

District 156 McHenry Community High School Educators' Association

Final Offer - 8/31/2015

Overview

As teachers in District #156, we know that the current status of stalled negotiations is not easy on anyone. We want the community to know that we share your concern and frustration. The last thing we ever would want is a strike. Unfortunately, the unwillingness of the Board of Education to reach a fair compromise is pushing us in that direction.

The McHenry Community High School Educators' Association is concerned about, and dedicated to, the students' and district's future. Teachers are proud of our professional work with the students of McHenry. We are working hard to make our schools the very best they can be. To that end, and to save money for the school district, we have agreed to teach an additional class this year to make professionals more accessible to students. Our goal is to make sure students will receive additional academic assistance as they need it during the school day. In addition, teachers worked diligently this year in and out of the classroom to increase the academic rigor to ensure student growth in necessary skills. Every student's education and growth as a person is the Association's number one priority.

Because of poor compensation and benefits, McHenry Community High School District 156 has had a great deal of difficulty hiring and retaining its first choices of teacher candidates. Other districts with better compensation and benefits simply hire them instead. Unfortunately, the compensation package put forward by the Board of Education in this year's negotiations would continue to keep District 156 non-competitive in the hiring and retaining of quality teachers.

The Association is fighting to retain the quality educators that currently serve the students. We're working hard to create a school district that attracts the quality teacher candidates that other districts want to hire as well. The exodus of teachers from District 156 over the last several years is more than troubling. It's a disservice to the students who count on us to provide them with quality educators.

Teachers have been working without a contract since the end of July. Negotiations have gone on for over five months without agreement. Even so, teachers agreed to change the work environment and take on an additional class. Teachers have learned and employ effective modes of data collection through the use of newly created assessments. Teachers have also taken on the challenging responsibility of learning and integrating a variety of technologies in the classroom to enhance student learning. Each of these instances are further responsibilities that add to an already time intensive set of expectations. Yet, the Board of Education has repeatedly offered inadequate compensation packages that actually CUT PAY OF TEACHERS. This is unfair and will hurt the quality of the school district. With the already large amount of turnover in staff due

to teachers finding better compensation and working environments elsewhere, this type of pay reduction would only make the problem worse.

Since fiscal year 2011 the total teachers' salaries to the District has *decreased* over \$875,000. The teacher insurance cost to the District has also decreased more than \$175,000 over the same time period. The total savings to the District in salaries and insurance over the past four years is over \$1,000,000. In addition, the District has significantly over-budgeted its expenditures, resulting in a financial surplus of over \$4,500,000 the last three years. Unfortunately, these funds have not been available to the teaching staff in order to provide educational benefits for students.

In closing, we want you to know that we are doing our very best to secure a fair agreement that will serve the school district well now and in the future. Students remain our highest priority. Many District 156 teachers live in District 156's boundaries. We want our children, as well as yours, to have the best educational experience possible. We would never fight a cause that was not in the best interest of our children and yours.

For further information, please visit our website at: www.district156teachers.org

McHenry Community High School Educators' Association (MCHSEA)

Salary, **Longevity & Retirement**

Salary Offer:

For the 2015-2016 and 2016-2017 school year, the MCHSEA offers an increase to the base salary of 1.75%. Step and lane movement will be permitted.

Longevity Offer:

Teachers who have reached the maximum step on his/her lane of the salary schedule shall be removed from the salary schedule the following year and enter into longevity. For the 2015-2016 and 2016-2017 school year, educators shall receive a 3.25% increase to their previous year's salary and a 3.25% increase for each year thereafter.

Retirement Benefits Offer:

Keep Current Contract language.

Costs:

As a reference point, the cost to the district for teacher base salaries for the 2014-2015 school year cost \$11,060,800. The Association estimates the costs of this salary proposal as follows (inclusive of steps and lanes):

Total Cost for two year contract: \$728,000 - Increase over 2014-15 of 6.58% for two years 3.29% per year)

Rationale:

The MCHSEA is committed to creating a school district that attracts and retains quality educators. Competitive salaries and benefits are essential to that effort. Teachers have already taken on many more responsibilities including designing Student Growth Model assessments as well as Student Learning Objectives in accordance to new administrative and legislative initiatives. Teachers are committed to the newly unveiled AIM (Academic Improvement and Motivation) period which adds 55 minutes of student contact time per week. The district has also taken seven teachers out of the classroom and turned their positions into administrative positions, which has increased classroom sizes. The student population has remained constant; however, the demands of high-quality education as well as the workload for teachers has increased drastically. The 1.75% increase to the base salary would ensure that the district retains high-quality educators as well as compensates teachers fairly.

The Educators' Association assisted the district four years ago by taking concessions in order to help dig the district out of a budgeted \$4,500,000 deficit which turned out to be a little over \$1,000,000. Over the past four years, District 156 has accrued revenue in excess of \$4,674,440. The increase to the base for both years of the contract would keep teacher pay on pace with other districts in the surrounding area and help attract new teachers as well as retain the high-quality teachers that provide the very best education to our students. Longevity goes a long way in retaining high-quality teachers for the district and for the students of McHenry. Less than 10% of the teachers are in longevity.

Due to current retirement policy, District 156 has 4 teachers retiring in the next two years which will save the district \$468,000. The retirement incentive saves the district money because retiring teachers are replaced with new teachers who enter the district with lower salaries.

Below is a table that compares MCHS to other High School Districts and Unit Districts in regard to the highest salary on the salary schedule for the 2014-15 school year.

School	Size	2014-2015
Barrington	6000-11999	\$117,375
Aurora 129	6000-11999	\$110,800
Woodstock	6000-11999	\$108,722
District 300 DC/Jacobs	over 12,000	\$103,557
DeKalb	6000-11999	\$101,996
Sycamore	3000-5999	\$101,378
Elgin <i>Ti</i> 46	6000-11999	\$99,999
Geneva	3000-5999	\$99,267
Round Lake	6000-11999	\$98,177
Huntley	6000-11999	\$97,090
MCHS D156	1000-2999	\$96,359
Wauconda	3000-5999	\$96,097
St Charles	6000-11999	\$95,449
Kaneland	3000-5999	\$92,693
Waukegan	over 12000	\$89,460
North Chicago	3000-5999	\$88,712
Aurora 131	6000-11999	\$86,132
Harvard	1000-2999	\$85,896
Lake Zurich	6000-11999	\$81,078
Johnsburg	1000-2999	\$81,000
Alden Hebron	under 500	\$80,376

source: ISBE salary study 2014-2015

Average: \$100,581

Below is a table that compares MCHS to other High School Districts and Unit Districts in regard to starting salary for the 2014-15 school year.

School type	Category	Rank	Above or Below Average
HS District	Starting	12th out of 14	-\$4,343
HS District	Highest	9th out of 14	-\$11,832
HS District + Unit	Starting	9th out of 21	\$700
HS District + Unit	Highest	11th out of 21	-\$4,221

Below is a comparison of neighboring high school districts and starting salary in the 5 county area.

High School Districts (14 districts)

5 County Area (Boone, DeKalb, Kane, Lake and McHenry)

			Starting Salary (2014-15)
School	Size		2014-2015
Stevenson D 125	3000-5999		\$52,729
Deer/HP D113	3000-5999		\$51,436
Libertyville/VH D128	1000-2999		\$50,900
Lake Forest D115	1000-2999		\$50,742
C.L. Dist. 155	6000-11999		\$48,019
Mundelein D120	1000-2999		\$45,325
Grayslake D127	1000-2999		\$44,404
Antioch D117	1000-2999		\$44,093
Warren. D121	3000-5999		\$42,666
Grant D124	1000-2999		\$42,213
Richmond B. D157	500-999		\$41,659
MCHS D156	1000-2999		\$41,039
Zion Benton D126	1000-2999		\$40,662
Marengo D154	500-999		\$39,460
	Average		\$45,382

source: ISBE salary study 2014-2015

The Association has analyzed the expenditures to the district by each of our members. Every year, members retire, leave the district or are promoted inside the district. When members leave the district, they are replaced by lower costing employee. The Board of Education does not consider teacher attrition when reporting their overall cost.

Insurance

Offer:

	Current	year I	Increase
single	\$7,000.00	\$7,350.00	5.0%
Single +spouse	\$14,000.00	\$15,750.00	12.50%
Single +Children	\$12,500.00	\$13,350.00	6.80%
family	\$15,500.00	\$17,175.00	10.81%

	Year 2	Increase
single	\$8,000.00	8.84%
Single +spouse	\$16,175.00	2.70%
Single +Children	\$13,650.00	2.25%
family	\$17,825.00	3.78%

Cost:

The total cost of the Association's offer over two years is \$447,025.

Rationale:

For the majority of the staff, the last insurance portion of the contract resulted in a net increase cost of insurance. It should be noted that if a teacher elects not to take the district's offered insurance, the teacher receives a stipend of \$500. The district ends up saving nearly \$8,000 for every teacher electing not to take the offered insurance package. Copays have doubled while specialist copays have quadrupled.

Tuition Reimbursement

Offer:

Current Language with one language change: Eligible teachers shall be limited to 15 credit hours per year.

Cost:

This offer is cost neutral to the school district compared to the last contract.

Rationale:

The money is allocated for educators to pursue further education, which will enhance teacher quality in the classroom.

Coaching/Co-Curricular

Offer: For the 2015-2016 and 2016-2017 school year, coaching and Co-Curricular stipends shall be increased by 8% each year,

Cost:

The two year cost to the district would be \$69,447.

Rationale: Coaches and Co-Curricular sponsors spend tremendous amounts of time and energy with students outside of the normal school day. Two contracts ago, Coaches and Co-Curricular sponsors saw their stipends slashed by 25%. The increase of 8% each year would simply raise stipends back to 2011 levels, with no increase above that.

Summer School Pay

Offer:

For the 2015-2016 school year, teachers shall be paid \$45/hr with 0-5 years' experience and \$50/hr with 6+ years of experience.

For the 2016-2017 school year, teachers shall be paid \$48/hr with 0-5 years' experience and \$53/hr with 6+ years of experience.

Cost:

There is no cost to the district; in fact the district makes money from summer school.

Rationale:

Summer school is profitable for the school district.

Sick and Personal Days

The Association agreed to the Board of Education's offer.

Religious Holidays

Offer:

For the 2015-2016 and 2016-2017 school year, the Superintendent may grant leave without loss of pay, sick leave days, or personal business days to those who observe religious holidays that conflict with the school calendar. A written request for religious holidays leave shall be submitted to the Superintendent no later than five working days prior to the requested religious leave.

Cost:

Inconsequential

Rationale:

This is a reasonable accommodation for employees' religious needs. The request for religious leave does not cause undue hardship to District 156.

Internal Subs

For the 2015-2016 and 2016-2017 school year, the first 3 internal subs per semester at current rate. After the 3rd internal substitution per semester, \$45 per internal substitution.

Cost:

Varying costs depending on how many periods must be internally subbed rather than by substitute teachers.

Rationale:

Internal subbing is a strain on teacher resources in that teachers are taken away from their preparation period where they could have been planning for classes or working with students one-on-one.

Support Period - AIM

Offer: Language needs to be written because educators need to know what is expected of them during this period of "focused effort".

SUMMARY

Education is the foundation of future success for all students. It is the cornerstone of a vibrant and healthy community. The members of the McHenry Community High School Teachers Association are passionate about our school district and community. We are committed to reaching a fair and equitable agreement with the Board of Education in a timely fashion.