



## Bremen High School District 228 Joint Faculty Association

*Affiliated with the Illinois Education Association (IEA-NEA)*

*Region 56, 4747 Lincoln Mall Drive Suite 501, Matteson, IL 60443*

10/23/2019

### **Introduction**

Bremen High School District 228 in southern Cook County, IL is comprised of four (4) high schools: Bremen, Hillcrest, Oak Forest, and Tinley Park. The Bremen High School District 228 Joint Faculty Association (JFA) includes teachers, guidance counselors, social workers, psychologists, librarians, nurses, and speech language pathologists. For nearly the duration of a calendar year, the JFA has been bargaining for a new collective bargaining agreement with the Bremen High School District 228 Board of Education (Board). The JFA and the Board have met on twenty-one (21) occasions since December 4, 2018. Progress during the meetings was extremely slow and limited. Some meetings were abruptly cut short, one in as little as seven minutes, when the Board decided they did not want to negotiate further. The previous collective bargaining agreement expired on July 31, 2019. Since August 1, 2019, the JFA and the Board have met on five (5) occasions with a federal mediator. When the federal mediator arrived, District 228 Superintendent Dr. Bill Kendall began coming to the bargaining table. Prior to this time, neither the Superintendent nor a single school board member had ever attended a bargaining session.

Throughout the negotiation process, despite the JFA bargaining in good faith, we have unfortunately not been able to secure a fair contract with the Board. While the JFA continued to bargain in good faith throughout the process by submitting thirteen (13) proposals in attempt to move negotiations forward, the Board has only submitted two (2) proposals and not provided a written proposal since June 12th, 2019. After waiting for four months without a formal proposal, the JFA decided to file a notice with the State of Illinois for public posting. The JFA's request for filing occurred during the fifth mediation meeting on October 17th, 2019. The purpose of this filing is to accelerate the bargaining process because the JFA can no longer continue to negotiate against itself. The JFA stresses to all stakeholders of the district that filing an intent to strike will only be considered when every other option has been exhausted

### **Background**

Due to economic hardships within District 228 over the past ten years, the JFA has made many financial concessions to assist the Board and district in becoming financially stable. During the recession in 2009, the Board claimed the district had a 6.1 million dollar deficit. In the interest of responsibility to our families and taxpayers, the JFA agreed to the following cost saving measures throughout the past two contracts for the educators in the district:

- Accepted a soft or hard freeze 6 out of the past 10 years, meaning no increase to the base salary.
- In 2012-13, accepted no increase in salary for any JFA member.
- Increased contributions to the district's insurance premiums from 16% to 20%.

- Accepted pay freezes for coaching and addenda/activities base pay for six (6) out of the past ten (10) years.
- Reduced the retirement incentive percentages from 6% a year to 4% for the last four (4) years of an educator's career after July 1, 2013.
- Eliminated the ability for retirees to purchase district insurance at the retiree's own cost.
- Hourly pay rate (i.e: summer school) has only increased \$3 in ten (10) years.
- Public function pay (i.e: such as timers, scorekeepers, and security) has only increased \$2 in ten (10) years.
- Removed the BA + 15 lane from the salary schedule for any employee hired after 2013-14 and the MS + 15 lane for employees not on that lane prior to August 2018.

Furthermore, the JFA agreed to a separate salary compensation plan for members hired after January 1st, 2016 as a temporary stop-gap measure to do our part to ensure the continued financial success of the district. Newly highered members no longer are hired onto the traditional step and lane schedule, but instead receive a flat increase of 2.5% per year. The increase barely matched Consumers Price Index for the midwest region. As a result of this new compensation plan, the Board has had challenges in hiring for several vacancies this past year. For example, the Board chose to fill long-standing vacant positions at higher financial amounts than the new employees' salary compensation plan designated. The new salary compensation plan has deficiencies and is ineffective at attracting and retaining educators. Several educators have left District 228 to go to higher paying districts in the immediate surrounding area such as Community High School Districts 218 and 230. The district has hired 63 educators since the new compensation plan went into effect. Of those 63 educators, 9 resigned from District 228 in 2018-2019 alone. Although the district has had an overall teacher retention rate of 93% since 2016, the retention rate is only 86% for educators on the new compensation plan that began. We believe this downward trend will continue if the new compensation plan is not addressed in this contract.

While the JFA has been cognizant of the financial state of the district and worked with the Board to rectify this situation, the administration of District 228 has not. The following charts show the difference between the increases in the base pay for teachers compared to the increases in administrator salaries over the past eight years. Due to the lack of increases in base pay, our district currently has the 13th lowest base salary out of the closest 15 districts in our area. In the meantime, administrator salaries have increased while they contribute zero to the district's health care premiums. Furthermore, the district employs over fifty (50) percent more administrators per student than the state average. During the same eight years, District 228's year end fund balance has increased by 102%.



## DISTRICT 228 FUND BALANCE

YEAR	BALANCE	(+/-)	TEACHER BASE SALARY % INCREASE FROM PRIOR YEAR	ADMINISTRATION SALARY % INCREASE FROM PRIOR YEAR
2011-12	\$11,404,353		2%	3%
2012-13	\$13,832,165	+21%	0%	3%
2013-14	\$16,046,741	+16%	0%	3%
2014-15	\$12,660,514	-21%	0%	3%
2015-16	\$18,855,210	+49%	2%	4%
2016-17	\$19,273,859	+2%	0%	4%
2017-18	\$21,791,470	+13%	0%	2.5%
2018-19	\$22,995,177	+6%	2%	3%
<b>% INCREASE FROM 2011-2019</b>		<b>+102%</b>	<b>+6%</b>	<b>+25.5%</b>

## NEIGHBORING SCHOOL DISTRICT - COMPARISONS

	DISTRICT	Base Salary	Rank	Addenda Cat. 1 Step 1	Rank	Addenda% Base Salary	Rank	Summer Pay	Rank	Sub Pay	Rank
1	218 - Community	50,525	7	7,518	3	14.8	3	\$43	4	\$37.50	6
2	217 - Argo	59,659	1	10,201	1	17.0	1	\$41-\$43	5	\$35.80	8
3	204 - Joliet	47,377	14	6,631	9	14.0	6	\$38	8	\$31	10
4	231 - Evergreen	44,873	15	6,531	10	14.5	4	\$48	2	\$40	5
5	233 - H-F	49,225	9	7,100	5	14.4	5	\$43	4	\$45	3
6	229 - Oak Lawn	52,853	2	8,516	2	16.0	2	\$55	1	\$45	2
7	230 - Consolidated	52,801	3	7,128	4	13.5	8	\$40.41	6	\$41.57	4
8	227 - Rich Town.	49,591	8	5,693	14	11.5	13	\$30	13	\$31	11
9	215 - Thornton Frac.	52,457	4	6,086	11	11.6	14	\$40	7	\$45	1
10	A 210 - Lincoln Way	48,400	12	4,985	15	10.3	15	\$43	3	\$35	9
11	210 - Lemont	50,913	6	6,717	8	13.0	10	\$34.22	11	\$38.82	7
12	206 - Bloom	49,045	10	6,767	7	13.8	7	\$34.50	10	\$27.50	14
13	205 - Thornton	51,255	5	6,880	6	13.4	9	\$24	14	\$30	12
14	205 - Lockport	49,000	11	6,047	12	12.3	11	\$36	9	\$30	13
	<b>AVERAGE</b>	50,156		6,830		13.6		\$38.79		\$35.75	
15	228 - Bremen	47,630	13	5,702	13	11.9	12	\$34	12	24.75	15

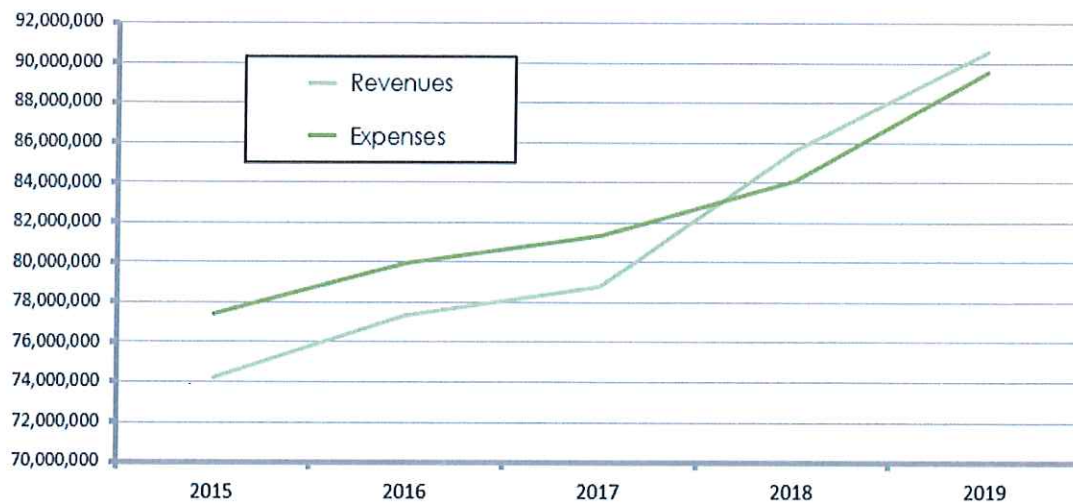
According to ISBE State Report Card data, the average salary for teachers in the state of Illinois has increased by 5% in the last five years. During the same five years, the average salary in District 228 has decreased by 3% even though thirty percent (30%) of the JFA membership has served the district for twenty (20) or more years. Additionally, more than 50% of the JFA membership has served District 228 for over fifteen (15) years.

Currently, the Board claims to have a balanced budget. However, they have shown no interest in compensating educators appropriately. The JFA disagrees with the Board's proposal to eliminate the step and lane salary schedule. This salary schedule has been in place for decades and has produced a faculty that is highly educated and experienced. The act of eliminating the salary schedule indicates that the Board does not value our current or future educators. The JFA's goal is to continue to have a school district that attracts and retains quality educators for the benefit of our students and communities.

The effects of past austerity measures imposed upon the faculty can be shown in the following graph from the operating funds, which greatly shored up the district finances. The district's new business manager presented the following graph to detail how the school district has been running a surplus for the past two years. In fiscal 2018, the district had a \$2 million dollar surplus and in 2019 it was \$1 million. Compounded together, the district added \$3 Million to their reserves. The 2020 presentation will be provided after the new Audited Financial Report is released and we can only predict what the surplus will be then considering our frozen salaries from the August 9th pay date. Additionally, Superintendent Dr. Bill Kendall has repeatedly stated to the Board, the community, the media, and JFA membership that District 228 is in the best financial shape.



# Operating Revenues vs. Expenditures



*Operating Funds - Education, Operations & Maintenance, Transportation, IMRF*

Additionally, the JFA is concerned about class sizes across the district. Reasonably sized classes ensure a successful learning environment for all students. The JFA and Board have been operating under a memo of understanding since 1996 to discuss class size. In 2009, the JFA and Board agreed to define appropriate class size windows. The Board agreed to make a 'reasonable' effort to abide by these windows. However, the Board and district administrators have been slowly increasing the number of sections over the window. For the 2018-2019 school year, 159 of our classes across the district were over the agreed upon class size window.

In closing, the JFA would like to emphasize that we are here to serve our students, families and communities with pride. We want property owners who reside in our district to remain in our district. When new families join the community, we want them to benefit from the high quality education received in District 228. Our faculty has always been and will continue to be dedicated to meet the needs of our students. We are often commended at Board meetings for the great things that we do in our classrooms on behalf of students. Still these moments that are noticed by the Board represent only a small portion of what we do on a daily basis. Many of us reside in the local community and pay local property taxes. We reinvest in our district when we volunteer in the community and support local businesses with our patronage. We ask that the Board and community members consider all of this as we continue to work towards a fair contract.

## Outstanding Language

### **18.14 Class Size**

In order to facilitate and maintain the direction of the Board on class size and certificated bargaining unit member workload as it relates to class size, a Class Size Review committee shall be permanently established from June 1996. The Board and the Association agree to work collaboratively, share the

responsibility, and review and discuss overall district and building results rather than individual situations. The Committee shall be comprised of one teacher represented by each high school (total of 4), one (1) principal, the Superintendent or his/her designee, and two (2) Board members. The Committee shall recommend changes for the forthcoming school year, along with inquiring into written concerns of the administration and staff by each building, teacher committee member and each building principal. The building teacher committee member and principal will prepare a written summary of the current year's class sizes and teachers workload compared to the class size guidelines. The building teacher committee member will present the building written summary with any recommendation to the Class Size Review Committee.

The Committee will meet after regular school hours, commencing in November, with additional meetings as needed. The chair of the Committee will be the Superintendent or his/her designee.

All written recommendations, including minority reports, if any, shall be submitted to the Superintendent for his/her final review and recommendations to the Board on or before January 15 of each year. All recommendations by the Superintendent and Committee, including minority reports, if any, will be reviewed by the Board of Education by the first Board meeting in February.

The Administration will cooperate with the Association in reviewing and explaining class sectioning in the spring, including considering recommendations by the Association, along with consulting the Association in the Evaluation of such sectioning in the fall of each year. At an appropriate time each fall, the Superintendent's office will present a report covering the evaluation of class sectioning to the Board, which shall include any recommendations, if any, from the Association.

On the evening the Superintendent reviews all recommendations and related Review Committee reports with the Board, all Review Committee members will be allowed to address the Board on their individual building class sizes and workload.

The district established section divisors and enrollment windows for each course for 2009-10 sectioning. Using these numbers, and considering the maximum of each enrollment window as a limit:

- A. ~~The Board agrees to make a reasonable effort to keep class sizes within these limits.~~ not permit more than 5% of the sections within any individual building to be above these class limits.
- B. The Board agrees ~~to make a reasonable effort~~ to ensure that the number of students assigned to lab classes does not exceed the lab capacity. For this section, lab classes include those in Science, Family and Consumer Science, Industrial Tech, ~~Computers and Keyboarding~~ Computer Lab Business courses, and Art.
- C. Self-contained special education classes shall not exceed state mandated limits.
- D. Any classroom teacher may not have more than one section beyond these class enrollment limits.
- E. The Board agrees to ensure that the number of students assigned to Student Services Personnel (School Counselors, School Nurses, School Social Workers, Speech/Language Pathologists, School Psychologists) does not exceed the standards set forth from ISBE, ASCA (American School Counselor Association), NASN (National Association of School Nurses), and NASP (National Association of School Psychologists).

## **Appendix E**



## 25.1 Length

This Agreement shall be effective on August 1, ~~2015~~ 2019 and shall continue in full force and effect until July 31, ~~2019~~ 2024. On or before December 1, ~~2018~~ 2023, either party may notify the other of its intent to modify, change, or amend this Agreement. This Agreement shall remain in full force and effect in the event that negotiations continue past August 1, ~~2019~~ 2024.

### Rationale:

A long term contract allows all parties to adequately plan for the future in a secure manner.

## 25.2 Notification

In the event of such notice to modify, change, amend, or terminate this Agreement, negotiations shall begin not later than March 1, ~~2019~~ 2024, or such further date as the parties may jointly agree.

## 25.4 Base Salary

The ~~2015-16~~ 2019-20 faculty base salary will be ~~\$46,696~~ \$50,012. Refer to Appendix B.

The ~~2016-17~~ 2020-21 faculty base salary will be ~~\$46,696~~ \$51,512. Refer to Appendix B.

The ~~2017-18~~ 2021-22 faculty base salary will be ~~\$46,696~~ \$53,057. Refer to Appendix B.

The ~~2018-19~~ 2022-23 faculty base salary will be ~~\$47,630~~ \$54,649. Refer to Appendix B.

The 2023-24 faculty base salary will be \$56,288. Refer to Appendix B.

All members of the bargaining unit will be on the defined salary schedule as listed within Appendix B with all associated step and lane multipliers.

~~If hired after January 1, 2016, refer to Appendix B for base salary.~~

~~The 2015-16 faculty base salary will be \$40,000. Refer to Appendix B.~~

~~The 2016-17 faculty base salary will be \$40,000. Refer to Appendix B.~~

~~The 2017-18 faculty base salary will be \$40,000. Refer to Appendix B.~~

~~The 2018-19 faculty base salary will be \$40,000. Refer to Appendix B.~~

## 26.3 Placement on Advanced Lanes

1) Distance and independent learning classes and programs:

b) No more than ~~thirty-six (36)~~ forty-five (45) total hours of internet course credits will be accepted per teacher for the length of his/her employment in the District. This limitation will not be used to deny approval for an internet degree program to a teacher who has up to six (6) hours of internet course credit approved before August 1, 2009,

~~2) Traditional attendance classes and programs: Effective August 1, 2009, unless already approved, no more than one one-cohort program may be used for salary lane credit.~~

### Rationale:

This proposal will impose no cost upon the district's budget. But, our students will be educated from more highly trained educators as they seek out more flexible additional coursework that matches with their busy time commitments.

## 26.4 Other Rates of Pay

2019-20 Addenda Schedule

Lane	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII	Group VIII
Step Multiplier	0.087	0.087	0.087	0.087	0.087	0.087	0.087	0.087
Step Addition	\$563	\$524	\$448	\$410	\$335	\$297	\$260	\$222
1	\$6,472	\$6,023	\$5,147	\$4,716	\$3,847	\$3,408	\$2,985	\$2,547
2	\$7,035	\$6,547	\$5,595	\$5,126	\$4,181	\$3,705	\$3,245	\$2,769
3	\$7,598	\$7,072	\$6,043	\$5,536	\$4,516	\$4,001	\$3,504	\$2,990
4	\$8,161	\$7,596	\$6,491	\$5,947	\$4,850	\$4,298	\$3,764	\$3,212
5	\$8,724	\$8,120	\$6,938	\$6,357	\$5,185	\$4,595	\$4,024	\$3,433
6	\$9,287	\$8,644	\$7,386	\$6,767	\$5,520	\$4,891	\$4,284	\$3,655
7	\$9,850	\$9,168	\$7,834	\$7,178	\$5,854	\$5,188	\$4,543	\$3,876
8	\$10,413	\$9,692	\$8,282	\$7,588	\$6,189	\$5,484	\$4,803	\$4,098
9	\$10,976	\$10,216	\$8,730	\$7,998	\$6,524	\$5,781	\$5,063	\$4,320
10	\$11,539	\$10,740	\$9,178	\$8,408	\$6,858	\$6,077	\$5,322	\$4,541
L11	\$12,102	\$11,264	\$9,625	\$8,819	\$7,193	\$6,374	\$5,582	\$4,763
L12	\$12,665	\$11,788	\$10,073	\$9,229	\$7,528	\$6,670	\$5,842	\$4,984

<b>2020-21</b>	<b>Increase Group 1 Step 1, 2% from 2019-20</b>
<b>2021-22</b>	<b>Increase Group 1 Step 1, 2% from 2020-21</b>
<b>2022-23</b>	<b>Increase Group 1 Step 1, 2% from 2021-22</b>
<b>2023-24</b>	<b>Increase Group 1 Step 1, 2% from 2022-23</b>

### Rationale:

The district currently does not have a normalized addenda that was reflected in any previous agreement. This matrix provides a schedule that provides consistent systematic raises as sponsors progress in their careers. Further, none of the athletic or activity coaches have had a matrix increase in six (6) of the past ten (10) years, and the district is ranked 13th out of 15 area districts for addenda compensation. This proposal will bring us to 11th out of 15 area districts for addenda compensation.

## 26.8 Retirement Program

C. If a teacher gives the Board an irrevocable notice of retirement by July 1<sup>st</sup> immediately preceding any year in his/her last four (4) years prior to retirement (for example, 7/1/2008 2019 for retirement 6/30/2012



2023), the Board shall pay him/her a retirement incentive in the form of a salary enhancement for each of his/her remaining years of service. For teachers who submit their notice of retirement by July 1, 2013, this retirement incentive shall be equal to six percent (6%) of the teacher's prior year's T.R.S. creditable compensation, inclusive of all other increases in T.R.S. creditable compensation. ~~For teachers who submit their notice of retirement after July 1, 2013, this retirement incentive shall be equal to four percent (4%) of the prior year's T.R.S. creditable compensation, inclusive of all other increases in T.R.S.~~

Rationale:

Providing an increased retirement package rewards educators for dedicated longevity. It is also an incentive to attract new, high quality educators to District 228. The JFA would like educators to be compensated for their experience and their dedication to students upon the educator's retirement by offering increased retirement incentives. The state of Illinois allows raises up to 6% in the last four (4) years before retirement. Our proposal aligns with the state. Five other local districts offer incentives greater than those of District 228.

D. All benefits paid pursuant to paragraphs A and B shall be a severance payment made subsequent to receipt of the employee's final paycheck for regular earnings or final day of T.R.S. creditable service, whichever date is later. The employee shall have no actual or constructive right to the receipt of this payment until such time. The retiree has the option to continue in the group health insurance plan for individuals or family at his/her expense until medicare eligibility for the retiree. This option is limited only to five (5) years of coverage post retirement or until the retiree reaches Medicare eligibility, whichever occurs first.

Rationale:

Having quality insurance is a major concern upon retirement for most educators. At this time, the cost savings for the District's PPO plan in comparison to purchasing Teacher Retirement Insurance Plan (TRIP) insurance PPO is significant. Further, all retired twelve (12) month administrators and their spouses currently receive free medical insurance until medicare eligible. We are merely asking to buy in to the insurance not receive it for free.

## **APPENDIX A - Activity Classifications**

Group	Pay Code	Activity
<u>VIII</u>	<u>A</u>	<u>Fuego Sponsor</u>
<u>VIII</u>	<u>C</u>	<u>Robotics Club</u>

Rationale

Fuego is a hugely successful club which celebrates Hispanic heritage and culture. The amount of time the Fuego sponsor commits to the students in this activity easily justifies compensation above \$500 a year. The Robotics club gives students hands on technology and engineering exposure which supports the district mission for students to be college and career ready upon graduation. Currently, these two clubs are only compensated at \$500 a year. Due to the increasing amount of students participating in each activity, they both minimally deserve to be compensated on the last group eight (VIII) category.

**Cost analysis:**

Fiscal Year	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
Grand Total	\$34,016,921	\$34,994,349	\$36,033,421	\$37,235,001	\$38,745,153
Cost Increase	\$1,445,568	\$977,428	\$1,039,071	\$1,201,581	\$1,510,152
% Increase	4.44%	2.87%	2.97%	3.33%	4.06%

This is the increase in cost of bargaining unit salaries due to this proposed package of the JFA.

There are other nominal costs associated with some language and economic items that are part of standard district operation, which include yearly variance, and thus cannot be objectively estimated.