East Moline Education Association

The EMEA was surprised and disappointed to receive the Board's declaration of impasse on September 28, 2016. The Association had fully committed to the mediation process, yet had only mediated twice when the Board declared impasse with no warning. We believe that more meetings with the federal mediator would have yielded a fair settlement and we hope that the Board will table the impasse procedure in order to continue working towards that goal. However, in order to meet the requirements of the impasse procedure, we are submitting this Last Best Final Offer.

The offer below is designed to reach the needs of EMSD37, students, parents, and employees. We have eliminated many items and have made significant changes to our previous proposals in an effort to bridge the gap between the EMEA and the Board. We have retained the items we believe will help EMSD37 attract and retain quality employees. EMSD37 continues to lose quality teachers and staff to neighboring districts. **Currently, EMSD37 has a turnover rate of 20%. One third of our staff have four years or less of service in the district.** Our district will only suffer if we continue to lose quality professionals for careers elsewhere where salaries and working conditions are more desirable and favorable.

Superintendent Kristen Humphries has stated his belief that our teachers and staff need to be "appreciated, recognized, and encouraged." We are confident that this proposal will encompass all of those things. It recognizes the fact that employees have already contributed to the cost containment efforts of the District. In the recent past, we have taken pay freezes, given up Board-paid retirement, lost 2 steps on the salary schedule, received minimal raises, experienced insurance rate increases, and experienced and endured other cost cutting measures by EMSD37. We hope that the following proposal will help encourage our employees to stay with our district.

Proposal for a one year agreement:

- Any Certified employee that is required to provide instruction to a classroom with no teacher coverage by internal substitution shall be compensated at a rate of $20.00 per hour for up to two hours and anything over two hours shall be compensated at $75.00 per day. If substitution of less than one hour is needed the staff member will be compensated at a rate of $20.00. Certified employees that are required to provide instruction to additional students in addition to their designated class will be compensated at the same rates above. (Approximate cost $11,500)

- The Board will provide a Salary Protection Plan for those Employees who do not desire to participate in the present medical insurance plan, for which the Board will pay a maximum of ~~$15.00~~ $25.00 per month. (Approximate cost $670)

- The Board will provide Term Life Insurance which will provide ~~Seven Thousand Five Hundred ($7,500)~~ Twenty-five Thousand ($25,000 Dollars) coverage for each Employee. (Cost unknown. District had agreed to look into costing)

- A 2.5 % addition to the base salary schedule for the current salary schedule (Approximate cost $270,000 along with step movement for the 2016-17 contract year (Step costs currently in place). Those certified employees not on the current salary schedule shall receive an additional 2.5% total increase from last year. (District has already given a 1% raise so the net cost would be approximately $20,176)

- Hourly employees shall receive a $2.00 per hour increase on salary for the 2016-2017 school year. (Approximate cost $141,000)

- The Association agrees to the Board's last stipend proposal of May 19, 2016. (No additional costs included in Association's proposal)

- All contract items not included in this proposal shall remain the same as the previous collective bargaining agreement.

CERTIFICATE OF SERVICE

This is to certify that the attached final offer of the East Moline Education Association has been served in the following manner on this 5th day of October, 2016.

HAND DELIVERY AND ELECTRONIC TRANSMISSION

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

Hand Delivery _____
Ron Stradt, IEA Associate Counsel

Email _____
Jeff Conrad, UniServ Director, Illinois Education Association

HAND DELIVERY AND ELECTRONIC TRANSMISSION

Board of Education of East Moline School District 37
Mr. Kristin Humphries, Superintendent
3451 Morton Drive
East Moline, Illinois 61244
khumphries@emsd37.org

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Jeff Conrad, UniServ Director, Illinois Education Association

ELECTRONIC TRANSMISSION

Teresa Phillips, Commissioner
Federal Mediation and Conciliation Service
tphillips@fmcs.gov

Jeff Conrad, UniServ Director, Illinois Education Associaton

RECEIPT

I hereby acknowledge receipt of the East Moline Education Association's IELRB posting of its last offer on Wednesday October 5th, 2016

East Moline School District 37 Representative

10/5/16 @ 8:40 AM

Date and Time

RECEIPT

I hereby acknowledge receipt of the East Moline Education Association's IELRB posting of its last offer on Wednesday, October 5th, 2016.

_____

Illinois Educational Labor Relations Board Representative

_____

Date and Time