

BOARD OF EDUCATION OF DEKALB CUSD #428 - FINAL PACKAGE OFFER TO THE DEKALB CLASSROOM TEACHERS' ASSOCIATION (DCTA)

	Current Contract (2012-2013)	DEKALB CUSD #428 - BOE FINAL PACKAGE OFFER - 8/7/13				
		2013-2014	2014-2015	2015-2016		
Salary	(page 40)					
*Base	4% increase	0%	0.75%	0.75%		
*Step	2.12% increase	0%	2.12%	2.12%		
BA Exceeding Step 20	4% increase (no step increase)	0%	1.00%	1.00%		
MA Exceeding Step 25	4% increase (no step increase)	0%	1.00%	1.00%		
*Total Effective Base and Step	6.21% effective increase	0%	2.89%	2.89%		
*Lane	1.2% increase (2.12% increase from MA30 to MA45)	1.2% increase (2.12% increase from MA30 to MA45) - for those with prior approvals on file	No Lane Movement unless an approved program was on file as of Aug. 19, 2013	No Lane Movement unless an approved program was on file as of Aug. 19, 2013		
TRS (Teachers Retirement System)	District pays 9.4% of member contribution (current rate is 9.4%)	District pays 9.4% of member contribution (current rate is 9.4%)	District pays 9.4% of member contribution (current rate is 9.4%)	District pays 9.4% of member contribution (current rate is 9.4%)		
THIS (Teachers Health Insurance)	District pays .84% of member contribution (current rate .92%)	District pays .84% of member contribution (current rate .92%)	District pays 0% of member contribution (current rate .92%)	District pays 0% of member contribution (current rate .92%)		
Note: pre-tax deductions	(page 34)					
PROJECTED 3 YEAR DEFICIT PROJECTED OPERATING FUND BALANCE **Excludes Construction Grant Dollars**				<table border="1"> <tr> <td>(\$4,397,618)</td> </tr> <tr> <td>\$4,004,995</td> </tr> </table>	(\$4,397,618)	\$4,004,995
(\$4,397,618)						
\$4,004,995						
Insurance (Health/Dental/Vision)	(page 27)					
*Individual Coverage	95% of premium not to exceed \$10,000 annually (monthly benefit \$678.79)	95% of premium not to exceed \$10,000 annually	Freeze benefit	Freeze benefit		
*Dependent Coverage	\$6,000 towards dependent coverage annually (monthly benefit \$500)	Freeze benefit	Freeze benefit	Freeze benefit		
Insurance Cash Back Option	\$4,000 annually for those that qualify	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00		
*Above numbers based on current health premiums						
Hourly Rate						
*Professional Development/Curriculum/	\$25.00 per hour (page 37, 38, 48, 55)	\$25.00 per hour	15 unpaid hrs each year; add'l hours exceeding 15 paid at \$25 per hour	15 unpaid hrs each year; add'l hours exceeding 15 paid at \$25 per hour		
*Summer School	\$4,000 for 20 day term (page 37)	\$3,000 for 20 day term	\$3,000 for 20 day term	\$3,000 for 20 day term		
Sick Days	1-15 yrs of service - 15 days	1-20 yrs - 15 days	1-20 yrs - 15 days	1-20 yrs - 15 days		
	16-20 yrs of service - 18 days	21+ yrs - 20 days	21+ yrs - 20 days	21+ yrs - 20 days		
	21-25 yrs of service - 21 days					
	26+ yrs of service - 25 days					
	(page 20)					
Personal Days	4 personal days per year (page 23)	Add language to contract to restrict use of days on teacher institute days				

		DEKALB CUSD #428 - BOE FINAL PACKAGE OFFER - 8/7/13		
Current Contract (2012-2013)		2013-2014	2014-2015	2015-2016
Teacher Day	Bell-to-bell (Article XXI - page 53-54)	Maintain	Add 15 minutes prior to start of school day and 30 minutes after the end of school day	Maintain 15 minutes prior to start of school day and 30 minutes after the end of school day
Teacher Year	180 days (page 53)	Current Teachers 180 days	Current Teachers 182 days (2 days staff development)	Current Teachers 182 days (2 days staff development)
		New Teachers - Additional 3 days (183 days)	New Teachers - Additional 3 days (185 days)	New Teachers - Additional 3 days (185 days)
Retirement Incentives				
*Salary bumps	6% for last four years (page 65)	6% last four years	6% last four years	5% last four years
*Insurance	Capped at \$6,500 annually for individual insurance until medicare eligible (page 28)	Cap at \$5,000	Cap at \$5,000	Cap at \$5,000
*Sick Day Payouts	\$50 a day for unused sick days-max. 100 days (page 65)	Maintain Current	Maintain Current	Maintain Current
Differentials				
	Article XVI: Pages 41 - 47			
	Base Factor Rate = \$37,000	Freeze	Freeze	Freeze
National Board Stipend	\$3,500 one time stipend (page 39)	Maintain Current	Maintain Current	Maintain Current
Teacher Collaboration	\$15.00 per hour (page 73-appendix A Letter of Agreement)	Maintain Current	Maintain Current	Maintain Current
PLT Leaders	\$500 per year/Letter of Agreement	Reorganize	Reorganize	Reorganize

COMPARE DEKALB #428 BOARD OF EDUCATION FINAL OFFER WITH DCTA FINAL OFFER

	BOE 2013-2014	DCTA 2013-2014	BOE 2014-2015	DCTA 2014-2015	BOE 2015-2016	DCTA 2015-2016
Salary						
*Base	0%	0%	0.75%	2.35% (Average of CPI-U from 2011 - 3% & 2012 - 1.7%)	0.75%	TBD (Average of CPI-U from 2012 - 1.7% & 2013 - TBD)
*Step	0%	2.12%	2.12%	2.12%	2.12%	2.12%
BA Exceeding Step 20	0%	2.12%	1.00%	2.12%	1.00%	2.12%
MA Exceeding Step 25	0%	2.12%	1.00%	2.12%	1.00%	2.12%
*Total Effective Base and Step	0%	2.12%	2.89%	4.52%	2.89%	4.26% (If CPI-U for 2013 is 2.5%)
*Lane	1.2% increase (2.12% increase from MA30 to MA45) - for those with prior approvals on file	1.2% increase (4% increase from MA30 to MA45)	No Lane Movement unless an approved program was on file as of Aug. 19, 2013	No lane change movement other than those already enrolled in Master's program at time of ratification	No Lane Movement unless an approved program was on file as of Aug. 19, 2013	1.2% increase (4% increase from MA30 to MA45)
TRS (Teachers Retirement System)	District pays 9.4% of member contribution (current rate is 9.4%)	District pays 9.4% of member contribution (current rate is 9.4%)	District pays 9.4% of member contribution (current rate is 9.4%)	District pays 9.4% of member contribution (current rate is 9.4%)	District pays 9.4% of member contribution (current rate is 9.4%)	District pays 9.4% of member contribution (current rate is 9.4%)
THIS (Teachers Health Insurance)	District pays .84% of member contribution (current rate .92%)	District pays .84% of member contribution (current rate .92%)	District pays 0% of member contribution (current rate .92%)	District pays .84% of member contribution (current rate .92%)	District pays 0% of member contribution (current rate .92%)	District pays .84% of member contribution (current rate .92%)
Note: pre-tax deductions						
Projected Operating Deficit	(2,000,621)	(2,501,007)	(927,466)	(2,130,002)	(1,469,531)	(3,259,420)
Projected Fund Balance	6,401,992	5,901,606	5,474,526	3,771,604	4,004,995	512,184
	Excludes Construction Grant Dollars		**Excludes Construction Grant Dollars**		**Excludes Construction Grant Dollars**	
Insurance (Health/Dental/Vision)						
*Individual Coverage	95% of premium not to exceed \$10,000 annually	95% of premium - \$10,500 cap	Freeze benefit	95% of premium - \$11,000 cap	Freeze benefit	95% of premium - \$11,500 cap
Dependent Coverage	Freeze benefit	50% of dependent premium - no annual cap (\$535.90 monthly benefit)	Freeze benefit	50% of dependent premium - no annual cap (\$535.90* monthly benefit)	Freeze benefit	50% of dependent premium - no annual cap (\$535.90* monthly benefit)
Insurance Cash Back Option	\$ 2,000.00	50% of single premium (\$4,287.12* annually) - Offered to all members	\$ 2,000.00	50% of single premium (\$4,287.12* annually) - Offered to all members	\$ 2,000.00	50% of single premium (\$4,287.12* annually) - Offered to all members
	*Above numbers based on current health premiums					
Hourly Rate						
*Professional Development/Curriculum	\$25.00 per hour	\$25 per hr for committee work/All other hourly work (curriculum writing, sub, etc) \$30 per hr	15 unpaid hrs each year; add'l hours exceeding 15 paid at \$25 per hour	\$25 per hr for committee work/All other hourly work (curriculum writing, sub, etc) \$30 per hr	15 unpaid hrs each year; add'l hours exceeding 15 paid at \$25 per hour	\$25 per hr for committee work/All other hourly work (curriculum writing, sub, etc) \$30 per hr
Summer School	\$3,000 for 20 day term	9.7% of BAO/Step 1 (\$4,036.36)	\$3,000 for 20 day term	9.7% of BAO/Step 1 (\$4,036.36*)	\$3,000 for 20 day term	9.7% of BAO/Step 1 (\$4,036.36*)
	*Above numbers based on FY12-13 salary schedule:					
Sick Days	1-20 yrs - 15 days	Maintain Current	1-20 yrs - 15 days	Maintain Current	1-20 yrs - 15 days	Maintain Current
	21+ yrs - 20 days		21+ yrs - 20 days		21+ yrs - 20 days	
Personal Days	Restrict Use	Maintain Current	Restrict Use	Maintain Current	Restrict Use	Maintain Current

COMPARE DEKALB #428 BOARD OF EDUCATION FINAL OFFER WITH DCTA FINAL OFFER

	BOE 2013-2014	DCTA 2013-2014	BOE 2014-2015	DCTA 2014-2015	BOE 2015-2016	DCTA 2015-2016
Teacher Day	Maintain	Maintain Current	Add 15 minutes prior to start of school day and 30 minutes after the end of school day	Maintain Current	Maintain 15 minutes prior to start of school day and 30 minutes after the end of school day	Maintain Current
Teacher Year	Current Teachers 180 days	Maintain Current	Current Teachers 182 days (2 days staff development)	Maintain Current	Current Teachers 182 days (2 days staff development)	Maintain Current
	New Teachers - Additional 3 days (183 days)		New Teachers - Additional 3 days (185 days)		New Teachers - Additional 3 days (185 days)	
Retirement Incentives						
*Salary bumps	6% last four years	Maintain Current	6% last four years	Maintain Current	5% last four years	Maintain Current
*Insurance	Cap at \$5,000	Maintain Current	Cap at \$5,000	Maintain Current	Cap at \$5,000	Maintain Current
*Sick Day Payouts	Maintain Current	Maintain Current	Maintain Current	Maintain Current	Maintain Current	Maintain Current
Differentials						
	Freeze	\$ 39,000	Freeze	\$ 39,750	Freeze	\$ 40,500
National Board Stipend	Maintain Current	Maintain Current	Maintain Current	Maintain Current	Maintain Current	Maintain Current
Teacher Collaboration	Maintain Current	Maintain Current	Maintain Current	Maintain Current	Maintain Current	Maintain Current
PLT Leaders	Reorganize	Maintain Current	Reorganize	upon monthly 1/2 day collaboration schedule	Reorganize	upon monthly 1/2 day collaboration schedule

DeKalb CUSD #428 Board of Education (BOE) – Final* Package Offer to the DeKalb Classroom Teachers’ Association (DCTA)

August 8, 2013

*Pursuant to State law, following a declaration of impasse, the parties are to submit their final offers to each other, the mediator, and the Illinois Educational Labor Relations Board. The adjective “final”, however, is simply a statutory term used within the limited context of State law. It is not intended to indicate unwillingness on the part of the Board of Education to continue negotiations toward an agreement.

Financial Overview

The Board and Administration make it a high priority to review the fiscal health of the District to ensure they can maintain the integrity of the programs offered to our students. Key areas of concern are unfunded mandates, the increasing population of English-language learners, growing special education student needs, the increasing health benefits costs, decreasing investment earnings, and the overall impact of these difficult economic conditions. Over the past few years, the District has implemented more than \$5.7 million dollars in budget reductions. Classroom teachers have felt the reduction as well, as classroom size has increased to offset expenses outpacing revenues. These actions have allowed us to maintain key educational experiences for our students.

Below compares the Board’s and the DCTA’s final offers and the effect on the District’s deficit:

FISCAL YEAR	BOE DEFICIT	DCTA DEFICIT	DIFFERENCE
2013-2014	(2,000,621)	(2,501,007)	(500,386)
2014-2015	(927,466)	(2,130,002)	(1,202,536)
2015-2016	(1,469,531)	(3,259,420)	(1,789,889)

Rationale for District Proposal

The District’s proposal to the DCTA is based on the following points:

- Fiscal responsibility to the taxpayers of the District
- Attempt to maintain operating fund balance policy levels – 15-25% of expenditures
- Provide the District with adequate reserves in order to have sufficient cash flow to pay obligations despite state budget cuts to public schools and late payments from the state
- Maintain current academic and extra-curricular opportunities for the District’s students
- Provide for additional professional development/collaboration time while trying to control salary costs
- Current length of school year and school day restricts ability to provide teacher professional development and collaboration
- Adding minutes to the beginning and end of the teacher day would assist in providing added safety and security for students while entering and exiting school
- Control health insurance costs while struggling with the demands of Health Care Reform; Benefit levels have increased, therefore premiums have as well, causing further strain on the District’s budget. District experienced a 9% increase in premiums for 2013 due primarily to the requirements of the Health Care Reform.

- Looming effect of Pension Reform – all indications point to increased pension costs for public school districts
- Provide for adequate number of sick days knowing that teachers have access to a sick bank in case of long-term illness
- Align salary increases to teachers with the District’s main revenue stream (local property taxes), which is calculated using the Consumer Price Index (CPI), while still attempting to maintain the integrity of the teacher salary schedule
- Salary increases for the other employee groups in the District are aligned with CPI, and some groups have taken a one year salary freeze (see below)

Salary Increase History by Employee Group

	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	Total	2013-2014
DCTA (Teachers)	5.18%	5.44%	5.87%	5.87%	6.20%	28.56%	TBD
(Includes Base and Step Increase - Does NOT include lane changes/increases for individual teachers - 1.2% increase for every 3 credit hours - MA30 - MA45 = 2.12% increase)							
FDOSP (Office Support)	6.60%	4.50%	3.20%	3.20%	2.00%	19.50%	3.00%
DFSA (Teacher Assistants)	4.00%	0.60%	2.00%	2.70%	1.50%	10.80%	3.00%
DFSS (Custodian, Maintenance, Grounds, Cooks)	3.00%	2.50%	0.00%	2.70%	1.50%	9.70%	3.00%
Note: Was a 2.5% increase but group agreed to a salary freeze							
Administrators	3.50%	3.00%	0.00%	2.70%	1.50%	10.70%	3.00%
CPI (Consumer Price Index)	2.50%	4.10%	0.10%	2.70%	1.50%	10.90%	3.00%

The District has kept the DCTA’s compensation package competitive and believes that the current proposal remains competitive. The District has not had a problem attracting and retaining quality teachers and do not expect to under the current proposal. The District believes the reason for this is the overall attractive compensation package.

Salary Schedule

Teachers are paid according to their placement on the salary schedule. The salary schedule is calculated each year based on three factors: base increase, step increase, and lane increase (based on additional college credit hours earned). For the 2012-2013 school year, teacher pay increases were as follows:

- Base Increase = 4%
- Step Increase = 2.12%
- Total compounded effective increase for majority of teachers (excludes lane increases) = 6.2%
- Teachers who exceeded Step 20 for the BA schedule and Step 25 for the MA schedule received the Base Increase of 4%
- Teachers can receive an additional 1.2% increase by moving lanes (across the salary schedule) for every 3 additional credit hours earned (this percentage increases to 2.12% when moving from MA30 to MA45)
- Teachers who have submitted their letters of intent to retire are off the salary schedule and receive a 6% annual salary increase for their last four years

Board's Salary Schedule Offer as of 8/7/13

FY2013-2014: 0% base increase; no step increase; allow lane movements for those with a prior approval on file; salary schedule would remain unchanged from the current FY2012-2013 schedule

FY2014-2015: .75% base increase; allow 2.12% step increase for all teachers; those exceeding BA Step 20 and MA Step 25 receive 1%; no lane movements unless an approved program was on file as of August 19, 2013; board no longer pays for member contribution to THIS (Teachers Health Insurance Security) – current rate is .92% - board currently pays .84%

FY2015-2016: .75% base increase; allow 2.12% step increase for all teachers; those exceeding BA Step 20 and MA Step 25 receive 1%; no lane movements unless an approved program was on file as of August 19, 2013; board no longer pays for member contribution to THIS (Teachers Health Insurance Security) – current rate is .92% - board currently pays .84%