

IN THE MATTER OF:)
)
 Ball-Chatham Community Unit)
 School District No. 5,)
)
 and)
)
 Ball-Chatham Educational Support)
 Professionals Association, IEA-NEA,)

ECONOMIC TERMS - THE SCHOOL DISTRICT'S MOST RECENT OFFER TO THE ASSOCIATION FOR A 2016-2019 COLLECTIVE BARGAINING AGREEMENT

During the September 1, 2016, mediation session between Ball-Chatham Community Unit School District No. 5 ("District") and the Ball-Chatham Educational Support Professionals Association, IEA-NEA ("Association"), the District's bargaining team submitted the following economic terms to the Association's bargaining team:

1. Increase in base compensation:
 - 2% increase in year 1 of the Agreement (2016-2017);
 - 2.25% increase in year 2 of the Agreement (2017-2018); and
 - 2.5% increase in year 3 of the Agreement (2018-2019).

Such increases shall apply to employees who have not reached the maximum rate cap for their respective position classifications during the term of a 3-year collective bargaining agreement.

Estimated total cost to the District over 3-year term: **\$250,950**

2. Increase in District-paid health insurance costs assuming no rate increases during 3-year term: **\$52,000**
3. Longevity compensation for employees with 20 or more years' employment with the District: **\$20,400**
4. Additional holiday for 12-month employees: **\$17,600**
5. Paid lunches for secretaries: **\$67,400**
6. Stipend for Cafeteria Managers: **\$13,500**
7. Bonus for employees who reach their maximum rate cap during the term of the contract: **\$1,000**

8. Payment for committee meeting participation: **\$560**
9. Increase in IMRF retirement contributions: **\$40,000**
10. Increase in social security expenses (FICA and Medicare contributions): **\$28,000**
11. Reduction in the number of Nurse working days: **-\$3,600**
12. Withdrawal of District payment for ancillary benefits (i.e., dental, vision, and supplemental life insurance): **-\$155,000**

The net total increase in District costs for a 3-year collective bargaining agreement are estimated to be **\$332,810**. All estimates are based on the assumption that current employees will remain employed in their current positions and work the same number of hours during the proposed contract's entire term. The existing Collective Bargaining Agreement expired on August 15, 2016, and the date the current school year commenced was August 15, 2016.

**Board of Education of Ball-Chatham
Community Unit School District No. 5**

Date: November 4th, 2016

By: 
Its Attorney

BROWN, HAY & STEPHENS, LLP

Eric L. Grenzebach
Registration No. 1056468)
205 S. Fifth Street, Suite 700
P.O. Box 2459
Springfield, IL 62705-2459
(217) 544-8491
elg@bhslaw.com

PROOF OF SERVICE

The undersigned certifies that a copy of the foregoing instrument was served upon:

Illinois Educational Labor Relations Board
One Natural Resources Way
Springfield, IL 62702
ELRB.mail@illinois.gov

Ball-Chatham Educational Support
Professionals Association, IEA-NEA
c/o Jerry Harrison
IEA-NEA UniServ Director
3440 Liberty Drive
Springfield, IL 62704
jerry.harrison@ieanea.org

Teresa Phillips, Mediator
Federal Mediation & Conciliation Service
401 Main Street, Suite 910
Peoria, IL 61602
tphillips@fmcs.gov

by e-mailing the same to such party and by enclosing the same in an envelope addressed to such party at the above address, with postage fully prepaid, and by depositing said envelope in a U.S. Post Office mailbox in Springfield, Illinois, at 5:00 p.m. on this 4th day of November, 2016.


