

RECEIVED

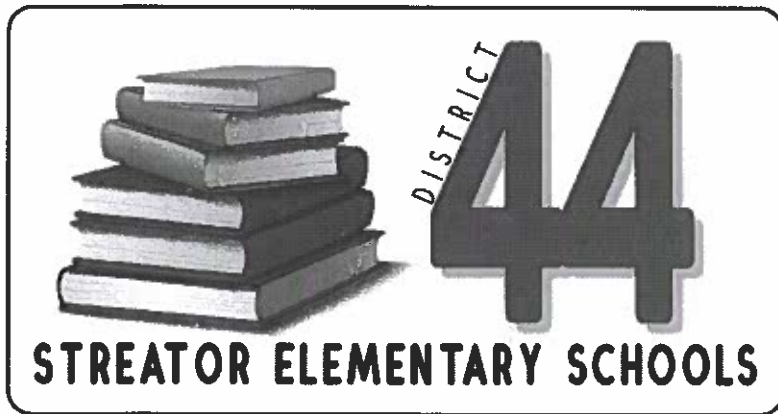
FEB 25 2025

ILLINOIS EDUCATIONAL LABOR
RELATIONS BOARD • CHICAGO

RECEIVED

FEB 26 2025

ILLINOIS EDUCATIONAL LABOR
RELATIONS BOARD • CHICAGO



*The Board's Most
Recent Offer to
Teachers and
Staff*

BOARD OF EDUCATION

STREATOR ELEMENTARY SCHOOL
DISTRICT NO. 44

COST SUMMARY OF THE BOARD'S
CURRENT PROPOSAL

Introduction	3
Key Summary of Board's Economic Proposal/Outstanding Items	4
History of Current Negotiations	5
Parties are Not at Impasse, Unless...	6
Acknowledging Employee Contributions	7
Board Objectives	8
District Economic Profile	9-11
Key Outstanding Items	12-3
Board Proposal re: Compensation for Teachers	14-20
Cost of Union's Current Compensation Proposal for Teachers	21
Local Comparable School Districts	22
Board Proposal re: Compensation for Support Staff	23-26
Cost of Union's Current Compensation Proposal for Support Staff	24
Board Proposal re: Extra Duty Stipends	28-32
Board Proposal re: Health Insurance Benefits	33-36
Cost of Union Proposal re: Health Insurance Benefits	37
Summary of Tentative Agreements	38-40
Items of Note	41-42
Conclusion	43

Table of Contents

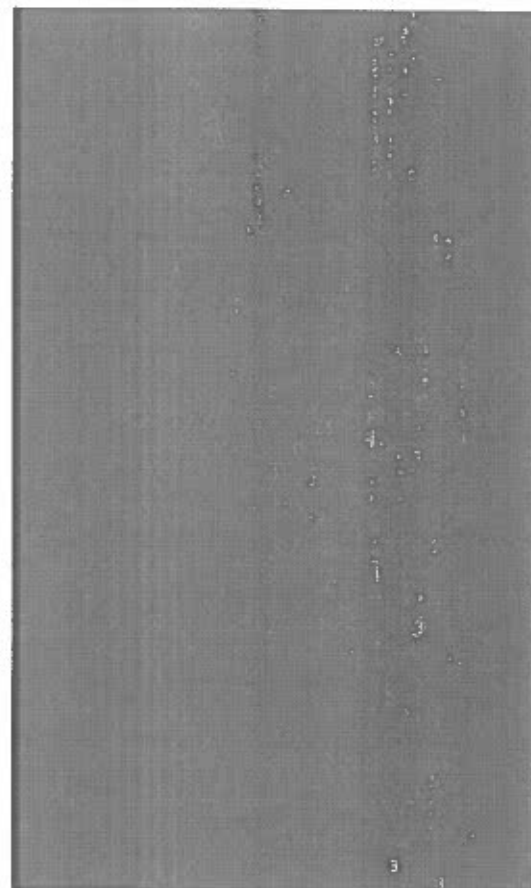
Introduction

The Board of Education ("Board") and the Streator Education Association, Local 1511, IEA/NEA ("Union") are currently involved in contract negotiations.

On February 18, 2025, the Union initiated a statutory "public posting process." This process requires both parties to submit, and ultimately release to the public, a written copy of their most recent offer and a summary analyzing and explaining the costs related to its most recent offer.

Under the law, within 7 days of the initiation of the public posting process, the Board and Union are required to exchange copies and cost summaries of their most recent offers and to also furnish copies to both the federal mediator and the Illinois Educational Labor Relations Board. Thus, the Parties were required to exchange copies on February 25, 2025. The Illinois Educational Labor Relations Board is then required to hold the copies for at least another 7 days, or until at least March 4, 2025. During this period, the Parties are continuing to meet and negotiate. Therefore, at the time this document is released to the public, it will not reflect any proposals made after February 25, 2025.

This document is submitted by the Board to meet its statutory requirement.



Key Summary of Board's Economic Proposal

<p><u>Teachers on Salary Schedule</u></p> <p>2024-2025 4.0% increase on step plus step; 5.5% overall increase 2025-2026 4.0% increase on step plus step; 5.5% overall increase 2026-2027 4.0% increase on step plus step; 5.5% overall increase</p> <p>Cost of Teacher Compensation Proposal (all 3 years) = <u>\$20,123,590.95</u></p>	<p><u>Support Staff Compensation</u></p> <p>2024-2025 \$5 average increase on base amounts 2025-2026 4.0% general increase 2026-2027 4.0% general increase</p> <p>Cost of Support Staff Proposal for 2024-2025 = <u>\$635,611.72</u></p>
<p><u>Health Insurance for Support Staff</u></p> <p>Part-time support staff employees will be eligible to move to full-time status and receive Board-provided health insurance benefits after <u>10 years</u> of continuous service in the same position with the District.</p> <p>Board pays 100% of employee-only insurance premiums (\$0 out-of-pocket cost to employee). Board pays 80% of family insurance premiums.</p>	<p><u>Extra Duty Stipends (Appendix C)</u></p> <p>2024-2025 1.5% increase to the schedule 2025-2026 1.5% increase to the schedule 2026-2027 1.5% increase to the schedule</p> <p>Cost of Extra Duty Stipend Proposal (all 3 years) = <u>\$288,596.27</u></p>

History of Current Negotiations

The existing contract, which covers approximately 103 teachers and 78 support staff*, expired on June 30, 2024.

Negotiations for a new contract began with an introductory meeting and the setting of ground rules on April 11, 2024. The Parties met on May 16, 2024, and exchanged initial proposals. The Board's initial proposal included revisions to eight (8) language items and a request to discuss two additional provisions. The Union's initial proposal included revisions to approximately sixty (60) items—both economic and non-economic.

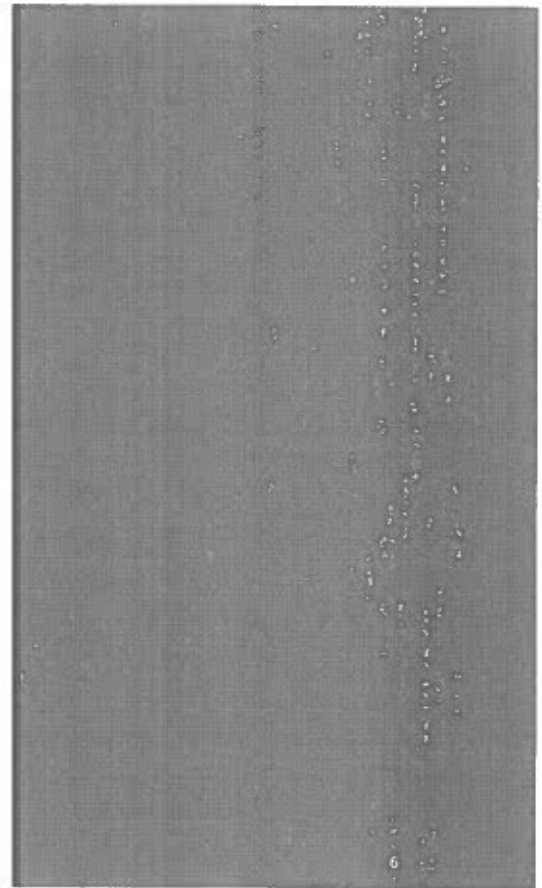
The Parties met for a total of six (6) bargaining sessions on May 16, June 11, June 25, July 16, July 22, and September 11, 2024, before mutually agreeing to involve the assistance of a federal mediator. The Union declined to work with the first federal mediator assigned to assist the parties and a second federal mediator was assigned. We met with the second mediator assigned to assist the parties on three (3) occasions: October 10, November 7, and December 10. The parties were scheduled to meet with the mediator again on December 16, 2024, but the union refused to meet because the mediator had pivoted to a virtual meeting due to impending winter weather concerns. Thereafter, the Union demanded a third federal mediator be assigned to assist the parties. While the Union's request was atypical, in order to continue working towards an agreement, the Board did not object. On January 17, 2025, the Federal Mediation and Conciliation Service assigned a third federal mediator to assist the parties with the express admonition that no further accommodations would be forthcoming. The parties met with the new federal mediator on February 4 and February 19, 2025. The parties have scheduled an additional all-day bargaining session with the mediator on February 27, 2025.

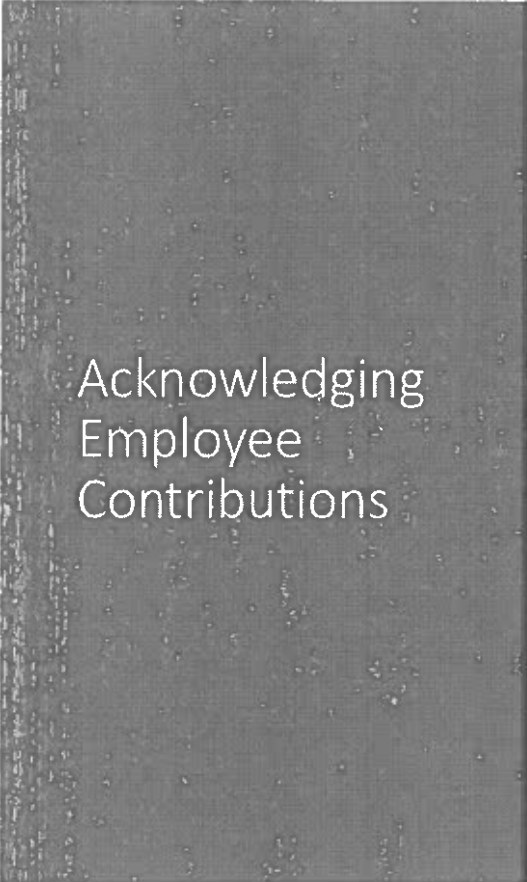
*This number does not include lunch supervisors, cooks, servers, cashiers, and all other at-will employees, all of whom are support staff employees but are not covered by the terms of the CBA. There are a total of 162 non-certified staff members employed by the District.

Parties are Not at Impasse, Unless...

Mediation and the public posting process are normally invoked when the parties reach an impasse (*i.e.*, neither party has any room for further movement). Throughout the negotiation process, the Board team has tried to engage in open communication and discussion but has consistently been met with resistance.

If the Union team continues to refuse to move off its current compensation proposal of over 33%, then the parties are truly at impasse. The Board believes that if the Union would negotiate in good faith, both the Board and the Union could come to an equitable agreement that could provide raises approximating twice the current cost of living.





Acknowledging Employee Contributions

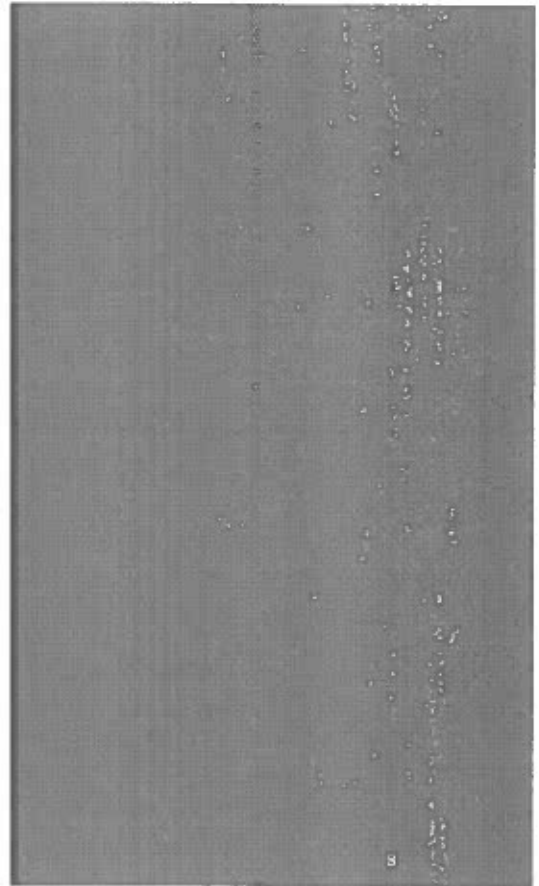
The Board recognizes and appreciates the many contributions made by its teachers. Teachers at Streator Elementary School District No. 44 do an exceptional job educating students and fostering a learning environment welcoming to all.

The Board also recognizes and appreciates the many contributions made by the District's support staff. Whether serving as clerical staff, nurses, paraprofessionals and aides, technology technicians, custodians, or in maintenance, each employee helps make the District function seamlessly and creates an environment necessary for student success.

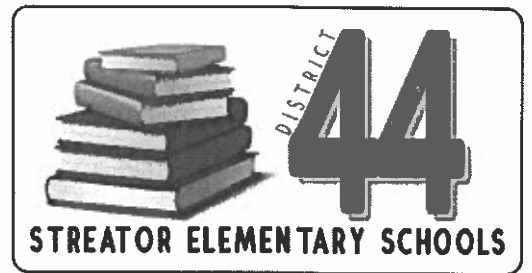
Board Objectives

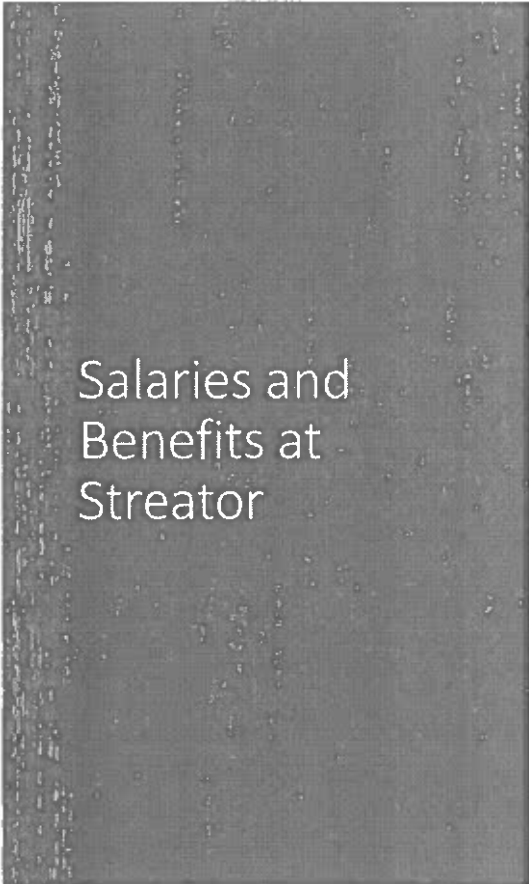
As the Board proceeds through these negotiations, it is committed to:

- Maintaining an exceptional learning community by continuing to provide comprehensive academic and extra-curricular programming to a diverse student population
- Providing an outstanding work environment for its teachers and staff
- Continuing the practice of providing teachers and students reasonable class sizes
- Maintaining a balanced budget to ensure the District's annual expenditures do not exceed its annual revenues
- Offering a competitive compensation package that recognizes the important contributions made by teachers and support staff while also ensuring the affordability and sustainability of said package as stewards of the District's finances.



STREATOR ELEMENTARY DISTRICT ECONOMIC PROFILE





Salaries and Benefits at Streator

The Board believes it has consistently provided its teachers a competitive pay and benefit package. Streator maintains an 89% teacher retention rate and the District has not had difficulty filling most positions.

During the 2023-2024 school year, full-time teachers in the District earned between \$38,832.08 and \$79,289.94 (not inclusive of 9% TRS contribution) in addition to receiving a generous benefits package.

- Teachers have a contractual 7.5-hour workday and work 180 days a year, equating to 1,350 hours. **Even a new teacher starting out at Step 1 (\$38,832.08) thus makes over \$28/hour.**

The average salary paid to a full-time teacher in the 2023-2024 school year was **\$55,622.04 (\$41.20/hour)**.

Some of the current benefits include, but are not limited to:

- 100% Board-paid Single Medical and 80% Board-paid Family Medical coverage, which include Dental Insurance
- Vision Insurance
- Retirement Incentives
- Between 10 and 20 paid sick days (based on years served at the District)
- 2 paid personal days
- 3 paid bereavement days
- Tuition reimbursement
- Professional development

Breaking Down the District's Budget

The District's operating budget for the 2023-2024 school year was **\$26,973,496**.

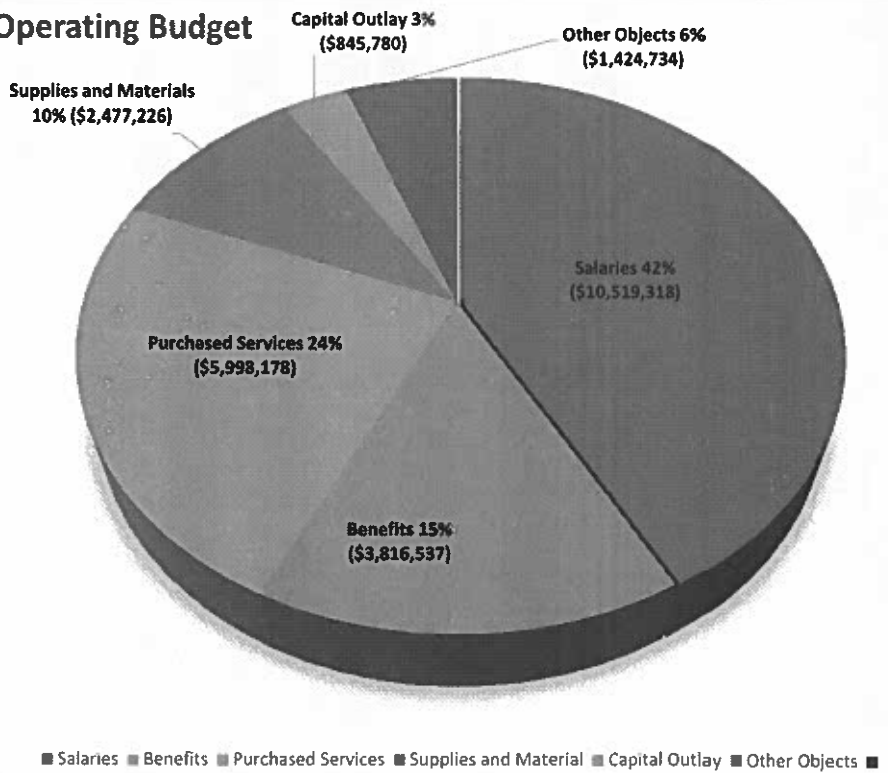
The District's expenditures were **\$25,081,773** as indicated in the table to the right.

Salaries and benefits make up **57%** of the District's operating budget.

Purchased services includes curriculum-related software, including IXL, Evaluwise, and Frontline, as well as security upgrades, including vape detectors.

Capital Outlay includes new equipment, building upgrades, and maintenance items, such as new doors and a new door locking system, playground equipment, lockers, flooring, and new maintenance sheds.

Operating Budget

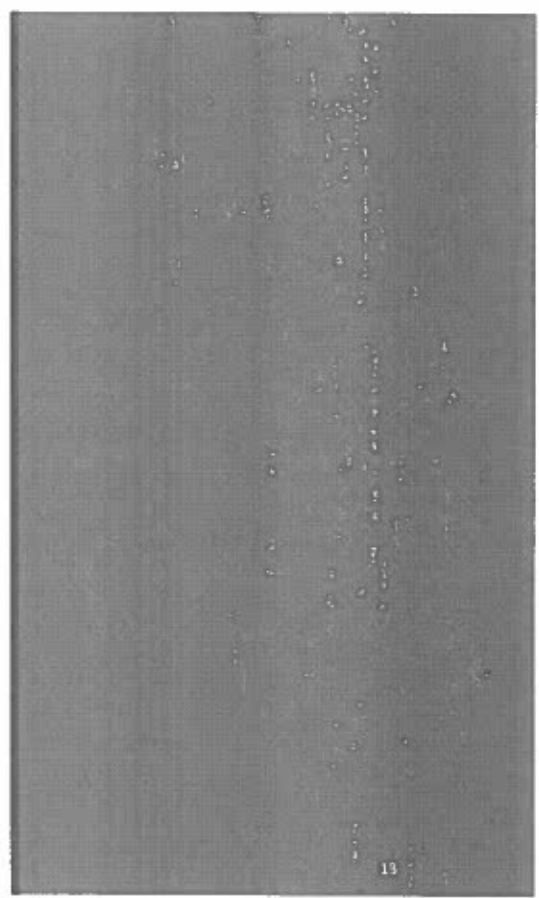


KEY OPEN ECONOMIC ITEMS

*AS OF FEBRUARY 25, 2025

Outstanding Items

- Compensation (teachers and support staff)
- Health Insurance
 - The Union want to move part-time support staff to full-time in order to receive health insurance benefits
- Extra Duty Stipends



MOST RECENT BOARD PROPOSAL

MOST RECENT BOARD PROPOSAL AS OF FEBRUARY 19, 2025

COMPENSATION FOR TEACHERS

BOARD PROPOSAL AS OF FEBRUARY 25, 2025

Board Proposal on Teacher Salaries

The Board's current proposal for teachers who are paid on the schedule is as follows:

School Year	Current Proposal	Overall Increase
2024-2025	4.0% increase to step, plus a step increase which is 1.5%	5.5% increase
2025-2026	4.0% increase to step, plus a step increase which is 1.5%	5.5% increase
2026-2027	4.0% increase to step, plus a step increase which is 1.5%	5.5% increase

With a proposed increase to step, each individual employee will receive the noted percentage increase. This is not an increase to base, where the amount is applied to Step 1 and then applied down and over through the schedule, resulting in a smaller percentage increase for employees further down the schedule.

The Board's compensation proposal is retroactive to July 1, 2024.

School Year	Percentage Increase	Cost
2024-2025	5.5% increase	\$6,322,343.82
2025-2026	5.5% increase	\$6,701,940.51
2026-2027	5.5% increase	\$7,099,306.62
<u>TOTAL COST OF BOARD'S 3-Year PROPOSAL</u>		<u>\$20,123,590.95</u>

The salary schedules in the following slides demonstrate the 4% increase (plus step) with Board's 9% Teachers' Retirement System contribution.

Total Cost of Board Proposal on Teacher Salaries

17

FY 24-25 Salary Schedule with 4% Increase (Including Board-Contributed Creditable Earnings*)

STEP	BS	BS + 15	MS	MS + 15	MS + 30	MS + 45	MS + 2ND
1	44,379.52	46,342.86	48,306.21	50,269.56	52,232.92	54,196.28	
2	46,123.93	48,087.28	50,050.62	52,013.98	53,977.34	55,940.70	
3	47,868.34	49,831.69	51,795.04	53,758.40	55,721.75	57,685.11	
4	49,612.75	51,576.10	53,539.45	55,502.81	57,466.17	59,429.53	
5	51,357.16	53,320.51	55,283.86	57,247.22	59,210.58	61,173.94	
6	53,101.57	55,064.92	57,028.27	58,991.63	60,954.99	62,918.35	
7	54,845.98	56,809.33	58,772.68	60,736.04	62,699.40	64,662.76	
8	56,590.39	58,553.74	60,517.09	62,480.45	64,443.81	66,407.17	67,939.72
9	58,334.81	60,298.15	62,261.50	64,224.86	66,188.22	68,151.58	69,684.13
10	60,079.22	62,042.57	64,005.91	65,969.27	67,932.63	69,895.99	71,428.54
11	61,823.63	63,786.98	65,750.33	67,713.69	69,677.05	71,640.40	73,172.95
12	63,568.04	65,531.39	67,494.74	69,458.10	71,421.46	73,384.82	74,917.36
13	65,312.45	67,275.80	69,239.15	71,202.51	73,165.87	75,129.23	76,661.78
14	67,056.86	69,020.21	70,983.56	72,946.92	74,910.28	76,873.64	78,406.19
15	68,801.27	70,764.62	72,727.97	74,691.33	76,654.69	78,618.05	80,150.60
16	70,545.69	72,509.03	74,472.38	76,435.74	78,399.10	80,362.46	81,895.01
17	72,290.10	74,253.44	76,216.79	78,180.15	80,143.51	82,106.87	83,639.42
18	74,034.51	75,997.86	77,961.20	79,924.56	81,887.92	83,851.28	85,383.83
19	74,034.51	75,997.86	77,961.20	79,924.56	81,887.92	83,851.28	85,383.83
20	74,034.51	75,997.86	77,961.20	79,924.56	81,887.92	83,851.28	85,383.83
21	75,778.92	77,742.27	79,705.62	81,668.98	83,632.34	85,595.70	87,128.24
22	77,523.33	79,486.68	81,450.03	83,413.39	85,376.75	87,340.11	88,872.65
23	79,267.74	81,231.09	83,194.44	85,157.80	87,121.16	89,084.52	90,617.07

*In addition to base salary, the Board pays 9% on behalf of each teacher the required member contribution to the Illinois Teachers' retirement system

FY 25-26 Salary Schedule with 4% Increase (Including Board-Contributed Creditable Earnings*)

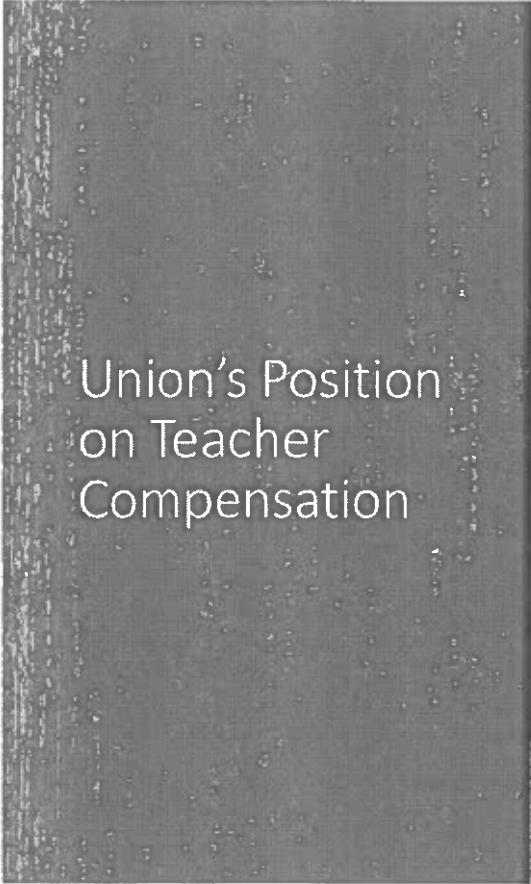
STEP	BS	BS + 15	MS	MS + 15	MS + 30	MS + 45	MS + 2ND
1	46,154.70	48,196.58	50,238.46	52,280.34	54,322.24	56,364.13	
2	47,968.88	50,010.77	52,052.65	54,094.54	56,136.44	58,178.33	
3	49,783.07	51,824.95	53,866.84	55,908.73	57,950.63	59,992.52	
4	51,597.26	53,639.14	55,681.02	57,722.92	59,764.81	61,806.71	
5	53,411.45	55,453.33	57,495.21	59,537.11	61,579.00	63,620.89	
6	55,225.64	57,267.52	59,309.40	61,351.29	63,393.19	65,435.08	
7	57,039.82	59,081.71	61,123.59	63,165.48	65,207.38	67,249.27	
8	58,854.01	60,895.89	62,937.78	64,979.67	67,021.56	69,063.46	70,657.31
9	60,668.20	62,710.08	64,751.96	66,793.86	68,835.75	70,877.65	72,471.50
10	62,482.39	64,524.27	66,566.15	68,608.05	70,649.94	72,691.83	74,285.68
11	64,296.57	66,338.46	68,380.34	70,422.23	72,464.13	74,506.02	76,099.87
12	66,110.76	68,152.64	70,194.53	72,236.42	74,278.31	76,320.21	77,914.06
13	67,924.95	69,966.83	72,008.71	74,050.61	76,092.50	78,134.40	79,728.25
14	69,739.14	71,781.02	73,822.90	75,864.80	77,906.69	79,948.58	81,542.43
15	71,553.32	73,595.21	75,637.09	77,678.98	79,720.88	81,762.77	83,356.62
16	73,367.51	75,409.39	77,451.28	79,493.17	81,535.07	83,576.96	85,170.81
17	75,181.70	77,223.58	79,265.46	81,307.36	83,349.25	85,391.15	86,985.00
18	76,995.89	79,037.77	81,079.65	83,121.55	85,163.44	87,205.34	88,799.19
19	76,995.89	79,037.77	81,079.65	83,121.55	85,163.44	87,205.34	88,799.19
20	76,995.89	79,037.77	81,079.65	83,121.55	85,163.44	87,205.34	88,799.19
21	78,810.08	80,851.96	82,893.84	84,935.73	86,977.63	89,019.52	90,613.37
22	80,624.26	82,666.15	84,708.03	86,749.92	88,791.82	90,833.71	92,427.56
23	82,438.45	84,480.33	86,522.22	88,564.11	90,606.00	92,647.90	94,241.75

*In addition to base salary, the Board pays 9% on behalf of each teacher the required member contribution to the Illinois Teachers' retirement system

FY 26-27 Salary Schedule with 4% Increase (Including Board-Contributed Creditable Earnings*)

STEP	85	85 + 15	MS	MS + 15	MS + 30	MS + 45	MS + 2ND
1	48,000.88	50,124.44	52,248.00	54,371.56	56,495.13	58,618.70	
2	49,887.64	52,011.20	54,134.75	56,258.32	58,381.89	60,505.46	
3	51,774.39	53,897.95	56,021.51	58,145.08	60,268.65	62,392.22	
4	53,661.15	55,784.71	57,908.27	60,031.84	62,155.41	64,278.98	
5	55,547.91	57,671.46	59,795.02	61,918.59	64,042.16	66,165.73	
6	57,434.66	59,558.22	61,681.78	63,805.35	65,928.92	68,052.49	
7	59,321.42	61,444.97	63,568.53	65,692.10	67,815.67	69,939.24	
8	61,208.17	63,331.73	65,455.29	67,578.86	69,702.43	71,826.00	73,483.60
9	63,094.93	65,218.48	67,342.04	69,465.61	71,589.18	73,712.75	75,370.36
10	64,981.68	67,105.24	69,228.80	71,352.37	73,475.94	75,599.51	77,257.11
11	66,868.44	68,991.99	71,115.55	73,239.12	75,362.69	77,486.26	79,143.87
12	68,755.19	70,878.75	73,002.31	75,125.88	77,249.45	79,373.02	81,030.62
13	70,641.95	72,765.50	74,889.06	77,012.63	79,136.20	81,259.77	82,917.38
14	72,528.70	74,652.26	76,775.82	78,899.39	81,022.96	83,146.53	84,804.13
15	74,415.46	76,539.02	78,662.57	80,786.14	82,909.71	85,033.28	86,690.89
16	76,302.21	78,425.77	80,549.33	82,672.90	84,796.47	86,920.04	88,577.64
17	78,188.97	80,312.53	82,436.08	84,559.65	86,683.22	88,806.79	90,464.40
18	80,075.72	82,199.28	84,322.84	86,446.41	88,569.98	90,693.55	92,351.15
19	80,075.72	82,199.28	84,322.84	86,446.41	88,569.98	90,693.55	92,351.15
20	80,075.72	82,199.28	84,322.84	86,446.41	88,569.98	90,693.55	92,351.15
21	81,962.48	84,086.04	86,209.59	88,333.16	90,456.73	92,580.30	94,237.91
22	83,849.23	85,972.79	88,096.35	90,219.92	92,343.49	94,467.06	96,124.66
23	85,735.99	87,859.55	89,983.10	92,106.67	94,230.24	96,353.81	98,011.42

*In addition to base salary, the Board pays 9% on behalf of each teacher the required member contribution to the Illinois Teachers' retirement system



Union's Position on Teacher Compensation

- The Union's last proposal on teacher salary (not including health insurance benefits or considering their request to make part-time support staff members full-time) is as follows:
 - Year 1 – 11.5% (step plus 10%)
 - Year 2 – 11.5% (step plus 10%)
 - Year 3 – 10.5% (step plus 9%)
- The cost of the Union proposal per year is as follows:
 - Year 1 = **\$6,841,363.31**
 - Year 2 = **\$7,849,560.02**
 - Year 3 = **\$8,905,883.34**
- The total cost of the Union proposal is **\$23,596,806.68**
 - Despite the Board's request, the Union has declined to provide a cost analysis of its compensation package and has failed to do so in its public posting.

School District:	Number of Years of Teacher Contract	Percentage Increase
Streator Township High School District No. 40	2020-2025 (5 years)	2020-2021 (4%) 2021-2022 (3.75%) 2022-2023 (3.25%) 2023-2024 (3.25%) 2024-2025 (3%)
Streator Elementary School District No. 44	Proposing 3-year contract 2024-2025 2025-2026 2026-2027	Proposing the following: 2024-2025 (5.5%) 2025-2026 (5.5%) 2026-2027 (5.5%)
LaSalle Elementary School District No. 122	2021-2025 (4 years)	2.5% per year
LaSalle-Peru Township High School District No. 120	2024-2027 (3 years)	2.19% per year
Ottawa Elementary School District No. 141	2022-2026 (4 years)	2023-2024 (4%) 2024-2025 (3.5%) 2025-2026 (3.5%)
Morris Elementary School District No. 54	2019-2024 (5 years)	2019-2020 (4.5%) 2020-2021 (4.5%) 2021-2022 (4.0%) 2022-2023 (3.0%) 2023-2024 (3.0%)
Dwight Public Schools	2024-2027 (3 years)	1-5 Years Experience: 5.5% 6-10 Years Experience: 4-5% 11-20 Years Experience: 3-5% 21+ Years Experience: 3-5%
Marseilles Elementary School District No. 150	2022-2027 (5 years)	2022-2023 (6%) 2023-2024 (5%) 2024-2025 (5%) 2025-2026 (5%) 2026-2027 (5%)

STREATOR ELEMENTARY SCHOOL DISTRICT NO. 44 PUBLIC POSTING SUBMITTED TO THE IELRB ON FEBRUARY 25, 2025

LOCAL COMPARABLES

The chart to the left demonstrates how the Board's current proposal compares to other comparable area school districts.

The Board's proposal is competitive.

This also highlights how the Union's current 11.5%, 11.5%, and 10.5% proposal is unrealistic and unsustainable.

COMPENSATION FOR SUPPORT STAFF

BOARD PROPOSAL AS OF FEBRUARY 25, 2025

STREATOR ELEMENTARY SCHOOL DISTRICT NO. 44 PUBLIC POSTING SUBMITTED TO THE IFLRB ON
FEBRUARY 25, 2025

23

The Board's most recent proposal includes a reconfiguration of the current salary placement table that results in a significant increase in base pay :

	Step 1 (Years 1-3)	Step 2 (Years 4-6)	Step 3 (Years 7-10)	Step 4 (Years 11-15)	Step 5 (Years 15-20)**
12MOS Secretary	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
10MOS / PT Secretary	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
PT Library Secretary	\$ 20.00	\$ 21.00	\$ 22.05	\$ 23.15	\$ 24.31
PT Library Clerk	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66
PT Aides / RTI Interventionist	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
PT LAC / Focus Room Supervisor	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
PT ELL Tutor / Translator	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
Head Custodian	\$ 28.00	\$ 29.40	\$ 30.87	\$ 32.41	\$ 34.03
PT Custodian	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
Head of Maintenance	\$30.00	\$31.50	\$33.08	\$34.73	\$36.47
Maintenance Worker	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
Nurse	\$ 37.00	\$ 38.85	\$ 40.79	\$ 42.83	\$ 44.97
Healthcare Provider	\$ 20.00	\$ 21.00	\$ 22.05	\$ 23.15	\$ 24.31

****For any employee in year 21+, they shall be considered off schedule and receive \$1.25 raise per year during the term of the Agreement.**

STREATOR ELEMENTARY SCHOOL DISTRICT NO. 44 PUBLIC POSTING SUBMITTED TO THE IELRB ON FEBRUARY 25, 2025

New Support Staff Placement Table

Previous Support Staff Placement Table

The table below is the current schedule for support staff. After reaching step 4, employees receive the negotiated percentage increases.

	Step 1	Step 2	Step 3	Step 4
12MOS Secretary	\$ 15.04	\$ 15.49	\$ 15.96	\$ 16.43
10MOS / PT Secretary	\$ 15.04	\$ 15.49	\$ 15.96	\$ 16.43
PT Library Secretary	\$ 15.04	\$ 15.49	\$ 15.96	\$ 16.43
PT Library Clerk	\$ 11.44	\$ 11.78	\$ 12.14	\$ 12.50
PT Aides / RTI Interventionist	\$ 16.03	\$ 16.51	\$ 17.01	\$ 17.52
PT LAC / Focus Room Supervisor	\$ 16.03	\$ 16.51	\$ 17.01	\$ 17.52
PT ELL Tutor / Translator	\$ 16.03	\$ 16.51	\$ 17.01	\$ 17.52
Head Custodian	\$ 18.04	\$ 18.58	\$ 19.14	\$ 19.71
PT Custodian	\$ 15.05	\$ 15.50	\$ 15.97	\$ 16.45
Head of Maintenance	\$ 27.32	\$ 28.14	\$ 28.98	\$ 29.85
Maintenance Worker	\$ 19.01	\$ 19.58	\$ 20.17	\$ 20.77
Nurse	\$ 35.64	\$ 36.71	\$ 37.81	\$ 38.94
Healthcare Provider	\$ 19.01	\$ 19.58	\$ 20.17	\$ 20.77

With the new support staff placement table, some employees whose pay had been compressed will receive as much as a \$7/hour (46%) increase.

There is no horizontal movement on the new support staff placement table.

The Board's most recent proposal includes an annual across-the-board general increase to the hourly wages of all support staff as follows:

- 2024-2025 **Between \$1 - \$7 increase on base hourly rate**
- 2025-2026 **4.0% general increase**
- 2026-2027 **4.0% general increase**

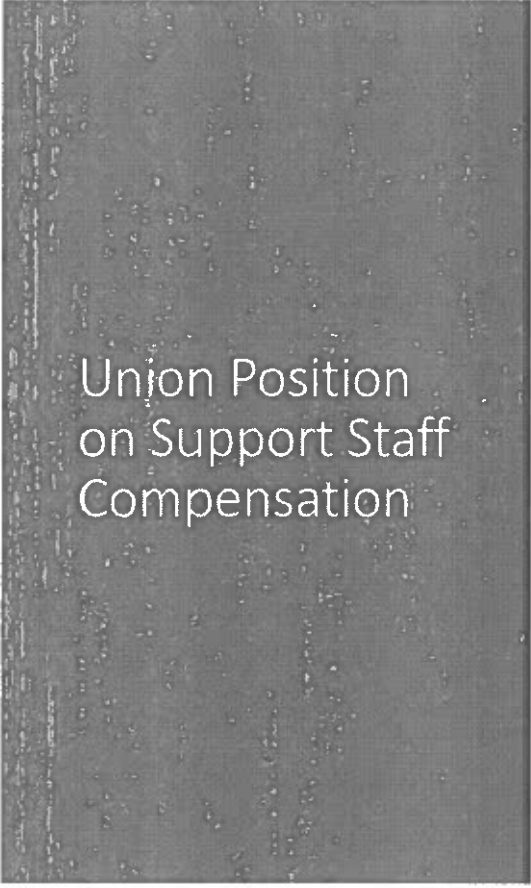
Implementation of new support staff placement table:

- Year 1 of new contract (24-25 school year) = employee is placed on appropriate step based on years of service with no additional percentage increase.
 - Note: The lowest percentage increase received by a support staff employee in Year 1 would be 5.2%.
- In Year 2 (25-26 school year) and Year 3 (26-27 school year), the employee receives the percentage increase based on negotiated percentage increase (4%), unless the employee is off scale, in which case employee receives a flat dollar amount of \$1.25.

The Board's proposal for wage increases is retroactive to July 1, 2024.

Total cost of Board's new support staff placement table for 20242025 school year = **\$635,611.72**

New Support Staff Placement Table by the Numbers



Union Position on Support Staff Compensation

- As of the date of this posting, the Union has not accepted the Board's most recent proposal on support staff compensation that includes the new placement table as noted above.
- The Union's last proposal on support staff salary (not including health insurance benefits or considering their request to make part-time support staff members full-time) is as follows:
 - Year 1 – 11.5% (step plus 10%)
 - Year 2 – 11.5% (step plus 10%)
 - Year 3 – 10.5% (step plus 9%)
- The cost of the Union proposal per year is as follows:
 - Year 1 = \$1,748,378.3
 - Year 2 = \$1,949,441.80
 - Year 3 = \$2,154,133.19
- The total cost of the Union proposal is **\$5,851,953.29**.

EXTRA DUTY STIPENDS

BOARD PROPOSAL AS OF FEBRUARY 25, 2025

BOARD PROPOSAL
AS OF FEBRUARY
25, 2025

Historically, extra duty stipends have increased by 1.5% year over year.

The Board did not depart from that precedent during these negotiations, with the last proposal as follows:

- Starting with the 2024-2025 school year, the extra duty stipend amounts for each position found in Appendix C of this agreement shall be increased by 1.5% over the stipend amounts provided for each position. Stipend amounts will be calculated using the FY24 stipend amounts. Any supplies needed for Robotics, Art Club, Snowflake, Yearbook, and Anime Club will be provided by the District not to exceed \$250.00 per year.
- The Board did, however, further propose increasing some extra duty positions above that amount to account for the additional time and effort required, such as the Athletic Director, Baseball and Softball coaches, and the K-8 Musical Director.
- Total cost of Board's proposal for increases to extra duty stipends for three years (in new money) = \$288,596.27.

The updated appendices for extra duty stipends are in the tables that follow.

Academic	2023-2024	2024-2025	2025-2026	2026-2027
Band Director	\$4,373.88	\$4,439.49	\$4,506.08	\$4,573.67
High 5-8 Chorus	\$2,591.85	\$2,630.73	\$2,670.19	\$2,710.24
Pre-K - 8 Grade Level Coordinator	\$720.67	\$731.48	\$742.45	\$753.59
In-House Substitute	\$24.41	\$24.78	\$25.15	\$25.53
Detention Hall	\$24.41	\$24.78	\$25.15	\$25.53
Before or After School Tutoring (Helping Hands)	\$41.39	\$42.01	\$42.64	\$43.28
MTSS Student Intervention	\$1,201.47	\$1,219.49	\$1,237.78	\$1,256.35
MTSS Student Intervention Facilitator	\$219.71	\$223.01	\$226.35	\$229.75
School Improvement	\$720.67	\$731.48	\$742.45	\$753.59
Building Publicity	\$360.86	\$366.27	\$371.77	\$377.34
District Publicity	\$720.67	\$731.48	\$742.45	\$753.59
Mentor (Certified)	\$360.86	\$366.27	\$371.77	\$377.34
Mentor (Non-certified)	\$212.28	\$215.46	\$218.70	\$221.98

Extra Duty Stipends - Academic

The chart to the left shows the academic duty stipends with an annual increase of 1.5% based on the 2023-2024 numbers.

Extra Duty Stipends – Clubs/Sports

The chart to the right shows the extra duty stipends for clubs and sports with an annual increase of 1.5% based on the 2023-2024 numbers.

Extra Duty	2023-2024	2024-2025	2025-2026	2026-2027
6th Math Team	\$550.69	\$558.95	\$567.33	\$575.84
7/8 Math Team	\$834.12	\$846.63	\$859.33	\$872.22
Academic Team	\$2,002.21	\$2,032.24	\$2,062.73	\$2,093.67
Robotics	\$667.41	\$677.42	\$687.58	\$697.90
Art Club	\$371.15	\$376.72	\$382.37	\$388.10
Snowflake	\$371.15	\$376.72	\$382.37	\$388.10
Students Council - Leader	\$2,336.18	\$2,371.22	\$2,406.79	\$2,442.89
Student Council - Assistant	\$1,168.09	\$1,185.61	\$1,203.40	\$1,221.45
Yearbook	\$1,168.09	\$1,185.61	\$1,203.40	\$1,221.45
Athletic Director (1)	\$3,337.01	\$3,387.07	\$3,437.87	\$3,489.44
Basketball	\$1,001.38	\$1,016.40	\$1,031.65	\$1,047.12
Soft Basketball	\$667.41	\$677.42	\$687.58	\$697.90
6th Basketball-Boys	\$2,002.21	\$2,032.24	\$2,062.73	\$2,093.67
7th Basketball-Boys	\$2,002.21	\$2,032.24	\$2,062.73	\$2,093.67
6th Basketball-Girls	\$1,334.80	\$1,354.82	\$1,375.14	\$1,395.77
8th Basketball-Girls	\$2,002.21	\$2,032.24	\$2,062.73	\$2,093.67
7th Basketball-Girls	\$2,002.21	\$2,032.24	\$2,062.73	\$2,093.67
6th Basketball-Girls	\$1,334.80	\$1,354.82	\$1,375.14	\$1,395.77
6th Grade Volleyball	\$2,002.21	\$2,032.24	\$2,062.73	\$2,093.67
7th Grade Volleyball	\$2,002.21	\$2,032.24	\$2,062.73	\$2,093.67
6th Grade Volleyball	\$1,334.80	\$1,354.82	\$1,375.14	\$1,395.77
Track (2) Boys/Girls	\$1,668.23	\$1,693.25	\$1,718.65	\$1,744.43
Cheerleading Boys/Girls	\$917.75	\$931.52	\$945.49	\$959.67
Building Tech Helpers	\$2,133.39	\$2,165.39	\$2,197.67	\$2,230.84

In addition to the 1.5% annual increases, the Board proposed the following increases in its last proposal:

- Add Anime Club at \$500
- Increase baseball coach to \$1,200 (currently at \$1,001.38)
- Increase assistant baseball coach to \$800 (currently at \$667.41)
- Add softball coach at \$1,200
- Add assistant softball coach at \$800
- Increase Athletic Director to \$4,500 (currently at \$3,337.01)
- Add 2 boys/girls track assistant coaches at \$800/each
- Add K-8 Musical Director at \$1,000
 - Note: the Union continues to counter at \$500 for the member holding this position, indicating that the additional \$500 can go to salaries.
- Increase in-house substitutes to \$30/hour
- Increase detention hall duty to \$30/hour
- Increase before and after school tutoring (Helping Hands) to \$30/hour
- Increase qualified interpreter for IEP meetings to \$30/hour

Extra Duty Stipends Changes of Note

HEALTH INSURANCE BENEFITS

BOARD PROPOSAL AS OF FEBRUARY 25, 2025



Current
Health
Insurance
Benefits

The Board currently provides its full-time teachers and regular full-time support staff employees with generous health insurance benefits.

The Board currently pays for 100% of the cost of single premiums (\$0 out-of-pocket for the employee) and 80% of the cost of family insurance premium.

As noted above, employee benefits accounts for \$3,816,537 of the total budget.

The Union's proposal seeks for all part-time support staff members to become full-time, thus receiving health insurance benefits and increasing the costs associated with both salaries and benefits.

Cost Summary for Insurance Benefits

The Union has indicated its interest in ensuring that all employees have insurance benefits, regardless of full-time or part-time status, but has failed to cost out that proposal.

The previous contract and the Board's current proposal includes a pathway for part-time support staff employees to become full-time and receive additional hours and benefits.

Current Monthly Insurance Premium Costs to Employees		
Coverage	Board Paid	Employee Paid
Single (Full-Time Employees)	\$921.08	\$0
Family	\$1,883.44	\$470.86

Currently, part-time support staff can attain full-time status and receive health insurance benefits if the following criteria are met:

Effective with the payroll period following approval of this Agreement, support staff employees who meet the following criteria shall have their work hours increased to at least 32 hours per week during regular work weeks and shall be eligible for single coverage under the District's group health plan:

- Were previously full-time employees at the District; and
- Had insurance under the District's group health plan; and
- Had their work hours reduced to less than full-time by Board action during the 2012-13 school year; and
- Have remained continuously employed at the District.

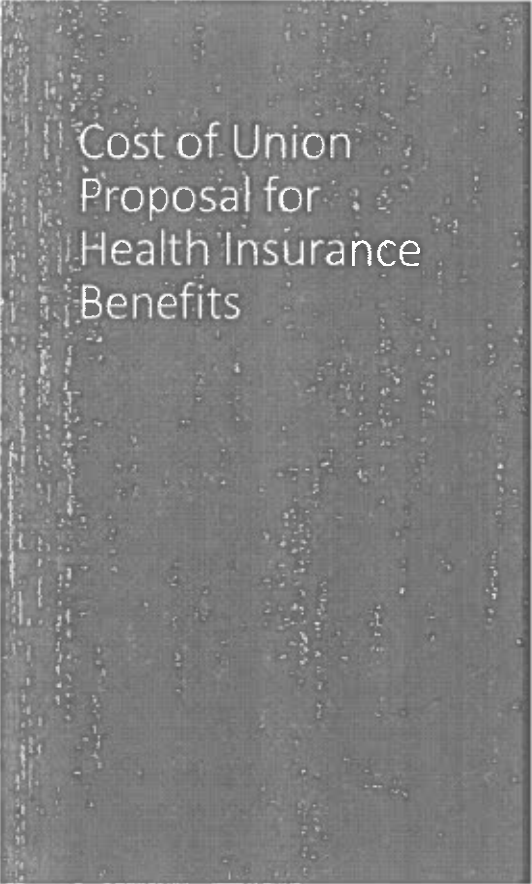
Support staff employees who complete 12 years of continuous service to the District and are members of the collective bargaining unit for 12 years, shall then become eligible for single coverage under the District's group health plan.

The Board will continue to pay 100% of employee-only premiums and 80% of family insurance premiums.

Instead of 12 years, support staff employees may now become eligible for full-time status and health insurance benefits under the Board's current insurance plan if they reach **10 years** of continuous service with the District.

Total cost to the District for 2024-2025 school year for new support staff employees now eligible for benefits = **\$245,322.**

Board Proposal on Health Insurance Benefits



Cost of Union
Proposal for
Health Insurance
Benefits

Under the Union's proposal, all part-time staff (78 staff members) would be moved to full-time status.

Cost of Union proposal for insurance (assuming all support staff take employee-only coverage) = **\$911,196.**

SUMMARY OF TENTATIVE AGREEMENTS

*AS OF FEBRUARY 25, 2025

Notable Tentative Agreements

Nurses:

The Union proposed a new nurse hierarchy, wherein the Healthcare Provider positions would be eliminated and nurses would report to a District nurse. The parties ultimately agreed that there would be three (3) full-time nurses, one stationed at each building, with a floating Healthcare Provider to assist nurses at the various buildings as needed. In addition, the most senior nurse receives a \$1,000 stipend to conduct vision and hearing screenings. This agreement effectively moved two RN's in designated Healthcare Provider positions to Nurse positions (with increased pay).

Sick Leave:

The parties agreed to increase the base level of sick days for new teachers, shortened the number of years service required to receive additional days, and increased the total number of sick days available to 22 days (see chart below).

Current CBA	Tentative Agreement
Years 1-10 = 10 sick days	Years 1-5 = 12 sick days
Years 11-20 = 15 sick days	Years 6-10 = 15 sick days
Years 21+ = 20 sick days	Years 11-15 = 17 sick days
	Years 16-24 = 20 sick days
	Years 25+ = 22 sick days

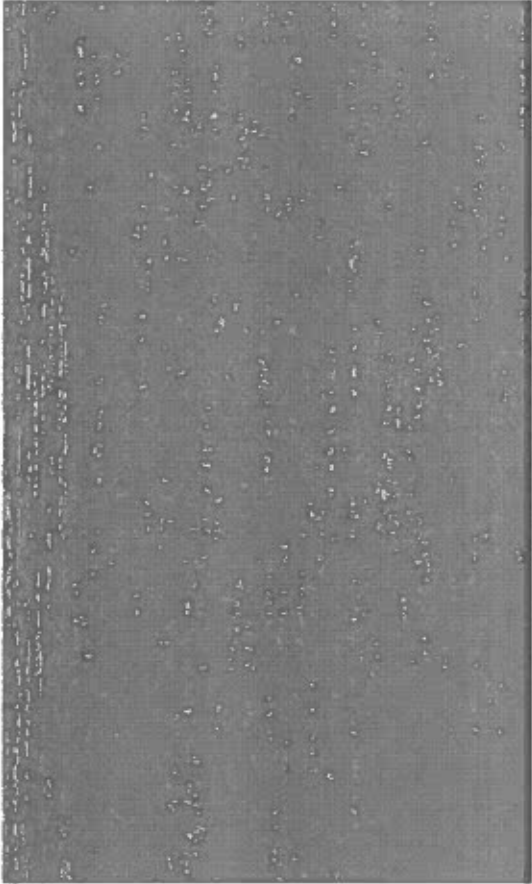
To date, the parties have reached a tentative agreement on most non-economic and some economic items. Below is a non-exhaustive list:

- Increased bereavement leave (Union proposal) – increased to 4 paid days, with an additional 6 unpaid days (that can be run concurrently with sick days to be paid) in accordance with current law
- Additional paid holidays (Union proposal)
- New teachers receive up to ten (10) years credit on the salary schedule for previous public school teaching experience (Union proposal)
- New lane (MS +45) added to teacher salary schedule (Union proposal)
- Board contribution to cafeteria plan (pre-tax health plan) to \$275 (Union proposal)
- Unused vacation days can now be carried over year to year, not to exceed 20 days per year (Union proposal)
- Increased pay for custodial emergency call-outs (Union proposal)
- Increased pay for designated Lead Teacher
- Board-paid allowances for clothing/apparel for custodians and nurses increased to \$225 and \$400, respectively (Union proposal)
- Codified plan time minutes (between 215 and 240 per week)
- Increased per diem rates for special education teachers and speech pathologists based upon number of students on caseload

Additional
Tentative
Agreements
Reached as of
February 25, 2025

ITEMS OF NOTE

* AS OF FEBRUARY 25, 2025

- 
- The Union's initial proposal included approximately 60 items; the Board's initial proposals included 8 items.
 - The Board offered \$1,000 for the K-8 Musical Director based on the time required of that position; the Union rejected on more than one occasion and submitted \$500 on the premise that the saved \$500 should go towards salaries.
 - Union refuses to engage in sidebar discussions regarding health insurance benefits, resulting in hours of delay and confusion with respect to Union proposal. Board asked for a sidebar on eight (8) separate occasions in an attempt to streamline proposals, all to no avail.

CONCLUSION

The Board of Education is committed to continuing its practice of providing a competitive pay and benefit package to the District's teachers and support staff. The District is well-respected, not only for the academic and extra-curricular opportunities it provides to students, but for the work environment and overall compensation it provides to employees. The District does not experience issues with employee turnover.

The Board is also committed to be good stewards of the District and of the limited financial resources within the community. Therefore, the Board must ensure that the collective bargaining agreement is sustainable and that the District's long-term financial readiness continues to improve without imposing greater and greater burdens on our taxpayers.

The Board's proposal on February 19, 2025, continues its tradition of providing a competitive pay and benefit package to its teachers and support staff. And, although the Board has nearly reached its budgetary limit, it has not made its last, final, or best proposal. The Board team looks forward to the parties' next mediation session on February 27, 2025, in hopes of reaching an equitable agreement.

MOST RECENT BOARD PROPOSAL AS OF FEBRUARY 25, 2025