



CES #95 Board of Education

Overall Cost Summary
Submitted to IELRB on October 14, 2022

CES 95 District 2022–2023 Ed Fund Projections

(Based on 2021–2022 Teacher Salaries Amounts)

2022-2023 Education Fund Projections

(Projections are without any proposed CEA raises for the 22-23 school year.)

Projected Revenues

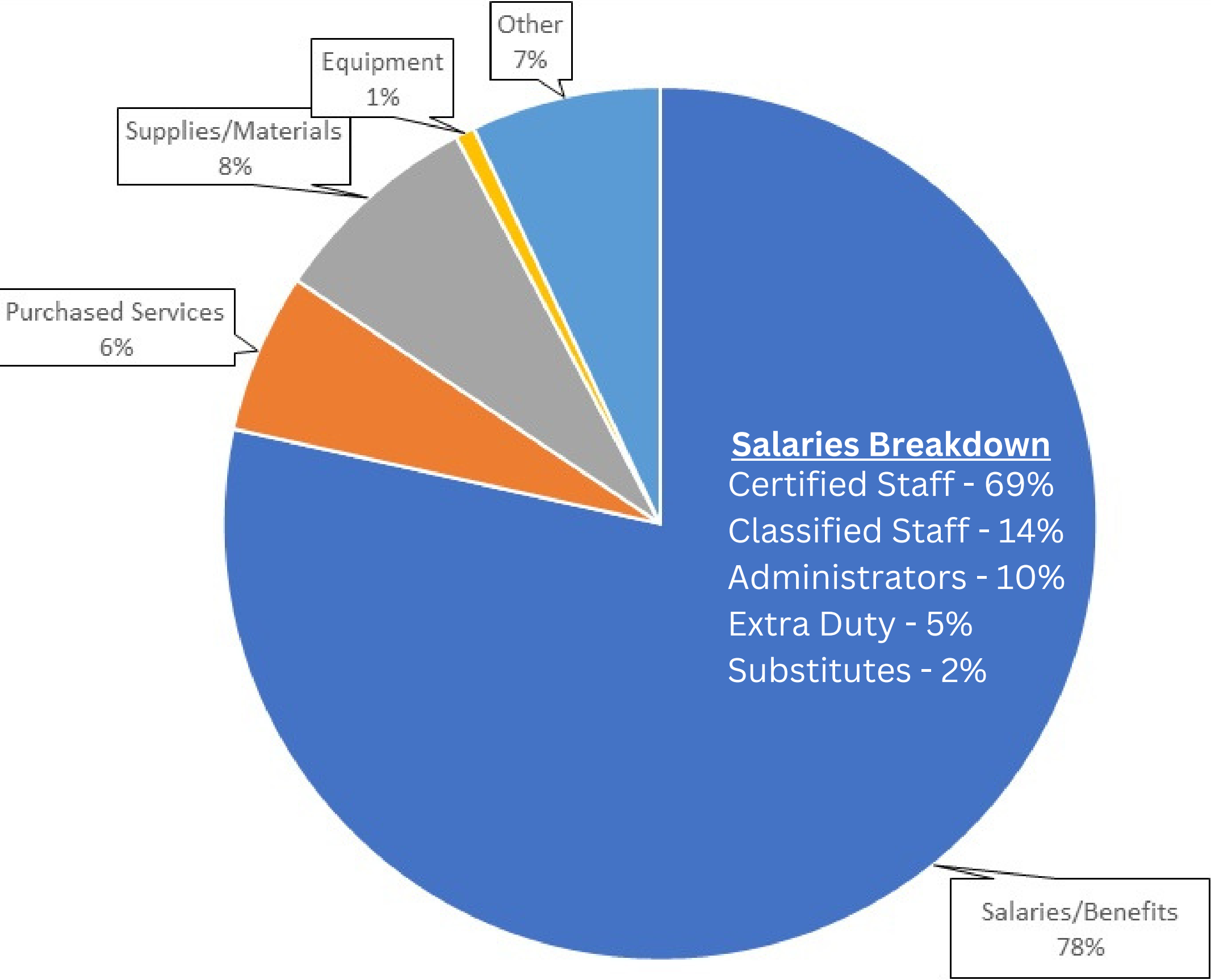
\$22,248,090

Projected Expenditures

\$22,463,609

Projected Deficit

\$215,519



Cost Summary

Average Salary of BOE Offers

BOE Proposed Salary Increases		
	Average Salary of Employee	Average Salary of Employee with Retirement Incentive
2022-2023	\$75,348	\$100,136
2023-2024	\$77,529	\$106,180

Other Financial Considerations

Projected Increased Operational Expenses

- Tri-County Special Education Cooperative Rate Increases:
 - 2022-2023 = 20% increase
 - 2023-2024 = 8.5% increase
 - 2024-2025 = 8.8% increase
- ABBCO Custodial Contract: Must renew our custodial contract next summer, last contract included increases of 12% from the prior year.
- Robinson Transportation Contract: Must renew our transportation contract next summer, last contract included increases of 15% from the prior year.
- Carbondale Educational Support Professionals Association Contract Ratification – Summer 2023

BOE Most Recent Offer: October 5, 2022

Salary

- All CEA members in the current retirement pipeline receive 6% annual raises year-over-year.
- All CEA members not in the current retirement pipeline receive a salary increase from 2.25%–9.25% year-over-year.
 - CEA members receiving steps plus lanes receive a salary increase from 7.25%–9.25%.
 - CEA members receiving steps only receive a salary increase from 4.25%–6.25%.
 - CEA members who would get a 0% increase under the old agreement receive a salary increase 2.25%.

BOE Most Recent Offer: October 5, 2022

Salary Rationale

Historically High Teacher Compensation Rates

Rationale: Historically, district teachers have received step and lane increases plus % increases leading to high growth in salaries. In the last 10 years, each teacher has received from 2%–10% total increases in salary each year. The historical year-over-year growth of salaries has placed CEA members as some of the highest paid teachers in the surrounding area. Current economical uncertainties have left the district in a position to minimize the impact on the overall financial forecast. The BOE is committed to providing the most equitable distribution of salary increases in this offer, so that the district has a sustainable financial future to effectively serve the children of Carbondale.

BOE Most Recent Offer: October 5, 2022

Retirement Incentive

6% Increase in salary in each of the final 3 years of district service with 10 years of continuous service in the district

Rationale: The BOE is committed to providing a retirement incentive that rewards teachers for continued committed service to district students. Currently, teachers in the district are receiving 6% salary increases in each of the final 5 years of service. This equates to a 30% end of career salary increase. Prior contract language allowed a teacher to work in the district as little as 1 year to receive 5 years of 6% salary increases. In addition, the previous language results in a significantly higher retirement incentive compared to other local school districts.

The district currently has 23 teachers utilizing the 6% retirement incentive with an average salary of \$100,136.

BOE Most Recent Offer: October 5, 2022

Length of Agreement

2022-2023 & 2023-2024 (2-Year Agreement)

Rationale: The BOE is committed to providing long term financial stability in the district. A 2-year agreement will allow for the district to have a contract in place while continuing to evaluate the fiscal position over this time period. The goal of the BOE is to develop a long term compensation model that can be sustained within the current financial resources available.

Board of Education Commitments

- The BOE is committed to providing long term financial stability in the district.
- The BOE is committed to providing the most equitable distribution of salary increases in this offer, so that the district has a sustainable financial future to effectively serve the children of Carbondale.
- The BOE is committed to providing a retirement incentive that rewards teachers for continued committed service to district students.

Bargaining Timeline

May 31st, 2022: Bargaining Session #1

CEA presented a proposal including 12 items.

June 16th, 2022: Bargaining Session #2

BOE presented a proposal including 7 items. Upon the exchange of the BOE proposal, the CEA requested mediation and walked out of the session.

July 13th, 2022: Mediation Session #1

CEA presented a proposal with 1 item withdrawn. BOE team responded. 4 items were tentatively agreed upon.

August 18, 2022: Mediation Session #2:

BOE presented a proposal with 3 remaining items & 2 items withdrawn.

Bargaining Timeline

August 23rd, 2022: Mediation Session #3

CEA presented a proposal including 8 remaining items with 1 item withdrawn.

August 29th, 2022: Mediation Session #4

BOE presented a proposal including 3 items. CEA presented their "Package" proposal including 8 items.

October 5, 2022: Mediation Session #5

BOE presented a proposal including 3 items.

October 12, 2022: Mediation Session #6

CEA presented a proposal including 8 items.

Current Status of Bargaining

BOE Proposed Items Tentatively Agreed Upon

Teacher Directed School Improvement Plan Day: The District will provide teachers with one school improvement day as mutually agreed upon and scheduled by the Association and the administration in October, November, or December based on the professional development needs of the District, with an 11:30 a.m. dismissal time and a 1:00 p.m. time for returning to buildings, allowing certified staff the ability to work on their own classrooms, on items of their choosing, without administrative direction. A second school improvement day will be used for professional development, with the topic being determined from results obtained from a survey given by the district to the teachers during the first day of the Teacher Institute.

Current Status of Bargaining

BOE Proposed Items Tentatively Agreed Upon

Collective Bargaining: Collective bargaining shall be conducted in accordance with Illinois P.A. 83-1014. All timelines contained therein shall be observed and adhered to. Bargaining shall begin on a mutually-agreed time in February but in no case less than 180 days before the beginning of school.

Current Status of Bargaining

CEA Proposed Items Tentatively Agreed Upon

Classroom Packing: Unless transferred 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 to pack or financial compensation to complete this work.

Scheduling: The Association President shall be provided with a tentative building schedule for all attendance centers including special subjects, recess, lunch, and 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.

Current Status of Bargaining

CEA Proposed Items Tentatively Agreed Upon

Worker's Compensation: 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.