

ALTAMONT

COMMUNITY UNIT SCHOOL DISTRICT NO. 10
7 S. EWING ST. ALTAMONT, ILLINOIS 62411

JEFF FRITCHTNITCH
SUPERINTENDENT
(618) 483-6195
Fax (618) 483-6303
jfritch@altamont.k12.il.us

August 23, 2013
(Via Certified Mail with
Return Receipt Requested)

RECEIVED

AUG 26 2013

ILLINOIS EDUCATIONAL LABOR
RELATIONS BOARD • SPRINGFIELD

Mr. Victor Blackwell, Executive Director
Illinois Educational Labor Relations Board
One Natural Resources Way
Springfield, IL 62702-6302

Mr. Roger Hendrix, Mediator
Federal Mediation and Conciliation Service
12140 Woodcrest Exec. Drive, Suite 325
St. Louis, MO 63141-5013

Mr. Steve Wilquet, Uniserv Director
IEA-NEA
104 Greenview Drive
Effingham, IL 62401

Re: In the Matter of Negotiations between: The Board of Education of Altamont Community Unit School District No. 10 and the Altamont Education Association (AEA) Collective Bargaining Impasse

Dear Sirs:

In accordance with 115 ILC5 5/12(a-5), and in follow-up to receipt of the AEA's Declaration of Impasse, received on August 19, 2013, please find attached the Altamont Community Unit School District No. 10's final offer along with a cost summary of the offer. The District understands that "final" is a statutory term and uses it in conjunction with the attached offer given to the AEA on July 22, 2013 only in that limited context. It is not intended to convey an unwillingness on behalf of the Board of Education to continue its negotiations with the AEA for a successor collective bargaining agreement.

Sincerely,



ALTAMONT CUSD #10 MISSION STATEMENT

"Altamont CUSD #10 will educate the scholastic community, enhance their abilities and transform opportunities into action."

JEFF FRITCHTNITCH
SUPERINTENDENT
(618) 483-6195
Fax (618) 483-6303
jfritcht@altamont.k12.il.us

Certificate of Service:

This is to certify that I, Jeff Fritchtnitch, Superintendent of the Altamont Community Unit School District No. 10, in regards to contract negotiations, served the attached final offer and cost summary to the following persons on August 23, 2013 by:

CERTIFIED MAIL, RETURN RECIEPT REQUESTED:

Mr. Victor Blackwell, Executive Director
Illinois Educational Labor Relations Board
One Natural Resources Way
Springfield, IL 62702-6302

Mr. Roger Hendrix, Mediator
Federal Mediation and Conciliation Service
12140 Woodcrest Exec. Drive, Suite 325
St. Louis, MO 63141-5013

Mr. Steve Wilquet, Uniserv Director
IEA-NEA
104 Greenview Drive
Effingham, IL 62401



Jeff Fritchtnitch, Superintendent
Altamont Community Unit School District No. 10
7. South Ewing
Altamont, IL 62411

Board of Education of Altamont Community Unit School District No. 10
Final Offer submitted to the
Altamont Education Association on July 22, 2013 and Cost Summary
August 23, 2013:

Altamont C.U.S.D. No. 10 Board Second Counter Proposal dated 7/22/13

PACKAGE PROPOSAL TO BE REJECTED OR ACCEPTED IN WHOLE:

1. Article IV, Paragraph A.2

The Board requests that the Association drop its proposal.

2. BOARD PROPOSAL RESTATED:

Article IV, Paragraph F. Preparation Time---Junior High School and High School

Delete the paragraph and replace with the following:

All full-time Junior High School teachers shall be allowed a daily preparation period equal to the length of one Junior High teaching period. All full-time High School teachers shall be allowed a daily preparation period equal to the length of one High teaching period.

3. Article IV, Paragraph G. Elementary Preparation Time

The Board requests that the Association drop its proposal.

4. Article IV, Paragraph H. Class Size

The Board declines Association proposal. Board proposes the following:

The Board recognizes that the number of students in any classroom impacts the education of those students. The Board is working and will continue to work toward reducing the teacher/pupil ratio within the district contingent upon the district's financial resources.

5. Article V Job Security/Reduction in Staff, Paragraphs A, B, C and E

The Board declines Association proposal and proposes to delete Article V in its entirety and replace it with the following:

- A. Continuous Service: Continuous service shall be measured as years of continuous unbroken service as an employee in the district provided, however, that less than full time service shall be computed on a pro-rata basis. Approved

unpaid leave of absence shall be computed as follows: those teaching less than (1) semester of continuous days shall receive no credit. Those teaching at least one (1) semester of continuous days and less than one full year shall receive .5 years of credit. Credit for leaves of absence required by State or Federal law shall be in accordance with District records unless the employee can substantiate otherwise. Ties in continuous service within Groupings Three and Four shall be broken by the date of employment by action of the Board of Education. If two or more employees were hired at the same school board meeting, and it is necessary to determine length of continuous service among them, then continuous service between those employees will be determined by lot where the Association and affected teachers will have the right to be present.

Prior to November 1 of each school year, the administration shall post in each attendance center and make available to the Association a listing of the computed continuous service of all employees in the school district. The posting shall include a copy of this section of the Agreement and shall include with each employee's name, their most recent date of hire and their computed continuous service. Each employee shall have until November 15 or the first school day thereafter to file written objections to the continuous service computation which shall specify the alleged error in the continuous service computation, and the employee cannot thereafter challenge the computation for that school year. The administration will post a final list no later than January 15 of each school year.

- B. Distribution of Order of Honorable Dismissals List:** The proposed Order of Honorable Dismissals List will be provided to the Association President no later than seventy-five (75) calendar days prior to the last student attendance day, along with a notification to each employee of the placement(s) for which they are qualified. The final list will be provided to the President no later than forty-five (45) days before the last student attendance day with a notice to any individual whose placement on the list has changed from the placement on the proposed list. ~~If at any time in this process the District notifies the Association that no reductions in force will be initiated for the next school year, the notifications described herein may be suspended.~~
- C. Meeting with Affected Teachers:** The administration will meet with the teacher or teachers who have been given notice of reduction to be informed of their rights as regards bumping and recall. A representative of the Association will be allowed to attend such meetings.
- D. Recall rights:** Recall rights shall be in effect from the date of termination through one (1) calendar years from the beginning of the school term next following the dismissal, unless otherwise required by 105 ILCS 5/24-12.
- E. Recall notice and response:** It shall be the responsibility of each employee subject to recall to apprise the Board in writing of said employee's mailing address at the time of layoff and of each mailing address change during the recall

period. The Board's obligation to recall shall be met where it sends an offer by certified mail to recall to an employee on layoff, posted to the employee at the last mailing address the employee has provided the Board. The employee shall have twenty (20) days from the postmark date on the recall offer to respond to such offer. If the Board does not receive such response before the twenty (20) day period has elapsed, the employee will be presumed to have rejected the offer. Any Board offer of a position to an employee on layoff and subject to recall, rejected by the employee, will discharge all Board obligations to the employee to offer future recalls from the instant layoff.

- F. **Job qualifications:** The Board will provide copies to the Association of all job descriptions which list qualifications that were in effect on May 10, 2013, and will provide the Association with any proposed changes in said qualifications no later than April 10th of each year in which they are to be proposed.

- G. **Joint Committee on Honorable Dismissals (RIF Committee):** The RIF Committee will include 3 representatives selected by the District and 3 representatives selected by the Association. The parties will notify each other of their representation no later than October 1 following the ratification of the contract, and those appointed to the committee shall remain on the committee until and unless the party notifies the other of a change in their appointments. The Committee shall make decisions by a majority vote of the appointed representatives.

- H. **Traveling Teachers** If a teacher is required to travel to another district to perform duties, the teacher shall be entitled to actual additional mileage traveled due to such assignment, at the IRS rate as of July 1st annually. Travel time shall not reduce lunch periods for that teacher. All evaluations of traveling teachers shall be performed in compliance with the procedural requirements of the Altamont evaluation plan.

6. Article VII Teacher Evaluation

The Board declines the Association proposal and proposes deleting sub-paragraph E and creating a Memorandum of Understanding as follows:

Memorandum of Understanding concerning the Performance Evaluation Reform Act ("PERA")

A. The current evaluation plan as modified by Article VII and incorporating a 4 point scale, shall be placed in practice until the 2016-2017 school year unless, following the steps identified in this section, the parties mutually agree to implement a PERA qualified plan or part of such plan at an earlier date.

B. No later than 3 months following the ratification of this contract, the parties shall constitute a Pre-PERA Committee. The purpose of this committee is

to perform the development work required for the implementation of a PERA-qualified evaluation program.

1. The Pre-PERA Committee shall consist of 8 members: 4 members selected by the Board and 4 members selected by the Association. The Board and Association may bring additional consultants or personnel to Committee meetings, but such individuals shall not participate in the decision-making process.

2. Decisions by the Pre-PERA Committee shall be based on a consensus of the members of the committee.

3. The Committee will consider, study and develop for recommendation to the PERA committee, evaluation tools and procedures to be used under the PERA program. This will include multiple measures of assessment, including the student growth of the evaluation plan and other such evaluative tools as are appropriate under the PERA guidelines. The Pre-PERA Committee shall make a report of its actions and recommendations to the Board and Association no later than 200 days prior to the start of the 2016-2017 school year.

C. No later than 180 days prior to the first day of the 2016-2017 school year, the parties shall constitute a PERA Committee in conformance with PERA. The purpose of the Committee will be to attempt to reach agreement on the adoption and implementation of a PERA-qualified evaluation plan.

1. The PERA Committee shall consist of 8 members: 4 members selected by the Board and 4 members selected by the Association. The Committee will have the option of selecting facilitators to assist it in its decision-making process. The Board and Association may bring additional consultants or personnel to Committee meetings, but such individuals shall not participate in the decision-making process.

2. Decisions by the PERA Committee shall be based on a consensus of the members of the committee. If the PERA Committee cannot reach consensus, then the District will implement the components of the State Plan for which consensus has not been reached, that was designed by the State's Performance Evaluation Advisory Council, in the 2016-2017 school year.

3. The Committee will finalize the design, evaluation tools and procedures to be used under the PERA program. This will include tools for the evaluation of teacher effectiveness, inclusion of a growth model, and other such evaluative tools as are appropriate under the PERA guidelines. Upon installation of a PERA-qualified plan, the Committee shall have the responsibility of monitoring the effectiveness of the plan and recommending adjustments to the Board and Association. The Committee can also obtain and provide training to employees on aspects of the plan.

4. The PERA Committee shall make a preliminary report to the Board and Association no later than 90 days prior to the start of the 2016-2017 school year indicating the likelihood of reaching consensus on a District plan. It shall make a report on the planned implementation no later than the first school day of the 2016-2017 school year. The Committee shall make a report no less than once per year following implementation with recommendations for adjustments to the plan.

D. Unless defined differently by the Pre-PERA or PERA Committee(s), "consensus" in this Memorandum of Understanding means at least 7 of 8 members are in agreement.

7. Article VIII, Paragraphs A and B

The Board requests that the Association drop its proposal to increase sick leave and personal leave days.

8. Article X, Paragraph A

The Board requests that the Association drop its proposal concerning insurance. Board proposes increasing the Board's monthly premium contribution payment by \$15.00/month.

9. Article X, Paragraph B

The Board declines the Association proposal concerning salary and restates its proposal of a Hard Freeze—Teachers will advance a year on the current salary schedule but the salary schedule will be "rolled back" a year so that no teacher receives any additional compensation due to vertical movement. Teachers would be permitted horizontal movement.

10. Article X, Paragraph C

The Board proposes increasing the hourly rate specified in paragraph 4 to \$22.00/hr. Board agrees to the balance of the Association's proposal.

11. Article XI, Paragraph B

The Board requests that the Association drop its proposal to add just cause into the collective bargaining agreement.

2013-2014 Hard Freeze SALARY SCHEDULE

	BA	BA+16	MA	MA+16	MA+32	Payroll		STEP	
						Totals	FTE's		
0	34,576	35,129	36,082	36,632	37,429	138,304	1.5	BA	0 BRAUER / E HEIDEN / PHILLIPS / LEITSCHUH
			36,349			36,349	1	MA	0.5 HARRISON
1	35,087	35,648	36,615	37,174	37,982	141,876	4	3-BA / 1-MA	1 MURRAY / GOLDEN / WOOMER / ELAM
2	35,606	36,176	37,157	37,724	38,544	62,311	1.75	BA	2 LANDRUS / LAWLER (3/4 time)
3	35,796	36,368	37,355	37,925	38,750				3
4	35,951	36,526	37,517	38,089	38,916				4
5	36,095	36,661	37,667	38,241	39,073	108,286	3	BA	5 WORMAN / GERCKEN / HARTKE
6	38,352	38,943	39,898	40,493	41,343	116,602	3	2 - BA / 1 - MA	6 M PROBST / WINTER / LURKINS
7	39,630	40,233	41,207	41,786	42,677	181,791	4.5	2-BA / 1-BA+16 / 2-MA	7 FROST / WISE / TOTTEN (BA+16)(1/2 time) / AKEMAN / KEVIN SCHULTZ
8	40,540	41,033	42,024	42,638	43,513	123,104	3	2 - BA / MA	8 LEDBETTER / J NIEBRUGGE / DUST
9	41,180	41,661	42,763	42,959	44,289	141,730	3.25	1-BA / 2-MA / 1-MA+16	9 C SCHULTZ / LAURITZEN (107.5 days) / NIEMERG (3/4 time) / ALDRICH
9.5			43,201			43,201	1	MA	9.5 LEE
10	41,788	41,915	43,639	43,921	45,202	43,639	1	MA	10 DELANEY
11	42,542	43,172	44,627	44,647	46,229				11
11.5	42,946					42,946	1	BA	11.5 D PROBST
12	43,350	43,990	45,376	45,986	47,018				12
13	44,007	44,624	46,369	46,981	48,047	137,361	3	BA+16 / 2 - MA	13 BOWEN / KARE SCHULTZ / DEUEL
14	44,852	45,511	47,361	47,972	49,080	136,944	3	BA / 2-MA	14 LEWIS / WALTON / RUCKMAN (170 DAYS)
15	45,724	46,507	48,359	48,969	50,125				15
16	46,587	47,258	49,532	50,143	51,327	51,327	1	MA+32	16 THORTON
17	47,514	48,075	50,461	51,074	52,294	47,514	1	BA	17 GRIMSLEY
17.5			50,918			103,705	2	MA / MA+32	17.5 STUCKMEYER / BUEKER
18	48,392	48,993	51,374	52,020	53,281	153,048	3	BA / MA / MA+32	18 HANN / T NIEBRUGGE / BEARD
19	49,029	49,787	52,465	52,917	54,450	104,930	2	MA	19 OCKEY / BRAASCH
20	50,066	50,741	53,499	54,221	55,558	50,066	1	BA	20 MAYHAUS
21	51,003	51,719	54,589	55,176	56,786	54,589	1	MA	21 BECK
22	51,786	52,658	55,615	56,416	57,829	166,032	3	BA / MA+16 / MA+32	22 MCGINNIS / LDRTON / JACKMAN
23	52,604	53,513	56,527	57,368	58,819				23
24	53,537	54,369	57,799	58,326	60,167	111,863	2	BA / MA+16	24 HAMMER / ZIMMERMAN
25	54,417	55,282	58,649	59,566	61,092				25
25.5					61,646	61,646	1	MA+32	25.5 COHORST
26	54,617	55,482	59,681	60,635	62,199	54,617	1	BA	26 LANGE
27	54,817	55,682	59,891	60,845	62,419	59,891	1	MA	27 WALK
28	55,017	55,882	60,101	61,055	62,639	62,639	1	MA+32	28 ARNEY
29	55,217	56,082	60,311	61,265	62,859	62,859	1	MA+32	29 HEIDEN

55 Total Non-retiree Teachers

2,599,168 = TOTAL 2013-2014 STAFF SALARIES

254,349 = 6% RETIREES

2,853,517 = 2013-2014 TOTAL TEACHING SALARIES

6% RETIREES

JOAN BUEHNERKEMPER	BA	30	\$ 67,210
CATHY FREIMUTH	MA+32	19	\$ 59,871
CAROLYN MYERS	MA	32	\$ 70,662
CAROLYN ANDERSON	MA+32	32	\$ 56,606
TOTAL			\$ 254,349