GRAYSLAKE CONSOLIDATED COMMUNITY SCHOOL DISTRICT 46

Grayslake Federation of Teachers

Teachers in Grayslake Consolidated Community School District 46 have offered a fair contract proposal that the district can afford. The board's proposed pay freeze with a small stipend would actually cause teachers to see a cut in their take home pay when you consider the cuts to insurance benefits.

Teachers' salaries are already below average when compared to area districts and the board's proposal would make them even less competitive.

The school district still has a solid $8.2 million surplus as reported to the Illinois State Board of Education in the most recent financial report that is available. The district can afford to make teachers in the classroom a priority.

Teachers' have made concessions in the past to help the district's financial status and they are still willing to negotiate a fair agreement, but they don't believe the board's demand for severe cuts is necessary.

The union and board have reached a tentative agreement on all non-economic items brought forth during negotiations. The following items are still pending with the exception of two items, noted below, which have been withdrawn in the union's last, best offer:

**1.Duration:**

The board has proposed a one-year agreement for the 2012-2013 school year.

The union has proposed a two-year agreement for the 2012-2013 and 2013-2014 school years.

**2. Religious Leave:**

The union has withdrawn this proposal in its last, best offer.

**3. Fringe Benefit:**

The board has proposed halving a benefit first negotiated in 1989, then restricted to then teachers as of December 16, 2005. Teachers receive this benefit in lieu of medical insurance. The flex benefit amount has not gone up since 2005. The board proposes to use the money saved by halving the flex benefit to fund a bonus, shown below, to all teachers.

The Board shall make available group major medical insurance. The Board may change carrier(s), if the coverage remains substantially the same, after consulting with the Union.

1. The Board shall maintain a cafeteria plan for all teachers employed on or before December 16, 2005, which meets the requirements of Section 125 of the Internal Revenue Code. If, at any time, such Section 125 or related regulations are amended, the parties shall promptly revise the plan to comply with the amendment. Each teacher shall have overall compensation defined as their compensation on the appended Salary Schedule(s) ~~plus six thousand two hundred and ninety-two dollars ($6,292)~~three thousand one hundred forty-six dollars ($3,146). To receive the flex amount, a teacher must maintain the health coverage selected at the time of execution of this Agreement. Teachers selecting only dental insurance may elect to discontinue such coverage. Any teacher, who as of the 2005-06 school term has selected coverage in excess of single coverage (e.g. single + one, single + spouse, family, etc.), will continue to receive over the life of this Agreement either $~~6,292~~3,146 in flex or 100% HMO single and dental coverage whichever is greater.

The union proposes to retain the current CBA language with no revision or increase in flex amount.

**4. Professional Growth:**

The union has withdrawn its proposal in its last, best offer and accepts the current CBA reimbursement for both years of our proposal.

**5. Retirement Option:**

The board has proposed reducing the retirement option of receiving up to four years of 6% increases to three years of 5% increases:

1. The Board shall pay, for any teacher with at least ten (10) years of service in the District who applies and is eligible for early retirement as specified in Section 17-116.1 of the Illinois Pension Code, an amount equal to one hundred percent (100%) of the teachers' one-time employee contribution. To be eligible for this benefit, a teacher must apply in writing no later than March 1 of the year of retirement.

   If the state offers another type of early retirement plan(s), the teacher has a choice of either the local (Agreement's) early retirement plan or one of the state's plan(s), but not both.

2. To be eligible for this incentive, teachers at the date of retirement must:

   A. have served a minimum of ten (10) years of teaching in the District (excluding time on unpaid leave of absence), AND

B. have attained at least age 60 or have attained at least thirty-five (35) years of service credit with the Illinois Teachers' Retirement System (ITRS), OR

C. have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on behalf of the teacher.

For up to the last four ~~(4) years~~three (3) of the eligible teacher's employment, the teacher shall receive a ~~six~~five percent (~~6~~5%) increase in basic compensation over the basic compensation of the preceding year. Basic compensation is defined as salary compensation inclusive of off schedule increases per Article V. O.

Eligible teachers applying for this incentive must submit a written notice to the Superintendent on or before March 1 of the school term of the year prior to the first year in which the teacher expects a six percent (6%) increase in basic compensation.

A teacher who gives written notice of retirement shall, upon the Board's approval of such notice, execute a promissory note payable to the Board for the amount of retirement incentives to be paid hereunder by the Board, provided nothing herein shall preclude the teacher and the Board from adjusting the original proffered date of retirement to a later date which would qualify the teacher to full retirement incentives without discount and without giving rise to any required Board payment to ITRS as a consequence of such retirement.

A teacher who gives written notice of retirement shall within his/her last four years of employment be entitled to additional extracurricular duties if pay for such does not exceed a six percent (6%) increase in total creditable earnings over the creditable earnings reported to the Illinois Teachers Retirement System in the previous school year.

The union proposes to retain the current CBA language with no revision to the years or percent in the retirement option.

**6. Salary:**

The board proposes a hard freeze for the 2012-2013 school year: no step or lane changes. Teachers would receive a bonus of $1300 per teacher (excluding teachers who have submitted notice of retirement).

The union proposes all teachers (excluding teachers who have submitted notice of retirement) receive an increase of 3% for each of the 2012-2013 and 2013-2014 school years.

Cost for the union's proposal: for the 2012-2013 school year: $494,586;
for the 2013-2014 school year: $509,424.

**7. Extra Duty and Other Stipends:**

The board proposes a freeze at 2011-2012 levels for the 2012-2013 school year.

The union proposes an increase of 2.5% for all amounts for each of the 2012-2013 and 2013-2014 school years.

Cost: For the 2012-2013 school year: $7341. For the 2013-2014 school year: an additional $7524.