



East Moline School District 37
Board of Education's
Most Recent Offer to the
East Moline Education Association, IEA-NEA

October 5, 2016

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October 5, 2016

Mrs. Gina Cone, Co-President
Mrs. Deb Smiddy, Co-President
East Moline Education Association

Dear Mrs. Cone and Mrs. Smiddy:

Enclosed you will find the most recent offer submitted by the East Moline District 37 Board of Education pursuant to Section 12 of the Illinois Educational Labor Relations Act (IELRA). Pursuant to the IELRA, the parties must submit their most recent offers to each other, the mediator and the Illinois Education Labor Relations Board (IELRB) within seven days following the declaration of impasse, along with a cost summary of that offer. However, in the event that we are unable to reach an agreement by October 12, pursuant to the IELRA, both our offer and the EMEA's offer will be posted on the IELRB website.

Before addressing our offer, it may be beneficial to give a brief overview of the negotiations process from the Board's perspective, as well as some background behind the offer.

Negotiations Overview

From the beginning, the Board of Education has been very open with the District's financial outlook. The fund balances, particularly the Education Fund, have been reduced over the past 6-7 years due to proration of General State Aid and categorical grants. The Board of Education came into negotiations prepared to work with the EMEA and that is still the focus. We believe we have teachers, aides and secretaries that provide tremendous value to our students and community.

To date, there have been nine bargaining sessions held between the EMEA and the Board of Education, and two of those nine meetings included a federal mediator. The EMEA started by proposing 24 language items plus a comprehensive salary and benefits package. At present, 22 of those language items plus the comprehensive salary and benefits package remain on the table. The Board of Education entered negotiations with six language items. All of these remain on the table. Three items are "clean up" to reflect current Illinois School Code or current District practice. Two items were for the mutual benefit of District employees and the District.

At each bargaining session the Board of Education has kept our current District finances front and center. While the EMEA only needs to represent their membership, the Board of Education must balance the interests of students, families, tax payers, and staff.

We believe it is important for all stakeholders to understand the current fiscal reality of the East Moline School District, and projections for the near future. We have shared fund balances, projections, comprehensive budgets, certified audits, and all other items the EMEA bargaining team have requested.

The Board of Education has attempted to address several concerns the EMEA shared during negotiating sessions. The EMEA has stressed the importance of higher starting salaries in order to remain competitive with area school districts. The EMEA has also been clear that their membership

desires to recapture a longevity step which they bargained away two contracts ago. Both of these concerns were addressed by the Board of Education in offers to the EMEA.

The EMEA has not made a counter-offer to the Board since May 2016. Since that meeting the EMEA has requested financial information and discussion surrounding that information. The Board of Education has answered those questions and provided vast amounts of information. However, the EMEA made no offers and conversations from the EMEA bargaining team centered upon expenditures they wanted to see cut.

The EMEA has not provided the Board of Education with a cost estimate for any of their proposals.

In the fifth negotiation session, the Board of Education shared with the EMEA an estimated cost for their proposal.

The Board of Education's analysis of the EMEA proposal indicates it would cost District taxpayers an additional \$24 million dollars in new taxes over the life of the four-year agreement.

This would approximately double the Education Fund spending over current levels.

The Board of Education would have to quadruple the property tax rate to pay for the proposed salary and benefit increases requested by the EMEA in its latest proposal.

To date, there have been two meetings with a federal mediator. In the first session with the mediator, the Board shared seven EMEA language items they would be willing to discuss further. Rather than moving closer to resolution, in the second session the EMEA added an item they had previously withdrawn, and added new language to a previously proposed item. Even with these examples of regressive bargaining, the Board of Education remains committed to reaching an agreement.

At the conclusion of the second negotiation session with the federal mediator, with no forward progress by the EMEA, the Board of Education felt that the parties were essentially at impasse. Following a discussion of progress during executive session of the Board of Education meeting on September 26, 2016, it was decided to initiate the public posting process.

The following morning, the District mailed a letter to the IELRB as well as the EMEA informing them of an initiation of the public posting process. Copies of that letter were hand-delivered to the EMEA Co-Presidents on Wednesday to comply with regulations from the IELRB which states that all parties must be notified on the same day. Since the Board overnighted the letter on Tuesday, September 27, 2016, it meant the posting process would begin with the IELRB's receipt on Wednesday, September 28, 2016.

Financial Overview

These are unprecedented economic times for public school districts in Illinois. Spending cuts have been made over the past five years, both at the state and local levels. The District has also worked to find new ways to ensure enough resources are available to educate our students.

Because of these measures, the District has not needed to use reductions in force to lay-off teaching staff.

Currently we have just over \$170,000 in the Education Fund. Due to the State of Illinois practice of proration, falling Equalized Assessed Valuation (EAV), and an increase in students that require additional services, our fund balances have been greatly reduced in recent years. Even though the District received less than promised from the State of Illinois, our Board of Education has been focused on maintaining a quality education for our students and competitive wages for our employees.

We have utilized the Working Cash Fund to pay for deficits in years the state underfunded the District. Currently, we project five years out based upon known facts and assumptions based on historical norms. We are projecting our Working Cash Fund balance to go from \$6.3 million as of June 30, 2016 to less than \$2.5 million as of June 30, 2021. Those projections and assumptions have been shared with the public during Board of Education meetings. Given the economic uncertainty that faces the School District and community, maintaining a surplus budget in the Education Fund is absolutely essential. The Board of Education feels it is imperative to not use Working Cash funds to cover shortfalls in the Education Fund.

Even though there is no collective bargaining agreement in place beyond June 30, 2016, the Board moved to provide a longevity step and lane advancement for all EMEA employees. This good faith gesture ensured EMEA members received a longevity step for this school year as well as any lane advancement due to increased educational attainment – both of which EMEA members have received the previous five years.

Raises for EMEA members on the salary schedule range from 2% to 9.08% this school year.

General Points

As a Board, we are proud residents of our school district. We know that we have tremendous schools with tremendous students and tremendous staff members.

As a Board, we value the input of all stakeholders. We have both sought out and implemented cost-saving suggestions from a wide range of people.

As a Board, we must balance the wants and needs of several groups: staff, students, families, and tax payers. In financial matters such as collective bargaining, the interests of property tax payers in the District must be put at the forefront. The Board cannot and will not agree to a proposal which so heavily favors one stakeholder group at the expense of others.

The Board of Education respectfully submits the following proposal for your consideration. In our view, this good faith proposal addresses many of the concerns brought forward by the EMEA while balancing the interests of all groups the Board is elected to represent.

Yours Truly,

Kai Killam, Board Vice President and Chief Negotiator
East Moline School District 37 Board of Education

CC: Victor E. Blackwell, IELRB Executive Director (by electronic mail and U.S. Mail)
Ms. Theresa Phillips, FMCS Mediator (by electronic mail and U.S. Mail)
Mr. Jeff Conrad, Illinois Education Association/IEA-NEA (by electronic mail)
East Moline School District 37 Board of Education Members (by electronic mail)

** The union position represented here references the last EMEA position prior to the declaration of impasse and does not reflect any changes the EMEA may be contemplating for its most recent offer.*

The Board has agreed to two tentative agreements on language items, and has offered proposals below based on seven more EMEA language proposals.

Tentative Agreement on Bereavement Leave

Each employee shall be entitled to a maximum of five (5) days per occurrence of bereavement leave for the death in the immediate family. Bereavement leave for immediate family is exclusive of sick leave and personal leave. Such leave shall only be granted for the death of an employee's parent, spouse, brother, sister, child, grandparent, grandchild, parent-in-law, brother-in-law, sister-in-law, children-in-law, step parent, step brother, step sister, or legal guardian. Said leave shall be non-cumulative.

Each employee shall be entitled to two (2) days per school year of bereavement leave for a death **outside of the employee's immediate family** of which only one (1) day can be used per occurrence. ~~in the extended family. Bereavement leave for extended family is exclusive of sick and personal leave. Such leave shall only be granted for the death of an employee's aunt, uncle, niece or nephew.~~ Said leave shall be non-cumulative. Provided the distance of the funeral exceeds 500 miles, the employee may request to the Superintendent an additional day to be charged against sick leave ~~for an extended family member.~~

Tentative Agreement on Attendance at Meetings

Certificated staff may be required by the Superintendent **or designee** to attend ~~one open house and either one Open House or Backpack Night and either one (1) PTA activity per school year or one (1) school-sponsored activity per school year.~~ These activities may occur outside the hours of the work day. Restrictions in this Article do not apply to meeting called jointly by the Association and the Administration when the representative are appointed or elected by the Association. Classified employees may choose, but are not required, to attend after school activities with prior approval of their Building Principal.

Extra Time Off for Union President(s)

The EMEA is proposing language* to the new Agreement that would add time off for union business for the Presidents during contractual time. It has been a common practice in recent times for the EMEA to have co-Presidents. Below is their proposed language:

The East Moline Education Association President(s) shall be given a minimum of 30 minutes per student attendance day for the purpose of Association business. The time allotted is exclusive of planning time.

The District counters their proposal with the following language:

The EMEA President shall be excluded from before or after school duty. In the instance that there is more than one President, the Association shall designate which President will be exempt from before or after school duty.

Board Proposal Details/Rationale

- The Board does not believe the taxpayers should have to hire additional staff so the EMEA Co-Presidents can work on union activities on top of their already mandated prep time.
- The EMEA proposal may create a situation where the Board would need to hire additional teaching staff to cover the extra time off for union business.

Additional Cost: No additional cost

Parent-Teacher Conferences

The EMEA is proposing language* to the new Agreement that would alter the times which Parent-Teacher Conferences can be held. Below is their proposed language:

Staff may be required to conduct two sessions of Parent/Teacher Conferences in a school year. Said conferences shall begin immediately after the student dismissal if there is an evening portion of conferences – noting that start times may vary by school building/level. If Parent/Teacher conferences are held over two consecutive days the total time of the conferences must not exceed seven and one half clock hours (7.5). Two fifteen minute (15) breaks and 30 minute duty-free lunch shall be deducted from the total work day.

The District counters their proposal with the following language:

Staff may be required to conduct two different sessions of Parent-Teacher Conferences in a school year. If a session is held over two consecutive days, the total time for conferences will not exceed 7.5 hours. Two-fifteen minute breaks and one thirty-minute duty-free lunch will be included within the 7.5 hours of the conference session. If the session is over two days, the thirty-minute lunch will be scheduled immediately after the end of the school day to give teachers time to prepare for evening conferences.

Board Proposal Details/Rationale

- By not starting conferences immediately following the school day, there are more opportunities for families that work during the day to attend. The Board feels that the home-school connection is vital to the success of our students and want to facilitate the schedules of families that may not be able to attend during the day.

Additional Cost: No additional cost

Additional Compensation for Serving on Committees

The EMEA is proposing language* to the new Agreement that would add compensation for staff that serve on committees that meet outside contractual time. Below is their proposed language:

Employees who meet outside of contract hours to serve on building or district level committees shall be compensated at a rate of \$25.00 per hour.

The District counters their proposal with the following language:

Employees who meet outside of contract hours to serve on district level committees shall be compensated at a rate of \$25.00 per hour.

Board Proposal Details/Rationale

- The Board appreciates the expertise offered by our staff regarding work on district curriculum committees and recognizes the need to meet outside the school day due to a shortage of substitute teachers.

Additional Cost: Estimated to cost \$40,000 over the proposed four-year agreement.

Internal Substitution Pay for Teaching Staff

The EMEA is proposing language* to the new Agreement that would add compensation for internal substitution. Below is their proposed language:

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 \$50.00 per half day and \$100.00 per full school day. To qualify for a half-day the staff member shall provide instruction for at least one continuous hour. If substitution of less than one hour is needed the staff member will be compensated at a rate of \$25.00. Certified employees that are required to provide instruction to additional students in addition to their designated class will be compensated at the same rate.

The District counters their proposal with the following language:

Any licensed employee that is required to provide instruction to a classroom with no teacher coverage by internal substitution shall be compensated at a rate of \$25.00 per hour for up to two hours. Anything over two hours shall be compensated at a rate of \$50.00 per day. If substitution of less than one hour is needed the staff member will be compensated at a rate of \$25.00. Licensed employees that are required to provide instruction to another classroom of students in addition to their designated class will be compensated at the same rates above.

Board Proposal Details/Rationale

- The Board acknowledges that our entire region has a shortage of substitutes and we need to be inventive with how to cover classes in the absence of a substitute teacher.
- The Board appreciates the willingness of our teachers to help when they can and wants to compensate them for their time and extra work.

Additional Cost: Estimated to cost \$360,000 over the proposed four-year agreement.

Summer Vacancies Notification

The EMEA is proposing language* to the new Agreement that would add and change language to vacancies and transfers. The Board of Education will accept the language below as a change to this portion of the Agreement. Below is their proposed language:

During summer months all vacancies and newly created positions shall be posted on the personnel office official bulletin board, sent by electronic mail to all members of the bargaining unit and posted on the East Moline School District #37 Web Page.

The District accepts the above language.

Board Proposal Details/Rationale

- Due to changes in technology, the District will no longer just sent a vacancy notice to the EMEA Co-Presidents but will now send it out to all employees.
- No changes will be made to the district practice of posting the opening on the district website or bulletin boards.

Additional Cost: No additional cost

Length of Work Day for Classified Employees

The EMEA is proposing language* to the new Agreement that would add the ability for classified staff to make up hours lost due to late start or early out due to inclement weather. Below is their proposed language:

When schools are not opened as a result of inclement weather, no Classified Employees shall be required to work. When schools are in session during inclement weather, but begin later than normal or end earlier than the usual times for arrival and departure, Classified Employees shall be permitted, without loss of pay, to begin work immediately before the anticipated student arrival and end work immediately after student departure. The exception would be secretaries, or other classified employees, who work in air-conditioned environments on days that are shortened due to heat and/or humidity. Classified Employees will be given the opportunity to make-up any hours that were lost due to late start or early dismissal at their regular rate of pay.

The District counters the EMEA proposal with the following language:

When schools are not opened as a result of inclement weather, no Classified Employees shall be required to work. When schools are in session during inclement weather, but begin later than normal or end earlier than the usual times for arrival and departure, Classified Employees shall be permitted, without loss of pay, to begin work immediately before the anticipated student arrival and end work immediately after student departure. The exception would be secretaries, or other classified employees, who work in air-conditioned environments on days that are shortened due to heat and/or humidity. Classified Employees will be paid for a full day of work in the instance a day is shortened because of inclement weather.

Board Proposal Details/Rationale

- The Board acknowledges that closures of buildings for inclement weather could cause a financial concern for classified employees.
- It is a current practice for classified employees to be paid for a full day in the instance of a shortened day due to inclement weather. This language would reflect current practice.
- Classified employees do work on an emergency day.

Additional Cost: No additional cost

Length of Work Year for Classified Employees

The EMEA is proposing language* to the new Agreement that would add clarity on the ability for classified staff to work extra days or hours outside of the regular school year. Below is their proposed language:

If the Principal determines that the assistance of the Instructional Aides, or Non- Instructional Aides is necessary prior to and following the school term and if those Classified Employees agree to such

additional work, the individual Classified Employee's regular hourly rate per diem shall be paid as compensation. Authorization to work extended hours to assist with after school activities may be given when deemed to enhance students' educational opportunities and may include days when students are not in attendance with prior approval of the Superintendent or their designee. Classified staff will not be required to work additional time exceeding an employee's regular work day but can agree to so at their discretion.

The District accepts the above language.

Board Proposal Details/Rationale

- This is current practice of the District, and the Board is agreeable to adding further clarity.

Additional Cost: No additional cost

Differential Positions and Compensation

The EMEA is proposing language* to the new Agreement that would add the several positions and additional compensation. Below is their proposed language:

All stipends will be equal to the following percentages of the base salary at the BA column, Step 1:

Elementary

*Elementary Music Performance Coordinator 7.00%

MIDDLE SCHOOL

Detention Supervisor	8.25%	9.25%
Department Heads	6.50%	7.50%
Cheerleading Sponsor	6.50%	7.50%
Chorus Club	7.50%	8.50%
Drama Sponsor	6.25%	7.25%
Student Council Sponsor (each)	7.00%	8.00%
Athletic Director	11.00%	20.00%
Instrumental Performance Groups	7.50%	8.50%
Media Club Sponsor	4.75%	5.75%
STARS Coordinator	4.00%	6.00%
*Night of The Stars Coordinator		6.00%

*Yearbook Sponsor		5.00%
*Mariachi Band Sponsor		10.30%
*One By One Coordinator		10.30%
*One By One Assistant Coordinator		6.50%
<u>Basketball - Coaching</u>		
7th Grade Boys	10.30%	11.30%
8th Grade Boys	10.30%	11.30%
7th Grade Girls	10.30%	11.30%
8th Grade Girls	10.30%	11.30%
<u>Track - Coaching (3 positions)</u>		
	4.50%	
7th Grade Coach		8.00%
7th Grade Assistant Coach		6.50%
8th Grade Coach		8.00%
8th Grade Assistant Coach	6.50%	
<u>Football Coaching</u>		
7th Grade Coach		11.30%
7th Grade Assistant Coach		6.50%
8th Grade Coach		11.30%
8th Grade Assistant Coach		6.50%
<u>Wrestling</u>		
7th and 8th Grades		
Head Coach	8.00%	9.00%
Assistant Coach	6.50%	7.50%
<u>Volleyball - Coaching</u>		
7th Grade Girls	10.30%	11.30%
8th Grade Girls	10.30%	11.30%
<u>Cross Country</u>		

Head Coach	6.00%	7.00%
Assistant Coach	4.75%	5.75%
<u>Swimming Coaching</u>		
7th and 8th Grades		
*Head Coach		7.00%
*Assistant Coach		5.50%
<u>Intramurals</u>		
5th and 6th Grades Combined		4.75%
*Indicates a new position.		
In the event a new differential position(s) is established during the length of this contract, representatives from the East Moline Board of Education and the East Moline Education Association will negotiate the terms of said position(s).		
The District counters the EMEA proposal with the following language:		
All stipends will be equal to the following percentages of the base salary at the BA column, Step 1:		
<u>Elementary</u>		
*Elementary Music Performance Coordinator		4.00%
<u>MIDDLE SCHOOL</u>		
Detention Supervisor		8.25%
Department Heads		6.50%
Cheerleading Sponsor		6.50%
Chorus Club		7.50%
Drama Sponsor		6.25%
Student Council Sponsor (each)		7.00%
Athletic Director		11.00%
Instrumental Performance Groups		7.50%
Media Club Sponsor		4.75%
STARS Coordinator		4.00%
*Night of The Stars Coordinator		4.00%

*Yearbook Sponsor	4.00%
*Mariachi Band Sponsor	10.30%
*One by One Coordinator	10.30%
*One by One Assistant Coordinator	4.75%
*First Lego League Sponsor	10.30%
*First Lego League Assistant	4.75%
<u>Basketball - Coaching</u>	
7th Grade Boys	10.30%
8th Grade Boys	10.30%
7th Grade Girls	10.30%
8th Grade Girls	10.30%
<u>Track - Coaching (4 positions)</u>	4.50%
<u>Football Coaching</u>	
7th Grade Coach	10.30%
7th Grade Assistant Coach	8.25%
8th Grade Coach	10.30%
8th Grade Assistant Coach	8.25%
<u>Wrestling</u>	
7th and 8th Grades	
Head	8.00%
Assistant	6.50%
<u>Volleyball - Coaching</u>	
7th Grade Girls	10.30%
8th Grade Girls	10.30%
<u>Cross Country</u>	
Head Coach	6.00%
Assistant	4.75%

Swimming

Head Coach 7.00%

Intramurals

5th and 6th Grades Combined 4.75%

*Indicates a new position.

In the event a new differential position(s) is established during the length of this contract, representatives from the East Moline Board of Education and the East Moline Education Association will negotiate the terms of said position(s).

Board Proposal Details/Rationale

- The Board believes that since our offer contains a higher base salary, there is no need to also increase the percentages of that base that these stipend positions receive.

Additional Cost: \$147,261 in new money over 4 years.

Pay Schedule for Classified Employees

The Board is proposing language to the new Agreement that would add the ability for classified staff to receive their salary on 12 month pay schedule and they would not have to opt in each year. Below is our proposed language:

*Classified Employees shall be paid on a ten (10) month pay period with checks being issued via electronic transfer September through June on the 15th and 30th of each month. If the 15th or the 30th does not fall on a school day, Classified Employees shall be paid on the last school day, or normal summer office work day, prior to that day. **The Board agrees to provide the Union, upon request, a copy of the pay schedule for the fiscal year. This schedule will reflect any pay dates that, due to reasons beyond the district's control, will not be able to be accommodated. Examples of this include, but are not limited to, spring and winter break, and timelines established by banking systems.***

*By notifying the ~~Human Resources Payroll~~ office within one calendar week of the first day of work in the new school year, classified employees may elect a twelve month pay period with checks being issued via electronic transfer, ~~on the 15th and the 30th of each month as established above. If the 15th and the 30th do not fall on a school day, Classified Employees shall be paid on the last school day, or normal summer office work day, prior to that day.~~ **Requests received in this manner will be considered valid for the duration of this collective bargaining agreement, unless revoked by the employee, in writing, before the deadline outlined above.***

Board Proposal Details/Rationale

- Currently, the practice is that any employee who wishes to be on a 12-month payroll, as opposed to a 10-month payroll, has to opt in each year. This would allow them to opt in once.

Additional Cost: No additional cost

Pay Schedule for Licensed Employees

The Board is proposing language to the new Agreement that would add the ability for licensed staff to receive their salary on 10 month pay schedule if they wish and they would not have to opt in each year. Below is our proposed language:

Teachers shall be paid on a twelve (12) month pay period with checks being issued via electronic transfer, on the 15th and the 30th of each month. If the 15th or the 30th does not fall on a school day, or normal summer office work day, the teachers shall be paid on the last school day, or normal summer office day, prior to that day. . **The Board agrees to provide the Union, upon request, a copy of the pay schedule for the fiscal year. This schedule will reflect any pay dates that, due to reasons beyond the district’s control, will not be able to be accommodated. Examples of this include, but are not limited to, spring and winter break, and timelines established by banking systems.**

By notifying the ~~Human Resources Payroll~~ office no later than the end of the first calendar week of the school year, teachers may instead elect a ten (10) month pay period with checks being issued via electronic transfer, September through June , ~~on the 15th and the 30th of each month as established above. If the 15th or the 30th does not fall on a school day, or normal summer office work day, the teachers shall be paid on the last school day, or normal summer office work day, prior to that day.~~ **Requests received in this manner will be considered valid for the duration of this collective bargaining agreement, unless revoked by the employee, in writing, before the deadline outlined above.**

Board Proposal Details/Rationale

- Current practice is any teacher who wishes to be on a 10-month payroll, as opposed to a 12-month payroll, has to opt in each year. This would allow them to opt in once.

Additional Cost: No additional cost

Certified Staff Retirement Stipend

The Board is proposing language to the new Agreement that would alter the compensation for licensed employees who would qualify to retire under Option 1 of the Agreement. Below is our proposed language:

Option 1 - Any teacher who renders a minimum of twenty-five (25) years of cumulative creditable service to the District preceding his or her retirement and who does not cause the District to incur a cost payable to TRS under the Early Retirement Option (ERO) will be paid a salary increase in his/her last year(s) of service equal to ~~six percent~~ **the percentage outlined below** ~~(6%)~~ above the previous year's contracted salary for a maximum of four (4) years prior to retirement. The ~~six percent (6%) increase~~ **retirement incentive** shall be in lieu of any step and lane advancement.

If Notice is provided by:	The amount of the stipend would be:	This stipend would be paid
March 1 of fifth year before retirement	3%	each year, over the final four (4) years of employment
March 1 of the fourth year before retirement	4%	each year, over the final three (3) years of employment
March 1 of the third year before retirement	5%	each year, over the final two (2) years of employment
March 1 of the year prior to retirement	6%	during the final year of employment

Eligibility for this option is limited to teachers who are at least sixty (60) years old, or are between the ages of fifty-five (55) and fifty-nine (59) with at least thirty-five (35) years of creditable TRS service at the time of retirement. The teacher's retirement must become effective at the conclusion of the first school year that all terms of eligibility have been met **and may never become effective in the middle of any school year.** After written notice has been provided, the teacher must not accept extra duty assignments which would cause the teacher to have creditable earnings in excess of 6% of the prior year's TRS creditable earnings.

"Creditable TRS service", as used in this provision, does not include unused sick or personal business leave. The teacher must begin receiving an adjusted salary during the life of this collective bargaining agreement.

- a. The teacher shall provide written notice to the Superintendent of his/her intention to retire and participate in this option no later than the first day of March of the school year prior to the school year that the stipend will begin to be received. The letter of intent set forth in subparagraph "d" shall be used to ensure that all notices provide the appropriate information. The Board shall approve the request and notify the teacher within sixty (60) days of the receipt of this notice.

Board Proposal Details/Rationale

- In the previous agreement, employees did not have to take the retirement option when it first became available and could work well beyond when they were first eligible. The Board would like employees to notify the District if they wish to retire under Option 1 when they are first eligible.
- The Board would like to avoid any TRS post-retirement penalties. Currently, if any eligible staff member that is eligible to retire under Option 1 has a salary increase that is more than 6% in any of their last four years of work, there is a penalty assessed on the employer, post-retirement.
- Currently, there are only three individuals that would be eligible for Option 1 under this new collective bargaining agreement.

Salary Schedule

Teachers are paid according to their placement on the teacher salary schedule. The salary schedule is organized around steps and lanes. **This year the salary for all employees on the salary schedule increased an average of 3.59%. Salary increases this year range from 2% to 9.08% for all employees currently on the salary schedule.** Salaries continue to increase as a teacher moves a step (down the salary schedule) and/or a lane (across the salary schedule).

EMEA*:

Instructional Aides (Paraprofessionals):

2016/2017: Add \$2.00 to each step on the salary schedule, add a new lane for those instructional aides that have 60 hours of college credit, add a new lane for any paraprofessional with a Bachelor's degree, longevity step and 1% for those off the salary schedule

2017/2018: 3% added to the salary schedule, longevity step, and 1% for those off the salary schedule

2018/2019: 3% added to the salary schedule, longevity step, and 1% for those off the salary schedule

2019/2020: 3% added to the salary schedule, longevity step, and 1% for those off the salary schedule

EMEA*:

Secretaries and Non-Instructional Aides:

2016/2017: Add \$2.00 to each step on the salary schedule, longevity step and 1% for those off the salary schedule

2017/2018: 2% added to the salary schedule, longevity step

2018/2019: 2% added to the salary schedule, longevity step

2019/2020: 2% added to the salary schedule, longevity step

EMEA*:

Licensed Staff:

2016/2017: Remove the base step off the salary schedule, add a step on the bottom of the scale by increasing it 2.5% beyond the current schedule, 2% increase on the base salary, longevity step, lane movement, 2% for those off the schedule, and 2% Board contribution toward TRS

2017/2018: 2% increase on the base salary, longevity step, lane movement, 2% for those off schedule, and 4% Board contribution toward TRS

2018/2019: 2% increase on the base salary, longevity step, lane movement, 2% for those off schedule, and 6% Board contribution toward TRS

2019/2020: Two longevity steps, lane movement, 4% for those off schedule, and 8% Board contribution toward TRS

The District counters with the following salary proposal for all EMEA employees:

Board:

2016/2017: Step increase; lane movement, 2% for those off the salary schedule.

2017/2018: Remove base step off the salary schedule for all employees. All licensed EMEA employees will stay at the same step for the 2017-18 school year, lane Movement, 2% for those off the salary schedule.

2018/2019: Step increase; lane movement, 2% for those off the salary schedule.

2019/2020: Two Step increase; lane movement, 2% for those off the salary schedule.

** The EMEA position represented here references the last EMEA position prior to the declaration of impasse and does not reflect any changes the EMEA may be contemplating for its most recent offer.*

Board Salary Schedule Proposal Details

Employees shall be paid in accordance with the following:

2016/2017: Each employee would receive their longevity step, as well as any lane movement for education (if applicable). Those employees off the salary schedule would receive a 2% raise. *As an act of good faith, the Board of Education has already given everyone covered under the Agreement a longevity step, allowed lane movement, and a 1% increase for those who are no longer on the salary schedule.*

2017/2018: The Board proposes removing the base step off the salary schedule for all employees. That raises the starting salary for employees in the District. All employees would then stay at their current step, which in essence would mean they would still get their step increase, as well as any lane movement (if applicable), and 2% for those off the salary schedule.

2018/2019: Each employee would receive their longevity step, as well as any lane movement for education (if applicable). Those employees off the salary schedule would receive a 2% raise.

2019/2020: Each employee would receive two longevity steps, as well as any lane movement for education (if applicable), and those employees off the salary schedule would receive a 2% raise.

Rationale for Board Salary Schedule Proposal

The Board listened to the EMEA bargaining team and created a higher starting wage for all individuals covered under this Agreement. The Board also worked to give two longevity steps to our staff in the 4th year of this salary proposal. With current fund balances the Board had to be creative to ensure we are

good stewards with limited resources as well as making sure our employees can continue to receive yearly raises.

We have the highest esteem, admiration, and respect for our teachers. Our employees make our School District a nurturing and challenging place for our students, a great and lasting value for our parents, and a strong and vibrant institution within our community. Charged with the responsibility of being good stewards of taxpayer money, the Board is seeking a teacher contract which will not compromise the long-term solvency of the District while also being fair to our employees.

EMEA Salary Cost Summary

It should be noted that the Board of Education has not received any cost estimates from the EMEA for any of their proposals. The below cost estimates were calculated by the Board of Education.

The District's salary schedule costs for 2015/2016 for those on and off the schedule for Instructional Aides (Paraprofessionals) was \$723,785. The EMEA salary proposal for Instructional Aides (Paraprofessionals) would add \$177,503 in new money for 2016/2017. The EMEA salary proposal for Instructional Aides (Paraprofessionals) would add an additional \$224,287 in new money for 2017/2018. The EMEA salary proposal for Instructional Aides (Paraprofessionals) would add an additional \$273,625 in new money for 2018/2019. The EMEA salary proposal for Instructional Aides (Paraprofessionals) would add an additional \$323,793 in new money for 2019/2020. All told it will mean an increase of \$999,208 dollars in new money for Instructional Aides (Paraprofessionals) over the proposed four-year agreement.

The District's salary schedule costs for 2015/2016 for those on and off the schedule for secretaries and non-instructional aides was \$338,877. The EMEA salary proposal for secretaries and non-instructional aides would add \$37,233 in new money for 2016/2017. The EMEA salary proposal for secretaries and non-instructional aides would add an additional \$53,182 in new money for 2017/2018. The EMEA salary proposal for secretaries and non-instructional aides would add an additional \$68,932 in new money for 2018/2019. The EMEA salary proposal for secretaries and non-instructional aides would add an additional \$84,716 in new money for 2019/2020. All told it will mean an increase of \$244,063 dollars in new money for secretaries and non-instructional aides over the proposed four-year agreement.

The District's salary schedule costs for 2015/2016 for those on and off the schedule was \$11,184,638. The EMEA salary proposal for teachers would add \$610,390 in new money for 2016/2017. The EMEA salary proposal for teachers would add an additional \$1,457,478 in new money for 2017/2018. The EMEA salary proposal for teachers would add an additional \$2,317,533 in new money for 2018/2019. The EMEA salary proposal for teachers would add an additional \$2,925,389 in new money for 2019/2020. All told it will mean an increase of \$7,310,790 dollars in new money for teachers over the proposed four-year agreement.

The total of the salary proposal from the EMEA would cost the District \$8,554,061 in new money over the proposed four-year agreement.

Board Salary Cost Summary

The District's salary schedule costs for 2015/2016 for those on and off the schedule was \$11,184,638. The Board's proposed salary schedule for all instructional aides (paraprofessionals), secretaries, non-instructional aides and teachers is projected to cost \$153,003 in new money for 2016/2017. The Board's

proposed salary schedule for all instructional aides (paraprofessionals), secretaries, non-instructional aides and teachers is projected to cost \$488,311 in new money for 2017/2018. The Board's proposed salary schedule for all instructional aides (paraprofessionals), secretaries, non-instructional aides and teachers is projected to cost \$775,572 in new money for 2018/2019. The Board's proposed salary schedule for all instructional aides (paraprofessionals), secretaries, non-instructional aides and teachers is projected to cost \$792,272 in new money for 2019/2020. All told it will mean an increase of \$2,209,158 dollars in new money for our employees over the proposed four-year agreement.
