



# **Valley View School District 365U**

## **Most Recent Offer to Valley View Council of Local 604 American Federation of Teachers**

A comprehensive overview of recent progress and next  
steps in our ongoing negotiations process

August 18, 2025





# Quick Check: Most Recent Offers

## District Offer

- ❓ Wage Increases:
  - Year 1: **4.25%**
  - Year 2: **5.00%**
  - Year 3: **4.00%**
- ✓ 20 minute expanded student day at high school to allow extra instructional section.
- ❓ 20 minutes added to high school certified educators contract time to address safety concerns. NO impact on other bargaining unit members beyond high school certified educators.
- ✓ New Insurance Plan that 97% of the claimants will experience no change and is a District cost savings.
- ✓ Increase planning time for elementary educators
- ✓ Sick Day Multiplayer
- ✓ Removal of Early Release Days and shift to School Improvement Days
- ✓ One day added for educators to contract year

13.25%

## Union Offer

- ❓ Wage Increases:
  - Year 1: **5.00%**
  - Year 2: **5.00%**
  - Year 3: **5.00%**
  - Year 4: **5.00%**
- ✓ 20 minute expanded student day at high school to allow extra instructional section.
- ❓ NO increase to certified educator contract time.
- ✓ New Insurance Plan that 97% of the claimants will experience no change and is a District cost savings.
- ✓ Increase planning time for elementary educators
- ✓ Sick Day Multiplayer
- ✓ Removal of Early Release Days and shift to School Improvement Days
- ✓ One day added for educators to contract year

20.00%

❓ - indicates outstanding issue

✓ - indicates agreed but not finalized issue

# Goals for the Negotiation Process

**Enhance and transform the school experience to benefit both students and staff.**

**Ensure the District's long-term financial stability and sustainability.**

**Maintain competitive salaries and benefits to attract, support, and retain high-quality staff.**







# Labor-Management Relationship

VVSD 365U is one of the largest school districts in the state, with more than 14,500 students at 22 educational facilities.

We have had a long and beneficial relationship with Local 604, which represents a large portion of teachers, paraprofessionals, maintenance, nursing staff, security, and many others who are instrumental in helping us deliver our mission of supporting Every Learner, Every Day.

# Recognizing the hard work of VVSD 365U Staff

The Board of Education wants to recognize the hard work and achievements of the VVSD Staff. It is because of their passion, creativity, flexibility, and caring for our students, our families, and our community that make the work of educating Bolingbrook and Romeoville residents possible. Each individual plays a vital role in keeping VVSD functioning and flourishing, and we appreciate the value that they add to our district. We recognize that our continued collaborative relationship with Local 604 strengthens our district. Without them, we could not strive to achieve our goal of reaching,

*Every Learner. Every Day.*



# Status of Negotiations

Timeline of key meetings and milestones



# Number of Proposals

## The Board of Education made 40 Proposals

Less than half of the proposals made were substantive proposals, where contract language was changed that affected the terms of the conditions of employment.

The rest consisted of:

- Clean up of old, unused, or unclear contract language
- Added Memorandum of Understandings (MOUs) that were previously agreed into the contract
- Adjusting language to reflect the status quo between the parties

In fact, almost half of the proposals were resolved without the need for negotiations or counter offers.

## The Union made 21 Proposals

Almost all of the proposals made were substantive proposals

Only 3 proposals consisted of clean up of old language or adjusting language to the status quo.





# Tentative Agreements

The Parties have agreed to 40 tentative agreements, including:

- Implement School Improvement Days
  - Increase Tuition Reimbursement for Certified Staff
  - ◆ Increase reimbursement for personal property loss
  - Clean up and removal of old, unclear, and unused contract language
  - Added a Safe Working Environment Provision
  - Eliminate the Use of Early Release Days
  - ◆ Provide Parking for Traveling Employees
  - Provide extra planning time for elementary school educators
- ...and many others.





# Outstanding Proposals

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**01. Wages and Insurance**

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**02. Educator Contract Day**

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**03. Stipends**

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# Outstanding Proposals - Wages

## District Proposal

Year 1: 4.25%  
Year 2: 5.00%  
Year 3: 4.00%

= 13.25% increase over 3 years

## Local 604 Proposal

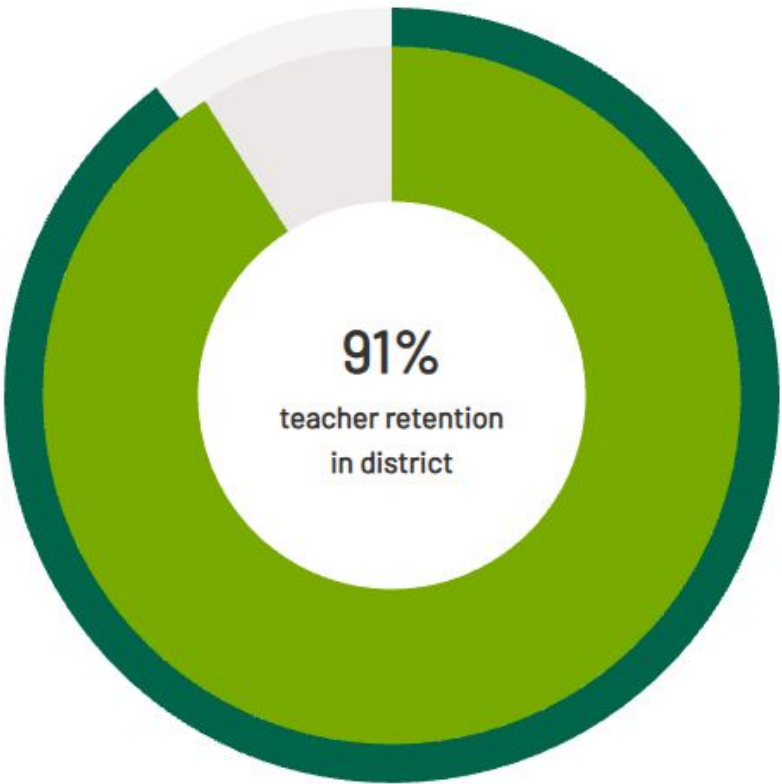
Year 1: 5.00%  
Year 2: 5.00%  
Year 3: 5.00%  
Year 4: 5.00%

= 20.00% increase over 4 years



# Teacher Retention Compared to State Averages

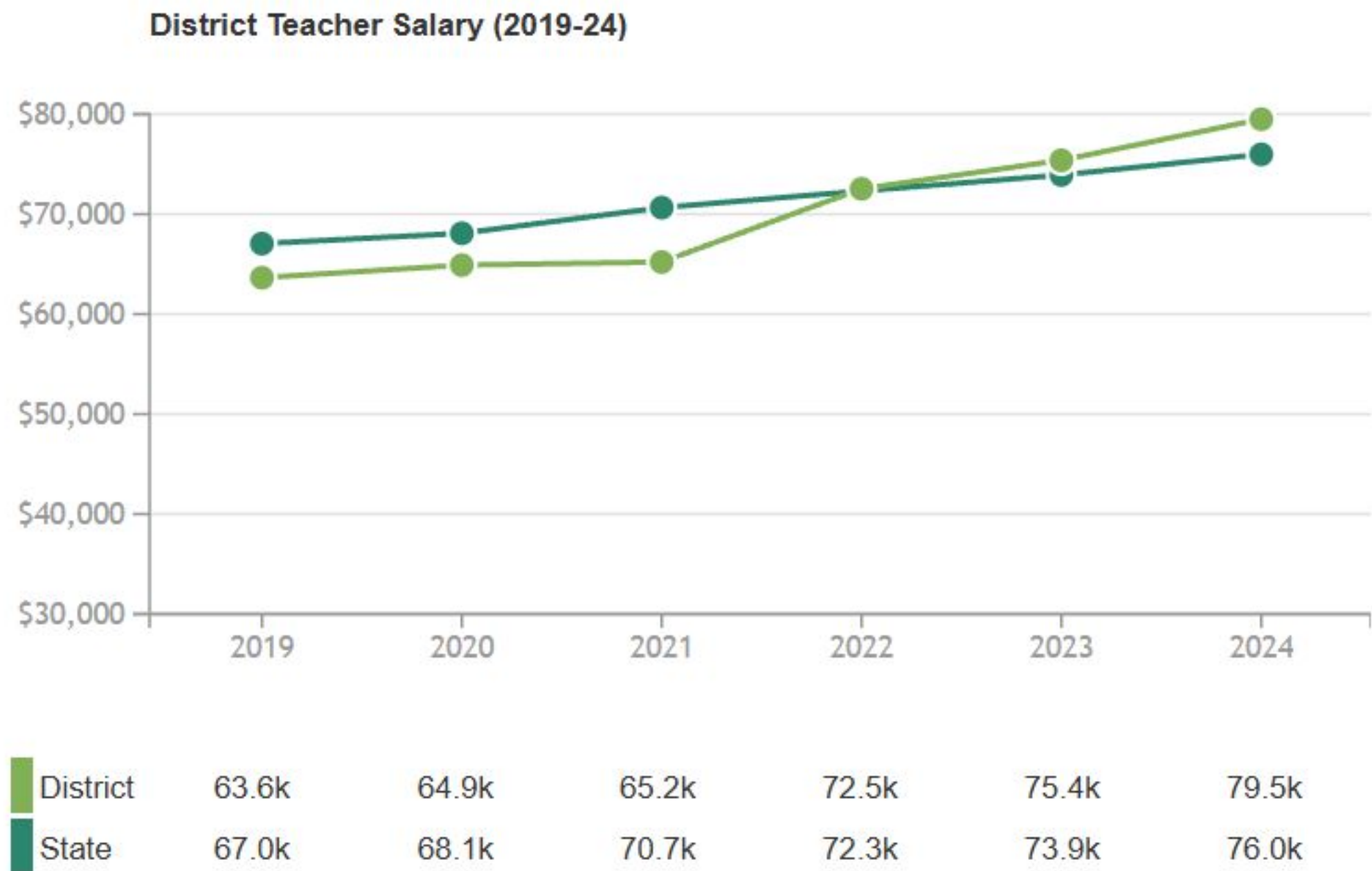
■ District ■ State



Level		2024
■ District	District	91%
■ State	State	89.6%



# District Teacher Salaries Compared to State Averages





# Classified Staff Wages

District	Role	District Proposed Fiscal Year 2026 (1st year hourly rate base pay for Step 1)
365U	Paraprofessional / Security	\$20.14 (Includes District Proposed % Wage Increase)
308	Paraprofessional	\$18.50
202	Paraprofessional	\$20.70
203	Paraprofessional	\$19.01

- Under the collective bargaining agreement, classified staff (such as paraprofessionals, security, and maintenance) in VVSD 365U receive the same percentage wage increase as certified staff.
- Classified staff are eligible for the same insurance benefits as certified staff.



# Cost of Wage Proposals

- In order to support increased wages, the District would have to supplement the budget with new money.
- For the District's proposal, which increases the wages by 13.25% over three years, **\$30.1 million** of new money will have to be added to the budget
- For the Union's proposal, which increases wages by 20% over four years, **\$57.2 million** of new money will have to be added to the budget.

## New Money Added:

Board of Education Proposal:

**\$30.1 million**

Union Proposal:

**\$57.2 million**

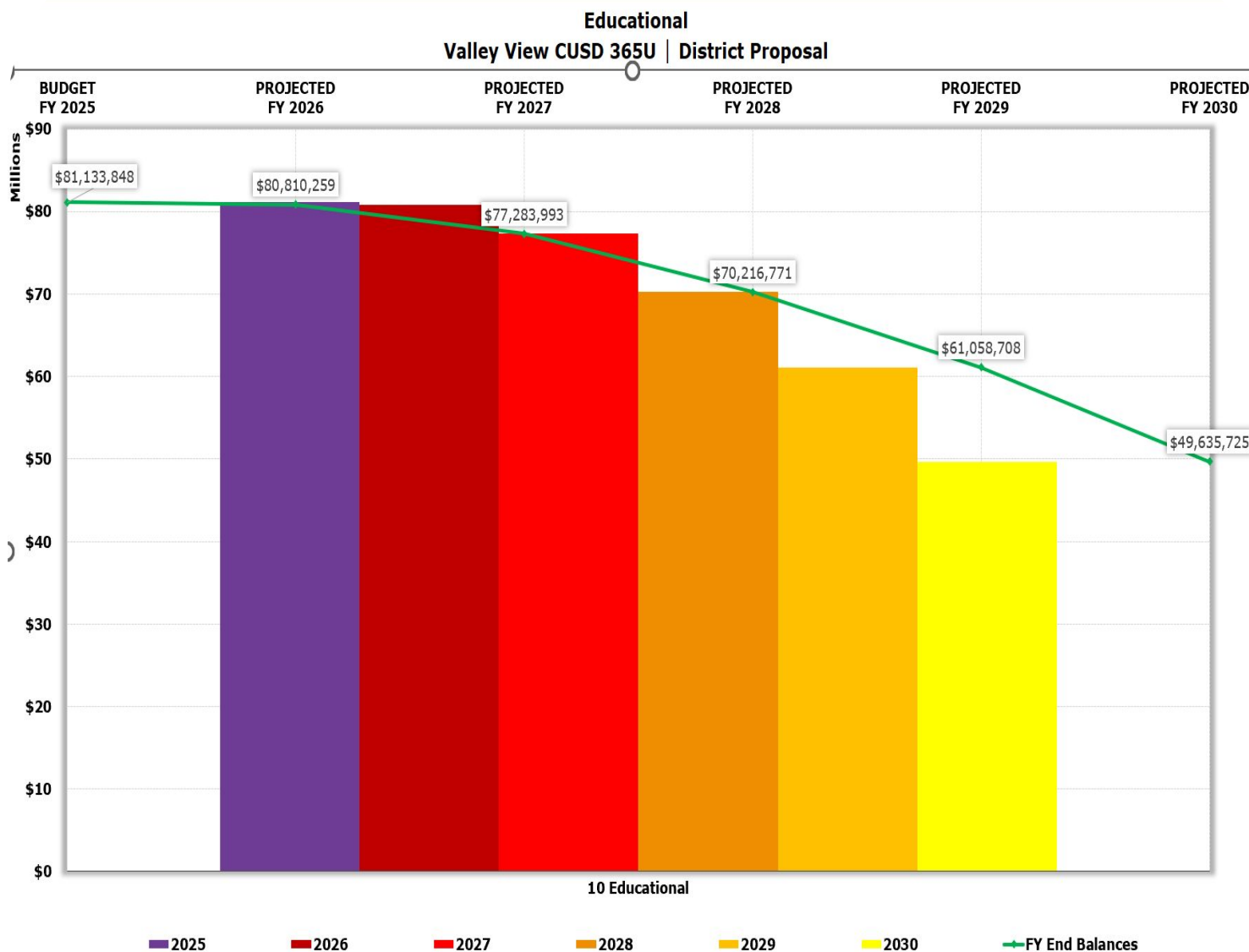
This is an additional cost, on top of current salaries

# Safeguard and Strengthen the District's Long-Term Financial Stability

This graph illustrates the projected significant decline of the fund balance under Council of Local 604 American Federation of Teachers when compared to the Board of Education's Proposal.

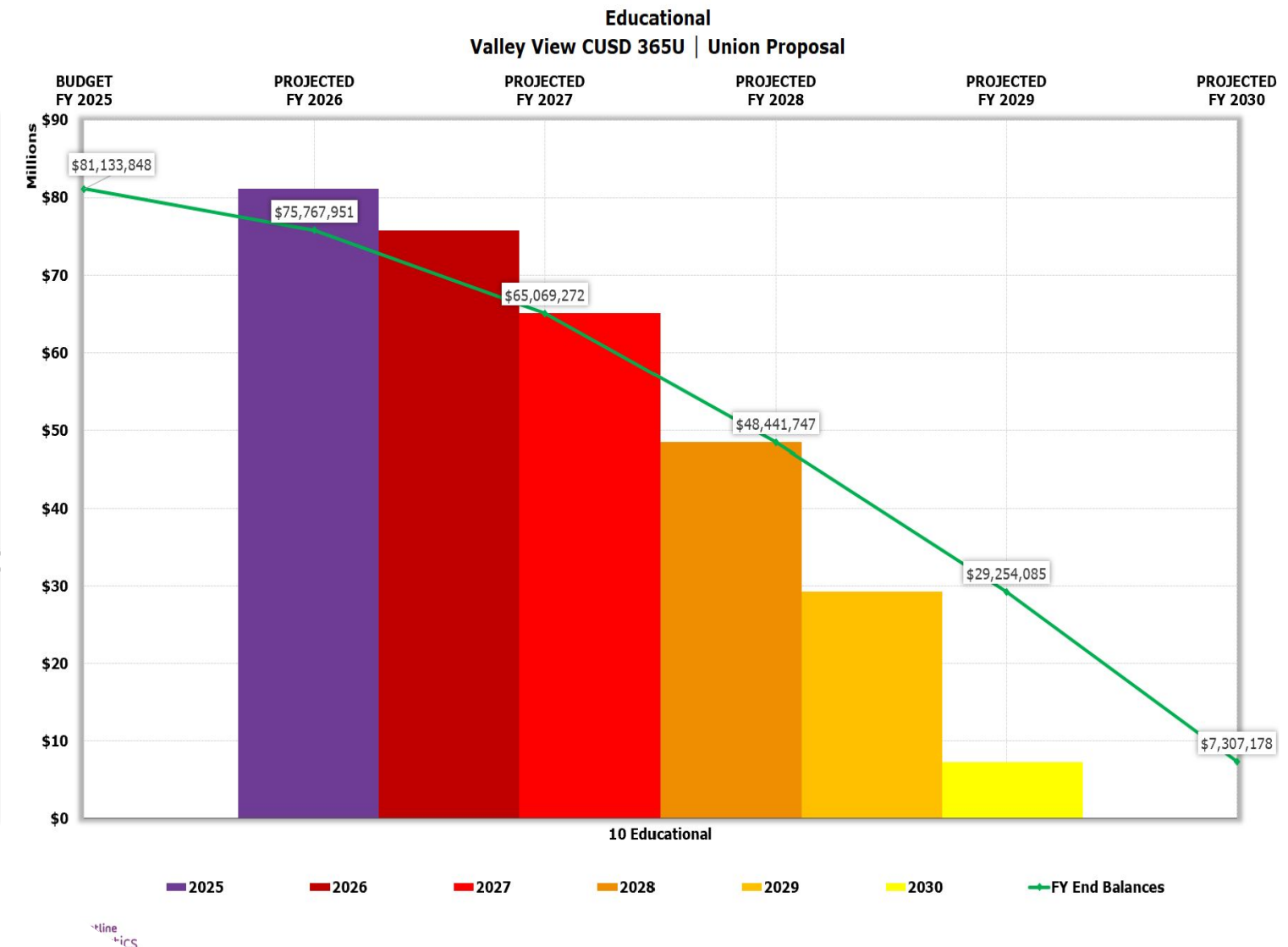
## District Proposal

### Fund Balances - Projected



## Union Proposal

### Fund Balances - Projected



# Our financial decisions impact three distinct stakeholders:



## Employees

The largest recipient of District funds goes to salaries and benefits, meaning that the financial decisions made today will impact all employees of the District.



## Board of Education

Sound financial decisions today impact how the Board can act in the future to the benefit of our staff and students.



## Tax Payers

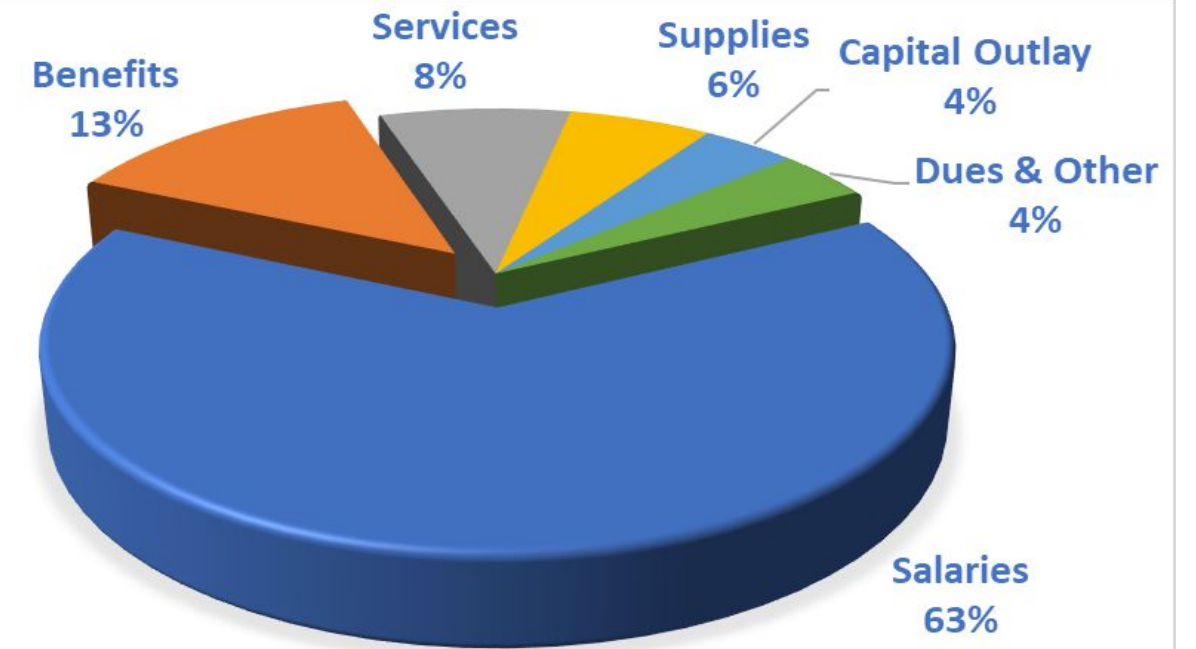
The highest source of income for our district is from property taxes. The money we save, or spend, now directly impacts taxpayers in the community.



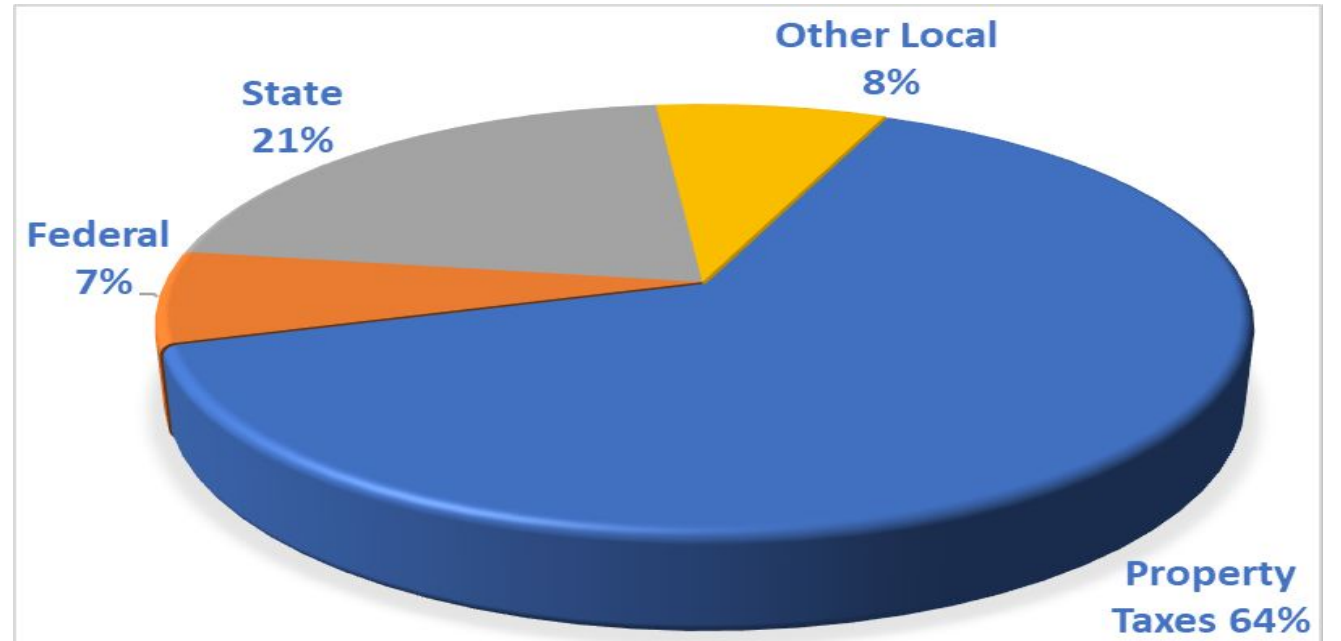
# District Funding

- Over 76% of our budget goes to staff salaries and benefits.
- In Valley View 365U, only 6% of total funding comes from the federal government, and just 21% comes from the state sources
- 64% of our revenue is generated from property taxes, meaning that any spending increases will primarily be funded by Bolingbrook & Romeoville taxpayers.

Expenditures by Object



Revenue Sources



# How can the District pay for this?

We are cognizant of our fiscal obligations to keep a balanced budget while supporting the operations of our district and recognizing the the hard work of our staff.

We have been carefully watching the impact of budget shortfalls in other districts, and we want to avoid potential layoffs due to overextended salaries.

With these goals in mind, we have proposed a revision to our insurance plan that will result in decreased insurance costs while having no impact on plan costs and coverage for the vast majority of our employees.



# Key Considerations for Wage Proposals

- In order to achieve a balanced budget under the current financial obligations of the District, salary increases would need to be limited to 2.5%. Any amount beyond that would put the budget in a deficit.
- The only way to fund additional salary increases would be to have an insurance adjustment.
- The change to the insurance plan reduces the District's costs, without reducing coverage, and allows us to shift the funds from benefits to salaries.
- The entire amount of the savings of the reduced cost from the shift in insurance plan is being passed along to union members.
- The savings under the new plan are projections. This means that the District is accepting a certain amount of risk that costs will be higher than anticipated.
- The 1st year offer of 4.25% is being offered even though the 20 minutes will not be implemented until the 2nd year of the contract. As noted, the District will implement the year one salary increase prior to realizing any savings from the health insurance plan changes.



# Impact of the Insurance Change

**97%**

of claimants  
will see no  
change

For 96.8% of the claimants under the insurance plan, the claims they filed in network under the current plan will be in Tier 1 Network of the new plan, meaning they will have the same coverage.

**95%**

of providers are  
in the Tier 1  
Network

Most of the current providers under the VVSD 365U Insurance plan will continue to be covered as Tier 1 providers.

**95%**

of projected  
claims have no  
change

The vast majority of claims projected under the new insurance plan will have no change in coverage.

**3%**

of claimants  
could see a shift

Only 3% of claimants could potentially see a shift, but the impact will be limited.



## Valley View School District 365U

**Current  
Plan**

Current PPO Plan	Network	Out of Network
Coinsurance	90%	60%
Deductible	\$250	\$500
Out of Pocket Maximum (Includes Deductible)	\$1,500	\$3,750
Office Visit Copay	\$30	60% after \$500 Deductible
Specialist Visit Copay	\$30	60% after \$500 Deductible
Emergency Room	\$250 + 90% after \$250 Deductible	
Prescription Drug		
30 Day Retail	\$0 Generic; \$40 Brand Preferred; \$60 Brand Non-Preferred	Network Copay + 25%
90 Day Mail Order	2 x Retail Copays	Not Covered

**Revised  
plan**

Alternative Blue Choice Options Plan	Tier 1 Network	Network	Out of Network
Coinsurance	90%	80%	60%
Deductible	\$250	\$500	\$1,000
Out of Pocket Maximum (Includes Deductible)	\$1,500	\$3,000	\$6,000
Office Visit Copay	\$30	\$40	60% after \$1,000 Deductible
Specialist Visit Copay	\$30	\$40	60% after \$1,000 Deductible
Emergency Room	\$250 + 90% after \$250 Deductible		
Prescription Drug			
30 Day Retail	\$0 Generic; \$40 Brand Preferred; \$60 Brand Non-Preferred		Network Copay + 25%
90 Day Mail Order	2 x Retail Copays		Not Covered

### Deductible & Out of Pocket Maximum Notations:

*The Current plan: In-network deductible & OOP family maximums are 2x the individual amount / Out of Network family deductible is 3x the individual amount / Out of Network OOP family maximum is 2.14x the individual amount.*

*The Alternative plan: Tier 1 / In-network / Out of Network family deductible & OOP family maximums are 2x the individual amount.*

*The Alternative plan: Tier 1 Network & Network Cross Apply: every dollar of deductible & or out-of-pocket satisfied with an in network provider will be credited to both your Tier 1 and network deductibles and out-of-pocket maximums.*

## Valley View School District 365U

Alternative	Estimated Change to Annual Claims	Additional Comments
<p><b>Alternatives Blue Choice Options (BCO Plan):</b></p> <p><b>Plan Design &amp; Network Change</b></p> <p><u><b>Tier 1 Network / Network / Out of Network</b></u></p> <p><b>\$90% / 80% / 60% Coinsurance</b></p> <p><b>\$250 / \$500 / \$1,000 Deductible</b></p> <p><b>\$1,500 / \$3,000 / \$6,000 Out of Pocket</b></p> <p><b>\$30 Tier 1 / \$40 Network PCP / Specialist Copay</b></p>	<p><b>-10.73% / -\$4,423,839</b></p>	<ul style="list-style-type: none"> <li>➤ “Tier 1 Network” plan design remain the same as the current in network plan design. Plan design changes apply to “Network” and “Out of Network” for categories outlined.</li> <li>➤ Network changes from the PPO to BCO network.</li> <li>➤ The BCO network has the same providers as the current PPO network. The providers are classified as either “Tier 1 Network” or “Network” providers.</li> <li>➤ “Tier 1 Network” providers contract at a lower discount. This creates a reduction in claims paid by the plan member and the plan.</li> <li>➤ 94.5% of the providers currently utilized by the plan members are “Tier 1 Network” providers in the BCO network.</li> </ul>

- Certified represent 72% of the plan population. 72% equates to -\$3,185,164 of the estimated change to annual claims.
- Contributions to the plan funding: 80% Board / 20% plan member.  
-\$3,185,164 estimated change to annual claims allocated: 80% Board -\$2,548,131 and 20% plan member -\$637,033.





# Valley View School District 365U

## Alternative Blue Choice Options Plan Tier 1 Network Analysis

Basis on Valley View Plan Member PPO Network Provider Utilization over a 12 Month Period

Provider Basis (Individual Providers)	BCBS PPO Network	BCBS Blue Choice Options Tier 1 Network
Total Providers Utilized	9,783	9,243
Provider Network Access %		94.5%

Difference in Provider Access from PPO

-540  
-5.5%

Claimant Basis (Individual Claimants)	BCBS PPO Network	BCBS Blue Choice Options Tier 1 Network
Total Claimants	32,848	31,789
Total Claimant Network Access %		96.8%

Difference in Claimant Access from PPO

-1,059  
-3.2%

Claims Basis (Individual Claims)	BCBS PPO Network	BCBS Blue Choice Options Tier 1 Network
Total Claims	87,460	84,240
Total Claim Network Access %		96.3%

Difference in Claim Access from PPO

-3,220

### Tier 1 Statistics:

*Providers : Of the network providers utilized on the current plan; 94.5% of the providers are currently Tier 1 network providers in the Blue Choice network.*

*Claimants : Of the claimants incurring network claims on the current plan; 96.8% of the providers utilized are Tier 1 network providers in the Blue Choice network.*

*Claims : Of the total network claims paid under the plans; 96.3% of the providers utilized are currently Tier 1 network providers in the Blue Choice network.*



# For the 3% impacted by the insurance change

These providers are still covered under the Network instead of the Tier 1 Network.

Claimants will have the option to switch to a Tier 1 Network Provider for increased coverage.

For those claimants who cannot or do not want to switch providers, the only impact to their claims will be an increased deductible from \$250 to \$500, and an increased out of pocket maximum from \$1,500 to \$3,000.





# Outstanding Proposals - Stipends

**The Parties created a sub-committee to revise the stipend provisions of the contract.**

- Stipends are additional payments on top of the regular wages that bargaining unit members can earn for doing extra duties, such as coaching extracurricular activities, running student clubs, or providing supervision for other student activities.
- The sub-committee's goal was to revise the stipend provisions of the agreement to remove superfluous stipends, adjust stipends that are underpaid or improperly placed on the salary schedule, and to revise the discretionary stipends to allow for more building level control on discretionary stipends.

**District and Union have come to verbal agreements on the following:**

- Shift of approximately 9 named stipends at High School level and 6 at Middle School level to a discretionary title to provide flexibility in use based on student interest and building needs
- Increase number of discretionary stipends, beyond those shifted in previous point, at both high school and middle school levels by 5 starting year two
- Language added to allow for the reallocation of stipend titles based on student interest and building need
- Shift of specific High School head coaching and High School play and musical director stipends to higher categories

# Outstanding Proposals - Stipends

## District Proposal

Freeze in step increase at 12 years with grandfather increase for those already at or above step 12. Base increase continues.

Proposed calculation formula for discretionary stipends based on hours of supervision while factoring in student participation numbers. Allows for increased flexibility for staff and buildings to run discretionary stipends based on student interest and building need.

## Local 604 Proposal

Freeze in step increase at 20 years with no grandfather increase for those already at or above step 20. Base increase continues.

# Cost of Stipend Proposals

## Board Proposal

Approximately 333 bargaining unit members who receive stipends are currently placed above Year 12 on the stipend schedule.

By capping the stipends to Year 12 *and* allowing the bargaining unit members currently over Year 12 to continue along the increases will create a savings over time through attrition.

This savings will allow the Stipend Committee, comprised of both Local 604 and management members, to assign additional stipends to worthwhile school activities.

## Union Proposal

Approximately 113 bargaining unit members who receive stipends are currently placed above Year 20 on the stipend schedule.

By freezing everyone over year 20, there will be less flexibility for the Stipend Committee, comprised of both Local 604 and management members, to recognize the hard work and dedication of members who share their passion with students through clubs and extracurricular activities.



# Outstanding Proposals - Expanded School Day

## District Proposal

Increase 20 minutes to High School Student schedule in second year of the contract to allow time for an additional period

Increase 20 minutes to High School Educator contractual time in second year of contract to provide safe arrival and dismissal procedures

## Local 604 Proposal

Increase 20 minutes to High School Student schedule in second year of the contract to allow time for an additional period

No increase to High School Educator contractual time





# Why can't the schedule be changed without adding to the teacher contract time?

## Safety Concern

Having staff and students arrive and leave at the same time at the high school creates a safety risk and increases congestion, affecting all traffic, including that of staff, students, families and the nearby community.



## Conflict with Bus Schedule

If the current contractual time is preserved, staff would end their day prior to busses exiting the school sites, causing potential delays for both staff and busses.



# Benefits of Expanded School Day

## Increased Credit Opportunities

Students currently can only take 24 credits in their high school career, and are required to complete 22 credits for graduation. An extra instructional section will give students more time to take credits they want.

## Time for Student Support

Student support time is proven to benefit student outcomes. Increasing the instructional sections will allow more student support time for those who need it most for academic and social emotional support.

## Reduces need for Zero Hour courses

In order to meet credit requirements within the current schedule, some students take zero hour courses. By expanding the school day, students may be able to access these courses during regular school hours.

## Adds opportunity for make up classes

When students are not successful in a course, having additional periods within the day will help provide student support time to prevent the need for retaking a course. However, it also allows for the option to make up a course that a student did not successfully pass.

# How do high school student contact hours compare across the state?

<p>Students in Valley View SD 365U <b>currently</b> attend school for <b>6 hours and 45 minutes.</b></p> <hr/> <p><b>Current Contract</b></p>	<p>Under the District <b>Proposal</b> students would attend school for <b>7 hours and 5 minutes.</b></p> <hr/> <p><b>Proposed Contract</b></p>	<p>Students in Oswego SD 308 <b>currently</b> attend school for <b>7 hours and 6 minutes.</b></p> <hr/> <p><b>Oswego SD 308</b></p>	<p>Students in Plainfield SD 202 <b>currently</b> attend school for <b>7 hours and 5 minutes.</b></p> <hr/> <p><b>Plainfield SD 202</b></p>	<p>Students in Naperville SD 203 <b>currently</b> attend school for <b>7 hours and 25 minutes.</b></p> <hr/> <p><b>Naperville SD 203</b></p>
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# What are the next steps for implementing the expanded school day for High School?

Adjusting the Local 604 contract is just the first step in achieving an expanded school day for VVSD students. The schedule change will be implemented in the 2026-2027 school year so that the following steps can occur:

- 1 Poll the community, including students, families, and taxpayers regarding the impact of this schedule change
- 2 Coordinate with all District stakeholders regarding the expanded school day and how it will impact various departments, including curriculum, transportation, and social support components
- 3 Create a schedule for each high school to include 8 periods for students
- 4 High School Counselors meet with students to develop their course requests for the following year
- 5 Student schedules for the 2026-2027 school year will reflect 8 periods. Students who need additional academic support will be assigned a support period. Students who need to repeat a course will be able to complete that course within the school day, and not have to pay for summer school. Students who take band may be able to take an elective without giving up their lunch period or taking zero hour.



# Board of Education Commitments

## Transparency

Commitment to open communication throughout the negotiation process and implementation of agreements

## Collaboration

Continued partnership with staff representatives to address emerging needs and concerns

## Implementation

Timely and thorough execution of all agreed-upon contract provisions

*Together, we remain dedicated to creating an environment that supports both staff excellence and student success*

