

HINSHAW

& C U L B E R T S O N L L P

Thomas J. Lester
815-490-4908
tlester@hinshawlaw.com

ATTORNEYS AT LAW

100 Park Avenue
Rockford, IL 61101-1389

815-490-4900
815-490-4901 (fax)
www.hinshawlaw.com

January 10, 2017

VIA FAX (312-793-3369) AND CERTIFIED MAIL/RETURN RECEIPT REQUESTED

Mr. Victor E. Blackwell
Executive Director
Illinois Educational Labor Relations Board
160 North LaSalle Street
Suite N-400
Chicago, Illinois 60601-3369

Re: *Notice of recent offers and cost summaries by the Board of Education, Rockford School District No. 205 and Local 3210 of Council 31, AFSCME (Dietary employees)*

Dear Mr. Blackwell:

Per our earlier correspondence declaring impasse and initiating the public posting process, please be advised that we represent the Board of Education, Rockford School District No. 205 ("School District"). In keeping with the provisions of Section 12(a-5) of the Illinois Educational Labor Relations Act ("the Act") (115 ILCS 5/12(a-5)) and applicable regulations at 80 Illinois Administrative Code §1130.35(e), the School District is filing this notice of recent offers, cost summaries, and other required information.

The most recent collective bargaining agreement between the School District and Local 3210 of Council 31 of the American Federation of State, County and Municipal Employees, AFL-CIO ("the Union") expired on June 30, 2016. The parties began the mediation process on December 7, 2016 and the School District presented its "Last, Best and Final Offer" on December 15, 2016. The involved school year commenced on August 17, 2016.

As required by Board regulation, enclosed please find:

- a. the District's Last, Best and Final offer, dated December 15, 2016;
- b. the Union's December 7, 2016 Proposal;
- c. a Summary and Cost of District's and Union's Proposals; and
- d. Contract Facts – AFSCME Local 692 (Paraprofessionals), AFSCME Local 1275 (Bus Drivers), AFSCME Local 3210 (Nutrition Services)

January 10, 2017

Page 2

Once the most recent cost offers and cost summaries are posted on the Board's website, the School District will provide the required notification. In the interim, please direct any further communications about this matter to my attention.

Very truly yours,

HINSHAW & CULBERTSON LLP



Thomas J. Lester

TJL:ejb

cc: Dr. Ehren Jarrett (by e-mail and regular U.S. Mail)
Mr. Edward Sadlowski, AFSCME (by e-mail and regular U.S. Mail)
Commissioner Randall Larson, FMCS (by e-mail and regular U.S. Mail)
Ms. Madeline Sherod, President, AFSCME Local 3210 (by e-mail and regular U.S. Mail)
Lori Hoadley, Esq., General Counsel (by e-mail)

**STATE OF ILLINOIS
EDUCATIONAL LABOR RELATIONS BOARD**

NOTICE OF FILING AND CERTIFICATE OF SERVICE

The undersigned non-attorney hereby certifies that she caused a copy of the foregoing Notice of recent offers and cost summaries between the Board of Education, Rockford School District No. District 205 and Local 3210 of Council 31 of the American Federation of State, County and Municipal Employees to be served upon the parties listed below on January 10, 2017 in the following manner:

BY FACSIMILE and Certified Mail/Return Receipt Requested

Victor Blackwell, Executive Director
Illinois Educational Labor Relations Board
160 North LaSalle Street, Suite N-400
Chicago, Illinois 60601-3369
Fax: 312-793-3369

By E-Mail and Regular First Class Mail

Edward Sadlowski
Local 1275 of Council 31
AFSCME, AFL-CIO
212 South First Street
Rockford, IL 61104

Randall Larson, Mediator
Federal Mediation and Conciliation Service
2126 N. Perryville Road
Rockford, IL 61107

Ms. Madeleine Sherod
President, AFSCME Local 3210
3128 Prial Avenue, Apt. 6
Rockford, IL 61101


Name

CONTRACT NEGOTIATIONS
RPS #205 and Nutrition Services

Given to
Union
12/15/16
@ 3:22

DISTRICT'S LAST, BEST & FINAL OFFER ON ALL OPEN ISSUES

The District reserves the right to amend, revise, withdraw and/or supplement this proposal at any time prior to a final and binding agreement between the parties.

Items tentatively agreed to (TA) by the parties are "tentative" pending our ability to reach a final, complete and binding agreement.

Article XIV, Section 1, paragraphs 1 and 4 – Personal Leave:

Agree to change paragraph 1 as follows:

1. Effective July 1, 2017, and thereafter, three (3) ~~two~~ of the twelve (12) sick days, for employees covered by Article 13, Section 1(a); or one of the six (6) sick days, for employees covered by Article 13, Section 1(b); may be used by bargaining employees for personal leave for purposes of conducting personal affairs which cannot be transacted on weekends or after school hours.

The District rejects the rest of the union's proposal. Maintain current language as to rest of Section 14.1

Article XXVI, Section 2, paragraphs a (catering), b (evening work), d (out of classification work) – Wage Differentials:

The District restates its 10/4/16 proposal to maintain current language as to sub-paragraphs a, b and d.

Article XXVI, Section 4 – Wages:

The District proposes that upon Board approval the employees' base wages shall be increased to 3%; and, effective 7/1/17, employee's base wages shall be increased 2.5%.

Article XXVIII – Insurance and other Benefits:

The district restates its 6/22/16 proposal.

Scanned
12/7/16
@ 4:40p

The following constitutes a package proposal, as such; it must be accepted or rejected in its entirety. The Union reserves the right to make additions, modifications, amendments, deletions, or corrections to these proposals. No agreement is final until approved by ratification of the membership. No portion of these proposals shall be deemed a waiver of any existing rights; all proposals regarding existing rights are merely attempts to codify existing conditions.

Section 14.1 - Personal Leave

1. July 1, 2017, and thereafter, Two Three of the twelve (12) sick-days, for employees covered by Article 13, Section 1(a); or one of the six (6) sick-days, for employees covered by Article 13, Section 1(b); may be used by bargaining employees for Personal Leave for purposes ~~of conducting personal affairs which cannot be transacted on weekends or after school hours.~~
2. Any unused portion of the above allowance will be subjected to unlimited accumulation of sick leave days. No more than six (6) days of this total may be accumulated for personal use, but no more than two (2) Personal Leave days may be used at any one time.
3. Leave time, except in cases of emergency or funeral, require five (5) business days prior written notice to the appropriate supervisor. A reason for the absence does not need to be disclosed, provided the five business days' notice is provided. Personal business days may be used by employees for Personal Leave for the purpose of handling personal affairs which cannot be transacted on weekends or after school.
4. Personal Leave shall be granted upon request, unless the Employer's operations do not permit. Notwithstanding, members requesting personal leave to attend their child's high school graduation shall be granted priority. If the Employer's operations do not permit Personal Leave, the affected employee will receive written notice, including detailed rationale two days prior to the day off requested. ~~Personal Leave is not provided for casual or indiscriminate use.~~
5. Employees shall be allowed to use personal leave time on snow/emergency, SIP, Parent Teacher Conferences, or Institute Days, Special Holidays, or any school calendar day which would otherwise be unpaid days.

ARTICLE XXVI - SALARY SCHEDULE

Section 2 - Wage Differentials

- a. Catering Work: All employees assigned to catering work will receive an additional \$ ~~.50~~ \$1.00 per hour added to the base pay for all hours worked doing catering.
- b. Evening Work: All employees assigned to evening work will receive an additional \$ ~~.50~~ \$1.00 per hour added to the base pay for all hours worked doing evening work.
- c. Satellite: ~~Managers, second cooks~~ All employees assigned to work satellite receive an additional ~~\$.50~~ \$1.00 per hour added to their base pay.
- d. Out-of-Classification: When a lead cook , or Coordinator is absent, the second cook , and back-up coordinator, respectively, will perform the job of the absent worker, and shall be compensated at Step One of the higher job classification for all time worked in that position. ~~which exceeds five (5) consecutive working days.~~ If Step One of the higher job classification does not result in an increase on the employee's base wage, then the employee shall be compensated at the very next Step of the higher job classification which does result in an increase on the employee's base wage.
- e. Retirees who return as substitutes shall be compensated at the established wage rate ~~currently paid to those on the salary step~~ and lane that the Retiree was on at the time the Retiree retired.

Section 4 - Wages

Effective July 1, 2016, the base wages shall increase across the board by ten percent (10%).

Effective July 1, 2017, the base wages shall increase across the board by six percent (6%).

Effective July 1, 2018, the base wages shall increase across the board by six percent (6%).

ARTICLE XXVII-INSURANCE AND OTHER BENEFITS

Section 1-Insurance

Bargaining unit employees whose normal work schedule is thirty (30) hours or more per week are eligible for health insurance coverage and dental insurance coverage. Health/dental care coverage eligibility is determined by accumulating all hours worked by an employee in the service of the Board of Education. It is not necessary that all such hours be in positions covered by this Collective Bargaining Agreement. In addition, for those employees who are eligible for insurance coverage, the Employer shall provide \$20,000 life insurance at no cost to the employee.

Council 31 AFSCME, for and on behalf of Local 3210,
 and the Rockford Public Schools #205
 Union Revised Counter Proposal
 December 7, 2016

Premiums will be deducted in equal installments from the first two paychecks of each month of the academic year (i.e., September through May). Monthly premiums shall be paid in equal installments such that employee premiums will be prorated across a 9 month period thereby providing coverage across a 12 month period.

PPO#3-500 and PPO 500 Wellness: For the 2013-2014 academic year, Employees who enroll in the PPO#3-500 Wellness Plan will pay monthly premiums equal to twelve and one half percent (12.5%) of the total health insurance premium cost applicable to each coverage level (i.e., employee, employee & child; employee & spouse; and family). For the 2014-2015 academic year and thereafter, Employees who enroll in the PPO#3 500 and PPO 500 Wellness plan will pay monthly premiums equal to fifteen percent (15%) of the total health insurance premium cost applicable to each coverage level (i.e., employee, employee & child; employee & spouse; and family). Notwithstanding, the premium will be reduced as follows for Employees who meet the Wellness Plan Criteria:

9 Month Employees:

PPO 500 Wellness:

9 Month Employees:	2013/14	7/1/14 - 6/30/16 7/1/16
Employee	\$53.33	\$58.66
Employee/children	\$106.66	\$117.33
Employee/Spouse	\$109.33	\$120.26
Family	\$166.66	\$183.33

PPO 500:

7/1/16

<u>Employee</u>	<u>\$129.40</u>
<u>Employee/Children</u>	<u>\$260.05</u>
<u>Employee/Spouse</u>	<u>\$275.51</u>
<u>Family</u>	<u>\$400.35</u>

PPO 1000#2 and HSA: Beginning in the 2013-2014 academic year, in addition to the PPO#500 Plan, the Employer will have two additional health insurance plans [i.e., a higher deductible PPO plan (PPO 1000) and a health savings account (HSA)]. Following ratification of the Agreement by the parties, the Plan shall include an additional PPO 1000 Wellness option. The PPO 1000, PPO 1000 Wellness, and HSA shall have the following fixed premiums paid over the course of 9 months:

10/1/13 - 6/30/16 7/1/16	PPO 1000	HSA	PPO 1000 Wellness
Employee	\$ 33	\$ 0	<u>\$14.85</u>
Employee + Ch	\$ 80	\$ 0	<u>\$36.00</u>
Employee + Sp	\$ 83	\$ 0	<u>\$37.35</u>
Employee + family	\$ 136	\$ 0	<u>\$61.20</u>

Council 31 AFSCME, for and on behalf of Local 3210,
 and the Rockford Public Schools #205
 Union Revised Counter Proposal
 December 7, 2016

As for the HSA Plan, the District will contribute the following sums in the employee's HSA account in accordance with the Plan criteria:

	HSA	HSA Wellness
Employee	\$ 400	\$ 650
Employee + Ch	\$ 600	\$ 1150
Employee + Sp	\$ 700	\$ 1200
Employee + family	\$ 800	\$ 1500

Employees who do not elect Medical Insurance, shall pay the following monthly premiums for Dental Insurance in equal installments such that employee premiums will be prorated across a 9 month period thereby providing coverage across a 12 month period:

Dental Only 10/1/13 – 6/30/16 7/1/16 9 mth

Employee	\$7.00
Employee + Ch	\$13.51
Employee + Sp	\$14.00
Employee + family	\$20.00

For Employees who take insurance, half of the monthly premium payment for insurance will be deducted from the first two paychecks of each month. In the event of a third paycheck in a month, there will be no insurance premium deducted unless there is a refund or deduction to correct a specific situation.

Changes in premiums will be effective at the start of each academic year. Notwithstanding, for the 2013/2014 ~~2016/2017~~ academic year, changes in premiums, and/or Plan design will not take effect until such time as both parties have ratified this Agreement and after the close of open enrollment. Following ratification, the Employer shall schedule an open enrollment period to provide employees an opportunity to enroll in the Insurance Plan of their choice. There will be an annual Benefit Choice period for those employees, spouses, and retirees who are eligible for participation in the Insurance to individually select one of the benefit plans, or who wish to switch health benefit plans for future Plan years. HSA or PPO 1000 plan. Eligible employees who do not enroll in the HSA or PPO 1000 plan will remain in the PPO 500 Wellness plan and pay the PPO 500 Wellness plan premiums during the 2013/2014 school year. In order to remain on the PPO 500 Wellness plan in the 2014/2015 academic year, employees participating in the ~~HSA Wellness plan or the PPO 500 Wellness plan~~ will be required to undergo a Health Risk Assessment and Biometric Screen on or before March 31, 2014. Thereafter, employees participating in the ~~HSA Wellness plan or the PPO 500 Wellness plan~~ will be required to successfully complete the annual Wellness Plan requirements. earn 100 points annually. The District will provide each Employee enrolled in the PPO 500 Insurance Plan reasonable notice of pending changes to the employee's payroll deduction status.

The District has designed the Wellness Plan to cover wellness exam benefits at 100% if done by an in-network provider. The wellness exam benefits are not subject to a deductible, co-

Council 31 AFSCME, for and on behalf of Local 3210,
and the Rockford Public Schools #205
Union Revised Counter Proposal
December 7, 2016

insurance or co-pay so long as the provider is able to code the visit as "wellness" and so long as exam is not diagnostic in whole or in part.

If the Employer grants more favorable health insurance deductibles, out of pocket maximums, coinsurance, Physician Office Visit Co-Pay, and Prescription Drug terms to other employee groups following the ratification of this Contract Addendum, then Employees shall be entitled to receive the more favorable health insurance deductibles, out of pocket maximums, coinsurance, Physician Office Visit Co-Pay, and Prescription Drug terms. The required extension of terms and conditions of employment during the course of bargaining an open contract is exempt from this provision.

ADDITIONAL PROPOSALS BY RPS TO CHANGE THE PLAN:

1. Pharmacy Steerage: Union Rejects-Status Quo
2. Emergency Room Co-Pay: \$100.00 per visit
3. Tele-doc: Institute this program at "No Cost to the Employee".

Additional Union Proposals for Changes to the PLAN:

1. **Wellness: Plan requirements are as follows:**
 - a. Complete Health Risk Assessment;
 - b. Share and review Personal Health Evaluation Report with own personal physician;
 - c. Participate in Health Coaching, if contacted (at least initial contact and one follow up, if requested).

ARTICLE XXVIII TERMINATION

This Agreement is effective July 1, ~~2016~~ 2012, and shall continue in effect through Midnight, June 30, ~~2019~~ 2016, and from year to year thereafter unless either party hereto notifies the other in writing no later than April 1, ~~2019~~ 2016, or any April 1 thereafter, that it desires to terminate or otherwise modify this Agreement.



RPS 205 FINAL OFFER OF NOVEMBER 15, 2016 TO AFSCME LOCAL 3210 (NUTRITION SERVICES) - PACKAGE PROPOSAL

The following is a summary of key proposal highlights by contract section and subject

Representatives of RPS 205 and AFSCME Local 3210 have been meeting for many months, starting May 9, 2016. The District's "last, best and final offer" was presented to the Union on December 15, 2016, and an impasse was declared on January 3, 2017. The offer includes 15 tentative agreements that have been reached by the parties during 12 bargaining sessions over the past nine months. This has been a very long process and the District believes that this offer provides a competitive new contract for our Nutrition Services employees and economic predictability for the Rockford Public Schools.

Section 14.1 - Personal Leave

Proposal:

The Union has requested, effective July 1, 2017, to be allowed to use three (3) of the sick days as "personal leave" for any reason. (The expired contract language limits the reasons for which sick days may be used as personal leave). The Union's proposal would also allow the use of personal leave to cover parent/teacher conferences, special holidays, etc. that would otherwise be unpaid days. The District has agreed to allow employees to use three (3) of the sick days as "personal leave." However, the District does not agree to the Union's proposal to permit the use of such days for any reason. The District has proposed maintaining the expired contract language on these topics, leaving in place the limitations on the use of personal days.

Rationale:

- Sick days are granted for an employee's use to cover personal illness and similar absences. While employees have been allowed to use a few of these days for personal leave and similar reasons, the Union's proposal seeks to expand the circumstances under which personal days may be used which will, in turn, result in increased costs to the District.
- The District's proposal demonstrates to the residents of Winnebago/Boone counties that the District, administration and teachers are reasonable fiscal agents of the public monies.

Cost: Increased costs will certainly result, depending upon the number of personal leave days used by each employee inasmuch the absences must be filled either by employees receiving premium pay or by substitutes.

Article XXVII - Insurance and Other Benefits

Proposal:

- Effective July 1, 2017, the District has proposed changes to the present health insurance program, including the contributions paid by the employees for coverage by those programs. The District's proposal also includes pharmacy "steerage" language, emergency room co-pays and the use of "Tele-doc" services, all of which have been proposed in order to minimize expenses to the plan. Under the District's proposal, effective July 1, 2017, the health insurance plan would be amended as follows:

Employees who enroll in PPO-500 Wellness Plan will pay monthly premiums equal to seventeen and one-half percent (17.5%) of the total health insurance premium cost applicable to each coverage level (i.e., employee, employee & child, employee & spouse; and family). If the employee opts to not participate in the Wellness plan, they will pay monthly premiums equal to twenty percent (20%) of the cost of the plan.

In addition to the PPO-500 Plan, the Employer will have two additional health insurance plans [i.e., a higher deductible PPO plan (PPO 1000) and a health savings account (HSA)]. The PPO 1000 and HSA shall have the following premiums:

Rates as of July 1, 2017					
Category	PPO-500 wellness	PPO-500 non-wellness	PPO-1000 wellness	PPO-1000 non-wellness	HSA
Employee	17.5%	20%	\$47.16	\$62.88	\$0
Employee + children	17.5%	20%	\$126.10	\$165.52	\$0
Employee + Spouse	17.5%	20%	\$134.09	\$175.99	\$0
Family	17.5%	20%	\$218.20	\$278.81	\$0

As for the HSA Plan, the District will contribute the following sums in the employee's HSA account in accordance with the Plan criteria:

	HSA	HSA Wellness
Employee	\$ 400	\$ 650
Employee + Children	\$ 600	\$ 1150
Employee + Spouse	\$ 700	\$ 1200
Employee + family	\$ 800	\$ 1500

RPS 205 proposes the following changes to the plan:

1. Pharmacy Steerage: Employees who use CVS or Walgreens will pay an additional \$10 copay per prescription.
2. Emergency Room Co-Pay: \$200 per visit.
3. Tele-doc: Institute this program.

Rationale:

- Seeks a gradual implementation of changes to the health care plan's premiums;
- Addresses the fact that since FY13, the District's health care costs have increased from \$37.7 million to \$44.4 million;
- Addresses plan design to provide more incentives to employees to help contain costs;
- Encourages staff to help manage costs through better plan design and consumer choices and is similar to health care plans being offered by other similarly-sized employers both in the Rockford area and nationally;
- Gives the staff the choice of different plan designs so that they may choose the plan that best fits their needs;
- Follows the lead of other public and private employers, including school districts, which have recognized this problem and have systematically begun moving toward different plan designs to address the same issues;
- Helps to control costs, so that the District may be able to send more money to directly benefit students.

Costs: Inasmuch as the changes to the insurance would not occur until the 2nd year of the contract and inasmuch as the District is proposing a 2 year agreement, the District would realize only 1 year of savings for a cumulative total of \$26,647 in healthcare savings, as follows:

The increased premiums would result in \$19,727 in savings to the District.

The pharmacy steerage, the improvements to the wellness program, and the increase to the emergency room co-pay would result in projected savings of \$2,607, \$2,800, and \$3,528 respectively.

The TeleDoc program will cost the District a cumulative amount of \$2,016.

Article XVI - Wages

Proposal:

The District has proposed a three (3) year agreement with the following annual increases:

- 1st year – 3% (effective the date of Board approval)
- 2nd year – 2.5%

The Union has proposed increases for premium assignments (i.e., catering, evening work and out of classification work).

Rationale:

- The proposed wage schedule provides increases to the rates of the District's Nutrition Services employees commensurate with those provided in other school districts.
- The District's proposal demonstrates to the residents of Winnebago/Boone counties that the District, administration and Nutrition Services employees are responsible fiscal agents of the public monies.
- Employees are currently receiving appropriate compensation for premium work. In addition, the Union's proposed changes to the out of classification premium pay would create an additional minimal burden for supervisors and payroll.

Costs: Wages would increase a cumulative amount of \$204,934 over the course of the two year contract.

Article XXVIII - Termination

Proposal:

The District has proposed a two year agreement.

Rationale:

- With the recent presidential election and state / federal budgetary uncertainty, the District believes that it is in the best interests of the District to limit the duration of the contract.
- The District seeks to stagger the various collective bargaining agreements in order to have sufficient staff resources available to properly re-negotiate each contract as it expires.

Costs: N/A

Cost comparison of the District's and Union's proposals:

Current Wage Schedule	FY 16	FY 17	FY 18	FY 19	TOTALS
Wages	\$2,217,995	\$2,226,748	\$2,265,372	\$2,302,924	\$6,795,044
Effective Increase \$ vs FY16 Current	n/a	\$8,752	\$47,377	\$84,928	\$141,058
Effective Increase % vs. FY16 Current	n/a	0.4%	2.1%	3.8%	6.4%
11-15-16 Administration Proposal	FY 16	FY 17	FY 18	FY 19	TOTALS
Wages	n/a	\$2,251,826	\$2,389,099	*	\$4,640,925
Healthcare Savings/Costs	n/a	n/a	-\$26,647	*	-\$26,647
TOTAL	n/a	\$2,251,826	\$2,362,452	*	\$4,614,278
Effective Increase \$ vs FY16 Current	n/a	\$33,831	\$144,457	*	\$178,287
Effective Increase % vs. FY16 Current	n/a	1.5%	6.5%	*	8.0%
10-17-16 Nutrition Services Proposal	FY 16	FY 17	FY 18	FY 19	TOTALS
Wages	n/a	\$2,460,684	\$2,653,117	\$2,858,737	\$7,972,537
Healthcare Savings/Costs	n/a	n/a	\$30,263	\$30,263	\$60,527
TOTAL	n/a	\$2,460,684	\$2,683,380	\$2,889,000	\$8,003,064
Effective Increase \$ vs FY16 Current	n/a	\$242,688	\$465,385	\$671,005	\$1,379,078
Effective Increase % vs. FY16 Current	n/a	10.9%	21.0%	30.3%	62.2%
Out of Class work	n/a	\$11,826	\$12,536	\$13,288	\$37,650
Catering/Evening	n/a	\$110	\$117	\$124	\$350

*New contract in FY19 so district is not proposing any increases to base at this time

COST ASSUMPTIONS

ADMINISTRATION NOTES/ASSUMPTIONS:

- Effective 1/27/17, all wages increase by 3%.
- Effective 7/1/17, all wages increase by 2.5%.
- Longevity structure remains unchanged.
- Total compensation days 184 in calculation.
- First year contract new pay scale to begin 1/27/17 - 5/26/17 - 79 days

NUTRITION SERVICES NOTES/ASSUMPTIONS:

- Effective 7/1/16, all wages increase by 10%.
- Effective 7/1/17, all wages increase by 6%.
- Effective 7/1/18, all wages increase by 6%.
- Longevity structure remains unchanged.
- \$1 per hour premium for Catering, evening work and out of classification work
- Total compensation days 184 in calculation.

School Attendance Days	172
Holidays	12
TOTAL POSSIBLE PAID WORK DAYS	184



Contract Facts for Nutrition Services, Bus Drivers and Paraprofessionals

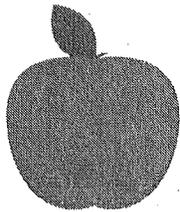
RPS 205 values all of its employees. The District's proposed contract:

the District's
proposed contract
provides a fair
total compensation
package

includes better
benefits for the same
positions than other
school districts in
our region

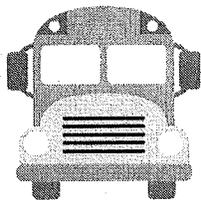
gives an additional
\$1.2 million in wages
and benefits over the
next 3 years

THIS REPORT CONTAINS:



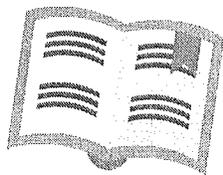
Key Issues for Nutrition Services

District Proposal vs. Union Proposal.....	2
Current Wages and Compensation Structure.....	3
Employee Healthcare Premiums & Surrounding Area Comparables.....	4
Current and Proposed Wage Ranges.....	5



Key Issues for Bus Drivers

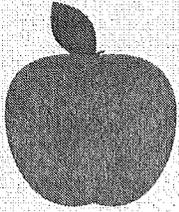
District Proposal vs. Union Proposal.....	6
Current Wages and Compensation Structure.....	7
Employee Healthcare Premiums & Surrounding Area Comparables.....	8
Current and Proposed Wage Ranges.....	9



Key Issues for Paraprofessionals

District Proposal vs. Union Proposal.....	10
Current Wages and Compensation Structure.....	11
Employee Healthcare Premiums & Surrounding Area Comparables.....	12
Current and Proposed Wage Ranges.....	13

Frequently Asked Questions.....	14
---------------------------------	----



KEY ISSUES FOR NUTRITION SERVICES: Health Insurance Employee Premiums and Wage Structure

District Proposal vs. Union Proposal

Health Insurance

District Proposal

Same premiums as Rockford Education Association for all five insurance plans

Current and proposed employee premiums outlined on page 4

Union Proposal

PPO 500 Wellness: New Premiums

Employee.....	\$58.66
Employee / children	\$117.33
Employee / spouse.....	\$120.26
Family	\$183.33

PPO 1000 Wellness: New Premiums

Employee.....	\$14.85
Employee / children	\$36.00
Employee / spouse.....	\$37.35
Family	\$61.20

PPO 500 Non-Wellness, PPO 1000 Non-Wellness, HSA Wellness and HSA Non-Wellness: no change to insurance premiums

Wage Structure

District Proposal

Continue annual average 2.6% step increase, plus additional:

1st year = 3% increase
2nd year = 2.5% increase

Union Proposal

Continue annual average 2.6% step increase, plus additional:

1st year = 10% increase
2nd year = 6% increase
3rd year = 6% increase

FACT:



Beginning in 2017, RPS 205 will offer six different health insurance plan options:

- PPO 500
- PPO 500 Wellness
- PPO 1000
- PPO 1000 Wellness
- HSA
- HSA Wellness

The PPO 1000 Wellness plan is new.

FACT:

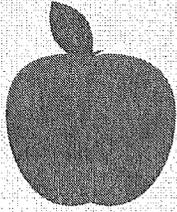


Under the District's proposed plan, health insurance premiums will be the same for all RPS 205 teachers, nutrition services, bus drivers and paraprofessionals.

FACT:



Under the District's proposed plan, the premium for employee-only coverage on the PPO 1000 plan will increase by \$14.16 a month (wellness) or \$29.88 a month (non-wellness).



THE DISTRICT'S PROPOSED CONTRACT FOR NUTRITION SERVICES

The District's proposed contract provides
a fair total compensation package

Current Wages and Compensation Structure for Nutrition Services

Hourly Wages (wages include base and longevity rates)		Hourly Total Compensation* (wages plus FICA, Med, IMRF and INS)	
Starting	\$9.91	Starting	\$22.93
Mid	\$13.99	Mid	\$27.75
High	\$18.07	High	\$32.56

*Total compensation package includes:

FICA = Federal Insurance Contributions Act (FICA) tax

Med = Medicare

IMRF = Illinois Municipal Retirement Fund contributions

INS = Employer paid contributions for employee life and health insurance

FACT:



Total compensation for nutrition services ranges from \$22.93 - \$32.56 per hour.

"Total Compensation" represents the total benefits an employee receives: their hourly wage plus FICA, medical insurance premiums paid by RPS 205, retirement contributions and life insurance contributions.

FACT:



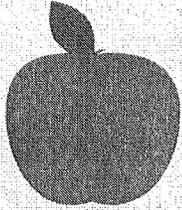
The District's proposed contract includes continuing the annual average 2.6% step increase plus additional:

- 1st year = 3% increase
- 2nd year = 2.5% increase

FACT:



56% of nutrition services do not qualify for health insurance since they work less than 6 hours per day.



**THE DISTRICT'S PROPOSED CONTRACT
FOR NUTRITION SERVICES**
includes better benefits for the same positions
than other school districts in our region

RPS 205 Employee Healthcare Premiums

PPO 500	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$129.40	\$172.53
Employee + Child(ren)	\$260.05	\$346.73
Employee + Spouse	\$275.51	\$367.33
Family	\$400.35	\$533.80

PPO 500 - Wellness	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$58.66	\$150.96
Employee + Child(ren)	\$117.33	\$303.38
Employee + Spouse	\$120.26	\$321.41
Family	\$183.33	\$467.08

PPO 1000	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$33.00	\$62.88
Employee + Child(ren)	\$80.00	\$165.52
Employee + Spouse	\$83.00	\$175.99
Family	\$136.00	\$278.81

PPO 1000 - Wellness	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	n/a	\$47.16
Employee + Child(ren)	n/a	\$126.10
Employee + Spouse	n/a	\$134.09
Family	n/a	\$218.20

Health Savings Account	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$0 + \$400 HSA incentive	\$0 + \$400 HSA incentive
Employee + Child(ren)	\$0 + \$600 HSA incentive	\$0 + \$600 HSA incentive
Employee + Spouse	\$0 + \$700 HSA incentive	\$0 + \$700 HSA incentive
Family	\$0 + \$800 HSA incentive	\$0 + \$800 HSA incentive

Health Savings Account - Wellness	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$0 + \$650 HSA incentive	\$0 + \$650 HSA incentive
Employee + Child(ren)	\$0 + \$1,150 HSA incentive	\$0 + \$1,150 HSA incentive
Employee + Spouse	\$0 + \$1,200 HSA incentive	\$0 + \$1,200 HSA incentive
Family	\$0 + \$1,500 HSA incentive	\$0 + \$1,500 HSA incentive

Surrounding Area Comparable Medical Premiums - Employee Premiums*

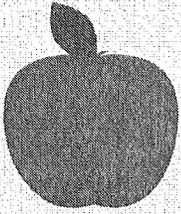
Nutrition Services	Belvidere	Freeport	Harlem	Elgin
Employee Only	Outsourced**	\$43.99	Outsourced**	Outsourced**
Employee + Child	Outsourced**	\$1,288.33	Outsourced**	Outsourced**
Employee + Children	Outsourced**	\$1,288.33	Outsourced**	Outsourced**
Employee + Spouse	Outsourced**	\$1,393.41	Outsourced**	Outsourced**
Family	Outsourced**	\$2,242.37	Outsourced**	Outsourced**

*PPO Premiums are calculated using the percentage of medical benefits offered at those districts. Employee responsibility percentages are detailed on page 6.
** Services are outsourced; the District is not responsible for health care coverage.

Surrounding Area Comparable Medical Premiums - Employee Responsibility

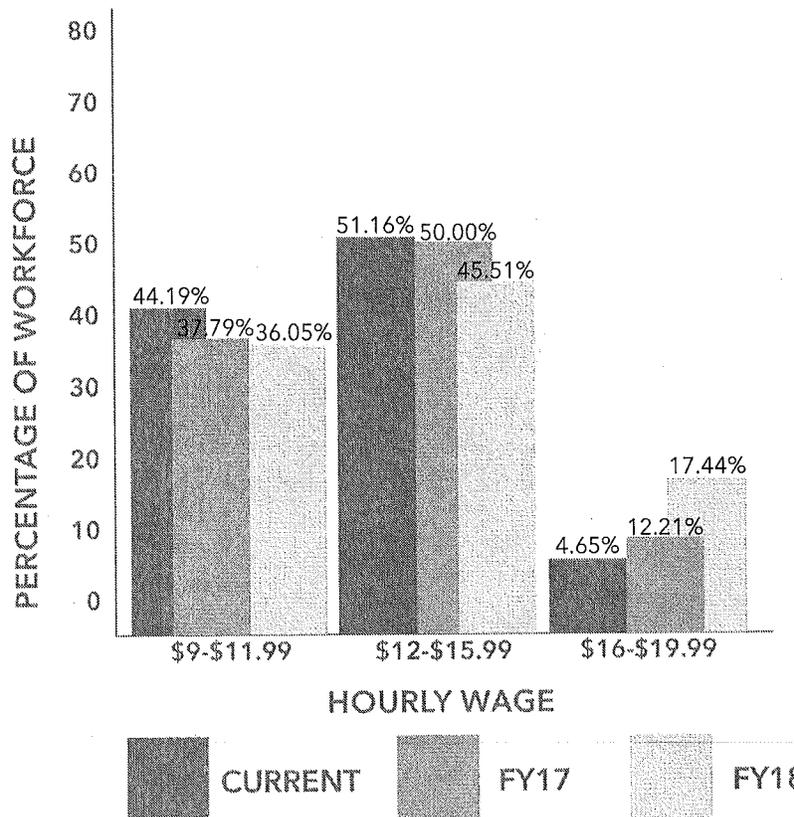
Nutrition Services	Belvidere	Freeport	Harlem	Elgin
Employee Only	Outsourced*	5% of plan cost	Outsourced*	Outsourced*
Employee + Child	Outsourced*	All but \$480	Outsourced*	Outsourced*
Employee + Children	Outsourced*	All but \$480	Outsourced*	Outsourced*
Employee + Spouse	Outsourced*	All but \$480	Outsourced*	Outsourced*
Family	Outsourced*	All but \$480	Outsourced*	Outsourced*

* Services are outsourced; the District is not responsible for health care coverage.



**THE DISTRICT'S PROPOSED CONTRACT
FOR NUTRITION SERVICES**
gives an additional \$1.2 million in wages and
benefits over the next 3 years

Current and Proposed Wage Ranges for Nutrition Services



FACT:



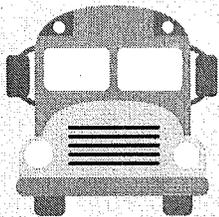
Under the District's proposed plan, 62.21% of nutrition services will be earning \$12 - \$19.99 per hour beginning in fiscal year 2017.

FACT:



A reserve level of 25% or greater is required to receive the ISBE's optimal rating for this heavily weighted Financial Profile factor.

The District is not permitted by law to use bond money to pay for nutrition services salaries or benefits.



KEY ISSUES FOR BUS DRIVERS: Health Insurance Employee Premiums and Wage Structure

District Proposal vs. Union Proposal

Health Insurance

District Proposal

Same premiums as Rockford Education Association for all five insurance plans

Current and proposed employee premiums outlined on page 4

Union Proposal

PPO 500 Wellness: New Premiums

Employee.....	\$58.66
Employee / children	\$117.33
Employee / spouse	\$120.26
Family	\$183.33

PPO 1000 Wellness: New Premiums

Employee.....	\$14.85
Employee / children	\$36.00
Employee / spouse	\$37.35
Family	\$61.20

PPO 500 Non-Wellness, PPO 1000 Non-Wellness, HSA Wellness and HSA Non-Wellness: no change to insurance premiums

Wage Structure

District Proposal

New starting wage: \$14

New high-end wage: \$20.88

Continue annual average 2.6% step

Longevity up to 9%

Union Proposal

New starting wage: \$14.35

New high-end wage: \$21.38

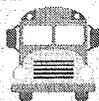
Continue annual average 2.6% step

Longevity up to 14%

2nd year = 1.9% increase

3rd year = 2.5% increase

FACT:



Beginning in 2017, RPS 205 will offer six different health insurance plan options:

- PPO 500
- PPO 500 Wellness
- PPO 1000
- PPO 1000 Wellness
- HSA
- HSA Wellness

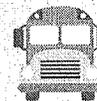
The PPO 1000 Wellness plan is new.

FACT:

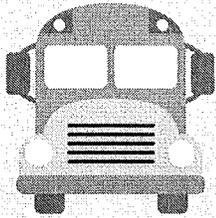


Under the District's proposed plan, health insurance premiums will be the same for all RPS 205 teachers, nutrition services, bus drivers and paraprofessionals.

FACT:



Under the District's proposed plan, the premium for employee-only coverage on the PPO 1000 plan will increase by \$14.16 a month (wellness) or \$29.88 a month (non-wellness).



THE DISTRICT'S PROPOSED CONTRACT FOR BUS DRIVERS

The District's proposed contract provides
a fair total compensation package

Current Wages and Compensation Structure for Bus Drivers

Hourly Wages

(wages include base and longevity rates)

Starting	\$11.41
Mid	\$16.57
High	\$21.73

Hourly Total Compensation*

(wages plus FICA, Med, IMRF and INS)

Starting	\$23.45
Mid	\$29.54
High	\$35.63

*Total compensation package includes:

FICA = Federal Insurance Contributions Act (FICA) tax

Med = Medicare

IMRF = Illinois Municipal Retirement Fund contributions

INS = Employer paid contributions for employee life and health insurance

FACT:



Total compensation for bus drivers range from \$23.45 - \$35.63 per hour.

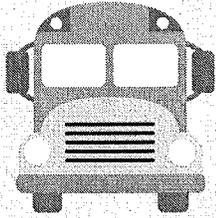
"Total Compensation" represents the total benefits an employee receives: their hourly wage plus FICA, medical insurance premiums paid by RPS 205, retirement contributions and life insurance contributions.

FACT:



The District's proposed contract includes:

- New starting wage: \$14
- New high-end wage: \$20.88
- Continue annual average 2.6% step
- Longevity up to 9%



**THE DISTRICT'S PROPOSED CONTRACT
FOR BUS DRIVERS**
includes better benefits for the same positions
than other school districts in our region

RPS 205 Employee Healthcare Premiums

PPO 500	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$129.40	\$172.53
Employee + Child(ren)	\$260.05	\$346.73
Employee + Spouse	\$275.51	\$367.33
Family	\$400.35	\$533.80

PPO 500 - Wellness	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Only	\$58.66	\$150.96
Employee + Child(ren)	\$117.33	\$303.38
Employee + Spouse	\$120.26	\$321.41
Family	\$183.33	\$467.08

PPO 1000	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$33.00	\$62.88
Employee + Child(ren)	\$80.00	\$165.52
Employee + Spouse	\$83.00	\$175.99
Family	\$136.00	\$278.81

PPO 1000 - Wellness	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	n/a	\$47.16
Employee + Child(ren)	n/a	\$126.10
Employee + Spouse	n/a	\$134.09
Family	n/a	\$218.20

Health Savings Account	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$0 + \$400 HSA incentive	\$0 + \$400 HSA incentive
Employee + Child(ren)	\$0 + \$600 HSA incentive	\$0 + \$600 HSA incentive
Employee + Spouse	\$0 + \$700 HSA incentive	\$0 + \$700 HSA incentive
Family	\$0 + \$800 HSA incentive	\$0 + \$800 HSA incentive

Health Savings Account - Wellness	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$0 + \$ 650 HSA incentive	\$0 + \$ 650 HSA incentive
Employee + Child(ren)	\$0 + \$1,150 HSA incentive	\$0 + \$1,150 HSA incentive
Employee + Spouse	\$0 + \$1,200 HSA incentive	\$0 + \$1,200 HSA incentive
Family	\$0 + \$1,500 HSA incentive	\$0 + \$1,500 HSA incentive

Surrounding Area Comparable Medical Premiums - Employee Premiums*

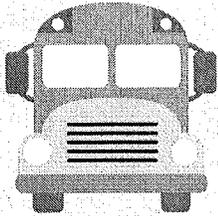
Bus Drivers	Belvidere	Freeport	Harlem	Elgin
Employee Only	\$439.95	\$43.99	\$0	\$87.99
Employee + Child	\$1,768.33	\$1,768.33	\$115.83	\$176.83
Employee + Children	\$1,768.33	\$1,768.33	\$206.46	\$176.83
Employee + Spouse	\$1,873.41	\$1,873.41	\$190.75	\$187.34
Family	\$2,722.37	\$2,722.37	\$297.24	\$272.24

*PPO Premiums are calculated using the percentage of medical benefits offered at those districts. Employee responsibility percentages are detailed on page 6.
** Services are outsourced; the District is not responsible for health care coverage.

Surrounding Area Comparable Medical Premiums - Employee Responsibility

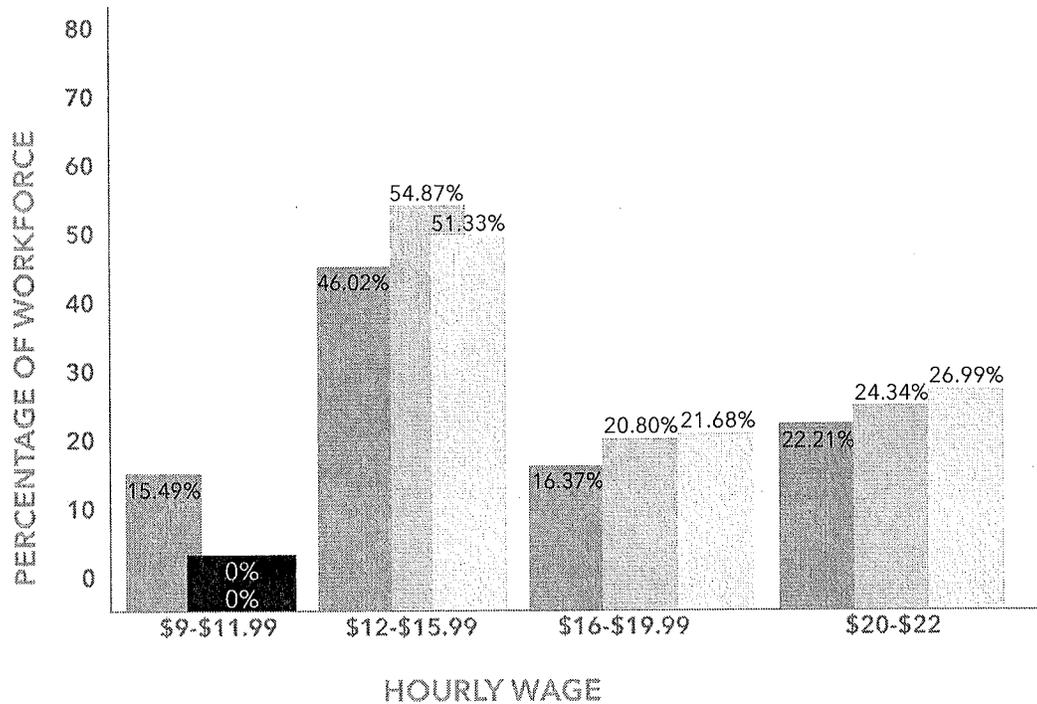
Bus Drivers	Belvidere	Freeport	Harlem	Elgin
Employee	Only 50% of plan cost	5% of plan cost	\$0	10% of plan cost
Employee + Child	100% of dependent	100% of dependent	\$115.83	10% of plan cost
Employee + Children	100% of dependent	100% of dependent	\$206.46	10% of plan cost
Employee + Spouse	100% of dependent	100% of dependent	\$190.75	10% of plan cost
Family	100% of dependent	100% of dependent	\$297.24	10% of plan cost

* Services are outsourced; the District is not responsible for health care coverage.



**THE DISTRICT'S PROPOSED CONTRACT
FOR BUS DRIVERS**
gives an additional \$1.2 million in wages
and benefits over the next 3 years

Current and Proposed Wage Ranges for Bus Drivers



FACT:



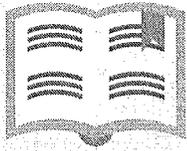
Under the District's proposed plan, 100% of bus drivers will be earning \$12 - \$22 per hour beginning in fiscal year 2017.

FACT:



A reserve level of 25% or greater is required to receive the ISBE's optimal rating for this heavily weighted Financial Profile factor.

The District is not permitted by law to use bond money to pay for bus drivers salaries or benefits.



KEY ISSUES FOR PARAPROFESSIONALS: Health Insurance Employee Premiums and Wage Structure

District Proposal vs. Union Proposal

Health Insurance

District Proposal

Same premiums as Rockford Education Association for all five insurance plans

Current and proposed employee premiums outlined on page 4

Union Proposal

PPO 500 Wellness: New Premiums

Employee.....	\$58.66
Employee / children	\$117.33
Employee / spouse	\$120.26
Family	\$183.33

PPO 1000 Wellness: New Premiums

Employee.....	\$14.85
Employee / children	\$36.00
Employee / spouse	\$37.35
Family	\$61.20

PPO 500 Non-Wellness, PPO 1000 Non-Wellness, HSA Wellness and HSA Non-Wellness: no change to insurance premiums

Wage Structure

District Proposal

1st year = 2.5% increase

2nd year = 1.9% increase

3rd year = 1.9% increase

\$1.00 per hour premium for identified self-contained classes

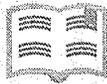
Union Proposal

1st year = 15% increase

2nd year = 10% increase

3rd year = 10% increase

FACT:

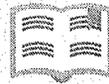


Beginning in 2017, RPS 205 will offer six different health insurance plan options:

- PPO 500
- PPO 500 Wellness
- PPO 1000
- PPO 1000 Wellness
- HSA
- HSA Wellness

The PPO 1000 Wellness plan is new.

FACT:

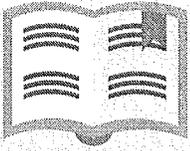


Under the District's proposed plan, health insurance premiums will be the same for all RPS 205 teachers, nutrition services, bus drivers and paraprofessionals.

FACT:



Under the District's proposed plan, the premium for employee-only coverage on the PPO 1000 plan will increase by \$14.16 a month (wellness) or \$29.88 a month (non-wellness).



**THE DISTRICT'S PROPOSED CONTRACT
FOR PARAPROFESSIONALS**
The District's proposed contract provides
a fair total compensation package

Current Wages and Compensation Structure for Paraprofessionals

Hourly Wages

(wages include base and longevity rates)

Starting	\$10.63
Mid	\$14.54
High	\$18.44

Hourly Total Compensation*

(wages plus FICA, Med, IMRF and INS)

Starting	\$22.69
Mid	\$27.30
High	\$31.91

*Total compensation package includes:

FICA = Federal Insurance Contributions Act (FICA) tax

Med = Medicare

IMRF = Illinois Municipal Retirement Fund contributions

INS = Employer paid contributions for employee life and health insurance

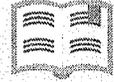
FACT:



Total compensation for paraprofessionals range from \$22.69 - \$31.91 per hour.

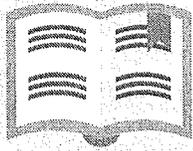
"Total Compensation" represents the total benefits a employee receives: their hourly wage plus FICA, medical insurance premiums paid by RPS 205, retirement contributions and life insurance contributions.

FACT:



The District's proposed contract includes:

- 1st year = 2.5% increase
- 2nd year = 1.9% increase
- 3rd year = 1.9% increase
- \$1.00 per hour premium for identified self-contained classes



**THE DISTRICT'S PROPOSED CONTRACT
FOR PARAPROFESSIONALS**
includes better benefits for the same positions
than other school districts in our region

RPS 205 Employee Healthcare Premiums

PPO 500	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$129.40	\$172.53
Employee + Child(ren)	\$260.05	\$346.73
Employee + Spouse	\$275.51	\$367.33
Family	\$400.35	\$533.80

PPO 500 - Wellness	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$58.66	\$150.96
Employee + Child(ren)	\$117.33	\$303.38
Employee + Spouse	\$120.26	\$321.41
Family	\$183.33	\$467.08

PPO 1000	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$33.00	\$62.88
Employee + Child(ren)	\$80.00	\$165.52
Employee + Spouse	\$83.00	\$175.99
Family	\$136.00	\$278.81

PPO 1000 - Wellness	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	n/a	\$47.16
Employee + Child(ren)	n/a	\$126.10
Employee + Spouse	n/a	\$134.09
Family	n/a	\$218.20

Health Savings Account	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$0 + \$400 HSA incentive	\$0 + \$400 HSA incentive
Employee + Child(ren)	\$0 + \$600 HSA incentive	\$0 + \$600 HSA incentive
Employee + Spouse	\$0 + \$700 HSA incentive	\$0 + \$700 HSA incentive
Family	\$0 + \$800 HSA incentive	\$0 + \$800 HSA incentive

Health Savings Account - Wellness	Current Employee Monthly Premium	Proposed Employee Monthly Premium
Employee Only	\$0 + \$ 650 HSA incentive	\$0 + \$ 650 HSA incentive
Employee + Child(ren)	\$0 + \$1,150 HSA incentive	\$0 + \$1,150 HSA incentive
Employee + Spouse	\$0 + \$1,200 HSA incentive	\$0 + \$1,200 HSA incentive
Family	\$0 + \$1,500 HSA incentive	\$0 + \$1,500 HSA incentive

Surrounding Area Comparable of Medical Premiums - Employee Premiums*

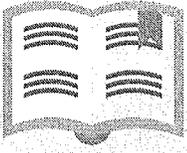
Paraprofessionals	Belvidere	Freeport	Harlem	Elgin
Employee Only	\$0	\$43.99	\$0	\$87.99
Employee + Child	\$1,768.33	\$1,288.33	\$115.83	\$176.83
Employee + Children	\$1,768.33	\$1,288.33	\$206.46	\$176.83
Employee + Spouse	\$1,873.41	\$1,393.41	\$190.75	\$187.34
Family	\$2,722.37	\$2,242.37	\$297.24	\$272.24

*PPO Premiums are calculated using the percentage of medical benefits offered at those districts. Employee responsibility percentages are detailed on page 6.
** Services are outsourced; the District is not responsible for health care coverage.

Surrounding Area Comparable of Medical Premiums - Employee Responsibility

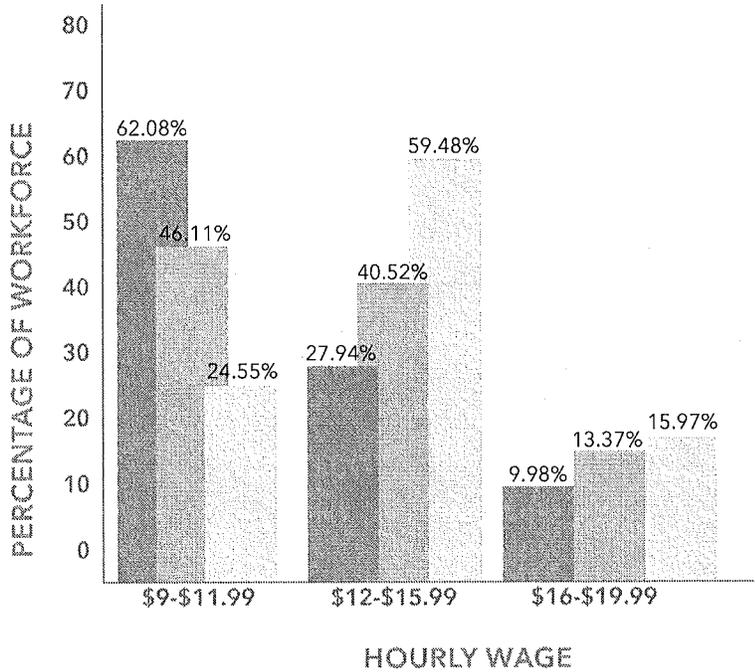
Paraprofessionals	Belvidere	Freeport	Harlem	Elgin
Employee Only	0% of plan cost	5% of plan cost	\$0	10% of plan cost
Employee + Child	100% of dependent	All but \$480	\$115.83	10% of plan cost
Employee + Children	100% of dependent	All but \$480	\$206.46	10% of plan cost
Employee + Spouse	100% of dependent	All but \$480	\$190.75	10% of plan cost
Family	100% of dependent	All but \$480	\$297.24	10% of plan cost

* Services are outsourced; the District is not responsible for health care coverage.



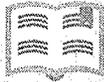
**THE DISTRICT'S PROPOSED CONTRACT
FOR PARAPROFESSIONALS**
gives an additional \$1.2 million in wages
and benefits over the next 3 years

Current and Proposed Wage Ranges for Paraprofessionals



 CURRENT
  FY17
  FY18

FACT:



100% of paraprofessionals earn more than minimum wage. Under the District's proposed plan, 75.45% will be earning \$12 - \$22 per hour beginning in fiscal year 2018.

FACT:



A reserve level of 25% or greater is required to receive the ISBE's optimal rating for this heavily weighted Financial Profile factor.

The District is not permitted by law to use bond money to pay for paraprofessional salaries or benefits.

FREQUENTLY ASKED QUESTIONS

How many negotiation sessions have been held? As of January 1, 2017: 14 session for Nutrition Services; 15 sessions for Bus Drivers and 11 sessions for Paraprofessionals.

Are more negotiations sessions scheduled? Yes. Sessions continue to be scheduled with all three groups.

Have you made any progress? Yes. Agreements have been reached on several points for each of the three unions. Sticking points in negotiations are salary and health care benefits.

Are employees working without a contract? Do their pay and benefits continue? Contracts expired on June 30, 2016 for three labor groups (paraprofessionals, nutrition service workers and bus drivers). Each employee group is still working under the same terms of their contracts, and their pay and benefits align with what was listed in the final year of each contract. Their pay and benefits will continue through negotiations.

How many employees are in each of the collective bargaining unions? The district has 532 paraprofessionals, 235 bus drivers and 178 nutrition service workers.

How do these employees' health insurance premiums compare to the other RPS 205 employees? The district's proposal would bring these three employee groups in line with other RPS 205 employees (Rockford Education Association and non-bargaining, non-certified staff) who are already paying 17.5% of monthly premiums if they participate in the district's PPO 500 wellness program. According to the district's proposal, employees would pay 20% of monthly premiums in the PPO 500 plan if they do not participate in the district's wellness program, which is also aligned with other RPS 205 employees. For those employees participating in the PPO 1000 plan, they are currently paying approximately 5% of the monthly premiums. According to the district's proposal, they would pay approximately 8% of the monthly premiums if they participate in the district's wellness program and approximately 10% if they do not participate in the wellness program.

How does this compare to private-sector employees? According to the 2016 survey of about 2,000 U.S. businesses by the Kaiser Family Foundation, families pay on average 30% of the premium for their health plans while employers pay 70% of the premium. In contrast, the employees in these RPS 205 bargaining groups currently pay 15% of the premium for non-wellness coverage. The district has proposed increasing that share to 20%. Even at that higher share, the district is asking the bargaining groups to pay only two-thirds of the percentage of the premium most employees across the country pay. To view this national survey in more detail, visit: <http://kff.org/health-costs/report/2016-employer-health-benefits-survey/>

Is it true that most of these employees don't earn a living wage? See chart on right for wages and total compensation for each employee group. Employees who work at least six hours each day are eligible for full-time benefits coverage (including FICA, Medicare, IMRF and INS). Employees also only work when school is in session.

Current Wages and Total Compensation

Wages only (per hour):	Starting	Mid	High
Nutrition	\$9.91	\$13.99	\$18.07
Bus drivers	\$11.41	\$16.57	\$21.73
Paraprofessionals	\$10.63	\$14.54	\$18.44

Total Compensation* (per hour):	Starting	Mid	High
Nutrition	\$22.93	\$27.75	\$32.56
Bus Drivers	\$23.45	\$29.54	\$35.63
Paraprofessionals	\$22.69	\$27.30	\$31.91

Has the district offered any wage increases? Yes. The district has offered wage increases and wellness plan incentives.

Why can't the district use its reserves?

A reserve level of 25% or greater is required to receive the ISBE's optimal rating for this heavily weighted Financial Profile factor. It is also not wise to pay recurring expenses – like employee compensation – with one-time funds, such as reserves. District officials are not permitted under the law to use bond money allocated for capital improvements – such as construction and facilities upgrades – to pay for non-capital improvement employee salaries and benefits.

*Includes FICA, Med, IMRF, INS