

OPEN ISSUES IN MOST RECENT OFFER OF  
BOARD OF EDUCATION OF MAHOMET-SEYMOUR  
COMMUNITY UNIT SCHOOL DISTRICT #3  
PRESENTED TO MAHOMET-SEYMOUR EDUCATION  
ASSOCIATION SEPTEMBER 1, 2022



## **Bargaining History**

The Mahomet-Seymour School District includes outstanding schools which are supported by two active local communities that are very supportive. Our communities recognize that the teachers and support staff of MSCUSD#3 are vital elements to the rich success of our students and schools, which translates into a vibrant community. We appreciate all of the hard work that our teachers and staff do for the betterment of our students and District.

The Board of Education and Association began negotiating a successor collective bargaining agreement on April 25, 2022. Since that date, the teams have held 16 sessions (six of those being mediation sessions) and reached agreement on several key issues. Amicable collaboration was the goal. From the beginning, the Board team was clear that the district is experiencing financial stress as a result of our rapid growth and lack of industry. The District has shared with the Association that the state recommends 180 days cash on hand, and when we started this process, we had 35 days cash on hand.

Despite this fact, the Association's initial salary proposal began with a presentation of how it is not illegal to increase salaries over 6%, and in their second proposal, sought a 6% increase with a 1.75% retroactive "bonus." This would have a significant financial impact on our district. This impact would likely result in a significant deficit in the Education Fund in a very short time.

As both parties were not fully understanding the different perspectives, the Association suggested mediation, which was welcomed by the District. An informational meeting was held by the mediator on August 02, 2022, with a formal mediation session on August 03, 2022. The parties have participated in four more mediation sessions since then, with the District providing a "Last, Best, Final" offer on September 1, 2022. The Association conducted a "straw poll" and relayed that they were not interested in approving the final offer, but willing to go back to the bargaining table.

Many items have been agreed upon thus far, with the District breaking tradition and signing tentative agreements prior to when they normally would do so. Some of the items that the District has agreed to that will benefit teachers and staff that impact financials are as follows:

- Stipend Review for all extra-duty positions
- Credit on salary schedule for years outside the district
- Personal days increased, and ability to carry over
- Increased sick days to 16
- Implemented sick day payout at retirement
- Internal sub coverages rate increases for teachers and support staff.
- Increased pay for driver sit time
- Clothing allowance for custodians
- Part B employees get credit for years of service outside our district.
- Increase in part B paid holidays
- Extended day pay
- Increased minimum driver route time
- Have offered district paid health insurance for bus drivers at standard qualifying levels
- Removed cost to copy HR files
- Have offered increases in district portion of health insurance
- Increased retirement incentive to 6%.
- Decreased minimum number of years to qualify for retirement incentive
- Doubled reimbursement for professional conferences
- Added paid personal development for coaches
- Increased payout in case of employee death
- Began in our opening offer with a higher increase in salary since 2005

### **Open Items**

In addition to all of these items that the District agreed to, its current proposal ensures that our teachers and staff will continue to receive competitive salary and benefits and that the District will attract new employees while retaining current ones.

Specifically, the District's proposal:

- Increases the amount of the monthly insurance allowance for all four years
- Provides a fair salary increase for all four years for all staff
- Increases the contractual days of the High School Registrar
- Codifies the amount of plan time for our elementary teachers
- Implements hiring incentives for teaching positions classified as "difficult to hire" as well as bus drivers
- Adds salary and benefits flexibility for our district nurse
- Increases the amount of paid holidays for our EOP staff
- Offers insurance for bus drivers who reach ACA eligibility

- Increases minimum bus route times for our bus drivers
- Allows for flexibility for driver preference with regard to field trip preference

The District's offer is fair and reflects our commitment to teachers and support staff. It also meets the District's desire to attract new staff, while retaining our current employees.

This is also a responsible offer. The Board realizes its responsibility to be prudent stewards of taxpayer dollars, and not make decisions that could further distress an already delicate financial situation.

Accepting the Association proposal would impact our financial stability, likely causing the District to make staffing reductions, which would increase class size or programming for students.

The District's current offer fairly strikes a balance of fiscal responsibility and fair compensation. Please refer to the following pages for further rationale.

The structure of our offer is not simply a 4.25% increase. We are also reducing the steps to our salary schedule, which will allow staff to move to the top in a more expedient manner, while also increasing the base salary. The MSEA is concerned about uniform raise percentages. This achieves that. The district realizes we need to significantly raise starting pay for new teachers in order to effectively compete for new teachers. That is impossible to do without re-setting the baseline on the salary schedule. This plan accomplishes both objectives.

## **Salary**

	District Team	MSEA
Certified Staff	Year 1-4.25% Year 2-4.25% Year 3-4.25% Year 4-4.25%	Year 1-5.0% Year 2-5.0% Year 3-5.0% Year 4-5.0%
Paraprofessionals	Year 1-7.0% Year 2-7.0% Year 3-7.0% Year 4-7.0%	Year 1-\$1.50/hour Year 2-\$1.50/hour Year 3-\$1.50/hour Year 4-\$1.50/hour
Transportation-\$1.25/hr which equates to:	Year 1-6.88% Year 2-6.40% Year 3-5.99% Year 4-5.63%	Year 1-\$1.50/hour Year 2-\$1.50/hour Year 3-\$1.50/hour Year 4-5.75%
EOP's-\$1.25/hr which equates to:	Year 1-6.31% Year 2-5.93% Year 3-5.59% Year 4-5.29%	Year 1-\$1.50/hour Year 2-\$1.50/hour Year 3-\$1.50/hour Year 4-5.75%
Custodians-\$1.25/hr which equates to:	Year 1-7.10% Year 2-6.62% Year 3-6.20%	Year 1-\$1.50/hour Year 2-\$1.50/hour Year 3-\$1.50/hour

	Year 4-5.83%	Year 4-5.75%
--	--------------	--------------

**Salary/Insurance for four year contract:**

**District: \$8,116,498.29 MSEA: \$9,799,249.09**

**Planning Time**

Our team has worked diligently to be creative in offering solutions that would add more planning time without sacrificing collaboration time for our staff or precious instruction time for our students. These solutions have been met with resistance, however, we are hopeful that a resolution to this matter can be achieved.

As you can see by the chart below, we have a rather short day at the elementary level. The District is hesitant to eliminate collaboration time. The only other alternatives to increasing plan time would be to reduce instructional time or lengthen the day for our staff. We presented a compromise that would involve staff working an extra 30 minutes a week once a month. The offer was rejected.

The district maintains the importance of collaboration to the professionalism of teaching. Each of our proposals included that and each of the Associations proposals removed that.

<b>Level</b>	<b>Length of School Day</b>	<b>Student Instructional Minutes</b>	<b>Personal Planning Minutes</b>	<b>Collaboration</b>
Elementary	6 h 30 mins a day  1,950 mins a week	1,420 mins a week  150 recess mins a week of recess	150 mins a week 2 weeks a month  180 mins a week 2 weeks a month	30 mins every other week
Junior High	6 h 52 mins  2,060 mins a	1,390 mins a week  115 mins a	200 min a week	200 mins a week

	week	week supervising passing periods		
High School	6 h 54 mins  2,070 mins a week	1,575 mins a wk one semester 1,350 mins a wk one semester  140 mins a week supervising passing periods	225 mins a wk one semester 450 mins a wk one semester	0

\*All instructional staff in all buildings work an additional hour either before or after school

**Class size**

MSCUSD #3 has a history of adding certified staff when numbers warrant, and have been steadfast in doing so. We feel that this measure benefits our students and staff in

many ways. While we are open to continuing discussion if class size issues arise, we are reluctant to add language to a negotiated agreement that would dictate class size.

### **Administrative Presence**

MSCUSD #3 is committed to having an administrator present in each building as much as possible. The District recently added another administrator to assist with support at MSJH, which was not well received, however, we are still committed to ensuring that our students and staff have the administrative support in which they deserve.

### **Hiring Incentives**

The District is committed to continuing to attract excellent staff members. We would like to be able to offer a signing bonus of up to \$5,000 for new certified staff members who fall into the “difficult to hire category” based on conversations with the MSEA. Due to many other districts being able to offer this incentive, MSCUSD #3 is oftentimes at a competitive disadvantage. This offer has been rejected.

### **Paid Holidays**

We would like to offer all EOP’s and transportation staff 4 total paid holidays