

**BOARD OF EDUCATION OF ANNA-JONESBORO COMMUNITY  
HIGH SCHOOL DISTRICT NO. 81**

**LAST OFFER AND COST SUMMARY**

The unresolved contract issues include Health Insurance, Salary, Retirement Program and a Tier II teacher salary schedule. The Board submitted the following "package" offer to the Association on December 18, 2013:

**1. HEALTH INSURNANCE**

The new insurance premium for 2013-2014 is \$752 per month. **The Board has offered to pay \$711 per month and is requesting the employees to pay approximately \$41 per month for single insurance.**

For many years, including the 2012-2013 school year, the Board paid 100% or \$665 per month of the employee's single health insurance premium. Employees paid ZERO toward their single insurance premium.

The Board believes that this is a fair offer, as many citizens and taxpayers are paying well in excess of \$41 per month out of pocket for their single insurance premiums.

**COST:           \$317,770 (increase of \$24,481)**

**2. SALARY**

**The Board has offered to give employees a step and a 1% salary increase. Under this proposal, the employees would receive the following increases. [Note: Some of the following teachers have received 6% increases due to a previously negotiated retirement program.]**

<b><u>NAME</u></b>		
<b><u>CERTIFIED</u></b>	<b>Increase</b>	<b><u>TOTAL</u></b>
LYN BAME	2034.73	70675.45
JENNIFER CLEGHORN	1735.25	40526.25
JOEL DALLAS	401.25	40526.25
KENDRA DENNY	494.69	49963.69
ERIC EMMONS	657.83	66440.83
KERRY FALKENBURRY	1885.07	55658.07
SCOTT FINDERS	1992.83	66440.83
AMY FITZ-WILSON	427.96	43223.96
COURTNEY GARNER	1788.65	45919.65
DAWNA GREGGE	671.18	67789.18
MARY ALICE HARTLINE	722.98	73020.98
JEFF HAYDEN	790.93	79883.93

SHAWN HORN	1831.69	49963.69
AMY HUTCHINGS	544.2	54964.2
CRYSTAL HOUSEMAN	1762.96	43223.96
LINDA KERSTEN	2752.83	66440.83
KYLE KUEKER	361.25	36486.25
JULIE LEWIS	1953.82	62399.82
ED MANIER	494.69	49963.69
HANNAH MAZE	110.83	11193.97
RENEE MCLAIN	1922.25	59514.25
DAWNA MILLER	645.75	65220.75
MORGAN MOSER	1870.74	54311.74
LESLIE NEITZER	1748.52	42068.52
AMY PENNINGER	1762.96	43223.96
LINDSEY SOMMER	1806.16	47385.16
JON SANDERS	387.91	39178.91
SHERRY STEPHENSON	671.18	67789.18
DAVID SULLIVAN	1831.69	49963.69
TINA VANCIL	1861.84	53614.84
LINDA WOODS	777.63	78540.63
ERIN WRIGHT	432.75	43707.75

**NON-CERTIFIED**

**AIDES**

BRENDA BARTUFF	782.28	17905.28
GEOFFREY BOND	435.63	9456.83
DAVID FULLER	154.73	15627.73
DONNA TAYLOR	230.71	23301.71

**CAFETERIA**

TERRI BURD	255.15	25770.15
ALECIA PITTS	930.08	20107.08

**SECRETARY**

PAULA KELLER	1027.02	25656.02
LISA BIGLER	142.44	14386.44
JERRI PARTIDGE	373.8	37753.8

REGINA ROSE

**CUSTODIAN**

BRIAN MOORE	437.01	44137.81
TERRY OSMAN	648.75	31911.15
RICHARD STOUT	694.1	32289.3
WES PENROD	701.58	35146.38



career working to age 67 will save approximately \$250,000. The Tier II schedule extends the number of years it takes a Tier II teacher to reach the highest salary.

- A Tier I teacher reaches the highest salary (\$67,118) in 25 years and the teacher would earn the highest salary until he/she retires as early as age 55 or until he/she retires.
- A Tier II teacher reaches the highest salary (\$66,125) in 34 years and would retire with the highest salary after reaching age 67.

**What A-J High School employees are impacted by the Tier II schedule?** None. All current teachers are Tier I employees, which means they all started their teaching careers prior to January 1, 2011. No current employee will be financially impacted by implementing a Tier II salary schedule.

**Why is the Association opposed to the Tier II Salary Schedule?** The Association has stated that it does not want new teachers hired in the future to be treated or paid differently than the current teachers. However, the Association fails to point out that teachers in Illinois are treated differently based on when they started their teaching career.

In 2011, the State of Illinois created a Tier II retirement program for teachers that started their teaching career on or after January 1, 2011. The State created a Tier II retirement system to reduce its retirement costs. Tier II teachers must work more years before they are eligible to retire; must pay more in retirement contributions; and their retirement benefits are not as generous upon retirement. For example, a Tier I teacher (started teaching before January 1, 2011) can retire with full benefits at the age of 55 with 35 years of teaching service. However, a Tier II teacher (started teaching after January 1, 2011), must work until he/she is 67 years old to receive a full retirement pension.

The Board's Tier II salary schedule takes into account the additional years of teaching service a Tier II teacher must work prior to retirement.

### **DISTRICT'S FINANCIAL PICTURE**

The Board will continue to negotiate a fair and reasonable contract with the Association, but it will do so within the following parameters:

- Since families are struggling to make ends meet, the District must work to keep taxes down
- Stabilizing expenditures where the District does not spend more than it takes in

The State's financial outlook continues to be bleak. The State is experiencing a backlog of unpaid bills of over \$9 billion per the Illinois Comptroller's website. It is expected that the local economy will continue to remain flat for the next two to three years, with no additional growth in EAV/property tax revenues. **In the last two years, due to declining student enrollment and State funding cuts, the District has lost approximately \$747,000.**

During the past three years, the Board of Education has addressed the major collapse of the state economy through operating expenditure reductions and revenue enhancements. Specifically, the District has eliminated one Administrative Position, eliminated one Custodial position and reduced expenditures across the board in its extracurricular programs for a savings of approximately \$170,000 per year. The District has not filled vacant

positions as a result of retirements (Guidance Counselor/PE teacher; Business teacher; and Media Center specialist), which has resulted in a savings of approximately \$141,000 per year.

As a result of the Board's actions, the District was able to preserve educational programs, avoid laying off any teachers, maintain reasonable class sizes, avoid short-term borrowing, and avoid going to the taxpayers for an Education Fund tax increase.

The Board will continue to provide competitive and fair wages and benefits to its employees, but must live within its financial means while continuing to provide parents and students the high quality of education they have come to expect.

**The Board and Association have verbally agreed to the following contract modifications, but have not yet signed a tentative agreement on these items.**

Article V, Section 5.5 Payroll Installments

Each teacher shall be paid on the basis of twenty-six (26) equal payments. All payroll deductions shall be withheld on the basis of twenty-six (26) equal deductions.

Article V, Section 5.9 Illinois Teacher Retirement Contribution

The Board shall pay the teacher's full contribution to the State of Illinois Retirement System in the amount of .103753 or 10.3753% in accordance with the Teacher Retirement System Table of Factors at the rate of 1.103753. The Board shall also pay, in lieu of the employee, ~~.0088~~ .0097 of his/her salary to the Teachers' Health Insurance Security Fund. In the event of any increases, it shall be negotiated in the next school year or sooner by mutual consent.

Article VI, Section 6.1

Sick Leave

Add the following new language to Section 6.1: "After three consecutive sick leave absences or (12 days for 180 day employees, 13 days for 210 day employees, 15 days for 260 day employees) of accumulated sick leave absences in a school year [part-time employees will be pro-rated], the Superintendent or his/her designee may request a doctor's verification of illness. The employee is responsible for any cost in acquiring the doctor's verification of illness."

Appendix B, Supplemental Pay Schedule

Paragraph 2.A. Department Heads

Each department of the school will have a department head and each department head will be reimbursed as follows:

Department	Pay
Language Arts	\$250.00 <u>\$400.00</u>
Math	\$250.00 <u>\$400.00</u>
Science	\$250.00
Social Studies	\$250.00
Physical Education/Health	\$150.00
Pre-Vocational Education	\$150.00
Vocational Occupations/Home Ec./Business/ Ag/Industrial Arts	\$150.00 <u>\$250.00</u>
<del>Business Education</del>	<del>\$ 75.00</del>
<del>Special Education</del>	<del>\$ 75.00</del>
<del>Vocational Occupations</del>	<del>\$ 75.00</del>
Fine Arts	\$ 75.00
Foreign Language	\$ 75.00

~~Industrial Arts/Agriculture~~ ~~\$ 75.00~~

Library Science \$ 50.00

~~Driver Education~~ ~~\$ 50.00~~

Paragraph 2.D. Other

Student Council Sponsor (1) \$400.00

Local and National Honor Society Sponsor (1) ~~\$100.00~~ \$300.00

WYSE Coach (1) \$300.00

Blood Drive Coordinator (1) \$100.00

Mentoring Program Coordinator (1) \$300.00

Saturday School Supervisor - \$15 per hour (minimum 2 hrs. pay)

Abstinence Coordinator /Asst. Abstinence Coordinator – position shall remain as long as grant funds are renewed. Salaries are paid based on grant procedures.