

The Carbondale Education Association (CEA) is committed to the students, families and community of Carbondale, Illinois. It is our goal to ensure that Carbondale Elementary School District No. 95 is providing a high quality education in a safe learning environment for the children of Carbondale. We work daily to maximize the potential of our students despite challenging working and learning conditions including the disruptions encountered during the pandemic. The educators of District No. 95 are proud of the contributions they make in the daily lives of their students and in the community of Carbondale. High quality teachers are necessary for the district to be able to provide an excellent education for the children of the Carbondale community. Teachers are the foundation of any school district. We are currently in the midst of a national teacher shortage. It is now more important than ever that our district invests in the benefits and wages that attract and retain quality teachers.

The educators of District No. 95 are proud to devote ourselves in service to our community. Despite the hardships brought on by the pandemic, teachers worked hard to implement an entirely new way of teaching and communicating with students and parents. The educators of CEA adapted to this completely new situation to help our students to excel in a time of national learning loss and unprecedented youth crisis. In this, the Carbondale School Board agrees. According to official School Board minutes dated October 8th, 2020, current Board President Catherine Field stated that she was “so impressed with the work that the district and the teachers have done. It’s really extraordinary to see how much skill and effort his teacher puts into engaging him from a distance”.

Working conditions in District No. 95 have continually declined over the last 10 years. The administration’s uninspired approach to leadership has led to a lack of consistent communication and a failure to address student discipline, creating a significant safety risk for teachers and students alike. In addition, this failure of leadership has resulted in challenges such as a deficiency of curriculum and instructional materials, unequal teacher workloads, excessive recess supervision, and insufficient planning time. This is especially concerning because our working conditions are our students’ learning conditions.

Unfortunately, this vacuum of leadership has affected our negotiations with the district. The CEA initiated negotiations in March but the Board delayed our initial meeting until June with virtually no time to reach an agreement before the start of the school year. The CEA believes that collective bargaining is a two-way street. We have worked to develop and have been ready to present proposals that are fiscally responsible and fair to the school board, teachers and most importantly, our students. It is the district’s unwillingness to bargain that has made the use of a federal mediator necessary for all five of our past contract negotiations. The unrealistic and therefore insulting nature of the Board’s initial proposal made it clear that this time would be no different, and in fact, we are once again in federal mediation. Our bargaining team is eager to come to a fair agreement and has consistently asked to engage in bargaining with or without the mediator. We are ready to meet with the board at any time in an effort to reach an agreement. The teachers of District No. 95 continue to care about what is in the best interest of their students and the Carbondale community, which is why 134 teachers have been working without a contract since the start of the 2022-2023 school year.

In spring of this year, the assistant superintendent reported that the district is in good financial health. The district has received an yearly increase in state funding of \$613,000. This is in addition to recent gains in federal funding and local revenue sources. In spite of these increases, teachers continue to reach into their own pockets to purchase materials and curriculum for their classrooms. Yet the district continues to claim financial hardship.

The CEA believes our last package proposal made on August 29 shows appreciation for the sacrifices

Carbondale teachers have made during the past two and a half tumultuous years teaching during a global pandemic. Many teachers in other local districts received bonuses out of Elementary and Secondary School Emergency Relief (ESSER) funds from the federal Recovery Act during the pandemic. Despite going above and beyond during remote learning to maintain relationships with our students and their families, including being available online live everyday to serve our students, District No. 95 teachers neither received nor requested a COVID bonus.

We are asking for a modest salary increase that takes into account the long-term financial standing of our district and growing inflation. As far as benefits go, we are only asking to keep what we already have. Many of our proposed items will not cost the district a dime. For example, the CEA has proposed adding Just Cause which would provide our teachers the right to being treated fairly and with due process by the district. This right grants teachers the same protections currently afforded to our students and our non-certified staff. Yet, the district continues to withhold the right to fair and just treatment until we agree to their proposed unfair financial demands.

The Board's last proposal is unrealistic. They propose not to increase, but to reduce current teacher benefits. Insurance costs have increased by a minimum of \$1200 yearly, and the district proposes to contribute only an additional \$120 yearly, saddling teachers with an additional \$1080 in insurance costs per year. While some teachers are paying approximately half of their salary to insurance, administrators enjoy an annual benefit of up to \$27,000 toward their family insurance plan.

The Board has also proposed to break the promise of another long-standing benefit. Retiring District No. 95 teachers receive a five (5) year retirement salary incentive. The district is proposing a 40% reduction of this benefit. This is an untenable slashing of income that teachers need to have a sustainable retirement. Teachers do not receive social security. Their retirement system is known as the Teachers' Retirement System (TRS), and it works similar to social security. During their working years teachers pay into TRS, so they can access benefits when they retire. District No. 95 School Board's Vice President John Major is a former District No. 95 teacher. As a retired District No. 95 teacher, he is currently benefiting from the same salary schedule and retirement benefits that he is actively working to take away from the teachers of District No. 95.

It is time for the School Board to show that they are genuinely interested in creating an environment for high quality teachers and students to thrive. It is time to show respect for and invest in our children and teachers. It is time to hold our leadership accountable so that we can provide for our students what we know they deserve. It is time to stop pretending that our teachers and students somehow deserve less than those who came before us.

CEA PACKAGE Proposal

ARTICLE III PROFESSIONAL RESPONSIBILITIES

F. Lunch Period Supervision – Certified Employees

Certified employees shall be allowed to take duty during the lunch hour at the rate of ~~sixteen dollars (\$16.00)~~ twenty-six dollars (\$26.00) per hour year 2022-23, and twenty-eight (\$28.00) per hour year 2023-2024 and 2024-25 per hour (60 minutes) of actual supervision. Any certified employee shall agree and assist with any emergency request made by a principal or other lunch hour supervisory personnel.

Rationale: For at least 22 years, the pay for lunch supervision has been stagnant. With inflation over the years, a raise in supervision pay is overdue. Principals have a hard time getting teachers to do these duties. This would attract more willing teachers. We are proposing a gradual increase over the next three years.

ARTICLE IV ASSOCIATION AND CERTIFIED EMPLOYEE RIGHTS

V. Just Cause

No non-probationary employee will be disciplined or discharged without Just Cause.

Rationale: Teachers need to be treated fairly and with the same respect and deference as are afforded to students and non-certified employees.

ARTICLE V VACANCIES, PROMOTIONS AND TRANSFERS

E. Classroom Packing

Unless transferring to a new building, teachers will not be required to pack up classrooms at the conclusion of each school year. If required to pack, teachers will be given time during the school day or financial compensation to complete this work.

*The parties reached a **Tentative Agreement** on this item on July 13, 2022.*

Rationale: It takes a lot of time to pack up classrooms. There is no time in the schedule to allow for this. If a classroom is completely packed at the end of the year, that means the classroom has to be unpacked at the beginning of the next school year. August is already a busy month preparing for school to start. Teachers do not need to be worrying about unpacking and putting away all of the classroom supplies when they should be focusing on students.

ARTICLE VI CERTIFIED EMPLOYEE HOURS AND ASSIGNMENTS

D. Planning Period - Certified Employees

There shall be ~~seven (7)~~ eight (8) planning periods each week per certified employee assigned to Pre-Kindergarten, Half Day Kindergarten, All Day Kindergarten, and Grades 1-5. Four (4) shall be scheduled during the day when the students are in attendance and shall be scheduled on four (4) different days of the week. ~~Three (3)~~ Four (4) shall be scheduled from 3:00-3:30 when the students are not in attendance. The planning periods shall be duty free. In addition there shall be two (2) fifteen (15) minute break/recess periods each day per certified employee. One break/recess period shall be scheduled in the a.m., the second shall be scheduled in the p.m. Equitable distribution of duty assignments shall be made by the building administrator to cover the a.m. and p.m. recess periods with the provision that the duties of recess supervision will be rotated so that no teacher will have a disproportionate workload.

Rationale: The number one concern of our membership is planning time and workload. With the COVID pandemic, parents are becoming more and more comfortable communicating with teachers via email or other online platforms. Teachers need time to respond to these messages.

In addition, with the district focusing on strengthening small group instruction in K-5, teachers need time to plan for these groups. Teacher exhaustion is impacting working conditions. We have seen teachers in tears, stressed about what is expected of them and worried about how they are to get it all done. Providing additional planning time will not impose any additional expense for the district.

L. Class size

~~In an attempt to provide equal educational opportunities for students and equal workloads for certified employees, class size shall be made as equal and equitable as possible within each grade level and building with consideration to gender, race, primary language, learning rate, academic status, behavioral concerns, special education, low income and other factors that may impact a successful learning environment.~~

In an attempt to provide equal educational opportunities for students, certified employees' workloads and caseloads shall be made as equal and equitable as possible within each grade level and subject area. Consideration shall be given to class size, gender, race, primary language, learning rate, academic status, behavioral concerns, special education, low income and other factors that may impact a successful learning environment.

Rationale: Class sizes are growing and putting a strain on everyone. With the growing number of students with special education needs, caseloads are a concern. Departments are seeing class sections with enrollments that are not balanced. This causes issues with classroom management and planning for instruction. Some of our members are providing services for double or even triple the number of students as others with the same job title. Higher class sizes put a stain on not only the teacher but students as well.

M. Extra Duty

The Employer may, on occasion, request the assistance of certified employees during the employee's planning period. If an employee chooses to assist the Employer, the employee

will be additionally compensated at the rate of ~~\$16.00~~ twenty-six dollars (\$26.00) per hour year 2022-23, and twenty-eight (\$28.00) per hour year 2023-2024 and 2024-25 prorated to time provided. Refusal will not be used for evaluative purposes.

Compensation will be given to certified employees who participate in professional meetings including, but not limited to, curriculum writing and mapping, department meetings, and committee meetings outside of the contractual school day at the amount of twenty-six dollars (\$26.00) per hour year 2022-23, and twenty-eight (\$28.00) per hour year 2023-2024 and 2024-25.

Rationale: For at least 22 years, the extra duty pay has been the same. With inflation over the years, a raise in duty pay is overdue. We are proposing a gradual increase over the next three years.

Art. XV PERA JOINT COMMITTEE

[retain existing language of Art. XV in first two (2) paragraphs]

PERA Joint Committee members shall be compensated at a rate of ~~\$16.00~~ twenty-six dollars (\$26.00) per hour year 2022-23, and twenty-eight (\$28.00) per hour year 2023-2024 and 2024-25 or provided mutually-agreed release time with no charge to the Association or the individual teacher.

[retain existing language of Art. XV in final paragraph]

Rationale: For at least 22 years, the extra duty pay has been stagnant. With inflation over the years, a raise in duty pay is overdue. We are proposing a gradual increase over the next three years.

R. Scheduling

The Association President shall be provided with a tentative building schedule for all attendance centers including special subjects, recess, lunch, final CMS master schedule, for the upcoming school year by July 1st of each school year. The Association shall have the opportunity to provide input on any scheduling concerns or issues prior to the first day of school.

The parties reached a **Tentative Agreement** on this item on July 13, 2022.

Rationale: This past school year, scheduling changes were still taking place weeks after school began. It is necessary for teachers to have their schedule well before school begins so they can be adequately prepared. It is important that teachers have scheduling input since they live the schedule everyday and know firsthand what works best for student learning.

ARTICLE VIII LEAVE

L. Workers Compensation Leave

In the event that a certified employee is physically injured due to the actions of a student during the course and scope of the employee's duties and responsibilities, and as a result of that injury is required to be absent from work, the employee will be not be charged with the use of paid sick leave or personal leave during the initial 3-day period for workers compensation eligibility. Verification of the need for such medical leave is subject to the District's ordinary procedures for use of paid sick leave, unpaid medical, and FMLA leave, etc.

The parties reached a **Tentative Agreement** on this item on July 13, 2022.

Rationale: It takes 3 days before you are eligible for workers compensation. We don't want teachers to lose their days for work related injury.

ARTICLE XI FRINGE BENEFITS

~~2. The district shall pay up to the sum of \$795 for each month toward the employee's cost of single coverage hospitalization insurance plus ten thousand (\$10,000) accident and life insurance for all certified employees for the 2019-2020, school year~~

~~The district shall pay up to the sum of \$805 for each month toward the employee's cost of single coverage hospitalization insurance plus ten thousand (\$10,000) accident and life insurance for all certified employees for the 2020-2021, school year.~~

~~The district shall pay up to the sum of \$815 for each month toward the employee's cost of single coverage hospitalization insurance plus ten thousand (\$10,000) accident and life insurance for all certified employees for the 2021-2022, school year.~~

2. For members covered under Plan A, the district shall pay 85% employee's cost of single coverage hospitalization insurance or the equivalent amount toward a family plan. For members covered under Plan B, the district shall pay 90% employee's cost of single coverage hospitalization insurance or the equivalent amount toward a family plan. The district shall pay ten thousand (\$10,000) accident and life insurance for all certified employees.

A committee consisting of eight (8) certified staff members, four (4) classified staff, and one (1) administrator will meet annually to review the current carrier's performance, proposed rate increases, and possible changes in the health, dental, or life insurance benefits. If a new carrier is deemed necessary, it will be identified by the committee with a new proposal being presented to all eligible employees for approval and the Board for ratification.

Rationale: CEA believes the employees should receive fully-funded, single coverage health insurance; however, we are proposing a percentage of the employees' costs be covered by the district. The cost incurred by teachers is rising considerably. Insurance is something many districts in the area offer to their employees at no cost. There are great concerns regarding the hike in insurance rates and poor coverage, so we are proposing a committee be created to address these concerns.

2022-2023

- Salary – 2.75% added on each cell of the 2021-2022 salary schedule (Appendix A)
 - Cost Increase of: \$369,923, including TRS contributions

2023-2024

- Salary – 2.25% added on each cell of the 2022-2023 salary schedule (Appendix A)
 - Cost Increase of: \$321,480, including TRS contributions

2024-2025

- Salary – 2.25% added on each cell of the 2023-2024 salary schedule (Appendix A)
 - Cost Increase of: \$330,342, including TRS contributions

Appendix B Special Assignment Stipends

2.5% added to each special assignment stipend per year 2022-23, 2023-24, and 2024-25.

Within 30 days of assignment to a special duty, the employee will provide the administration with a short, written summary account of the anticipated scope of work for the special duty assignment including items such as the annual goals, list of anticipated events, activities, and fundraisers and tentative schedule of same, as well as student outreach, recruitment, and enrollment process. The short-written account will be updated by the conclusion of each academic year, summarizing the student enrollment and the events that were held.

Carbondale Elementary School District No.95
INCREMENTS FOR SPECIAL ASSIGNMENTS
2021-2022

Head Basketball CMS (2)	4,304
Head Baseball/Softball/Track/Cross Country CMS (5)	1,435
Assistant Basketball CMS (2)	3,189
Assistant Baseball/Softball/Track CMS (5)	1,193
Head Volleyball CMS	2,238
Assistant Volleyball CMS	1,655
Cheerleading CMS	1,435
Intramurals CMS, Lewis, Thomas	1,172
Instrumental Music CMS	2,392
Middle School Chorus CMS	2,392
Elementary Chorus Lewis	2,392
Athletic Director CMS	2,233
Early Bird Class CMS	5,131
Conservation Kids Club Lewis, Thomas, Parrish	798
Conservation Cats Sponsor CMS	798
Student Council 6th, 7th, 8th	798
Student Council 2nd, 3rd, 4th, 5th	798
Art Club Sponsor CMS, Lewis	798
Math Counts Sponsor CMS	798
Beta Club Sponsor (2)	798
Scholar Bowl (2)	798
History Fair (2)	798
Yearbook Sponsor CMS	1,046
CMS Team Leader (one per team)	1,594
CMS Assistant Scheduler (1)	769
CMS Data Collector (3)	1,046
Family Career Community Leader CMS	798

Special Assignment sponsors will submit a projected timeline of meetings and activities to their building principal and the superintendent on or before September 30th of the current school year.