

**District 65 Board of Education Most Recent Offer to DEC
November 2, 2016**

Components of Board Offer:	FY17	FY18	FY19	FY20
Salaries:				
"Step increase" raise	0	0	1,093,656	1,025,642
"Track increase" raise	452,653	452,653	460,372	478,466
Cost of living raise	0	0	569,768	596,081
Bonus	698,539	698,539	0	0
Total cost of all raises and bonuses	1,151,192	1,151,192	2,123,796	2,100,189
Total cost of DEC salary	57,034,329	57,034,329	58,646,933	60,286,749
<i>Salary increase from prior year</i>	<i>2.1%</i>	<i>0.0%</i>	<i>2.8%</i>	<i>2.8%</i>
<i>Salary increase from FY16 (Last Contract)</i>	<i>2.1%</i>	<i>2.1%</i>	<i>4.9%</i>	<i>7.9%</i>
Healthcare Insurance:				
Healthcare insurance changes	62,614	-110,108	-118,744	-124,812
Total cost for healthcare insurance	5,414,095	5,549,447	5,688,184	5,830,388
<i>Percent increase for healthcare insurance from prior year</i>	<i>3.0%</i>	<i>2.5%</i>	<i>2.5%</i>	<i>2.5%</i>
<i>Percent increase for healthcare insurance from FY16</i>	<i>3.0%</i>	<i>5.6%</i>	<i>8.2%</i>	<i>10.9%</i>
Working Conditions:				
Total cost of K-5 planning time	0	0	640,000	640,000
Overall Offer Cost Summary:				
Salaries	57,034,329	57,034,329	58,646,933	60,286,749
Healthcare insurance	5,414,095	5,549,447	5,688,184	5,830,388
Working conditions (K-5 planning time)	0	0	640,000	640,000
Total Cost of Offer:	62,448,424	62,583,776	64,975,117	66,757,137
<i>Increase from prior year</i>	<i>2.1%</i>	<i>0.2%</i>	<i>3.8%</i>	<i>2.7%</i>
<i>Increase from FY16</i>	<i>2.1%</i>	<i>2.4%</i>	<i>6.3%</i>	<i>9.2%</i>

**The District's best estimate given financial projections is that the current offer would still leave the District facing deficits. These would require reductions and layoffs of teachers and other district staff unprecedented in the last decade.*