salary



66%

Would receive at least a 7.5% increase in salary



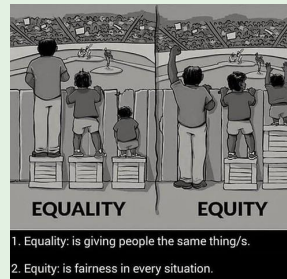
32%

Would receive at least a 10.0% increase in salary



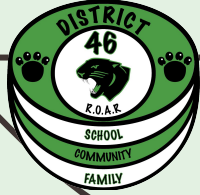
32%

Would receive at least a 12.5% increase in salary



12%

Would receive at least a 20.0% increase in salary



Sticking points

- SUBSTITUTES: Both parties have agreed that a lack of available substitutes is a local, state, and national problem. PG 46 has a limited number of external substitutes. We do have several paraprofessionals that have the degree and/or license to act as a substitute teacher. The PGESP have offered multiple proposals that would limit or restrict the use of these valuable internal resources. The BOE has proposed rewarding this flexibility by paying the employee higher wages, better benefits, and some limitations on the number of times someone is called to substitute.



Sticking points

- LEAVES: The BOE has proposed a limitation on taking additional days off immediately before and after holiday breaks. Everyone enjoys holidays and vacations. However, we also expect to be able to fully operate our educational programs the day before and the day after a break. Staffing challenges are more difficult to manage on those days. The PGESP does not want any limitation.



Sticking points

- FIELD TRIPS: The expired agreement has a two pronged approach to choosing school field trip bus drivers. On one hand, all normal field trips and all extracurricular trips go on one rotating 'tack sheet'. By seniority, drivers choose who is driving the extra trip. There is a stand alone 'tack sheet' for the annual 8th grade trip to Great America. This trip pays the most hours (and usually overtime) and a driver gets a ticket into the park. By having a separate stand alone 'tack sheet' for one trip, a driver that is lower on the seniority list may wait years before this trip is available. The BOE does not see the equity of this continued practice.



Sticking points

- BUS ROUTE SHARING: The PGESP have proposed route sharing. In order to share bus routes, the PGESP must be willing to acknowledge that a regular route drive may not always be guaranteed an AM route and a PM route. Route sharing, as proposed, could be split between times of day or days of the week. The BOE is NOT opposed to route sharing with the language that the BOE proposed regarding “usually” assigned an AM route and a PM route rather than guaranteed.



Appendix A