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ILLINOIS EDUCATIONAL LABOR
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**The Most Recent Offer
from
Frankfort Community Unit School District #168
to
AFT Local #817
as of October 1, 2025**

An Overview of Recent Progress and Next Steps in Our Ongoing Negotiations

For public posting pursuant to Section 12 (A-5)(2) of the Illinois Educational Labor Relations Act

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Introduction

- The Board of Education of Frankfort CUSD #168 and the Members of American Federation of Teachers Local #817 have been involved in negotiations to a successor Collective Bargaining Agreement (“Contract”) since May 6, 2025.
- On Friday, September 26, 2025, The Union initiated the “public posting process” found in Illinois law. It requires that both parties publicly submit their most recent offers and a cost summary to the Illinois Education Labor Relations Board (IELRB). Those items are included in this document, as well as a rationale as to why the Board has pursued its goal of investing in people while giving its schools a solid financial base to serve its students and the community for many years to come.
- This document will review:
 - The history of successfully negotiating contracts by the Board and the Unions through the years providing quality pay and benefits to those who teach and work with our children.
 - The current and future financial picture that the Board considered in setting its negotiating priorities.
 - The progress of negotiations
 - The most recent proposal from the Board
 - The cost summary of the most recent proposal.
 - A description and comparison of the job market in education and benefits offered in District #168.

History of Bargaining

- Since its first meeting on January 16, 1959, and its official start on July 1 of that year, the Boards of Education of FCUSD #168 have tried to operate a financially prudent district while serving a strong union labor community through swings in the coal mining and dependent industries, the garment industry, and the boat construction industry.
- Over the decades, the District has worked with bargaining units that now represent five (5) distinct groups - teachers, para-professional teachers' aides, cooks, custodians, and secretaries. There have been tough negotiations through the years, but they have generally been successful in solving problems that the schools have faced.
- The community has seen a decline in population and businesses with slow growth in the Equalized Assessed Valuation (EAV) of the properties that provide local property tax revenues.
- Through the 1970s through the early 2000s, the Board and Union, working with a salary schedule, has seen raises to that teacher pay schedule from 0% to 12%.
- The Board has supported teachers and personnel to the point of continuing to make our teachers the highest paid in the region.
- **When this Contract is settled, the Teachers of Frankfort CUSD #168 will remain the highest paid teachers in the region.**

Current Financial Outlook

- FCUSD #168 has experienced an up and down financial situation since the 1980s that has resulted in periodic rounds of reduction-in-force of employees.
- This has been compounded by the having one of the lowest property tax rates in the county dating back into the 1970s.
- Over the past 8 years, the District has maintained one of the 5 lowest property tax rates for a school district community south of Interstate 70.
- The total tax levy for FCUSD #168 is limited to growing by the rate of inflation or 5%, whichever is less, which meant its revenue could not keep up with inflation twice in the past 5 years.
- With the low tax rate combined with the comparatively high poverty rates of the community, District #168 is VERY dependent on state and federal funds.
 - The passage of the Evidence Based Funding State Aid Formula in 2017 HAS helped bring districts like FCUSD #168 closer to a more level playing field with wealthier districts across the state.
 - The silver lining of the Pandemic of 2020 was the increase in federal funds from Washington, D.C. which helped the District with several one-time investments from building improvement projects to new instructional materials, equipment, and uniforms that helped catch up on a decade of delayed purchases.
- When the last Teacher's Contract was negotiated in 2022, it was during a time of upward pressure on wages of all levels of employees, a chance to financially recognize the difficult work that educators did during the Pandemic, and a time in which the benefits of the EBF State Aid Formula were helping the district restore programs and meet the ever increasing behavioral and mental health needs of its students.
- The District did use pandemic funds to create some new positions and grow its workforce to help with learning loss and mental health needs while trying to support our teachers in the classroom as they dealt with changing student behaviors. These jobs were generally Union positions. While some of the jobs remain as the needs are still high, the overall number of teaching positions has decreased.
- Looking at the overall budget picture, there was an expectation that the District could run some small, yet manageable deficits for a brief period of time, while calculating that the savings caused due to several upcoming teacher retirements would help to stabilize finances.

Current Financial Outlook - continued

- Budget forecasting did not anticipate the sudden drop in Illinois' Corporate Personal Property Tax funds from \$1,074,318 (22-23) to \$707,626 (23-24) to \$469,220 (24-25) that has cost the District expected revenue, or the quick rise in its health insurance rates. This caused the deficit to grow larger than anticipated, which resulted in Reductions-in-Force of some positions and the cuts through attrition after some have retired or left the District.
- Despite some cuts made through attrition in the Spring of 2024, the continued drop in revenue and rise in expenditures meant further cuts were planned in the Spring of 2025.
- The District held two informational sessions in February of 2025 to review its financial situation.
 - In that presentation, the overall goals for FCUSD #168 stated included:
 - Providing a Safe Environment for its students and staff.
 - Continuing a challenging and supportive learning environment.
 - Finding and keeping the best teachers and staff we can.
 - Developing good citizens.
 - Having efficient operations.
 - Supporting a Union workforce

Current Financial Outlook - continued

- When both the Amended FY 2023-2024 Budget was approved in June 2024 and the Regular FY 2024-2025 Budget was approved in September 2024 - they met the level of a state requirement to develop a **Deficit Reduction Plan**.
 - The District has previously been required to have a Deficit Reduction Plan at times during the past 3 decades.
- The FY 2025-2026 Budget that was approved by the Board of Education on September 22, 2025, was a deficit budget. However, this Budget currently does NOT have to have a Deficit Reduction Plan.
 - This Budget reflects the current freeze in salaries for all administrators not in the retirement pipeline, the current teacher salary schedule from last school year, and the current para-professional teachers' aide salaries from last school year.
 - The Board remains committed to reducing the Budget Deficit so that it can keep all of its current staff who work with and support the learning and safety of all of its students and also be able to support much needed facility improvements in the future.
- The Board is anticipating
 - the cutting of federal Title Grant funding next year, which was frozen at the beginning of this school year, an amount that was over \$1 million.
 - the possible proration of mandated categorical funds from the State of Illinois that includes Transportation reimbursement to pay for school buses, which means we will receive less money, even if the EBF Formula goes up.
 - a continued rise in health insurance rates at possibly double digit percentages.

Board Goals for Negotiations

The Board of Education and its Negotiating Team began the bargaining process this year with the over-all goals of:

- 1) Serving the students of this community and providing them with a sound education to give them every opportunity for success in their future.
- 2) Keeping all of our faculty and staff employed as they are serving the needs of our students.
- 3) Keeping the district on a firmer financial footing by eliminating its budget deficit so that it can eventually have the funds to invest in future programs and compensation.
- 4) Preparing for the continuing and unpredictable financial times over the next few years and beyond.

Status of Negotiations / Timeline

Bargaining Session #1 – Tues. 5/6/25 - Exchange of Proposals: Union: 19 Issues / Board of Education: 16 Issues

Bargaining Session #2 – Wed. 5/14/25 - Board Counter Proposal Presentation Followed By Tentative Agreements

Bargaining Session #3 – Tues. 5/27/25 - Union Proposal #2 Followed By Tentative Agreements

Bargaining Session #4 – Wed. 6/4/25 - Board Prepared to Counter but Material Needed Reformatting - Tentative Agreements Followed

Bargaining Session #5 – Th. 6/12/25 - Board Counter Proposal with Summary with further Discussion following.

Bargaining Session #6 – Tues. 7/22/25 - Union Proposal #3

Bargaining Session #7 – Tues. 7/29/25 - Board Counter Proposal

Bargaining Session #8 – Mon. 8/4/25 - Union Counter Proposal Package

Bargaining Session #9 – Fri. 8/8/25

- Board Counter Proposal
- Union Counter Proposal - Package

Status of Negotiations / Timeline- continued

Bargaining Session #10 – Wed. 8/20/25

- Board Counter Proposal Package
- Session Tentatively Scheduled for Wed. 8/27/25 to receive Union Counter-Proposal - Union Postponed until a Mediator is available.

Bargaining Session #11 / Mediation Session #1 – Wed. 9/10/25

- Discussions held exploring various supposal scenarios looking for paths to an agreement.
- Board Agreed to Create a Spreadsheet that could be work with by either party on potential salary schedule proposals.

Bargaining Session #12 / Mediation Session #2 – Fri. 9/19/25

- Union Gave a Counter-Proposal to the Board's from 8/20/25
- Board Presents a Counter-Proposal

Bargaining Session #13 – Wed. 9/24/25

- Union Presents a Counter-Proposal
- Union ended the negotiating session.

Bargaining Session #14 – Wed. 10/1/25

- Board Presents Counter-Proposal

Union Proposals and Status

Article II - Basic Working Conditions	
G: Union Representation	T.A. 5/27
I: Class Size	Discussion
J: Professional Development	Withdrawn
L: Disruptive Students	Discussion
P: Sub Hourly Rate	Discussion
X: Voluntary Transfer	Discussion
Z: Class Size	Discussion
NN: Special Education Leave	Withdrawn
OO: Overload Assignments	T.A. 5/27
Article IV: Leave of Absence	
A: Sick & Personal Days	Discussion
Article VII: Compensation	
3: College Credit	T.A. 6/4

Appendix A: Salary Schedules	
Proposed Increase	Discussion
Longevity	Discussion
Appendix B: Extra Curriculars	
Asst. Wrestling	T.A. 5/14
CJHS Golf Coach	T.A. 5/14
CJHS Flag Team	T.A. 5/27
Percussion Band	T.A. 5/27
FCHS Flag	T.A. 5/27
Memorandums of Understanding	
Health Reimbursement	Discussion

Board Proposals and Status

Article II - Basic Working Conditions		Article VI: Salary	
F: Calendar / Spring Break	Withdrew	A(1): Lane Movement	Discussion
Q: Institute Planning - Omit	Withdrew	A(3): College Credit	T.A. 6/4
R: Involuntary Transfer - Omit	Withdrew	Appendix A: Salary Schedules	
T: Posting & Bidding - Omit	Withdrew	Freeze	Discussion
U: Calendar Planning - Omit	Withdrew	Schedule for New Hires	Discussion
X (1): Awarding Bids - Omit	Withdrew	Memorandums of Understanding	
DD: Early Dismiss - Omit	Withdrew	Health Reimbursement	Discussion
Article V: Fringe Benefits			
A: Ins. - Change % to \$ Amt.	Discussion		
B: Free Admittance to Events	Withdrew		
C: Retirement Incentive	Withdrew		
D: Severance-Unused Sick Days	T.A. 5/27		

Issues Resolved Through Bargaining - Tentative Agreements

Article II – Basic Working Conditions

- T.A. on 5/27/25 with Sentence #2 deleted.
 - **G.** Board agrees to Union proposal on who can join a meeting between the administrator and the teacher saying the Union will appoint them and they do not get someone of their own choosing.
- T.A. on 6/4/25 joined with VII. 3. after Board and Union Mutually Agreed on Language.
 - **J.** During the 5 days each year that teachers can attend professional development conferences pertinent to their individual choosing, teachers may now be reimbursed up to \$800 a year instead of \$600. Tuition Reimbursement for classes taken beyond a Bachelor's Degree may be taken each year at that same reimbursement rate, which might mean that teachers can move across lanes on the salary schedule.
- T.A. on 5/27/25 on Union proposal.
 - **QQ.** Teachers make request to take an overload assignment (teaching a regular class on their prep period, and shall be compensated at 1/7 of their base salary. Overload class instruction shall be voluntary and posted for bidding

Article V – Fringe Benefits

- T.A. on 5/27/25 on Board proposal.
 - **D.** For retirees, changes the buy-out of accumulated sick leave to be paid at at the Bachelor's Level, Step 0 instead of at their current rate of pay.

Issues Resolved Through Bargaining - TA's

Article VII – Fringe Benefits

- T.A. on 5/27/25 after Board and Union Mutually Agreed on Language.
 - **Sec. 3:** For college classes to be considered graduate level, they must be labeled equivalent to 400 level or above. A teacher shall receive a response to their graduate class prior approval form within two weeks of submissions.

Appendix B

- T.A. on 5/14/25 on Union proposal to add two and change three unused stipend positions to the following:.
 - Assistant Wrestling Coach
 - CJHS Golf Coach
 - CJHS Flag Team
 - Percussion Band Assistant
 - FCHS Flag Team Assistant

Remaining Issues to Be Resolved

- Length of Contract
- Rates of Pay for 2025-2026 and Beyond
- Consideration of a Separate Salary Schedule for Employees Hired After the Settlement of this Contract.
- Insurance-Related Adjustments
- Language Items

What Has the Board Proposed? - The Latest Offer

Article II – Section I - Maintain the current contract language limiting class size to 25 students when administratively possible with maximum K-3 class size limited to 28 regular education students.

Article II – Section L - Maintain the current contract language on school discipline in accordance with federal and state law.

Article II – Section P - Changes rate for teacher to internally substitute for their preparation period from \$30 to \$35 per period. This also applies to detention and time out monitors, which are bid positions.

Article II – Section R - Changes language that if a section or subject is eliminated in a school, involuntary transfers happen before bidding takes place. If there is a conflict, a Personnel Committee of 3 AFT members and 3 Administrative representatives will decide (restores language removed in 2013).

What Has the Board Proposed? - The Latest Offer

Appendix A – Salary Schedules - Proposes a 3-year Contract. For All Faculty employees hired on or before the effective date of the contract:

2025-2026 All employees shall receive a 0.5% increase, but no step movement.

2026-2027 All employees shall receive a step increase, with one step added at the end of each lane.

2027-2028 All employees shall receive a step increase, plus 1% increase. Those off the schedule will receive longevity increase.

Lane movement will be limited to a maximum of two (2) lanes per year.

For employees hired after the effective date of the contract, there shall be a separate salary schedule, as attached hereto. (Attach proposed second schedule).

Article V – Section A (Health Insurance): Beginning in the 2026-2027 school year, if an employee's spouse is eligible for health insurance through his or her employer, they will not be eligible for District-paid spousal health insurance.

Article V – Section C and D:

For employees first hired on or after September 1, 2025, the payment for unused sick leave shall be based upon the base salary rather than the employee's regular salary rate.

MOU – Health Insurance Premiums:

For the 2025-2026 school year, the deductible shall be \$600.

For the 2026-2027 school year, the deductible shall be \$750.

For the 2027-2028 school year, the deductible shall be \$750.

What has the Board Proposed? The Latest Offer - Specific Language

Article II – Section P

All teachers shall be compensated at the rate of ~~\$30.00~~ \$35.00 per period while substituting during their preparation period. Teachers shall be asked based on seniority, with most senior teacher asked first. All teachers shall be compensated at the above rate for supervising a detention period during their lunch period or after school. The detention position will be a bid position.

Article II – Section R

No teacher shall be involuntarily transferred without his/her consent unless his/her presently assigned grade level, section or subject is eliminated in the building. West Frankfort Local #817 agrees that all involuntary transfers shall take place before the bidding process begins. In the event of conflict over an individual's transfer, the issue will be decided by a Personnel Committee composed of an equal number of AFT members and Administrative representative. (The 3 AFT representatives will be appointed by the AFT President.)

Article V – Section A (Health Insurance):

Add: Beginning in the 2026-2027 school year, employees whose spouse is eligible for health insurance through his or her employer will not be eligible for District-paid spousal health insurance.

Article V – Section C and D:

Add: For employees first hired on or after September 1, 2025, the payment for unused sick leave shall be based upon the base salary rather than the employee's regular salary rate.

Projected Cost of Proposal

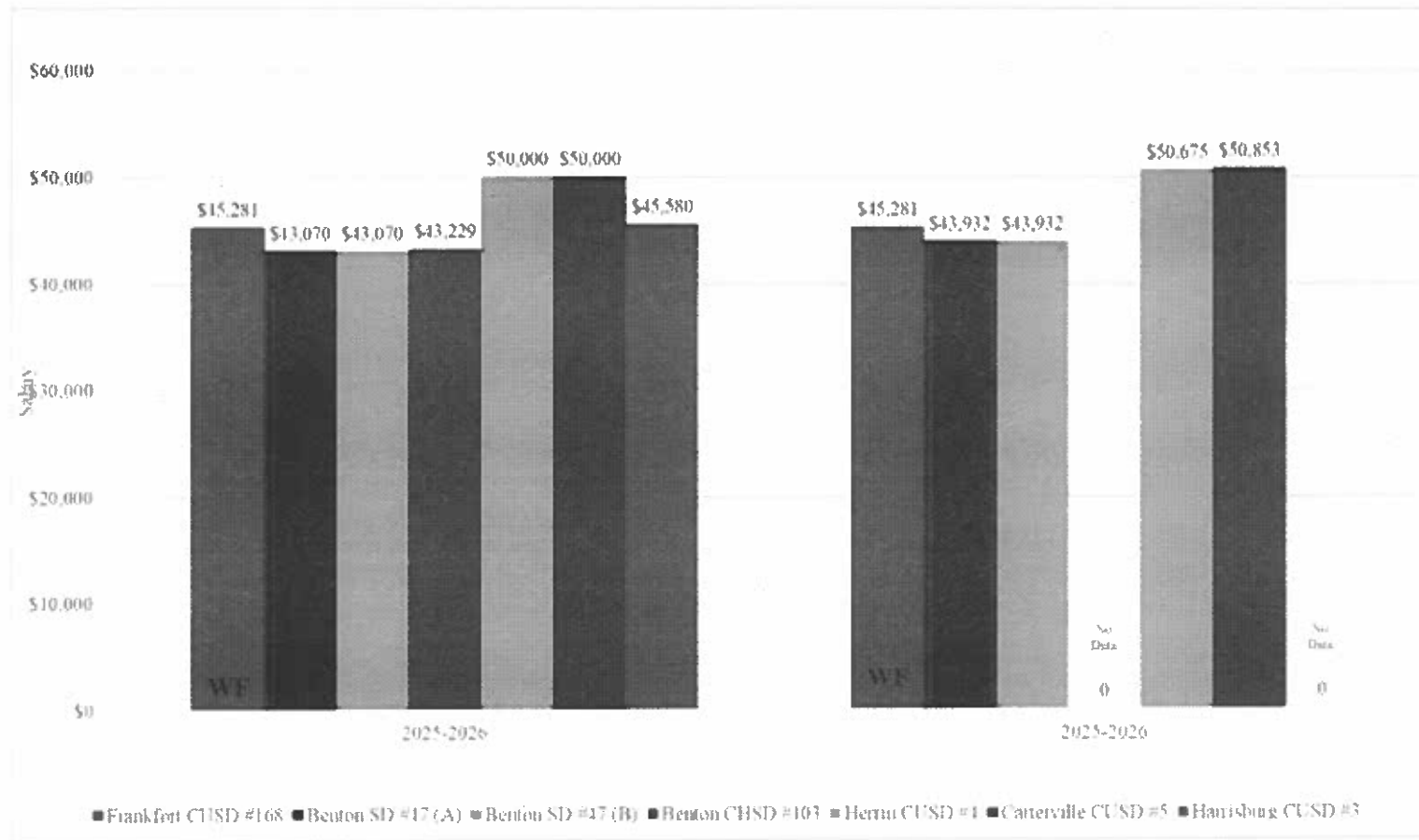
Proposal Item	Prior Year Cost	% Increase	2025-2026 Est. Cost Increase (Savings) Over Prior Year	2026-2027 Est. Cost Increase (Savings) Over Prior Year	2027-2028 Est. Cost Increase (Savings) Over Prior Year
II-I: Class Size	No change.				
II-L: Discipline Policy	No change.				
II-P: Substitute	\$ 68,321.25	16.67%	\$ 11,387.00		
II-R: Transfers	No change.				
Append A: Salary Schedule			\$ 47,286.00	\$234,908	\$ 361,162.00
V-A: Health Insurance				\$(200,000 - 250,000)	
V-C&D: Retirement	No change.				
MOU: Deductible			\$ (30,000.00)		\$ (52,500.00)

Market Factors Affecting Teacher & Administrator Recruitment

- The state and the nation are currently experiencing a shortage of teachers.
- Where does District #168 look to find teachers and administrators?
 - ◆ New Graduates
 - ◆ Surrounding Districts
- The Budget Deficits for FCUSD #168 are tied to the market as we maintain top-of-the region salaries for our educators reflecting how much we value the dedication and excellence of our teaching staff. When this contract is settled, District #168 will continue to maintain those salaries.
- How do some of our neighbors compare as we compete for faculty, staff, and administrators?
 - ◆ The Following Slides will show snapshots of our current salary schedule and how it compares to neighboring districts.

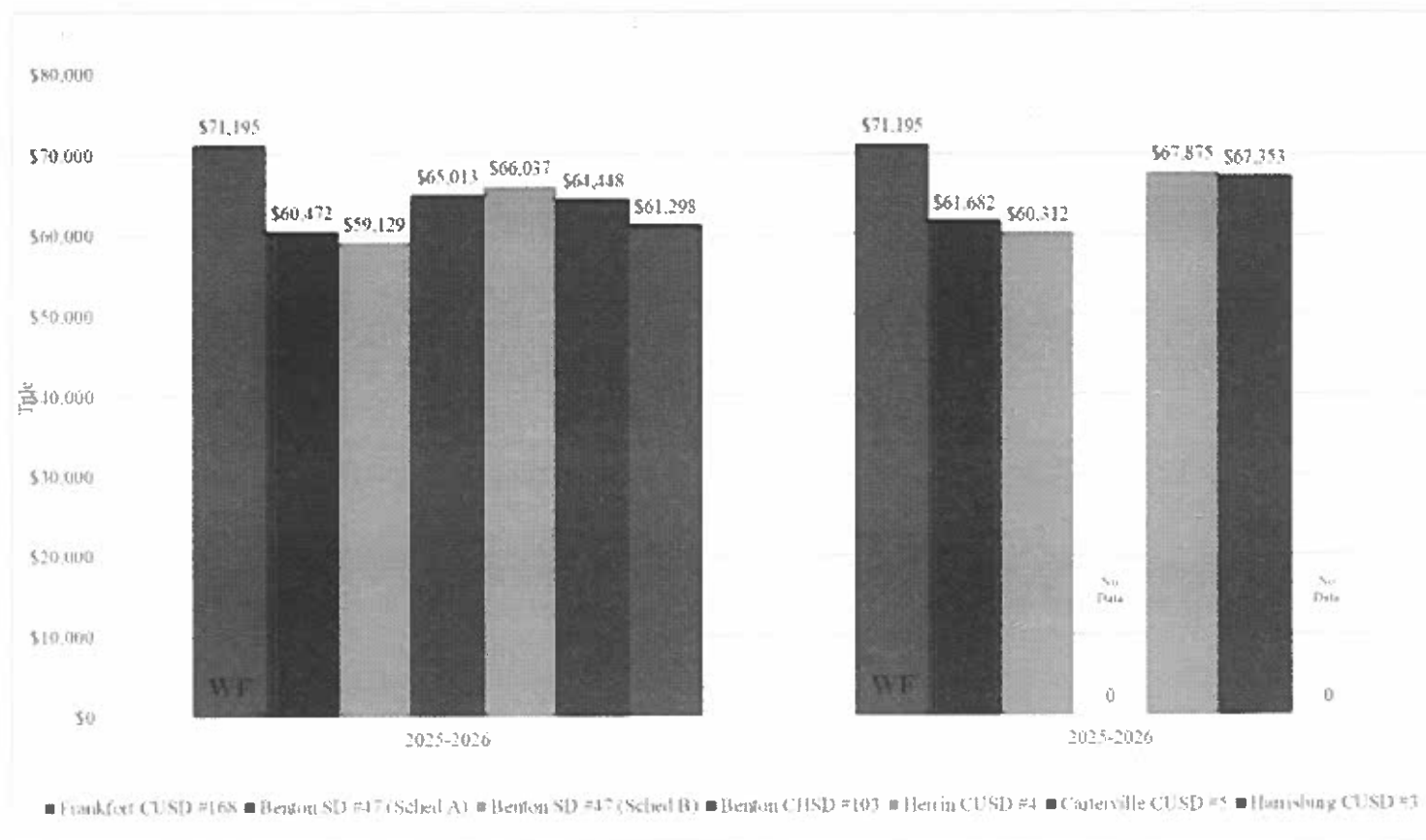
Comparable Starting Salary - Bachelor Step 0

What if
I was a
new teacher
right out
of college?



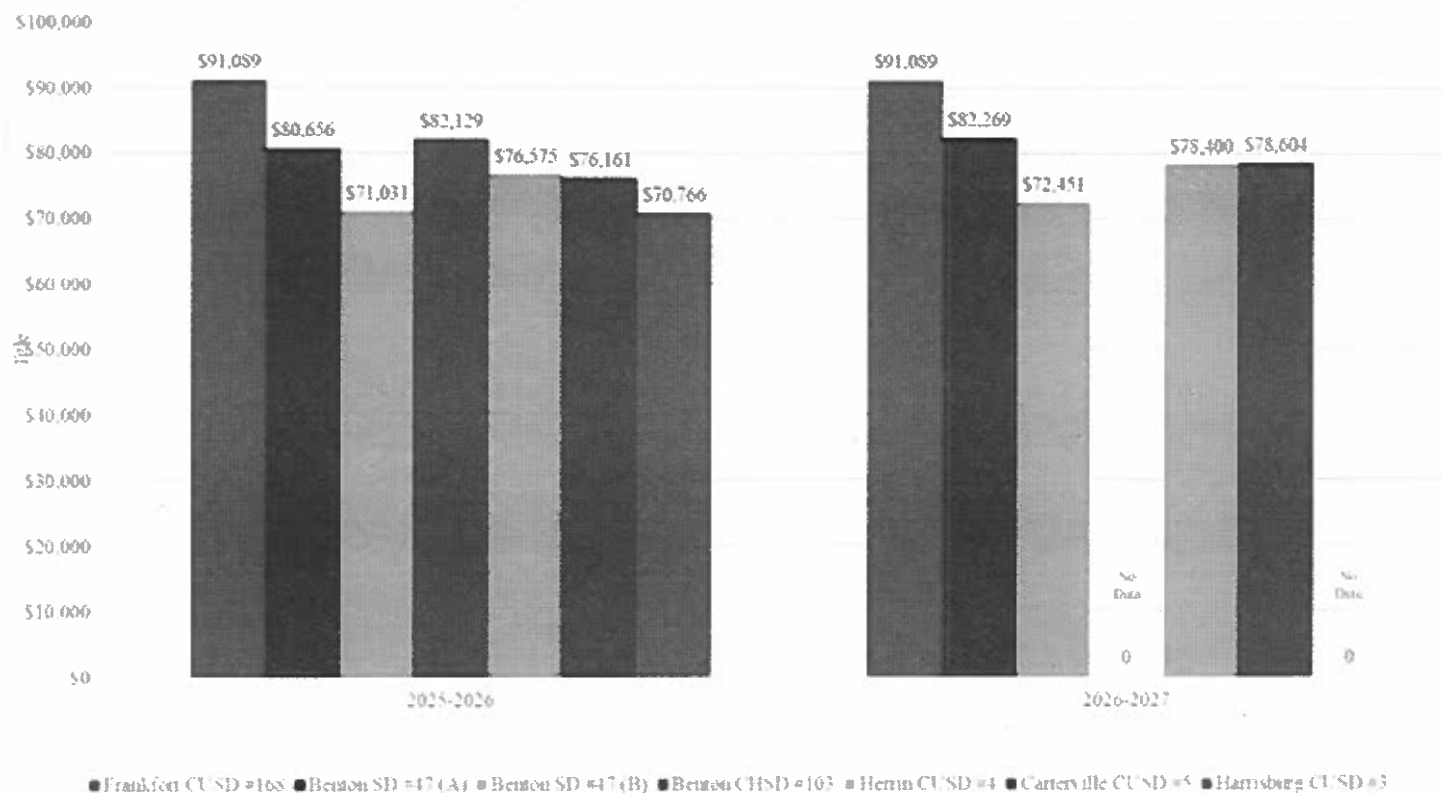
What if I was a new teacher who went back to school for my Masters and have around 10 years of service?

Comparable Starting Teacher Salary - Masters Step 10



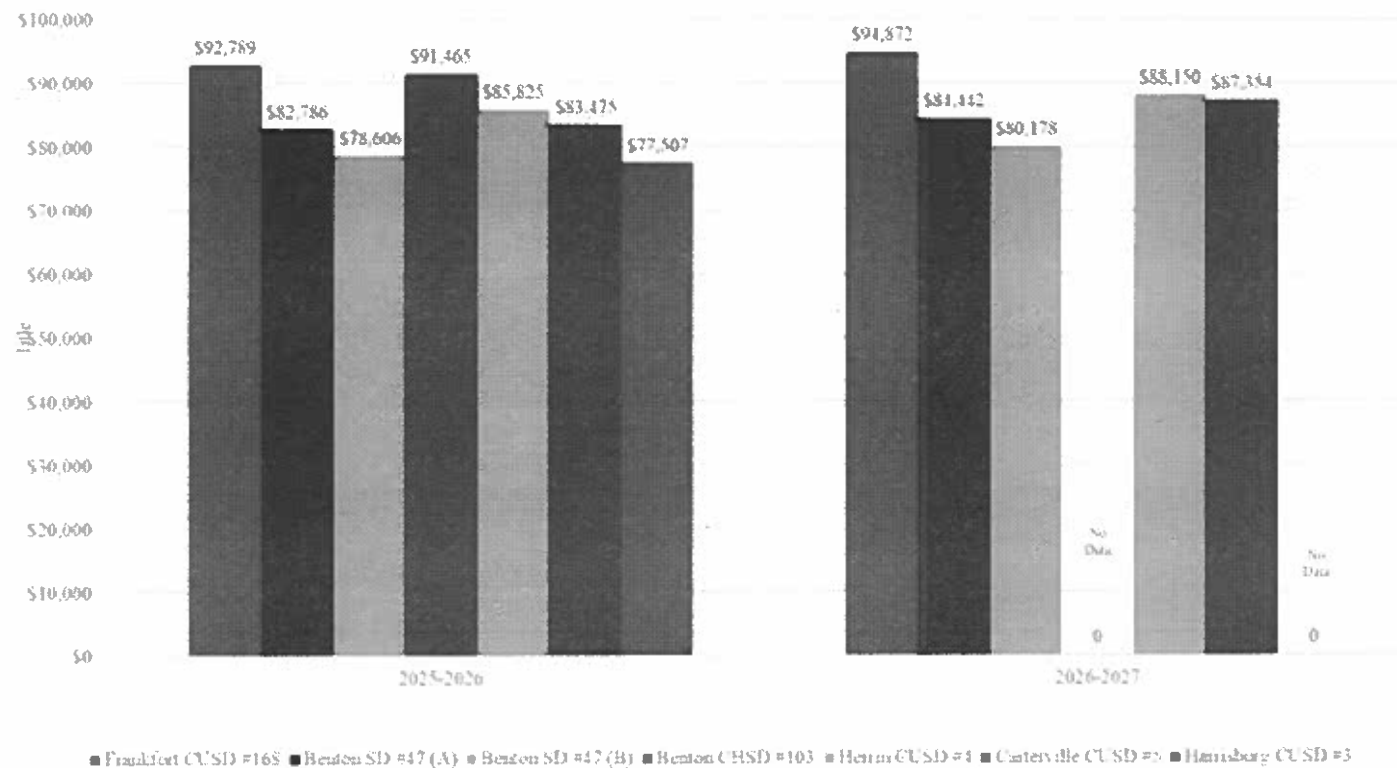
Comparable Starting Teacher Salary - Masters + 24 Step 18

What if I was a veteran teacher who has all degree work possible and around 18 years of service?



Comparable Starting Teacher Salary - Masters + 24 Step 25

What if
I was a
veteran
teacher
who has
all
degree
work
possible
and
around
25 years
of
service?



* *Note: FCUSD 168 Salary Schedule Ends at Step 18 - Yearly Longevity is Paid After That.

Summary of Salary Schedule Comparisons

- The District's current salary schedule begins at a competitive level for new hires, ensuring we can attract qualified staff. However, the schedule progresses with increases that exceed the market average for each year of experience when compared with neighboring districts.
- As a result, teachers in FCUSD #168 reach salary levels at approximately 18 years of experience that are not available in neighboring districts until 25 years or more of service.
- This accelerated progression means FCUSD #168 is paying above-market salaries across much of the salary schedule.

Comparing the Market: If Our Teachers Worked in Neighboring Districts

Below is a table that shows the **cumulative total cost** of employing Frankfort CUSD 168 teachers if they were paid according to the salary schedules of surrounding districts.

Peer District	Peer 2025-2026 Salary Schedule	Frankfort #168 2024-2025 Salary Schedule	Yearly Variance (Frankfort Above Peer)	% Difference (Frankfort Above Peer)
Benton SD #47	\$7,367,229	\$8,390,369	\$1,023,140	13.89%
Benton CHSD #103	\$7,757,253	\$8,390,369	\$633,116	8.16%
Herrin CUSD #4	\$7,817,332	\$8,390,369	\$576,037	7.33%
Carterville CUSD #5	\$7,642,790	\$8,390,369	\$747,579	9.79%
Harrisburg CUSD #3	\$7,060,555	\$8,390,369	\$1,329,814	18.83%
Marion CUSD #2 **	\$8,193,955	\$8,390,369	\$196,414	2.40%

* **Note: The new contract for Marion CUSD #2 included a 12% raise this year.

Comparing Budget Investments in Faculty and Staff

- An analysis of Frankfort's payroll expenditures reveals that the district consistently allocates a larger share of its **Budget** towards payroll, particularly in the **Instructional Category**, when compared to peer districts.
- Below is a Table Comparing the percentage of Revenue money that residents of the community, state, and nation pay through taxes and how it funds Instructional and Support Services Payroll (what do your tax dollars pay for?)..

Financial Ratios Comparing Payroll Expenses to Total <u>Revenue</u>	FCUSD 168 Budgeted 25-26	Herrin 4 2023-2024	Benton 103 2023-2024	Cartersville 5 2023-2024	Marion 2 2023-2024
% of Total Revenues					
Instructional Payroll	55.11%	43.12%	39.03%	43.41%	40.06%
Support Services Payroll	20.35%	20.79%	19.47%	23.72%	17.68%
Total Payroll (Instruction + Support)	75.46%	63.90%	58.50%	67.12%	57.74%

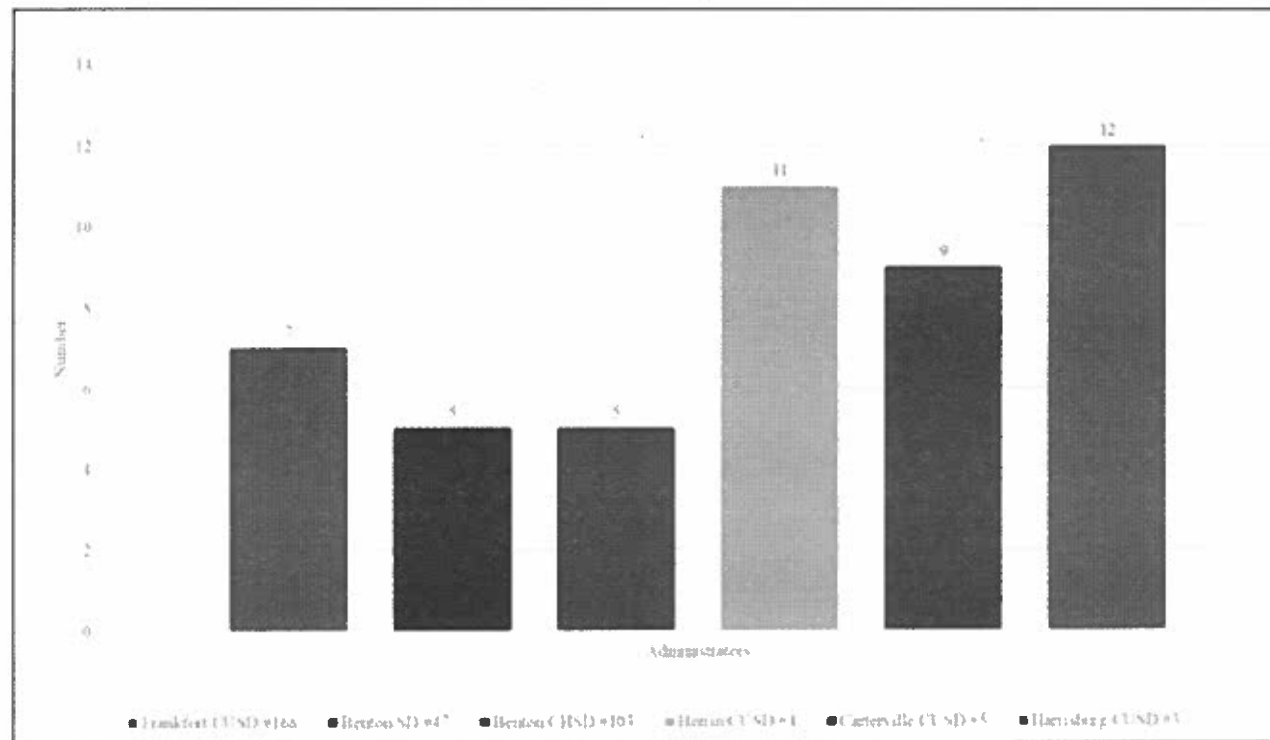
Budget Considerations and Sustaining the Current Salary Schedule

1. The District has faced recurring deficits for several years. Both the 2023–2024 and 2024–2025 Fiscal Years closed with losses exceeding \$1 million. Even with a salary freeze, the FY 2025–2026 operating deficit is projected at \$480,000.
2. The District issued a Working Cash Bond in FY 2024–2025 to address short-term financial needs. While this helped with the 2025–2026 deficit, it is not a sustainable solution. Without structural adjustments (for example) implementing a revised salary schedule for new hires, the District may face direct intervention from the Illinois State Board of Education.
3. The District was required to submit a deficit reduction plan in 2023–2024. This requirement kicks in when operating fund balances less than three times the annual budgeted deficit. As the Working Cash Bond proceeds are used up, the District may once again be required to submit a deficit reduction plan.

Projected Estimated Budget Surplus (Deficit)

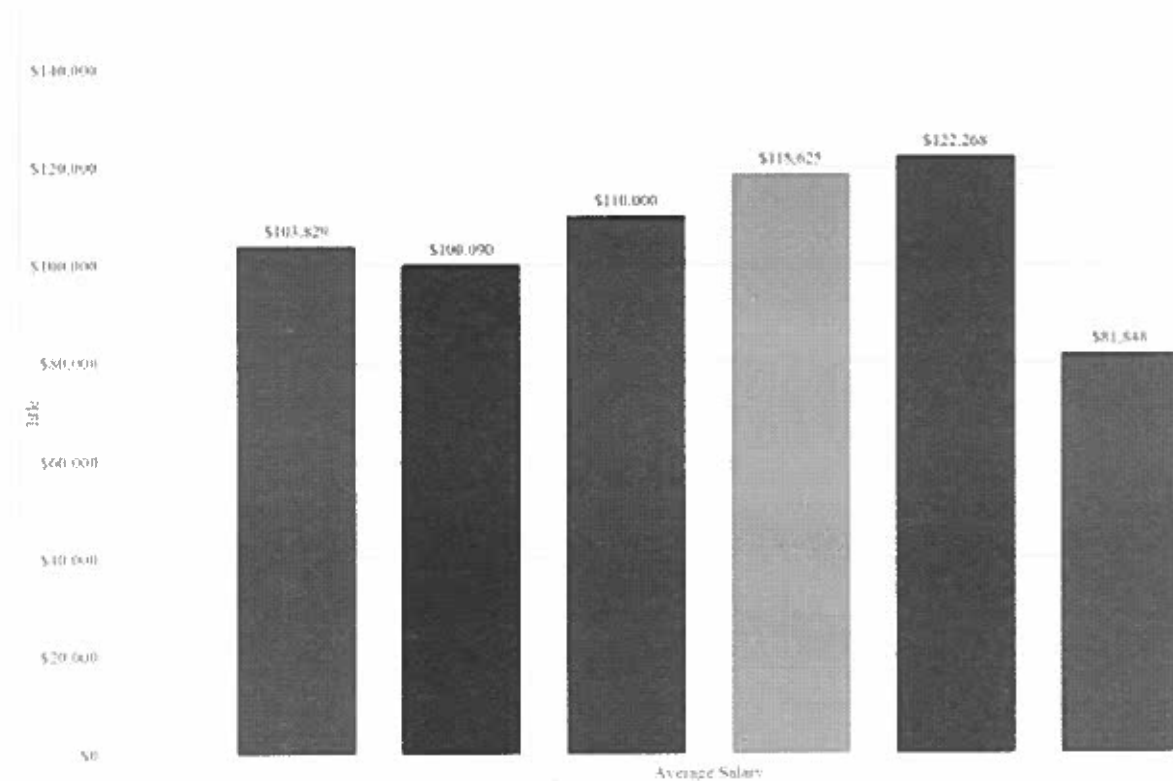
	2025-2026 as passed		2026-2027		2027-2028
Unaudited Education Fund Deficit Prior Year (Beginning 24-25)	(1,033,191)		(455,068)		(502,417)
Property Tax Increase - Based on Ed Fund Certified Extension	149,249		150,000		150,000
EBF Funding Increase - 2.1% Projected Increase for 26-27, 27-28	298,705		304,978		311,383
PPRT Increase (Decrease) - \$10k increase from 23-24 to 24-25	10,000		0		0
Title I Potential Decrease	0		(274,291)		0
Payroll Increase (freeze, step, step + 1%)	0		(234,908)		(373,627)
Severance (estimate based on entering or leaving retirement cycle)	(50,000)		0		0
RIF/Retirement/Termination Cost Reduction	729,313		421,000		365,000
Health Insurance Cost (Increase)	(382,191)		(350,000)		(350,000)
Inflationary Increase to 300 Services Accounts - 2.7% (Base \$1,085,974)	(29,321)		(30,113)		(30,926)
Inflationary Increase to 400 Supplies Accounts - 2.7% (Base \$1,226,705)	(33,121)		(34,015)		(34,934)
To Adjust to Budgeted Figure	(114,511)				
Projected Education Fund Surplus (Deficit) Ending	(455,068)		(502,417)		(465,521)

Number of School Administrators Comparison



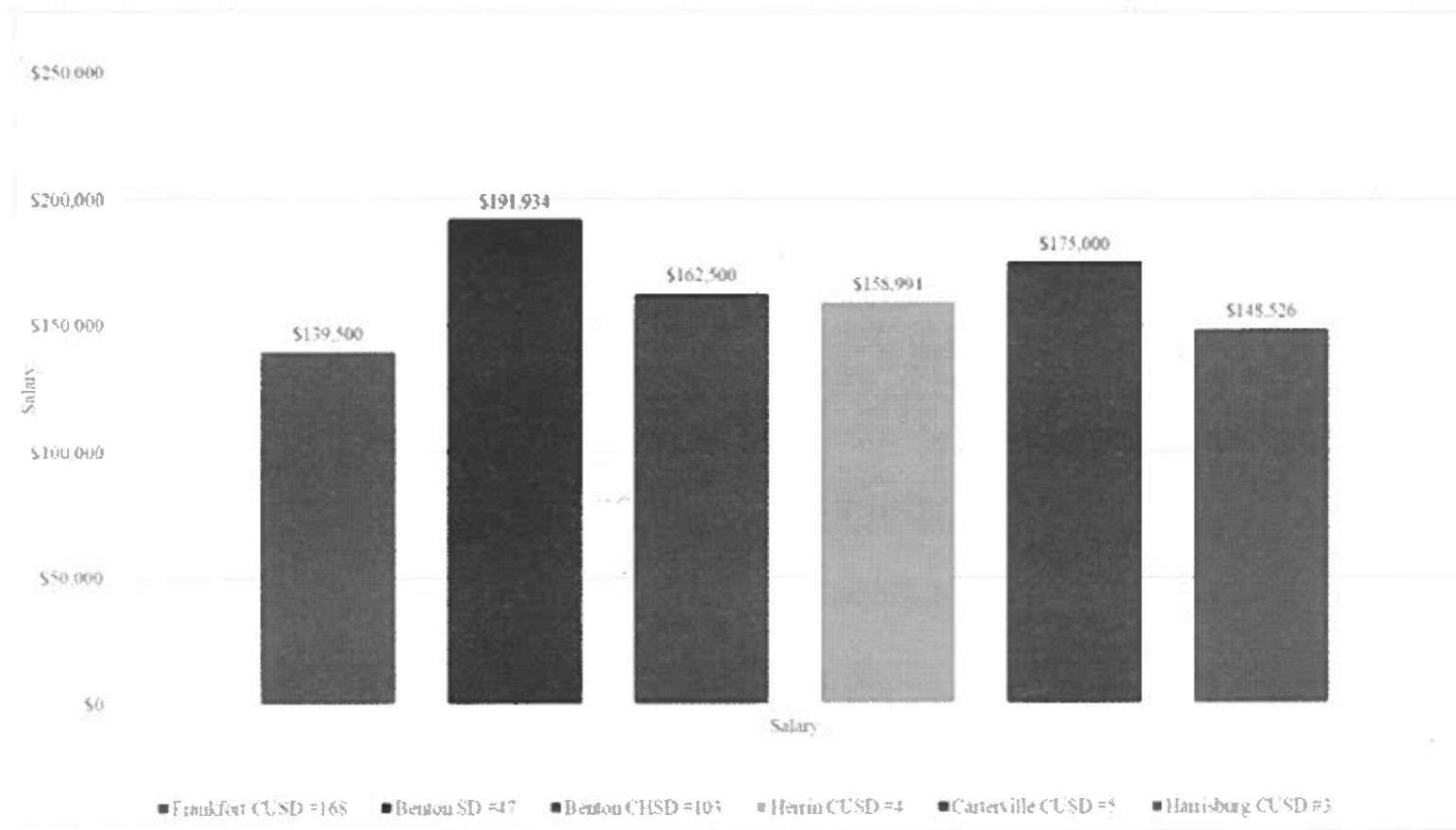
FCUSD #168 Special Education Administrators are **NOT** included in this count. The neighboring school districts are members of cooperatives and they pay them for those services.

Average Administration Compensation Comparison



Note: This average does NOT include FCUSD #168 Special Education Administrators.

Superintendent Compensation Comparison



In-District Daily Rate Comparison

Teacher Salary Schedule Daily Rate for Step 15 for 180 Days

	B	B+8	B+16	B+24	M	M+8	M+16	M+24
Step 15	\$428.78	\$434.07	\$439.87	\$445.66	\$451.45	\$457.24	\$463.02	\$468.81

Administrator Daily Rate

	# of Days	Daily Rate
Superintendent	260	\$536.53
Asst. Superintendent	260	\$482.69
Director - OSS	260	\$428.43
Principal - FCHS	260	\$468.84
Asst. Principal - FCHS	210	\$461.04
Principal - CJHS	220	\$487.21
Principal - FIS	210	\$461.04
Principal - DES	210	\$461.04
Coordinator - OSS	200	\$473.38
Coordinator - OSS	200	\$458.35

Investing in Professional Development

- Goal: The Board wants faculty and staff to continue to develop and improve.
- How does that happen on the current contracts?
- Teachers: Able to apply for and receive \$600 to attend “conferences or activities pertinent to the teacher’s field or interest of his/her choosing” as approved. This includes Tuition Reimbursement of college graduate classes equivalent to 400-level or above.
- Teachers earning more college education do get raises on the salary schedule based on their number of graduate classes taken.
- Administrators: Able to apply for and receive \$600 to attend conferences or activities as approved.
- In consideration of retaining administrators who have successfully completed at least one contract AND considering the higher daily rate paid for teachers in the district and the higher yearly pay rates in other competing districts, the Board agreed to fund tuition payments for graduate study for 1) a specific program, and 2) a specific school (SIU-C or closest local with the program) for specific administrators when agreeing to their newest contract.

Summarizing it All

- When reporting its 2023–2024 audited financials, the District received a low financial profile score. As a result, the Illinois State Board of Education placed the District on the Financial Watch List.
- The District has been assigned the “Watch” designation seven times since 2003, which is the lowest financial rating awarded by the Illinois State Board of Education.
- The District has received the “Early Warning” designation ten times since 2003. This designation is one step above “Watch” in the Illinois State Board of Education’s financial profile system.
- Based on the most recently available financial profile scores, just 19 of Illinois’ 851 school districts were given an Early Warning or Watch designation in 2023. Updated data from the 2024 Annual Financial Reports has not yet been published.

Summarizing it All

- The Board has proposed working jointly with the Teachers' Collective Bargaining Unit to design a separate salary schedule specifically for new hires.
- Implementing a separate schedule would allow the District to realign salary expenditures with revenues, helping ensure long-term financial stability.
- The proposed salary schedule would affect only new hires. Although savings would be deferred until new employees are brought on board, the plan represents an important step toward achieving a sustainable fiscal policy for the District.
- The proposed salary schedule for new hires would be developed using peer districts in the region as the benchmark for comparability.

One More Comparison

- Estimated Cost of Board Proposal of $\frac{1}{2}$ percent raise in each cell of the teacher's salary schedule:
= \$47,286
- Estimated Cost of Union Proposal granting all teachers a step (minus the longevity provision which is on hold when adding a step to all lanes):
= \$234,908



Conclusion

- The Board of Education of Frankfort Community Unit School District #168 remains committed to bargaining with our faculty towards a final contract settlement.
- It will continue to work to meet its goals so that the entire school community can work together to serve our students and community now and into the future.