

# PINCKNEYVILLE ELEMENTARY EDUCATION ASSOCIATION (PEEA)

## Public Statement Regarding Teacher Contract Negotiations

The teachers of Pinckneyville Elementary School District 50 are proud to serve our students, families and community. Every day, we work to provide our students with the education, support and stability they deserve. The teachers of District 50 have been working without a contract since Aug. 14, 2026. The law does not require us to work without a contract, however, we have remained committed to our students and community, which is why we have continued to show up.

For approximately five months, the Pinckneyville Elementary Education Association (PEEA) and the School Board have been negotiating a new collective bargaining agreement covering working and learning conditions, salaries, health insurance, sick and personal days, along with other contract language. We are currently working with a federal mediator.

Despite these efforts, significant differences remain.

At the center of these negotiations are the teachers who work in our classrooms every day. Our compensation, benefits, and working conditions should reflect the experience, responsibilities, and commitment required to educate our students. Without competitive wages and benefits Pinckneyville, will not be able to recruit and retain talented educators, which means our students' education will suffer. However, the district does not seem committed to the bargaining process, and is actually offering educators much less than its previous offers.

## WHAT'S GOING ON AT THE BARGAINING TABLE?

PEEA has been bargaining for about five months with the Board.

Throughout the process, our team has continued to bring forward proposals that address teachers' concerns while recognizing the district's financial responsibilities.

In April, the Board presented a package that included:

- A newly created position for a 6th grade teacher;
- A soft freeze for teachers, meaning no salary increase; and

- Providing an additional \$50 per month to employees for insurance, or \$600 annually per employee.

The total cost of that package was approximately \$98,115.

The package does not adequately address the needs of our teachers.

The board presented two other proposals, and in August, the Board presented a "last, best, and final" proposal that left teachers with a lot less. That offer included:

- No 6th grade teacher;
- A 0.50% base salary increase; and
- Providing an additional \$25 per month to employees for insurance, or \$300 annually per employee.

The proposal would cost the District approximately \$42,444 over the life of the contract, which is less than half of what their April offer was.

Needless to say, this package does not adequately address the needs of our teachers.

After the parties were unable to reach an agreement through regular bargaining, federal mediation was used to assist the parties in moving negotiations forward.

In September, our negotiation team participated in mediation with the Board. **The Board did not make any movement with their proposals and did not negotiate in good faith. Their behavior during negotiations indicates that there is very little willingness to work together.** Moreover, the district has violated the Illinois Educational Labor Relations Act in interfering with the operations of the Association as well as chilling protected union speech. This has resulted in the Association making the decision to file an Unfair Labor Practice charge against the district. Nevertheless, the teachers remain committed to the bargaining process and to reaching an agreement.

## WHAT TEACHERS ARE ASKING FOR

PEEA's proposal is focused on the teachers who educate and support Pinckneyville students every day.

We request:

- Fair compensation that recognizes teachers' work and experience.
- Health insurance support that keeps pace with rising costs.
- Reasonable flexibility for personal and family responsibilities.
- Competitive compensation and benefits that help attract and retain educators.

- Recognition of experienced teachers who have committed years of service to this community.
- A financially responsible agreement that considers the needs of all stakeholders, including students, teachers, community members and the district.
- Stability for our students, families and schools.

Teachers are not asking the District to spend money it does not have.

## FAIR COMPENSATION FOR TEACHERS

The Pinckneyville Elementary School District 50 Board of Education's current proposal provides a 0.5% increase to base salaries, which is approximately \$24 per month before taxes, for teachers. The proposal would cost the district approximately \$10,404 in new money.

PEEA is proposing a 3.25% across-the-board salary increase. This would cost the district approximately \$106,358 in new money in the first year and \$113,448 in the second year.

Teachers should be compensated in a way that recognizes the work they do and helps the district attract and retain experienced educators.

The district will also receive tax extension revenue for this school year, which means the district can afford to meet our requests. Our proposal will not cause property taxes to increase. The tax extension money will be received by the district for the current school year.

It's important to note, last year, the school district moved about \$1.5 million dollars into the investment funds category of the budget. This move makes it look like the district is less financially sound than it actually is. The district removed approximately \$400,000 from the education fund, \$100,000 from the operations & maintenance fund and \$1,000,000 from the working cash fund into investment funds. Moving these funds into investments causes the ending balance of each fund to look much lower than they are.

**Our district funds should be used to benefit our students. A school district is not a business for the purpose of making a profit.**

## HEALTH INSURANCE IS PART OF TEACHER COMPENSATION

Health insurance is a significant part of a teacher's total compensation.

The board's proposal could cause some teachers to actually make less money due to rising healthcare costs. At the same time, insurance costs are increasing by approximately \$900 per year, or \$75 per month, for many teachers and the district is offering little to offset those costs.

That means some teachers could actually see their overall compensation decrease despite the proposed salary and insurance increases.

PEEA has proposed increasing the district's monthly insurance contribution by:

- Employee-only coverage: \$50/month in year one and \$75/month in year two.
- Employee + spouse/children/family coverage: \$100/month in year one and \$150/month in year two.

This proposal would cost approximately \$16,800 in new money in the first year and \$31,500 in the second year. Again, PEEA has done the math, and the district can absolutely afford to meet these requests without raising taxes.

## SICK AND PERSONAL DAYS

PEEA has proposed changes to the current sick and personal day structure to give teachers greater flexibility to handle family responsibilities, medical appointments, and other personal circumstances. At a time when we are facing a national educator shortage, the district should be doing whatever possible to make sure we can bring in both new talented educators and keep our experienced teachers. Providing a small amount of additional flexibility goes a long way in allowing our teachers to not only care for our students, but their families as well.

## OUR GOAL: A FAIR AGREEMENT

Our goal is not conflict.

Our goal is an agreement.

PEEA has continued to negotiate and remains willing to find common ground because we want to reach a fair and fiscally responsible contract.

We are proud to be Pinckneyville teachers.

We are proud of our students.

We are proud of our schools.

Teachers deserve a contract that recognizes the work they do every day.

We remain ready to negotiate in good faith. We remain ready to find common ground. We remain committed to reaching an agreement that respects both the district's financial responsibilities and the educators who serve its students.