

A FAIR PROPOSAL FOR OUR TEACHERS, STUDENTS, AND THE COMMUNITY

Most recent offers to the Joint Faculty Association (JFA)

**BOARD OF EDUCATION
BREMEN HIGH SCHOOL DISTRICT 228**



SNAPSHOT OF BOARD'S PROPOSAL

AVERAGE SALARY INCREASE

<u>Years</u> (average salary in parenthesis)	<u>Teachers hired after 2016</u> (\$55,421)	<u>Teachers on salary schedule</u> (\$85,325)	<u>COLA / 19 years + experience</u> (\$116,629)	<u>Retirees / last 4 years</u>
2019-2020	\$1,500 + 3.6% (\$57,683)	1% on Base + Step (3.45% avg) (\$88,790)	1.0% (\$117,796)	4.0% raises for last 4 years
2020-2021	3.6% (\$59,972)	Step (3.45% avg) (\$91,378)	1.0% (\$118,973)	
2021-2022	3.6% (\$62,131)	Step (3.45% avg) (\$93,811)	1.0% (\$120,163)	

SNAPSHOT OF BOARD'S PROPOSAL

AVERAGE ADDENDA INCREASE



2019-2020: 14%

2020-2021: 4%

2021-2022: 4%

SNAPSHOT OF JFA'S PROPOSAL

AVERAGE SALARY INCREASE

<u>Years</u> (Current average salary in parenthesis)	<u>Teachers hired after 2016</u> (\$55,421)	<u>Teachers on salary schedule</u> (\$84,562)	<u>COLA / 19 years + experience</u> (\$116,629)	<u>Retirees / last 4 years</u>
2019-2020	Back on Salary Schedule 7.37% (\$56,936)	8.45% (\$91,553)	5% (\$122,461)	6% raises for last 4 years
2020-2021	6.45% (\$60,985)	6.45% (\$96,941)	3% (\$126,134)	
2021-2022	6.45% (\$65,225)	6.45% (\$102,347)	3% (\$129,919)	
2022-2023	6.45% (\$69,666)	6.45% (\$107,738)	3% (\$133,816)	
2023-2024	6.45% (\$74,314)	6.45% (\$113,110)	3% (\$137,831)	

SNAPSHOT OF JFA'S PROPOSAL

AVERAGE ADDENDA INCREASE

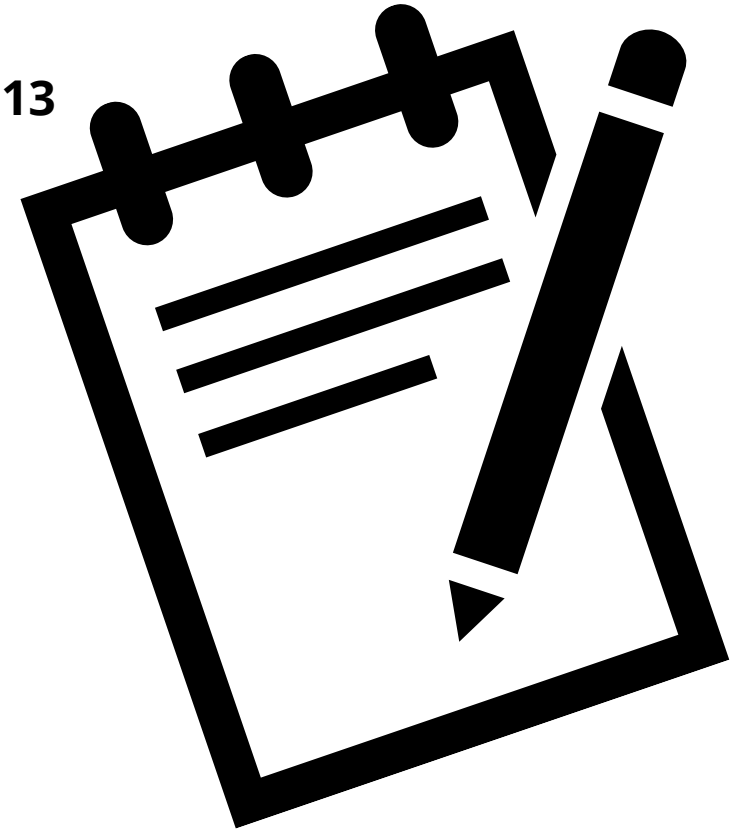
Addenda are the extra duties that teachers perform for a sport, activity, or club. For example, a coach or club sponsor

2019-2020: 25.7%
2020-2021: 4.8%
2021-2022: 4.8%
2022-2023: 4.8%
2023-2024: 4.8%

Teachers are paid differently for their addenda based on years of experience, time commitment, and other factors. **In 2018-2019, teachers were paid anywhere between \$500 - \$8,295 per addenda**

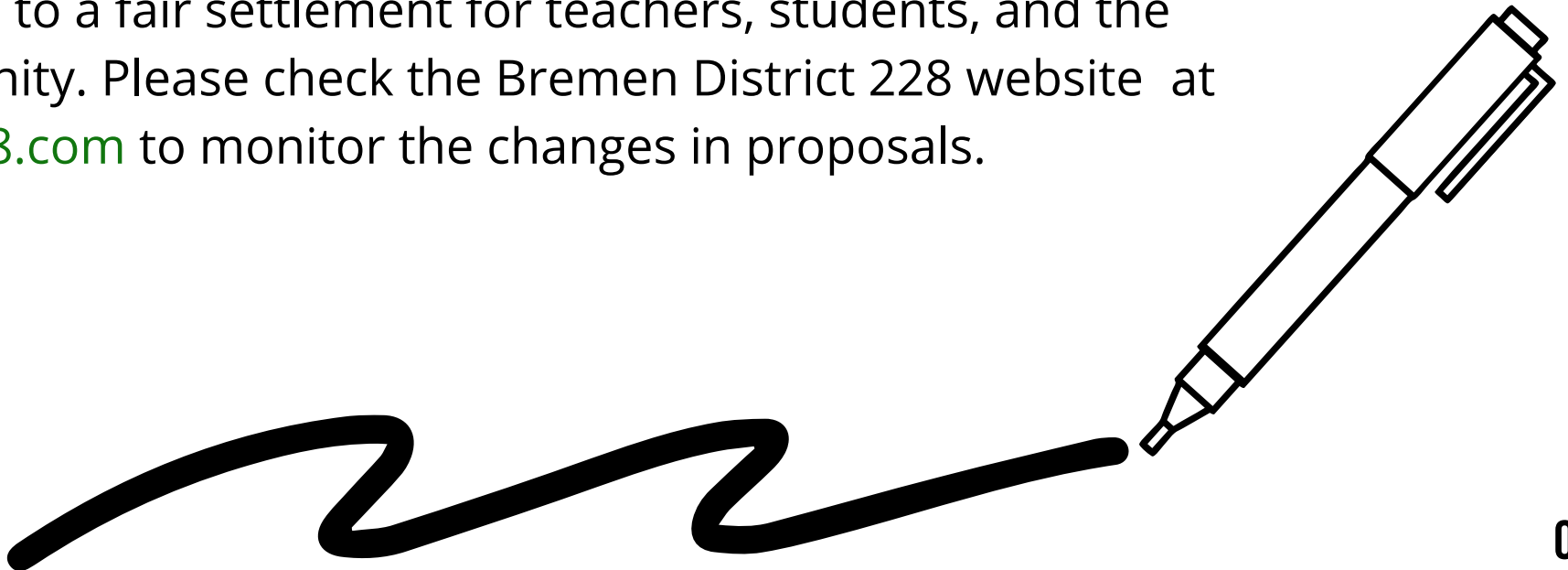
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INTRODUCTION

The Board of Education (“Board”) and the Bremen High School District 228 Joint Faculty Association (JFA) are currently involved in contract negotiations. The contract expired on July 31, 2019. On November 8, 2019, the JFA initiated a statutory “public posting process.” This process requires both parties to submit and release to the public a written copy of their most recent offer and a summary analyzing and explaining the cost related to that offer. This document serves as the Board’s most recent offer. It is expected the Board and JFA will continue negotiating to come to a fair settlement for teachers, students, and the community. Please check the Bremen District 228 website at bhsd228.com to monitor the changes in proposals.



DEFINITIONS & TERMS

Salary schedule: A salary schedule is a grid that determines the salary of an individual employee based on years of experience and education. Years of experience represents a vertical step, and education represents a horizontal lane.

Step: A step is a year of service. A step raise is a teacher's salary increase, on average, by 3.45% for every year worked. This is represented by moving down one "step" on the salary schedule.

Lane: A lane represents the education of the teacher. This is represented by moving to the right on the salary schedule. The lanes in the current agreement are bachelor's degree, master's degree, master's degree plus 30 additional graduate hours, master's degree plus 45 additional graduate hours, and master's degree plus 60 additional graduate hours.

Addenda: Addenda are the extra duties that teachers perform for a sport, activity, or club. In return for these extra duties, teachers are paid for their time. Addenda examples include a coach or club sponsor. Teachers are paid differently for their addenda based on years of experience, time commitment, and other factors. In 2018-2019, teachers were paid anywhere between \$500 - \$8,295 per addenda.

Addenda Schedule: Similar to a salary schedule, an addenda schedule is a grid that determines how much an individual employee will be paid per addenda. Addenda are grouped by time commitment horizontally and a step, or year of service in the position, is represented vertically.

EXAMPLE - SALARY SCHEDULE, STEP, LANE

LANE

Current Lane Multiplier	BA	BA+15	MA	MA+15	MA+30	MA+45	MA+60 / PhD
Step Multiplier	1	1.05	1.1	1.15	1.2	1.25	1.3
Step Addition	0.04	0.044	0.048	0.052	0.056	0.06	0.064
0	\$2,100	\$2,309	\$2,519	\$2,729	\$2,939	\$3,149	\$3,359
1	\$47,630	\$50,011	\$52,392	\$54,774	\$57,155	\$59,537	\$61,918
2	\$49,535	\$52,107	\$54,678	\$57,251	\$59,822	\$62,395	\$64,966
3	\$51,440	\$54,203	\$56,964	\$59,728	\$62,489	\$65,253	\$68,014
4	\$53,345	\$56,299	\$59,250	\$62,205	\$65,156	\$68,111	\$71,062
5	\$55,250	\$58,395	\$61,536	\$64,682	\$67,823	\$70,969	\$74,110
6	\$57,155	\$60,491	\$63,822	\$67,159	\$70,490	\$73,827	\$77,158
7	\$59,060	\$62,587	\$66,108	\$69,636	\$73,157	\$76,685	\$80,206
8	\$60,965	\$64,683	\$68,394	\$72,113	\$75,824	\$79,543	\$83,254
9	\$62,870	\$66,779	\$70,680	\$74,590	\$78,491	\$82,401	\$86,302
10	\$64,775	\$68,875	\$72,966	\$77,067	\$81,158	\$85,259	\$89,350
11	\$66,680	\$70,971	\$75,252	\$79,544	\$83,825	\$88,117	\$92,398
12	\$68,585	\$73,067	\$77,538	\$82,021	\$86,492	\$90,975	\$95,446
13	\$70,490	\$75,163	\$79,824	\$84,498	\$89,159	\$93,833	\$98,494
14			\$82,110	\$86,975	\$91,826	\$96,691	\$101,542
15			\$84,396	\$89,452	\$94,493	\$99,549	\$104,590
			\$86,682	\$91,929	\$97,160	\$102,407	\$107,638

STEP

SALARY SCHEDULE

EXAMPLE - ADDENDA SCHEDULE

GROUP BY TIME COMMITMENT

D. ADDENDA SCHEDULE 2018 - 2019								
Step	Group I	Group II	Group III	Group IV	Group V	Group VI	Group VII	Group VIII
1	\$5,702	\$5,307	\$4,535	\$4,155	\$3,389	\$3,003	\$2,630	\$2,244
2	\$6,199	\$5,761	\$4,920	\$4,498	\$3,646	\$3,231	\$2,808	\$2,406
3	\$6,409	\$5,956	\$5,084	\$4,653	\$3,776	\$3,342	\$2,904	\$2,463
4	\$6,620	\$6,159	\$5,242	\$4,803	\$3,880	\$3,432	\$2,983	\$2,531
5	\$6,837	\$6,351	\$5,421	\$4,944	\$4,008	\$3,530	\$3,068	\$2,595
6	\$7,057	\$6,564	\$5,587	\$5,099	\$4,116	\$3,634	\$3,150	\$2,659
7	\$7,274	\$6,752	\$5,740	\$5,241	\$4,242	\$3,739	\$3,234	\$2,735
8	\$7,489	\$6,959	\$5,921	\$5,396	\$4,347	\$3,820	\$3,323	\$2,796
9	\$7,694	\$7,157	\$6,077	\$5,541	\$4,465	\$3,944	\$3,400	\$2,866
10	\$7,925	\$7,360	\$6,253	\$5,699	\$4,587	\$4,044	\$3,488	\$2,932
L11	\$8,425	\$7,860	\$6,753	\$6,199	\$4,837	\$4,294	\$3,738	\$3,182
L12	\$8,925	\$8,360	\$7,253	\$6,699	\$5,087	\$4,544	\$3,988	\$3,432

STEP/YEAR OF SERVICE IN POSITION

ADDENDA SCHEDULE

BOARD OBJECTIVE



Maintain comprehensive, educational, and co-curricular opportunities for District 228 students



Demonstrate respect for the taxpayers of the Bremen High School District 228 community



Offer fair compensation for Bremen High School District 228 educators

NEGOTIATION PROGRESS

The Board of Education and the Joint Faculty Association (JFA) have been negotiating since December of 2018. At the opening meeting, the JFA proposed 36 items: 11 items dealing solely with contract language, 9 pertaining to management rights, 3 items that sought to reduce educator work time, and 13 items that had financial impact on taxpayers. At the opening meeting, the Board of Education proposed 5 language changes and agreed that discussions regarding salary and benefits would take place at a later date.

From December of 2018 to May of 2019 only non-monetary items were discussed. The first monetary discussions were held in June of 2019. The Board offered to meet frequently throughout the summer in order to settle the contract; however, the JFA was unwilling to do so. The Board also offered to meet outside of regularly scheduled negotiation sessions with the JFA in order to come to a mutual understanding of the financial impact of proposals. Again, the JFA was unwilling to do so. Meetings have been held on a more consistent basis since September of 2019.

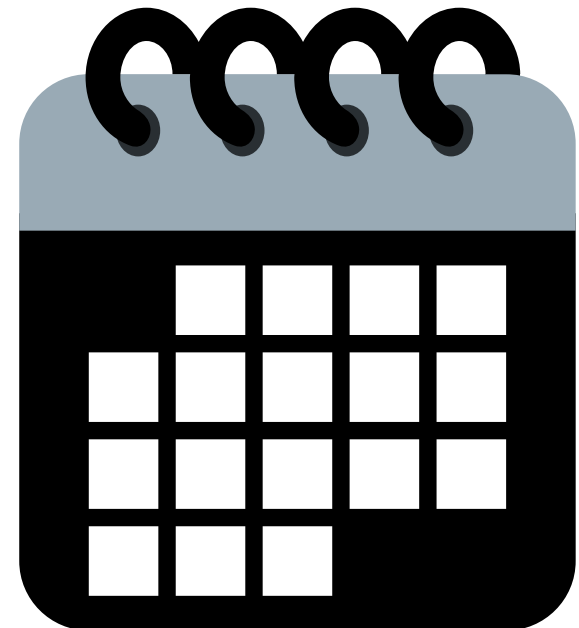
OUTSTANDING ITEMS & BOARD'S PROPOSAL

LENGTH OF CONTRACT

Board: The Board proposes a 3 year contract

JFA: The JFA proposes a 5 year contract

Board Rationale: The inability to predict finances in the state of Illinois and the rising costs of healthcare makes a shorter term contract more responsible to the taxpayers, and the District less vulnerable to financial instability.



STARTING SALARY

Current: \$49,000	Board	JFA
2019-2020	\$51,500	\$50,012
2020-2021	\$51,750	\$51,512
2021-2022	\$52,000	\$53,057
2022-2023		\$54,649
2023-2024		\$56,288

Board Rationale: The Board believes that a starting salary of \$51,500 is fair and would be a competitive base salary compared to surrounding school districts. In past communications, the JFA has stated the District starting salary is currently \$47,630. In actuality, the starting salary for new teachers has been \$49,000 since January 2016. The chart on the next page depicts how District 228 would compare to the surrounding area.

STARTING SALARY

This chart depicts how District 228 would compare to surrounding school districts in the area based on the Board's proposal.

Starting Salary	18-19	19-20	20-21	21-22	22-23	23-24
228 FY19	\$49,000.00					
JFA Proposal		\$50,488.00	\$52,002.00	\$53,563.00	\$55,169.00	\$56,824.00
Board Proposal		\$51,500.00	\$51,750.00	\$52,000.00		
D230	\$52,801.00	\$53,889.00	\$54,040.00	\$54,310.00	\$54,842.00	\$55,264.00
Thornton	\$51,000.00	\$51,255.00	\$51,511.00	\$51,769.00	\$52,028.00	Contract Ends
Lemont	\$50,913.00	\$51,931.00	\$52,866.00	\$53,712.00	\$54,518.00	Contract Ends
T.F.	\$51,158.00	\$51,158.00	\$51,458.00	\$51,458.00	Contract Ends 6/30/2022	
Lincoln Way	\$48,400.00	\$48,650.00	\$48,950.00	Contract Ends 6/30/2021		
Evergreen Park	\$48,454.00	\$48,463.00	\$48,473.00	Contract Ends 6/30/2021		
Lockport	\$47,940.00	\$48,467.00	\$49,000.00	Contract Ends 6/30/2021		
HF	\$48,625.00	\$49,255.00	\$49,880.00	Contract Ends 6/30/2021		
Argo	\$55,838.00	\$56,676.00	Contract Ends 6/30/2020			
Oak Lawn	\$52,853.00	\$52,853.00	Contract Ends 6/30/2020			
D218	\$49,975.00	\$50,525.00	Contract Ends 6/30/2020			
Bloom	\$48,801.00	\$49,045.00	Contract Ends 6/30/2020			
Rich Township	\$49,591.00	Contract Ended 6/30/2019				
228 From Average	-\$1,488.38	\$486.08	\$977.75	-\$812.25		

This chart depicts the JFA and Board's proposals in comparison to surrounding districts. All green boxes represent districts in which the Board's proposal is higher. Red boxes represent districts in which the Board's proposal is lower.

For last year (2018-2019), D228 was 9th out of 14 and \$1,500 below the average.

The Board's current proposal would move the District from 9th to 5th out of 13 districts, which is \$500 above the average.

SALARY SCHEDULE EXAMPLE

The JFA claims to have made many financial concessions. The chart below shows the next 5 years of the schedule in comparison to others.

Masters Degree + 60 Additional Credits with 13 Years of Experience						
	18-19	19-20	20-21	21-22	22-23	23-24
228 FY19	\$101,542.00					
JFA Proposal	\$101,542.00	\$109,826.00	\$116,417.00	\$123,304.00	\$130,502.00	\$138,018.00
Board Proposal	\$101,542.00	\$105,636.00	\$108,714.00	\$111,793.00		
D230	\$92,882.00	\$92,946.00	\$96,740.00	\$100,997.00	\$106,216.00	\$110,865.00
Thornton	\$89,823.00	\$92,980.00	\$93,445.00	\$96,730.00	\$99,644.00	Contract Ends
Lemont	\$89,828.00	\$94,095.00	\$98,715.00	\$102,595.00	\$106,725.00	Contract Ends
T.F.	\$100,525.00	\$103,595.00	\$106,964.00	\$110,034.00	Contract Ends 6/30/2022	
Lincoln Way	\$82,137.00	\$84,968.00	\$87,849.00	Contract Ends 6/30/2021		
Evergreen Park	\$96,148.00	\$99,128.00	\$102,201.00	Contract Ends 6/30/2021		
Lockport	\$81,008.00	\$84,559.00	\$88,266.00	Contract Ends 6/30/2021		
HF	\$94,531.00	\$98,669.00	\$102,818.00	Contract Ends 6/30/2021		
Argo	\$106,680.00	\$111,464.00	Contract Ends 6/30/2020			
Oak Lawn	\$85,328.00	\$87,887.00	Contract Ends 6/30/2020			
D218	\$96,002.00	\$99,989.00	Contract Ends 6/30/2020			
Bloom	\$84,133.00	\$87,395.00	Contract Ends 6/30/2020			
Rich Township	\$78,674.00	Contract Ended 6/30/2019				
Board From Average	\$10,949.77	\$10,829.75	\$11,589.25	\$9,204.00		

This chart is similar to the chart on the previous page. Green = D228 higher; and red = D228 lower.

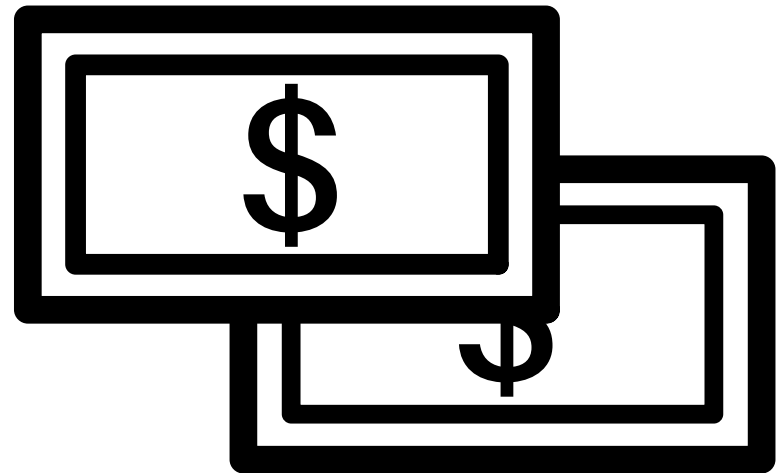
The Board is compensating teachers in the MA+60 lane with 13 years of experience approximately \$11,000 above the average and higher than every other district but one.

The Board's proposal would continue this trend and would keep D228 above all districts in this example by approximately \$11,000. The JFA proposal, would move D228 from approximately \$11,000 above the average, to approximately \$20,000 above the average.

SALARY

In the current contract, there are four separate categories for teachers. These categories each have a different salary structure. These categories include:

- **Teachers hired after 2016**
- **Teachers hired before 2016 who are on a salary schedule and have 18 or less years of experience**
- **Teachers who have reached the end of the salary schedule**
- **Teachers who have submitted for retirement**

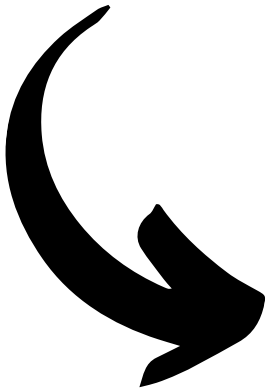


SALARY - TEACHERS HIRED AFTER 2016

Board: The Board proposes adding \$1,500 to teacher's current salary plus a 3.6% raise in year 1 to teachers hired after 2016. In years 2 and 3 teachers would receive a 3.6% raise each year.

JFA: The JFA proposes moving teachers hired after 2016 onto the current salary schedule resulting in an average raise of 7.37% in year 1. In years 2, 3, 4, and 5 teachers would receive a 3% raise on base salary plus a step (raise) of 3.45% (6.45% total each year).

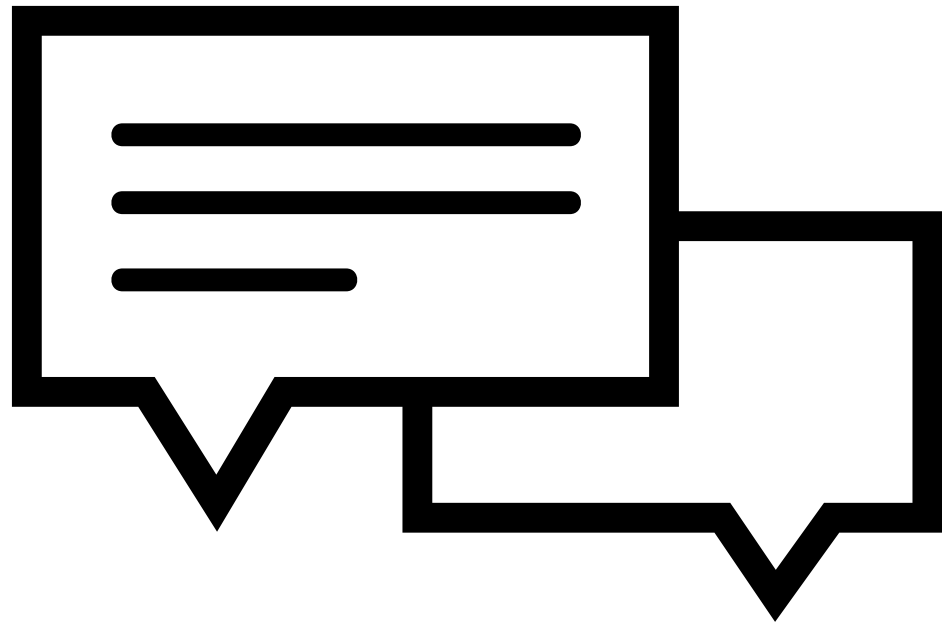
What will this look like for teachers? This chart depicts an example of a teacher hired in the 2018-2019 school year with a bachelor's degree.



Starting Salary (\$49,000)	Board	JFA
2019-2020	\$52,318	\$52,012
2020-2021	\$54,201	\$55,633
2021-2022	\$56,152	\$59,424
2022-2023		\$63,393
2023-2024		\$67,546

BOARD RATIONALE TEACHERS HIRED AFTER JANUARY 1, 2016

The JFA has suggested it has agreed to a separate salary compensation plan for members hired after January 1, 2016 as a “temporary” stop gap measure. In truth, as a result of the negotiation process in 2015, the JFA and Board agreed that any teacher hired after January of 2016 would not be placed on a salary schedule, but would receive a flat percentage raise each year. Teachers hired after 2016 were aware of this compensation model and accepted their position. The JFA has suggested the new salary compensation plan has deficiencies and is ineffective in attracting and retaining teachers. In reality, as seen through the Illinois School Report Card, District 228’s teacher retention rate has remained at roughly 93% for the past four years.



SALARY - TEACHERS HIRED BEFORE 2016 WITH 18 YEARS OR LESS OF EXPERIENCE

Board: The Board proposes a 1.0% raise on base salary plus a step (raise) of 3.45% for teachers hired before 2016 with less than 18 years of experience in year 1 (4.45% total). In years 2 and 3 the Board proposes a step (raise) of 3.45% each year for these teachers.

JFA: The JFA proposes a 5% raise on base salary plus a step (raise) of 3.45% for teachers hired before 2016 with less than 18 years of experience in year 1 (8.45% total). In years 2, 3, 4, and 5, the JFA proposes a 3% raise on base salary plus a step (raise) of 3.45% (6.45% total each year).

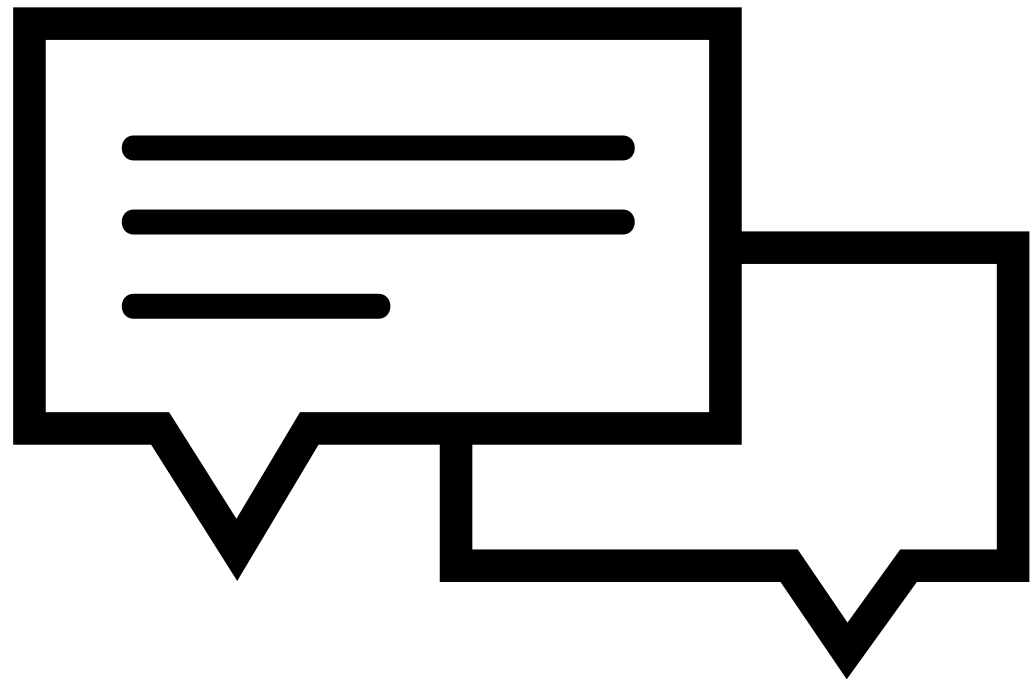
What will this look like for teachers? This chart depicts a current teacher at Step 3, MS+30 on the salary schedule over the next five years.



Teacher Salary 2018-2019 (\$65,156)	Board	JFA
2019-2020	\$68,501	\$71,217
2020-2021	\$71,195	\$76,238
2021-2022	\$73,889	\$81,496
2022-2023		\$87,001
2023-2024		\$92,763

BOARD RATIONALE TEACHERS HIRED BEFORE 2016 WITH 18 YEARS OR LESS OF EXPERIENCE

In District 228, salary schedules were established through negotiations in 1972 when the starting salary was \$8,650. The salary schedule guarantees that each educator receives an average 3.45% raise every year. Current JFA salary increase statements neglect to include the guaranteed 3.45% additional money every year. The JFA, on multiple occasions, has publicly stated they would like a 3.6% raise every year for five years. In response to this request, the Board offered 3.6% raises. The JFA rejected this offer.

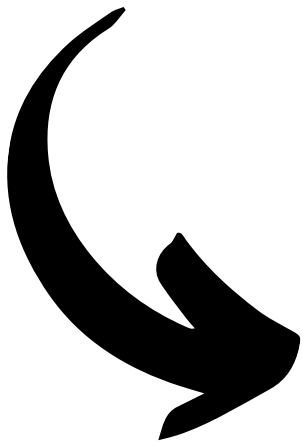


SALARY - TEACHERS WHO HAVE REACHED THE END OF THE SALARY SCHEDULE

Board: The Board proposes 1% raises in years 1, 2, and 3 for teachers who have reached the end of the salary schedule.

JFA: The JFA proposes a 5% raise in year 1 for teachers who have reached the end of the salary schedule and 3% raises in years 2, 3, 4, and 5.

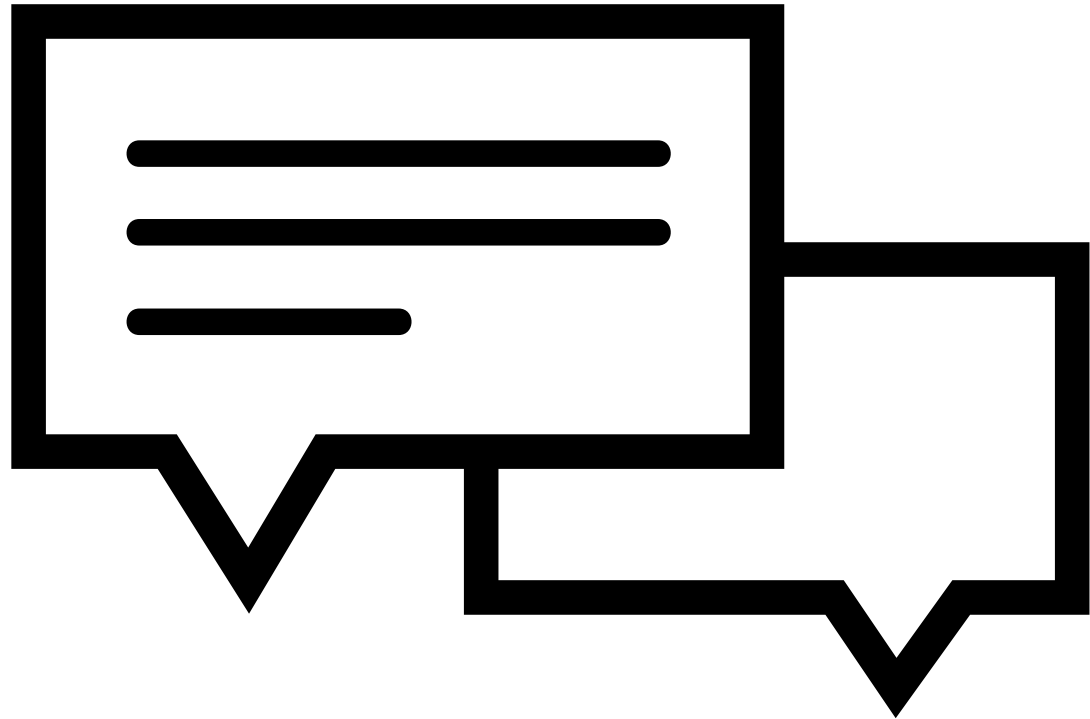
What will this look like for teachers? This chart depicts a current teacher at the bottom step of this group, MS+60 on the salary schedule over the next five years.



Teacher Salary 2018-2019 (\$128,936)	Board	JFA
2019-2020	\$130,225	\$135,383
2020-2021	\$131,527	\$139,444
2021-2022	\$132,842	\$143,627
2022-2023		\$147,936
2023-2024		\$152,375

BOARD RATIONALE TEACHERS WHO HAVE REACHED THE END OF THE SALARY SCHEDULE

Teachers who have reached the end of the salary schedule have an average salary of \$116,629. In previous contracts, these teachers received a 0.92% raise on average each year. The Board believes a 1% raise each of the three years is a fair offer.

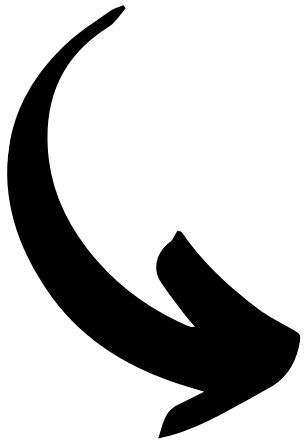


SALARY - TEACHERS WHO HAVE SUBMITTED FOR RETIREMENT

Board: The Board proposes 4% raises for the last 4 years of a teacher's career after submitting for retirement.

JFA: The JFA proposes 6% raises for the last 4 years of a teacher's career after submitting for retirement.

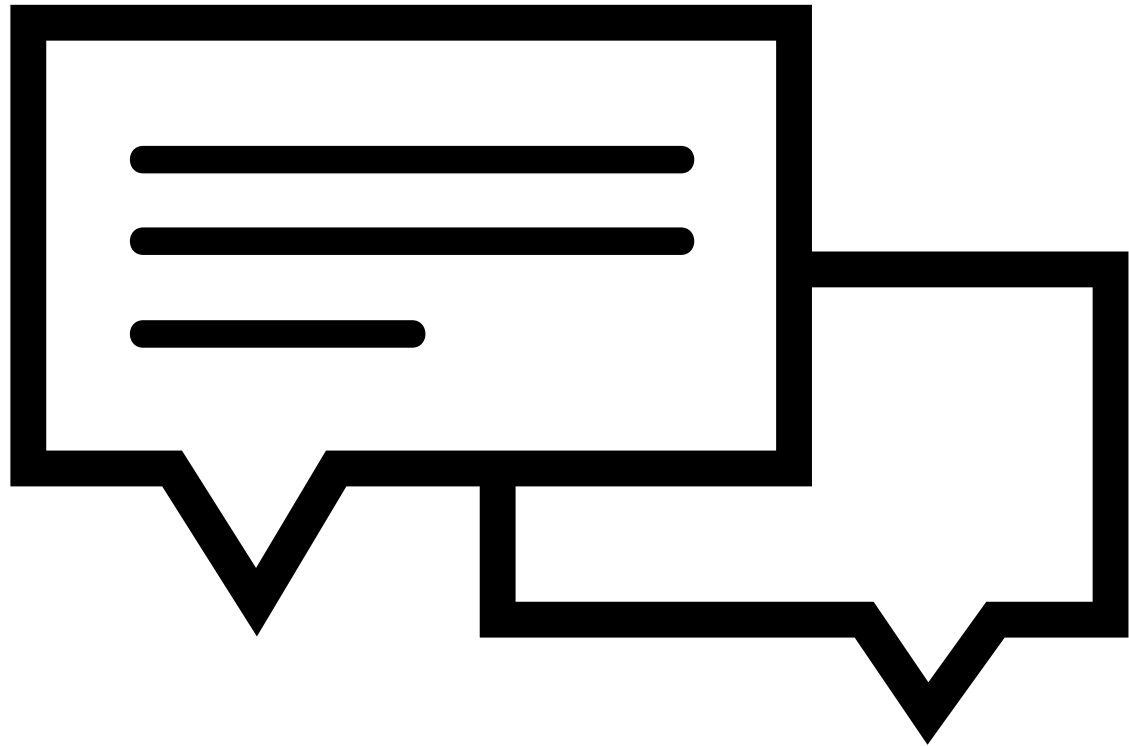
What will this look like for teachers? This chart depicts a current teacher who submits a letter of application for retirement to the District this school year over the next five years.



Teacher Salary 2018-2019 (\$128,936)	Board (4%)	JFA (6%)
2019-2020 (Base Year)	\$135,383	\$135,383
2020-2021	\$140,798	\$143,506
2021-2022	\$146,430	\$149,246
2022-2023	\$152,287	\$155,216
2023-2024	\$158,379	\$161,425

BOARD RATIONALE TEACHERS WHO HAVE SUBMITTED FOR RETIREMENT

As a result of the negotiation process in 2015, the JFA and the Board agreed that teachers who submit a retirement request would receive 4% raises for 4 consecutive years.



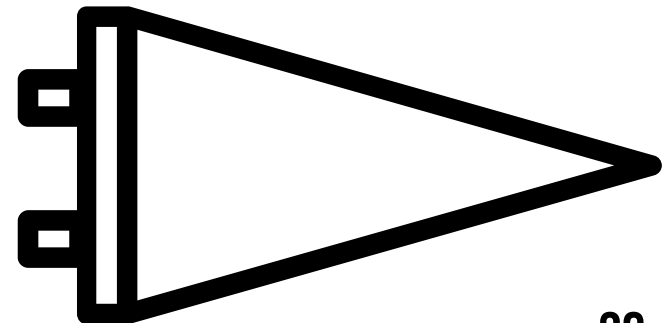
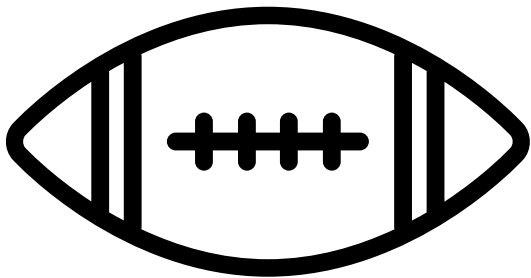
ADDENDA

Background of Addenda and Open Addenda

In addition to the 109 specifically named addenda (ex. coach or club sponsor), in the previous contract, the District also gave 10 unnamed or "open" addenda of \$500 to each of our four high schools. This was put in place so that new clubs could get an adult to sponsor the club and allow for individualized clubs at each school to match the interests of its students.

The Board has proposed, and the JFA has agreed, to increase 4 of these \$500 addenda to \$1,500.

These \$1,500 "open" addenda are then available for the two outstanding addenda on the next page.



ADDENDA - FUEGO & ROBOTICS CLUB

The JFA proposes to add Fuego and Robotics Club to the addenda schedule.

Fuego - The JFA is requesting Fuego, a dance group that focuses on modern Latin music such as Bachata, Merengue, Cumbia, Salsa, and Mexican Regional music be added as a listed addenda to the contract.

The Board believes this is a great club for students; however, three of the four high schools in the District have not expressed interest. Because of this, the Board suggests that this club sponsor be compensated with one of the ten "open" addenda that each school can choose to sponsor each year. This allows each building to support the clubs that are unique to its building.

Robotics Club - The JFA is requesting that Robotics Club, a special interest club for students that focuses on the engineering process through robotics, be added to the addenda schedule. For similar reasons, the Board suggests that this club sponsor be compensated with one of the ten "open" addenda that each school can choose to sponsor each year.

ADDENDA BOARD RATIONALE

Similar to the salary, each position has a particular group and there are steps 1-12 which are based on experience in that activity or sport.

The previous two contracts between the JFA and the Board had increases on the base salaries in year 1 and then just step movement after. The Board is following the same structure.

The JFA is requesting raises each of the 5 years in addition to step increases. The JFA requested that the Board make these steps "normalized" or constant. The Board's proposal does that.

The main differences in addenda are strictly financial.

From the current salary schedule to the Board's three-year proposal, a coach or sponsor would receive an average raise of 22% from the 2018-2019 school year through the length of the proposed contract. A majority of this raise is in year 1, but is equivalent to 6.8% raises annually for three years.

From the current salary schedule to the JFA's five-year proposal, a coach or sponsor would receive an average raise of 56.71% from the 2018-2019 school year to the end of their proposal. This is equivalent to an average of 11.1% raise every year.

The JFA's proposal has a large raise in year 1 and additional raises plus step raises over each of the next four years.

The Board acknowledges that addenda have not been a focus of previous negotiations and have fallen behind. Therefore, the Board believes its current offer to be fair.

PLACEMENT ON ADVANCED LANES

The JFA is proposing to increase the number of online courses teachers can take to move across the lanes on the salary schedule. The District already accepts 36 graduate online credits to be used to move to the right on the salary schedule. The JFA is proposing to increase this to 45 online graduate credit hours.

Board Rationale: The Board believes the contract is generous in granting salary increases for additional education. Very few, if any surrounding districts, have the Masters + 60 education lanes. This is something that District 228 teachers have access to that other districts do not. The chart on page 17 illustrates that District 228 teachers are appropriately compensated for additional education. Increasing the number of online graduate credit hours allows expedited movement to the highest educational lanes which will increase the burden on taxpayers. The Board believes that the current maximum of 36 graduate credit hours to be completed online is fair.



RETIREMENT INSURANCE

The JFA is proposing that retired teachers should have the ability to remain on the District's healthcare plan.

Board Rationale: While the JFA is proposing that the retiree would pay the full premium, this is only one portion of the cost to the District. The District also pays all of the claims incurred by the members on the plan. This means that even though they've offered to pay their premiums out of pocket, the District is responsible for paying all of the medical bills (including surgeries, doctor visits, prescription drugs) incurred by these individuals. Keeping retired teachers on the plan also puts the District's health plan at adverse risk status, which would likely nearly double premium costs for all employees who utilize the District's insurance plan. The Board does not believe that this accomplishes any of the goals and objectives listed earlier in this presentation. In addition, retired teachers have the ability to purchase TRIP insurance through the state of Illinois.

The rising costs of healthcare, and the fact that the District's insurance policy is the best policy being offered by nearly any school district in the state of Illinois, has caused the Board to try to decrease the District's cost for healthcare.

The Board has tried to decrease these costs in the following ways:

- Work with the JFA to make minor changes to the plan (minor increases to deductibles, co-pays, and prescriptions). The JFA has rejected this.
- To have the JFA pay a higher percentage of the premium for this plan since the JFA will not agree to make minor changes to the plan itself. The JFA has rejected this and the Board has agreed to maintain the JFA's current contribution at 20% of the premiums for the plan.
- In the last contract, the JFA and the Board both agreed to remove retirees ability to stay on the District's insurance, due to the fact that retirees typically have higher costs than the average teacher. The JFA would now like to add this burden back on the taxpayers.

CLASS SIZE

The JFA is proposing limits on class size beyond what the joint Board/JFA committee has agreed to over time.

Board Rationale: The Board has demonstrated its commitment to reasonable class sizes. Since 2015, class size has fluctuated between 20 and 23 students. It is imperative that class size limits remain a management right in order to balance student opportunities and fiscal responsibility.

The JFA highlights that 159 classes, or 10% of all classes in the 2018-2019 school year were run above the window. Of these 159 classes, 136 classes (86%) were only 1 or 2 students above the window. What the JFA neglects to highlight, is that 28% of the courses run well under the established windows.

In summaries of past joint class size committees, the JFA consistently expressed appreciation for the decisions that the Board has made related to class size and the process. The Board looks forward to continuing this tradition.

CONCLUSION

CONCLUSION

The Board believes that the proposal presented to the JFA, meets the following three objectives.

1. Maintain comprehensive, educational, and co-curricular opportunities for District 228 students.
2. Demonstrate respect for the taxpayers of the Bremen High School District 228 community.
3. Offer fair compensation for Bremen High School District 228 educators.

The Board further believes that the JFA proposal would be devastating to the students and taxpayers of District 228.



Cost Analysis of Board / JFA Projected Deficits

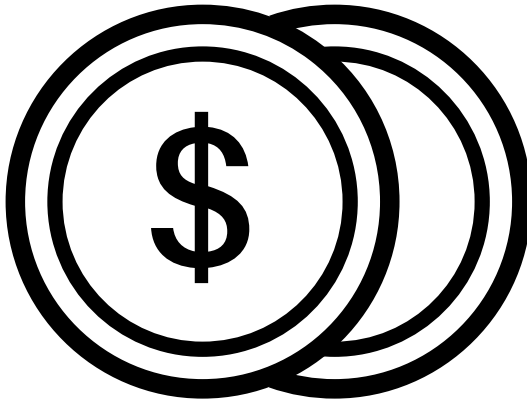
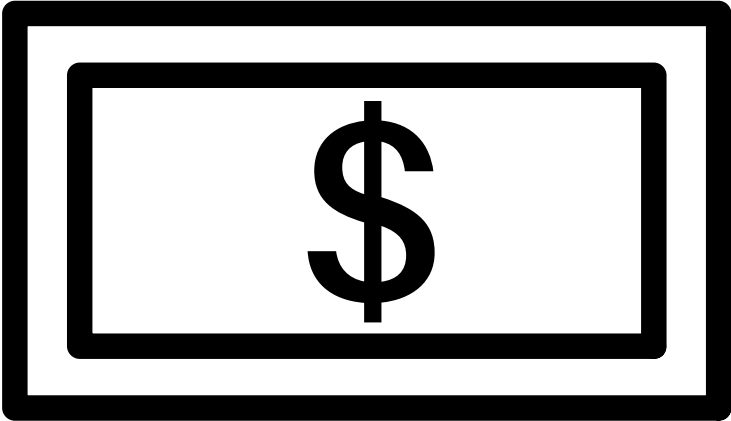
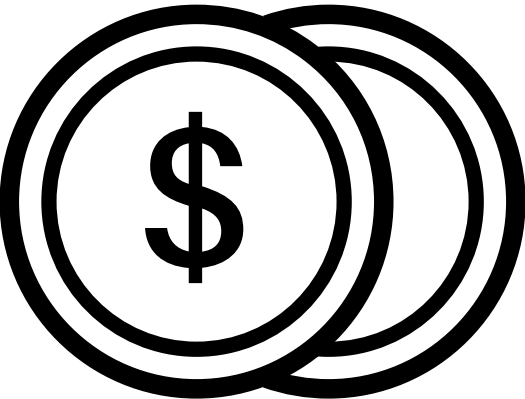
Fiscal Year	Board Proposal	JFA Proposal
2019-2020	-\$748,000	-\$935,000
2020-2021	-\$1,300,000	-\$2,100,000
2021-2022	-\$2,200,000	-\$3,700,000
2022-2023		-\$5,200,000
2023-2024		-\$7,300,000

Chart of Board and JFA Projected Deficits



BOARD'S PROPOSAL- COST ANALYSIS

	2019-2020	2020-2021	2021-2022
Salary	\$29,322,000	\$30,052,000	\$30,803,000
% Increase	4.5%	2.5%	2.5%
Addenda	\$3,010,000	\$3,090,000	\$3,170,000
% Increase	19.8%	2.6%	2.6%



MISSTATEMENTS & DISCREPANCIES

The JFA'S public posting contains substantive misstatements. The JFA public posting will be available on the Illinois Educational Labor Relations Board website on November 22, 2019. This section will note union misstatements and discrepancies and provide the Board's clarifying responses

PAGE 1, INTRODUCTION PARAGRAPH 2

Union Misstatement: “With four months between formal proposals...”

Board Clarification: The Board utilized supposals in between formal proposals. This is a common negotiating tool supported by the federal mediator. In this case, the Board was forced to use supposals due to the massive number of items that were on the bargaining table. The Board cannot make significant movement on one item, only to then also have to do it on another item, and another. Supposals allow flexibility to negotiate without being tied to the highest cost in every area.

PAGE 1, INTRODUCTION PARAGRAPH 2

Union Misstatement: “The JFA’s request for filing occurred during the fifth mediation on October 17, 2019...”

Board Clarification: The Board was notified officially by the JFA of their intent to start the public posting process on November 5th. However, at that time, the JFA had not actually filed anything with the Illinois Education Labor Relations Board, which is a legal requirement to start the process. The JFA initiated the public posting process on November 8, 2019.

PAGE 1, BACKGROUND PARAGRAPH 1

Union Misstatement: “...the JFA has made many financial concessions...”

Board Clarification: The average salary of our teachers is 27 out of 101 high school districts in Illinois. This does not support the claim that JFA has made many financial concessions. In addition, the highest paid teachers are paid significantly higher than teachers in similar circumstances in surrounding districts.

PAGE 1, BACKGROUND BULLET POINT 1

Union Misstatement: "Accepted a soft or hard freeze 6 out of the past 10 years, meaning no increase to the base salary."

Board Clarification: This is a misleading statement. While the base salary did not increase each year, the teachers received a step (raise) of 3.45% in all but one year. This means a minimum average raise of 3.45% in 9 of the last 10 years. The JFA claims the 5 soft freezes resulted in a 0% raise, however the total average raise for those 5 years was 18.4%.

PAGE 2, BACKGROUND BULLET POINT 4

Union Misstatement: "Accepted pay freezes for coaching and addenda/activities base pay for six (6) out of the past ten (10) years."

Board Clarification: This is also a misleading statement. While the base salary of addenda may not have increased in those years, the people doing these extracurriculars received steps (raises). This has been the structure of the addenda schedule for multiple previous contracts.

PAGE 2, BACKGROUND BULLET POINT 7,8

Union Misstatement: "Hourly pay rate has only increased \$3 in ten (10) years." *This is in reference to additional instruction rates such as standardized test tutoring, etc...*

Board Clarification: The JFA and the Board have already agreed to significant increases in all hourly rates. These increases will be between 17.6% and 23%

PAGE 2, BACKGROUND PARAGRAPH 2

Union Misstatement: "...the JFA agreed to a separate salary compensation plan for members hired after January 1, 2016 as a temporary stop-gap measure..."

Board Clarification: This plan, in the short term, actually cost the District more money than keeping it the way it was. Hiring teachers at \$49,000 costs more than at \$47,630 which is what the salary schedule called for. This shows that it was not a temporary stop-gap measure. If it were a temporary step, it would have also been outlined as such in the previous contract.

PAGE 2, BACKGROUND PARAGRAPH 2

Union Misstatement: "...the Board has had challenges in hiring for several vacancies this past year."

Board Clarification: The Board has not had challenges in hiring any positions that it has not had a hard time hiring in the past already. Positions like media specialist, social worker, school psychologist have been hard to hire for many years. The last contract's structure has had no impact on its ability to attract good teachers.

PAGE 2, BACKGROUND PARAGRAPH 2

Union Misstatement: "...the Board chose to fill long-standing vacant positions at higher financial amounts than the new employees' salary compensation plan designated."

Board Clarification: The Board has been doing this practice for hard to fill positions for many years. Giving additional steps (raises) has been happening for years for high-need positions.

PAGE 2, BACKGROUND PARAGRAPH 2

Union Misstatement: “The new salary compensation plan has deficiencies and is ineffective at attracting and retaining educators.”

Board Clarification: The Board has not had challenges in hiring any positions that it has not had a hard time hiring in the past. Positions like media specialist, social worker, school psychologist have been hard to hire for years. The last contract’s structure has had no impact on its ability to attract good teachers.

PAGE 2, BACKGROUND PARAGRAPH 2

Union Misstatement: “Several educators have left District 228 to go to higher paying districts in the immediate surrounding area...”

Board Clarification: The District cannot provide proof on every staff member who has left due to confidentiality; however, the District and the Board are certain that finances have not swayed teachers to leave our district due to compensation.

PAGE 2, BACKGROUND PARAGRAPH 2

Union Misstatement: “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.”

Board Clarification: During the school year of 2018-2019, only 8 teachers resigned. Of these 8, the District is certain that 0 resignations occurred due to finances. They occurred due to family situations, coaching opportunities elsewhere, and other confidential reasons.

PAGE 2, BACKGROUND PARAGRAPH 3

Union Misstatement: In regards to teacher compensation, "...the Board has not made it a priority."

Board Clarification: Of the District's 340 teachers, 125 of them make over \$100,000 which is 37% of the total teaching staff. Of the teachers making over \$100k, the average salary is \$115,500. This shows that the Board has made the compensation of its teachers a priority. This is supported by the chart on page 17.

PAGE 2, BACKGROUND PARAGRAPH 3

Union Misstatement: "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."

Board Clarification: This is misleading because the JFA is using the base salary on the salary schedule. Nobody has been hired at this rate since the fall of 2015. Teachers hired after January 2016 started at \$49,000. In addition, the Board has offered a significant increase to the starting salary to \$51,500 which would rank us 5th on this same list.

PAGE 3, DISTRICT FUND BALANCE CHART, COLUMN 4

Union Misstatement: The teacher base salary % increase does not represent the raises that teachers received.

Board Clarification: In all years but one, when teachers took a soft freeze "0% base increase," teachers received a step (raise) which is equivalent to an average of 3.45%. To depict these years as not getting raises is inaccurate. This step (raise) of 3.45% is unmanageable long-term which is why both the JFA and Board moved new hires off of the salary schedule starting in January 2016. [To compare base salary increases for teachers and actual percent raises for administrators, who are not on a salary schedule, is intentionally misleading.]

PAGE 3, DISTRICT FUND BALANCE CHART, COLUMN 2

Union Misstatement: The fund balance appears to grow over all but one year.

Board Clarification: This is not representative of the District's finances. The JFA cherry-picked these numbers and deficit/surplus numbers to show that the District has more and more money in its bank account. In a majority of these years, the District was running deficits and these fund balances were only increasing due to borrowing, which was ultimately being paid for by the taxpayers. It is also important to note that the JFA has included the Operations & Maintenance Fund and the Transportation Fund in its total fund balance calculation. Teacher salaries cannot be paid from either of these funds. In order to use those funds to pay for salaries, the Board would have to adopt a resolution abating these fund balances to be transferred to the Education Fund. This would ultimately decrease the overall total fund balance. The Illinois State Board of Education requires that three months of reserves be in the District fund balances in order to be what they would consider 'financially stable.' Using these fund balances for teacher salaries puts the District in a much more volatile position. Decreasing fund balances makes the three months reserves requirement much more difficult to maintain.

PAGE 3, DISTRICT FUND BALANCE CHART, COLUMN 5

Union Misstatement: Administrators in the District consistently received raises higher than the JFA members.

Board Clarification: Administrators receive flat percentage raises, there are no steps or lane movement. In years in which administrators received 3% raises and teachers received a soft freeze, the reality is that administrators took home 3% more money and teacher took home 3.45% more money on average. This is made even more apparent in years when administrators made 3% raises and teachers made 2% + 3.45% totalling 5.45% raises. Totals with these steps added in would be more accurately described as teachers (30.15%) and administrators (25.5%).

PAGE 4, COMPARISON CHART, COLUMN 3

Union Misstatement: The District's base salary is ranked 13 of the 15 closest school districts.

Board Clarification: The JFA has chosen to use \$47,630 as the base salary when starting in 2016, all starting teachers started at \$49,000 which would move us from 13 to 11. The Board recognizes this is an area where it wants to attract the best teachers and has therefore offered to raise the starting salary from \$49,000 to \$51,500 and adjust up over the length of the contract. This would rank the District 5th out of 15 school districts.

PAGE 4, COMPARISON CHART, COLUMN 5

Union Misstatement: The District's base addenda salary is 13 of the 15 closest school districts.

Board Clarification: Similar to base salary, this is also an area in which the District has offered to increase the base addenda salary significantly. The reason in which the base addenda salary has not increased over time is because the JFA has agreed to add the additional funds the Board was offering in the teaching salary area rather than in addenda salary.

PAGE 4, COMPARISON CHART, COLUMNS 9 AND 11

Union Misstatement: The District is lagging in summer pay and sub pay.

Board Clarification: Similar to the above categories, the District has offered, and the JFA has accepted, a rate of \$40 (17% increase) for summer pay in these negotiations. This is no longer a matter on the bargaining table. Also, the rate for sub pay has already been agreed to (22% increase) and is no longer on the bargaining table.

PAGE 4, PARAGRAPH 1

Union Misstatement: “During the same five years, the average salary in District 228 has decreased by 3%...”

Board Clarification: Reasoning for this decrease is due to the significant number of retirees who were making \$150k+ in that 5 year period. For instance, in 2017, the District had 19 teachers retire which had a significant impact on the average salary. In this same 5 year period, the average teacher received 23% raises.

PAGE 4, PARAGRAPH 2

Union Misstatement: “Currently, the Board claims to have a balanced budget.”

Board Clarification: The Board is not claiming a balanced budget at this time. The FY19 and FY20 budgets are actually balanced. However, if the Board agreed to the JFA’s proposal, the Board would certainly not have a balanced budget for FY20 and beyond, and the taxpayers would be shouldering borrowing of money to specifically pay 8.45% raises for teachers, which have an average salary of \$91k+.

PAGE 4, PARAGRAPH 2

Union Misstatement: “The JFA disagrees with the Board’s stance to eliminate the step and lane salary schedule for members hired after January 1, 2016.”

Board Clarification: Every contract is signed by both the Board and the JFA leadership and voted on by the entire JFA membership. The contract of 2015-2019 is no exception. The JFA agreed to change the compensation model for future hired teachers while also accepting between 3.45% and 5.45% raises for themselves. In fact, over this time, rather than starting teachers at \$47,630 (start of salary schedule), the Board started these teachers off the salary schedule at a higher salary of \$49,000.

PAGE 4, PARAGRAPH 2

Union Misstatement: “This salary schedule has been in place for decades and has produced a faculty that is highly educated and experienced.”

Board Clarification: It is the Board’s belief that the salary schedule did cause teachers to gain experience and education at a fast pace. Because of this, the JFA has the second highest top salary of those same 15 surrounding school districts. The average top salary in District 228 is approximately \$11,000 above the average of all the other 15 comparable districts in which there is data to compare.

PAGE 4, PARAGRAPH 2

Union Misstatement: “The act of eliminating the salary schedule indicated that the Board does not value our current or future educators.”

Board Clarification: As explained in the last example, the JFA agreed to this change in compensation model.

PAGE 4, PARAGRAPH 3

Union Misstatement: “The effects of past austerity measures imposed upon the faculty...”

Board Clarification: All contracts are agreed to by both the JFA leadership, JFA membership, and the Board.

PAGE 4, PARAGRAPH 3

Union Misstatement: “..the District added \$3 Million to their reserves.”

Board Clarification: The Board does not believe that every dollar of surplus should be allocated to teacher salaries. Programs, supports, and opportunities for students are of the utmost importance. The Board weighs these needs and must balance these additional funds in the a that accomplishes its goals for all parties.

PAGE 4, PARAGRAPH 3

Union Misstatement: "Superintendent Dr. Bill Kendall has repeatedly stated...District 228 is in the best financial shape."

Board Clarification: The best financial shape means running a balanced budget and not relying on borrowing money from the taxpayers to operate the District. Even in the current Board proposal, the District will be predicted to run a manageable deficit for the last two years. This would not require additional monies from taxpayers.

PAGE 5, PARAGRAPH 1

Union Misstatement: "Additionally, the JFA is concerned about class sizes across the District."

Board Clarification: Of the over 1,400 classes in the District, currently only 182 (13%) are over the agreed upon windows. Of these 182, 87% are only over by 1 or 2 students. Rather than spending \$20k on average to start a new class or denying students access to a preferred class, the District will increase the class size by 1 or 2. On the other end of the spectrum, the JFA fails to mention there are 385 classes (28%) below the window. If the Board were to stick to the windows strictly, the District would have to cut many elective classes and foundation level classes as there is not enough enrollment to support them within the window. However, this is not in line with the Board's objectives. The 182 classes over by 1 or 2 students are necessary to allow the 385 classes below the window to run.

PAGE 5, PARAGRAPH 1

Union Misstatement: "159 of our classes, across the District were over the agreed upon class size window."

Board Clarification: In the previous school year, 159 classes (10% total) were above the window, however of these 159 classes, 138 were only 1 or 2 students above the window. At the same time, 28% of all classes were below the window. In order to accommodate classes that provide students opportunities, some classes must be larger to offset these much smaller elective classes while remaining fiscally responsible.

PAGE 5, PARAGRAPH 2

Union Misstatement: “Many of us reside in the local community and pay local property taxes.”

Board Clarification: 23% of teachers in the JFA live in the District’s boundaries.

PAGE 10, ADDENDA RATIONALE

Union Misstatement: “The District currently does not have a normalized addenda [schedule]...”

Board Clarification: Based on feedback from the JFA, the Board presented the JFA with a normalized addenda schedule that increased the base compensation and made the steps consistent as was requested. The JFA rejected this due to the fact that the steps were not as large as their proposal.

PAGE 10, ADDENDA RATIONALE

Union Misstatement: “...none of the athletic or activity coaches have had a matrix increase in six (6) of the past ten (10) years...”

Board Clarification: As mentioned earlier, coaches still received a step (raise) on the schedule which was approximately 4-5% per year.

PAGE 11, RETIREMENT PROGRAM RATIONALE

Union Misstatement: “Providing an increased retirement package rewards educators for dedicated longevity.”

Board Clarification: The Board believes it is rewarding teachers who have reached a retirement age. These individuals receive 4% raises over each of their last four years. The compounding effect of these raises is a 17% raise over the last 4 years.

PAGE 11, RETIREMENT PROGRAM RATIONALE

Union Misstatement: “Five other local districts offer incentives greater than those of District 228.”

Board Clarification: The teachers at the high end in District 228 are paid on average \$11,000 more than those in surrounding districts. The District can afford higher salaries or higher retirement incentives, but it would be impossible to support both at the amount the JFA is asking for.

PAGE 11, PURCHASING INSURANCE POST-RETIREMENT

Union Misstatement: “We are merely asking to buy in to the (health) insurance not receive it for free.”

Board Clarification: The premiums of \$19,216 that a member and a spouse would pay would cover the first \$19,216 of medical expenses. However, if something causes the cost to increase beyond this, the District would be liable for all claims for someone who no longer works for the District.

PAGE 11, PURCHASING INSURANCE POST-RETIREMENT

Union Misstatement: “Further, all retired twelve (12) month administrators and their spouses currently receive free medical insurance until medicare eligible.”

Board Clarification: This is true, however, the number of 12 month administrators that have retired and are currently receiving this benefit is less than 5. If this was available to teachers, this would increase the number of retirees the District was supporting to 50+ employees and spouses.

PAGE 11, APPENDIX A RATIONALE

Union Misstatement: “The amount of time the Fuego sponsor commits to the students in this activity easily justifies compensation above \$500 a year.”

Board Clarification: The Fuego club is only operating at one building. The District has a mechanism to address these special interest clubs through unnamed addenda. The District has had 10 \$500 addenda that each building can use how it sees fit. In advance of the JFA’s proposal, the Board offered to raise 4 of these \$500 addenda to \$1,500, where one could be used for Fuego, while allowing other buildings to offer clubs that fit student interests more closely

PAGE 12, COST ANALYSIS

Union Misstatement: The JFA is representing a 4.44% increase in year 1.

Board Clarification: While this number is close to accurate, the District will only bring in 1.9% more money this year from state funding. Thus, the District will have to borrow the additional 2.5% of \$35 million every year. The following year, assuming 2% CPI, the District would have to borrow another 0.87% in addition to the 2.5%. Over time, this borrowing, due to salary growth above the growth in revenues, would cause ever increasing deficits and would steal any new funds from going towards resources and programs for students. As a result, this would require steep cuts to programs, staff, etc., just to fund these salary increases.

BOARD PACKAGE PROPOSAL

BOARD PACKAGE PROPOSAL
October 30, 2019

ARTICLE 25 – DURATION

Length of Contract
3 years

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~~ 2022. On or before December 1, ~~2018~~ 2021, 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~~ 2022.

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~~ 2022, or such further date as the parties may jointly agree.

ARTICLE 26 – SALARY, FRINGE BENEFITS

Salary

Certified Staff Hired Before January 1, 2016

2019-20	1.0% on Base Step and Lane Movement
2020-21	Step and Lane Movement Only No Increase to Base
2021-22	Step and Lane Movement Only No Increase to Base

COLA Staff

Any teacher who repeats the top step in his/her respective lane shall move to L1. The difference between L1 and the highest step in each lane shall remain \$2500 for the duration of the contract.

2019-20	Increase all COLA steps by 1%
2020-21	Increase all COLA Steps by 1%
2021-22	Increase all COLA Steps by 1%

APPENDIX B

CERTIFIED STAFF HIRED AFTER JANUARY 1, 2016

Salary Compensation and Advancement

A. Certified staff hired after January 1, 2016 shall be compensated in accordance to the terms defined below and raises to a teacher's salary will be directly multiplied by the teacher's previous year's base salary.

B. There will be four (4) educational categories used to place all new employees. They are as follows:

- BA
- MS
- MS +30
- MS +45

C. Starting salaries for each of the four (4) educational categories are as follows:

- BA – 2019-20 \$51,500
 2020-21 \$51,750
 2021-22 \$52,000

- MS – 2019-20 \$57,500
 2020-21 \$57,750
 2021-22 \$58,000

- MS +30 – 2019-20 \$60,500
 2020-21 \$60,750
 2021-22 \$61,000

- MS +45 – 2019-20 \$63,500
 2020-21 \$63,750
 2021-22 \$64,000

- D. When a teacher in the BA educational category attains a Master's Degree, \$6,000 will be added to his/her salary and then compounded in their base salary moving forward. Upon degree completion, the teacher would be a member of the MS educational category.
- E. When a teacher in the MS educational category attains Master's Degree +30, \$3,000 will be added to his/her salary and then compounded in their base salary moving forward. Upon course credit completion, the teacher would be a member of the Master's Degree +30 educational category.
-
- F. When a teacher in the Master's Degree +30 category attains Master's Degree +45, \$3,000 will be added to his/her salary and then compounded in their base salary moving forward. Upon course credit completion, the teacher would be a member of the Master's Degree +45 educational category.
- G. Article 26.2 Schedule Placement and Article 26.3 Placement on Advanced Lanes will apply to all new hires.
- H. Raises for new employees employed during the prior year will be according to the following:
- 2019-2020 ~~3.0%~~ **3.6%** + \$1,500.00
 - 2020-2021 ~~3.0%~~ **3.6%**
 - 2021-2022 ~~2.5%~~ **3.6%**
- I. Any certified staff member that remains in the district for ten consecutive years will receive a \$2,500 pay upgrade starting on their tenth year. The \$2,500 will be added to his/her salary and then compounded in their base salary moving forward.

ARTICLE 26 – SALARY, FRINGE BENEFITS

26.8 Retirement Program

- C. If a teacher gives the Board an irrevocable notice of retirement by July 1st 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.~~ For teachers who submit their notice of retirement after July 1, 2019, this retirement incentive shall be equal to ~~three percent (3%)~~ four percent (4%) of the teacher's prior year's T.R.S. creditable compensation, inclusive of all other increases in T.R.S.

[Board Resubmits 4%]

Once a teacher submits an irrevocable notice of retirement by July 1st, that teacher shall be removed from the salary schedules contained in Appendix B of this Agreement. All calculations for increased T.R.S. creditable earnings will be based on the T.R.S. creditable earnings in the year prior to the submission of the irrevocable notice of retirement.

Once the teacher submits an irrevocable notice of retirement, in no case will the teacher's T.R.S. creditable earnings increase exceed six percent (6%) of the

previous year. The only exceptions to this limitation are those expressly exempted from penalties by T.R.S., and agreed upon by the Association and the District.

Teachers in the retirement program should monitor biweekly gross salary; any variation in gross salary should be reported to the District. The District will perform an evaluation of salary paid to all teachers in the retirement program by May 31st of each year. If, based on that evaluation, any teacher in the retirement program is projected to exceed the 6% cap and cause the district to incur a required contribution (penalty) to T.R.S., an adjustment to correct the error will be made in June to bring the teacher's salary for the year back to the 6% level.

1. Other Conditions

In recognition that circumstances may change after a teacher has submitted an irrevocable notice of retirement, the following conditions are set forth:

- a. In emergency situations a teacher may submit to the Board a written request to withdraw the irrevocable notice of retirement. Acceptance of the request is at the sole discretion of the Board. If the request is granted the teacher will continue to receive the salary enhancement for the same number of years anticipated by the original notice, if any years remain. After expiration of the number of years anticipated by the original notice, the teacher shall be returned to the salary schedule. In no case shall the teacher's increase in annual creditable earnings exceed six percent (6%) after return to the salary schedule. A teacher shall be eligible for salary enhancement only once.
- b. All duties performed in the base year (the school year prior to the year the employee receives his/her first ~~6% 4% increase or first 3% increase beginning in year 2013-14~~) will be performed in the final years of employment (e.g. coaching, activities, and other duties that were counted in the T.R.S. creditable earnings used to calculate the basis for the ~~6% 4% increase or 3% increase beginning in 2013-14~~). Accordingly, the following apply:

[Board Resubmits 4%]

(1) During the year(s) in which the retiring teacher is receiving the salary enhancement the Board will not require or compel the teacher to perform any additional duties which would otherwise increase the teacher's compensable earnings.

(2) If, during the year(s) in which the retiring teacher is receiving the salary enhancement, the teacher is voluntarily providing less services, such as working less than full time, not responsible for an extra duty which was part of the teacher's assigned responsibility in the base year, or responsible for an extra duty paying a lesser salary than the extra duty which was part of the teacher's assigned responsibility in the base year, the calculation of the teacher's salary enhancement will

be adjusted to reflect the reduction in the level of services being provided.

(3) If, during the year(s) in which the retiring teacher is receiving the salary enhancement, the teacher is involuntarily providing less services, such as working less than full time, not responsible for an extra duty which was part of the teacher's assigned responsibility in the base year, or responsible for an extra duty paying a lesser salary than the extra duty which was part of the teacher's assigned responsibility in the base year, the calculation of the teacher's salary enhancement will not be adjusted to reflect the reduction in the level of services being provided.

2. Other Considerations

The parties further agree that in the event of any changes in the current T.R.S. regulations exempting any compensation now considered as part of the 6% increase beyond which the Board would have to pay a T.R.S. penalty, the retirement incentive will be revised so as to maximize the retirement incentive reflective of and separate from the exempted compensation(s).

- 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.

JFA Proposal: 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.

[Board Continues to Reject JFA proposal for retiree health insurance.]

Should the State legislate any modifications in the retirement law applicable to teachers during the life of this agreement, the parties shall meet immediately to negotiate appropriate changes to the provisions of this Retirement Program.

All such contractual arrangements covering the above retirement program provisions shall be signed and completed in full on forms governing the provisions of this District program as elaborated herein.

Any JFA member who was approved for retirement prior to the ratification of the 2015-2019 contract will be eligible for all retirement benefits, including group health insurance, as outlined in the 2012-15 Procedural Agreement.

The Association and each teacher shall hold the Board harmless from and will indemnify the Board for any and all Federal and State income taxes that might be levied against the Board because of the Board's participation in this program, for any compliance with future changes in the Illinois Teachers' Retirement System, Early Retirement Program, Illinois School Code and Illinois Pension Code affecting this special program, and any suits and/or claims against the District as a result of this special program.

18.6 Teacher Day JFA Proposal:

A. Teachers shall be required to report for duty at least fifteen (15) minutes before the opening of the teachers' regular school day in the morning. Teachers are encouraged to remain for at least fifteen (15) minutes after the close of the teachers' school day to attend to those matters which properly require attention at that time. A teacher's assigned time may not exceed 275 minutes of instruction daily, and a 30-minute supervision for one semester according to 18.6.D. No teacher will have more than five (5) separate classes of different students as teaching assignments unless waived by the individual teacher. No classroom teacher shall be assigned ~~five (5)~~ four (4) or more consecutive periods of duty unless waived by the individual teacher. Schedules should allow for one (1) period of duty-free lunch. Exceptions to this article that are needed as a result of state-mandated testing shall be agreed upon by the District and the JFA as the need arises.

[Board Continues to Reject]

For the two state-designated test days each year, a teacher may be assigned more than 275 minutes of responsibility per day and more than 5.4 consecutive periods of assigned duty. Any changes to the current testing schedule shall be communicated to the JFA within two weeks of notification by the state or earlier if possible. Any changes to the current teacher day as a result of testing changes shall be negotiated by the parties in the year in which those changes are to be implemented.

[Board Continues to Reject]

18.14 Class size JFA Proposal:

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.

[Board Response: Reject addition of Memorandum of Understanding to the Collective Bargaining Agreement.]

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.

[Board Continues to Reject]

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, Computer Lab Business courses, and Art.

[Board Response: Board continues to Reject.]

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.

[Board Continues to Reject]

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).

[Board Continues to Reject]

25.4 Base Salary JFA Proposal:

The 2015-16 ~~2019-20~~ faculty base salary will be ~~\$50,012~~. Refer to Appendix B.
The 2016-17 ~~2020-21~~ faculty base salary will be ~~\$51,512~~. Refer to Appendix B.
The 2017-18 ~~2021-22~~ faculty base salary will be ~~\$53,057~~. Refer to Appendix B.
The 2018-19 ~~2022-23~~ faculty base salary will be ~~\$54,649~~. Refer to Appendix B.
The 2023-24 faculty base salary will be \$56,288. Refer to Appendix B.

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

~~The 2015-16 faculty base salary will be \$49,000. Refer to Appendix B.
The 2016-17 faculty base salary will be \$49,000. Refer to Appendix B.
The 2017-18 faculty base salary will be \$49,000. Refer to Appendix B.
The 2018-19 faculty base salary will be \$49,000. Refer to Appendix B.~~

[Board Continues to Reject JFA Salary Proposal and Attached Salary Schedules and Holds for Agreement on Salary]

26.3 Placement on Advanced Lanes JFA Proposal:

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,

[Board Continues to Reject]

26.4 D. Addenda Schedule

[Board Response: Board Rejects JFA Proposal and Counters with the Following:]

Addenda Schedule

	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
Step Increases	\$300	\$279	\$239	\$219	\$178	\$158	\$138	\$118
1	\$6,130	\$5,705	\$4,875	\$4,467	\$3,643	\$3,228	\$2,827	\$2,412
2	\$6,430	\$5,984	\$5,114	\$4,686	\$3,821	\$3,386	\$2,965	\$2,530
3	\$6,730	\$6,263	\$5,352	\$4,904	\$4,000	\$3,544	\$3,104	\$2,648
4	\$7,030	\$6,543	\$5,591	\$5,123	\$4,178	\$3,702	\$3,242	\$2,766
5	\$7,330	\$6,822	\$5,829	\$5,341	\$4,356	\$3,860	\$3,380	\$2,884
6	\$7,630	\$7,101	\$6,068	\$5,560	\$4,534	\$4,018	\$3,519	\$3,002
7	\$7,930	\$7,380	\$6,306	\$5,779	\$4,713	\$4,176	\$3,657	\$3,120
8	\$8,230	\$7,659	\$6,545	\$5,997	\$4,891	\$4,334	\$3,795	\$3,238
9	\$8,530	\$7,939	\$6,784	\$6,216	\$5,069	\$4,492	\$3,934	\$3,356
10	\$8,830	\$8,218	\$7,022	\$6,435	\$5,248	\$4,650	\$4,072	\$3,474
11	\$9,130	\$8,497	\$7,261	\$6,653	\$5,426	\$4,808	\$4,211	\$3,592
12	\$9,430	\$8,776	\$7,499	\$6,872	\$5,604	\$4,966	\$4,349	\$3,710

2020-2021 Step Movement
No increase to base

2021-2022 Step Movement
No increase to base

APPENDIX A – Activity Classifications

Fuego Sponsor VIII.A.

[Board Response: Board Rejects Fuego Sponsor Group VIII.A.]

Robotics Club VIII.C.

[Board Response: Board Rejects Robotics Club Group VIII.C.]