

**Grundy County Special
Education Cooperative
Executive Board
Last Offer as of
September 16, 2013**

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INTRODUCTION

Since May 2013, the Grundy County Special Education Cooperative Executive Board (“Executive Board”) and the Special Education Employees of Grundy County, IEA-NEA (“Union”) have engaged in collective bargaining negotiations in an effort to reach an agreement on the terms for the parties’ successor contract. The parties agreed to participate in mediation in July 2013, and while we have reached a tentative agreement on numerous contract terms, we remain apart on items related to employee compensation and benefits, including salaries and health insurance. On September 16, 2013, the Executive Board declared impasse.

This document constitutes the Executive Board’s offer, as required by Section 12(a-5)(2) of the *Illinois Educational Labor Relations Act* (115 ICLS 5/12(a-5)(2)). The Executive Board’s offer is set forth in full below, but for the most part, does not include matters upon which the parties have previously tentatively agreed.

The Executive Board’s two primary goals for a new contract are:

- Providing a fair salary and benefits package that is financially responsible; and
- Encouraging and maintaining the highest quality instructional assistance.

To this end, on September 16, 2013, the Executive Board made an offer that allowed the Union to select one of two options, but the Union rejected this offer.

A brief explanation of the various matters included in the Executive Board’s offer is followed by the terms of the offer.

PROPOSALS

Salary and Health Insurance

The Executive Board has proposed two options to the Union involving salary and health insurance.

Option 1

Under the first option, the Executive Board offers to provide an average salary increase of 2.75%, inclusive of any step experience movement, and proposes to make *no modifications to the employees' health insurance benefit*. Currently, the Executive Board contributes 85% to premium costs for both single and family health insurance. Employees become eligible for family coverage on the first day of their third year of employment, and the Executive Board is proposing to maintain this eligibility requirement. The Executive Board contributes 90% to in-network claims and 75% to out-of-network claims. The current single coverage deductible is \$400 and the family coverage deductible is \$750. Current out-of-pocket costs to the employees are \$800 for single coverage and \$1,500 for family coverage.

The proposal for Option 1 is as follows:

- Provide an average salary increase of 2.75%, inclusive of step experience movement, as reflected in the below salary schedule.
- Make no modification to the health insurance plan;
 - Executive Board contributes 85% toward premium costs of single and family coverage;
 - Single coverage deductible is \$400
 - Family coverage deductible is \$750
 - Out-of-pocket costs equal \$800 single / \$1,500 family.

OPTION 1 SALARY SCHEDULE

**GCSEC Program Assistant Negotiations
September 16, 2013
Proposal from GCSEC**

**1 Year Contract - 2.75% salary increase includes step
- Insurance plan remains unchanged.**

2013-14

<u>Step</u>	<u>Lane 1</u>	<u>Annual Salary</u>	<u>Lane 2</u>	<u>Annual Salary</u>	<u>Lane 3</u>	<u>Annual Salary</u>
1	\$10.01	\$11,455.60	\$10.63	\$12,159.16	\$11.24	\$12,862.72
2	\$10.22	\$11,695.84	\$10.84	\$12,399.40	\$11.45	\$13,102.96
3	\$10.43	\$11,936.08	\$11.05	\$12,639.64	\$11.66	\$13,343.20
4	\$10.64	\$12,176.32	\$11.26	\$12,879.88	\$11.87	\$13,583.44
5	\$10.85	\$12,416.56	\$11.47	\$13,120.12	\$12.08	\$13,823.68
6	\$11.06	\$12,656.80	\$11.68	\$13,360.36	\$12.29	\$14,063.92
7	\$11.27	\$12,897.04	\$11.89	\$13,600.60	\$12.50	\$14,304.16
8	\$11.48	\$13,137.28	\$12.10	\$13,840.84	\$12.71	\$14,544.40
9	\$11.84	\$13,547.75	\$12.46	\$14,251.31	\$13.07	\$14,954.87
10	\$12.07	\$13,810.87	\$12.69	\$14,514.43	\$13.30	\$15,217.99
11	\$12.30	\$14,073.99	\$12.92	\$14,777.55	\$13.53	\$15,481.11
12	\$12.53	\$14,337.11	\$13.15	\$15,040.67	\$13.76	\$15,744.23
13	\$12.76	\$14,600.23	\$13.38	\$15,303.79	\$13.99	\$16,007.35
14-16	\$12.99	\$14,863.35	\$13.61	\$15,566.91	\$14.22	\$16,270.47
17+	\$13.22	\$15,126.47	\$13.84	\$15,830.03	\$14.45	\$16,533.59

- Lane 1 H.S. diploma and Highly Qualified Para-pro status per NCLB requirement.
- Lane 2 H.S. diploma and 30 semester hours from accredited college and teacher assistant approval from ISBE
- Lane 3 Lane 2 requirements, and Associates Degree for teacher assistants, or 30 additional hours in child development, education, related services, or similar courses approved by the Co-op.

Option 2

Under the second option, the Executive Board proposes to provide an average salary increase of 3.5%, inclusive of any step experience movement, and proposes to provide the paraprofessionals with the *same health insurance benefits package that is currently provided to the Cooperative's teachers*.

Under the Executive Board's proposal to modify the health insurance package so that paraprofessionals and teachers receive the same health insurance benefits, paraprofessionals would experience a modest increase in deductibles and out-of-pocket expenses. Single coverage deductibles would increase \$100 and family coverage deductibles would increase \$250. Out-of-pocket costs increase \$400 and \$900 for single and family coverage, respectively. Additionally, the Executive Board's contribution to out-of-network claims would be reduced from 75% to 70%. However, the Executive Board would continue to contribute 85% of the coverage costs for single and family coverage, and the Executive Board is proposing to maintain the current eligibility requirement for family coverage.

The proposal for Option 2 is as follows:

- Provide an average salary increase of 3.5%, inclusive of step experience movement, as reflected in the below salary schedule
- Modify paraprofessionals' health insurance plan to match the teachers' health insurance plan:
 - Increases deductibles to \$500 for single coverage and \$1,000 for family coverage
 - Increases out-of-pocket costs to \$1,200 for single coverage and \$2,400 for family coverage
 - Reduces insurance coverage toward out-of-network claims from 75% to 70%
- Continue the Executive Board's contribution of 85% of the premium costs of both single and family coverage.

OPTION 2 SALARY SCHEDULE

**GCSEC Program Assistant Negotiations
September 16, 2013
Proposal from GCSEC**

**1 Year Contract - 3.5% salary increase includes step
- Insurance plan consistent with the teachers' plan**

2013-14

<u>Step</u>	<u>Lane 1</u>	<u>Annual Salary</u>	<u>Lane 2</u>	<u>Annual Salary</u>	<u>Lane 3</u>	<u>Annual Salary</u>
1	\$10.10	\$11,553.96	\$10.71	\$12,257.52	\$11.33	\$12,961.08
2	\$10.31	\$11,794.20	\$10.92	\$12,497.76	\$11.54	\$13,201.32
3	\$10.52	\$12,034.44	\$11.13	\$12,738.00	\$11.75	\$13,441.56
4	\$10.73	\$12,274.68	\$11.34	\$12,978.24	\$11.96	\$13,681.80
5	\$10.94	\$12,514.92	\$11.55	\$13,218.48	\$12.17	\$13,922.04
6	\$11.15	\$12,755.16	\$11.76	\$13,458.72	\$12.38	\$14,162.28
7	\$11.36	\$12,995.40	\$11.97	\$13,698.96	\$12.59	\$14,402.52
8	\$11.57	\$13,235.64	\$12.18	\$13,939.20	\$12.80	\$14,642.76
9	\$11.93	\$13,646.11	\$12.54	\$14,349.67	\$13.16	\$15,053.23
10	\$12.16	\$13,909.23	\$12.77	\$14,612.79	\$13.39	\$15,316.35
11	\$12.39	\$14,172.35	\$13.00	\$14,875.91	\$13.62	\$15,579.47
12	\$12.62	\$14,435.47	\$13.23	\$15,139.03	\$13.85	\$15,842.59
13	\$12.85	\$14,698.59	\$13.46	\$15,402.15	\$14.08	\$16,105.71
14-16	\$13.08	\$14,961.71	\$13.69	\$15,665.27	\$14.31	\$16,368.83
17+	\$13.31	\$15,224.83	\$13.92	\$15,928.39	\$14.54	\$16,631.95

- Lane 1 H.S. diploma and Highly Qualified Para-pro status per NCLB requirement.
- Lane 2 H.S. diploma and 30 semester hours from accredited college and teacher assistant approval from ISBE
- Lane 3 Lane 2 requirements, and Associates Degree for teacher assistants, or 30 additional hours in child development, education, related services, or similar courses approved by the Co-op.

COST SUMMARY

Option 1 Cost Summary

- Salary Cost = **\$1,133,349.99**
- Benefit Cost = **\$453,674.73**
- Total Cost = **\$1,587,024.72**

Option 2 Cost Summary

- Salary Cost = **\$1,141,612.28**
- Benefit Cost = **\$428,674.73**
- Total Cost = **\$1,570,287.00**

APPENDIX

APPENDIX A – INDIVIDUAL SALARIES

Employee	current (fy13) Total Contract	proposed 2.75%	proposed 3.50%
S.A.	13,493.41	13,855.25	13,960.31
T.A.	12,836.85	13,187.46	13,289.25
D.A.	11,445.72	11,796.33	11,898.12
D.B.	14,567.28	14,691.69	14,793.48
A.B.	12,755.60	13,121.68	13,213.20
S.B.	13,945.36	14,300.00	14,402.96
J.B.	12,158.25	12,508.86	12,610.65
L.B.	11,898.12	12,260.04	12,350.52
S.B.	11,208.21	11,321.31	11,423.10
S.B.	12,870.78	13,391.04	13,492.83
P.B.	15,257.19	15,517.32	15,619.11
L.B.	14,047.02	14,431.56	14,533.35
C.B.	12,599.34	12,949.95	13,051.74
W.B.	12,599.34	12,949.95	13,051.74
S.C.	13,560.69	14,092.26	14,182.74
R.C.	11,920.74	12,271.35	12,373.14
J.C.	13,526.76	13,911.30	14,013.09
P.C.	18,186.49	18,823.98	18,878.79
A.C.	11,817.52	12,172.16	12,275.12
C.C.	14,425.84	14,952.08	15,055.04
S.D.	13,786.89	14,137.51	14,239.29
K.D.	14,657.76	15,042.30	15,144.09
M.D.	11,523.53	11,854.24	11,936.92
C.D.	13,266.63	13,651.17	13,752.96
S.E.	14,024.40	14,375.01	14,476.80
K.E.	13,014.83	13,388.35	13,481.73
T.E.	11,898.12	12,260.04	12,350.52
N.F.	13,549.38	13,899.99	14,001.78
R.F.	13,311.87	13,662.48	13,764.27
D.F.	14,657.76	15,042.30	15,144.09
T.G.	14,047.02	14,431.56	14,533.35
K.G.	10,530.52	10,850.84	10,930.92
V.G.	10,462.14	10,571.53	10,720.71
K.G.	12,778.48	13,133.12	13,236.08
C.G.	13,984.96	14,380.52	14,495.36
R.G.	14,261.91	14,782.17	14,883.96
C.H.	12,599.34	12,949.95	13,051.74

P.H.	14,734.72	15,123.68	15,226.64
P.H.	14,425.84	14,952.08	15,055.04
D.H.	11,208.21	11,558.82	11,660.61
A.H.	15,268.50	15,392.91	15,483.39
H.H.	12,755.60	13,121.68	13,213.20
K.J.	13,003.16	13,365.00	13,470.06
T.J.	13,311.87	13,424.97	13,526.76
J.K.	12,744.16	12,858.56	12,961.52
A.K.	12,538.24	12,892.88	12,995.84
M.L.	12,135.63	12,497.55	12,588.03
R.L.	13,085.67	13,447.59	13,538.07
T.M.	8,289.71	8,533.53	8,604.31
B.M.	12,135.63	12,497.55	12,588.03
J.M.	12,599.34	12,949.95	13,051.74
G.M.	12,599.34	12,712.44	12,814.23
T.M.	11,920.74	12,271.35	12,373.14
S.M.	14,567.28	14,691.69	14,793.48
K.N.	14,425.84	14,952.08	15,055.04
P.N.	14,734.72	14,860.56	14,963.52
A.P.	11,208.21	11,558.82	11,660.61
M.P.	14,567.28	14,691.69	14,793.48
K.R.	12,726.36	13,081.32	13,175.28
J.R.	15,268.50	15,653.04	15,743.52
B.S.	11,208.21	11,558.82	11,660.61
K.S.	9,855.50	9,954.95	10,044.45
J.S.	10,462.14	10,571.54	10,651.10
P.S.	13,464.88	13,819.52	13,922.48
T.S.	13,085.67	13,447.59	13,538.07
Z.S.	12,870.78	13,391.04	13,492.83
M.S.	5,815.08	5,867.28	5,914.26
J.S.	12,744.16	13,098.80	13,201.76
J.S.	12,836.85	13,187.46	13,442.00
N.T.	12,158.25	12,508.86	12,610.65
C.T.	13,323.18	13,662.48	13,775.58
K.T.	13,311.87	13,662.48	13,764.27
J.V.	15,127.56	15,256.76	15,632.60
M.V.	12,744.16	13,098.80	13,709.52
C.W.	12,984.40	13,098.80	13,201.76
P.W.	12,848.16	13,210.08	13,300.56
V.W.	11,920.74	12,033.84	12,135.63
L.W.	0.00	0.00	0.00
N.W.	15,268.50	15,392.91	15,483.39
K.X.	12,057.76	12,412.40	12,515.36

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