



Mt. Olive Community Unit School District
#5



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**Board of Education of Mt. Olive Community Unit School District No. 5
Final Offer and Cost Summary - November 15, 2013**

In accordance with the procedure set out by 115 ILCS 5/12 of the Illinois Educational Labor Relations Act, the Board of Education of the Mt. Olive Community Unit School District No. 5 (the "District") submits this final offer to the Mt. Olive Education Association, IEA-NEA ("MOEA"). The Parties have been bargaining over salary, insurance and retirement for a successor agreement to the three (3) year collective bargaining agreement that expired after the 2012-2013 school year. The Parties have been bargaining for a new three (3) year agreement that would run from the current 2013-2014 school year through the end of the 2015-2016 school year.

SUMMARY OF DISTRICT'S FINAL OFFER

The three (3) items still on the table are salary, insurance and retirement incentive (specifically, the level of annual salary increases teachers receive during their last four (4) years prior to retirement, even if they have already received the maximum "step" on the salary schedule).

On the subject of salary increases, the District's final offer includes both vertical movement for experience (i.e., "step") and horizontal movement (i.e., "lane") for increased educational attainment. The District proposal would pay for all teachers "step" and "lane" salary increases during the 2013-2014 school year. The District's final proposal to pay the cost to advance each teacher on the salary schedule vertically or horizontally amounts to ***an additional cost in "new money" of \$47,353.80*** to the District, for these 25 teaching employees who are eligible for step and/or lane increases in 2013-14.

In addition to the above step and lane salary increases, the District's final offer also includes an additional 2% across-the-board increase on the current salary schedule for the 2013-2014 school year. The District's proposal would increase the salary for all teachers by a minimum of 2%, on top of the step and lane increases discussed above. The District's final proposal to pay an additional 2% across the board salary increase amounts to ***an additional cost in "new money" of \$39,529.10*** to the District, for the 39 teaching employees employed in the current 2013-14 school year.

With respect to retirement incentive, the District's final proposal provides for a guarantee of annual pay increases of at least 2% per year, for teachers who are in their last four (4) years prior to retirement, even if these teachers have already reached the maximum "step" on the schedule.

Taking into account the step and lane increases for additional experience and education, the additional 2% across-the-board increase for 2013-2014, and the 2% annual increases for teachers in their last four (4) years, the District's proposal provides the District's teachers with an average raise of approximately 4.24% in the 2013-2014 school year.

With respect to insurance costs, the District proposes to pay, on behalf of each employee, up to \$475 per month toward insurance premiums, which is up to \$5,700 per year per teacher. The current insurance cost is only \$456.60 per month on behalf of each employee, for a total of \$5,479.20 per teacher per year toward board-paid insurance premiums. As stated in Section 5.6 of the Parties' recently expired Agreement, the District and the MOEA work together to determine insurance coverage and costs for the District's teachers. The District's rationale in proposing to pay up to \$475 per month toward teachers' insurance premiums is to ensure that teachers continue to have some shared "ownership" in the issue of their insurance costs, and to provide a mutual guaranteed incentive for both parties to work together to keep insurance costs reasonable.

Context for final offer, cost summary, and comparison to most recent settlements

The District's final offer is more favorable than all three (3) of the most recent settlements in this district, as shown below. The amounts indicate the "new money" spent by the District in each of the prior years for increases in salary, "step" and "lane," and across-the-board:

2010-11 final settlement terms (Step and TRS Increase)

Step and Lane:	\$22,579.95
6 teachers at 6%:	<u>\$23,910.72</u>
Total:	\$46,490.67 (2.76% increase)

2011-12 final settlement terms (Step and TRS Increase)

Step and Lane:	\$36,057.72
4 teachers at 6%:	<u>\$16,385.28</u>
Total:	\$52,443.28 (2.79% increase)

2012-13 final settlement terms (Step and TRS Increase)

Step and Lane:	\$44,272.15
2 teachers at 6%:	\$7,115.27
11 teachers at \$1,000:	<u>\$12,141.28</u>
Total:	\$63,528.70 (3.16% increase)

Compare current 2013-14 final offer by District: (District Proposal for Step and TRS Increase)

Step and Lane:	\$47,353.80
2% across-the-board:	<u>\$39,529.10</u>
Total:	\$86,882.90 (4.24% increase)



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**Mt. Olive Board of Education
Terms of District's Final Offer to the
Mt. Olive Education Association and IELRB
11.15.2013**

1. Length of Proposed Contract is for 3 years, 2013-2016.
2. Salary Increases for both Step (experience) and Lane (education) Movement for the 2013-2014 school year.
3. In addition to above Step and Lane increase, an additional 2% across-the-board increase for 2013-2014 school year on the current salary scale.
4. District pays up to \$475 per month (up to \$5,700 annually) per teacher for employee health insurance premiums.
5. 5.1 Maintain Current Contract Language regarding TRS contributions.
6. 6.7 Retirement Incentive
Replace prior agreement's 4 years of 6% annual increases with new incentive of 4 years of guaranteed 2%.
7. New salary scale for new employees hired after 11.1.13 only; all current district employees are "grandfathered" onto current salary schedule.

To EMPOWER every student to BELIEVE then ACHIEVE

2013-2014 Salary Schedule

Old Base: \$31,235.88

% Increase: 2.00%

New Base: \$ 31,860.60

STEP	BS	BS+ TRS	M.S.	MS + TRS	MS+ 16	MS + 16+TRS	MS+32	MS+32+TRS
1	\$ 31,860.60	\$35,166.23	\$37,626.40	\$41,530.25	\$40,660.75	\$44,879.42	\$42,177.91	\$46,553.99
2	\$33,377.76	\$36,840.80	\$38,839.30	\$42,868.99	\$41,873.65	\$46,218.16	\$43,390.82	\$47,892.74
3	\$34,894.93	\$38,515.38	\$40,053.59	\$44,209.27	\$43,087.94	\$47,558.44	\$44,605.11	\$49,233.02
4	\$36,412.10	\$40,189.96	\$41,266.50	\$45,548.02	\$44,296.67	\$48,892.58	\$45,818.00	\$50,571.76
5	\$37,929.28	\$41,864.56	\$42,480.79	\$46,888.30	\$45,515.14	\$50,237.47	\$47,032.31	\$51,912.05
6	\$38,786.51	\$42,810.73	\$43,467.23	\$47,977.08	\$46,501.56	\$51,326.24	\$48,018.75	\$53,000.83
7	\$39,643.74	\$43,756.90	\$44,453.67	\$49,065.87	\$47,488.01	\$52,415.03	\$49,005.18	\$54,089.62
8	\$40,500.97	\$44,703.06	\$45,591.54	\$50,321.80	\$48,625.88	\$53,670.97	\$50,143.05	\$55,345.55
9	\$41,358.20	\$45,649.24	\$46,576.59	\$51,409.06	\$49,610.93	\$54,758.21	\$51,128.11	\$56,432.81
10	\$42,215.43	\$46,595.40	\$47,563.03	\$52,497.84	\$50,597.37	\$55,847.00	\$52,114.55	\$57,521.59
11	\$45,715.20	\$50,458.29	\$48,549.47	\$53,586.63	\$51,583.81	\$56,935.79	\$53,100.98	\$58,610.37
12	\$46,425.16	\$51,241.90	\$50,976.67	\$56,265.66	\$54,921.04	\$60,619.26	\$56,438.21	\$62,293.84
13	\$47,639.45	\$52,582.18	\$52,190.96	\$57,605.93	\$55,225.30	\$60,955.09	\$56,742.47	\$62,629.67
14	\$48,851.99	\$53,920.53	\$53,403.86	\$58,944.67	\$56,438.21	\$62,293.84	\$57,955.38	\$63,968.42
15	\$49,763.76	\$54,926.90	\$57,652.50	\$63,634.12	\$60,686.84	\$66,983.28	\$62,204.02	\$68,657.87
16	\$49,763.76	\$54,926.90	\$57,652.50	\$63,634.12	\$60,686.84	\$66,983.28	\$62,204.02	\$68,657.87
17	\$49,763.76	\$54,926.90	\$57,652.50	\$63,634.12	\$60,686.84	\$66,983.28	\$62,204.02	\$68,657.87
18	\$49,763.76	\$54,926.90	\$57,652.50	\$63,634.12	\$60,686.84	\$66,983.28	\$62,204.02	\$68,657.87
19	\$50,673.79	\$55,931.35	\$57,652.50	\$63,634.12	\$60,686.84	\$66,983.28	\$62,204.02	\$68,657.87
20	\$51,583.81	\$56,935.79	\$59,169.67	\$65,308.70	\$62,204.02	\$68,657.87	\$63,721.19	\$70,332.45

2013-2014 Salary Schedule Proposal for New Teachers Hired After 11.1.13

Old Base: \$31,235.88
 % Increase: 2.00%
 New Base: \$ 31,235.88

STEP	BS	BS+ TRS	M.S.	MS + TRS	MS+ 16	MS + 16+TRS	MS+32	MS+32+TRS
1	\$ 31,860.60	\$35,166.23	\$37,626.40	\$41,530.25	\$40,660.75	\$44,879.42	\$42,177.91	\$46,553.99
2	\$ 32,878.31	\$36,289.53	\$38,738.03	\$42,757.22	\$41,772.38	\$46,106.39	\$43,289.54	\$47,780.96
3	\$ 33,896.02	\$37,412.83	\$39,849.66	\$43,984.18	\$42,884.01	\$47,333.35	\$44,401.17	\$49,007.92
4	\$ 34,913.73	\$38,536.13	\$40,961.29	\$45,211.15	\$43,995.64	\$48,560.32	\$45,512.80	\$50,234.89
5	\$ 35,931.44	\$39,659.43	\$42,072.92	\$46,438.11	\$45,107.27	\$49,787.28	\$46,624.43	\$51,461.85
6	\$ 36,949.15	\$40,782.73	\$43,184.55	\$47,665.08	\$46,218.90	\$51,014.25	\$47,736.06	\$52,688.82
7	\$ 37,966.86	\$41,906.03	\$44,296.18	\$48,892.04	\$47,330.53	\$52,241.21	\$48,847.69	\$53,915.78
8	\$ 38,984.57	\$43,029.33	\$45,407.81	\$50,119.01	\$48,442.16	\$53,468.18	\$49,959.32	\$55,142.75
9	\$ 40,002.28	\$44,152.63	\$46,519.44	\$51,345.97	\$49,553.79	\$54,695.14	\$51,070.95	\$56,369.71
10	\$ 41,019.99	\$45,275.93	\$47,631.07	\$52,572.94	\$50,665.42	\$55,922.11	\$52,182.58	\$57,596.68
11	\$ 42,037.70	\$46,399.23	\$48,742.70	\$53,799.90	\$51,777.05	\$57,149.07	\$53,294.21	\$58,823.64
12	\$ 43,055.41	\$47,522.54	\$49,854.33	\$55,026.87	\$52,888.68	\$58,376.04	\$54,405.84	\$60,050.61
13	\$ 44,073.12	\$48,645.84	\$50,965.96	\$56,253.83	\$54,000.31	\$59,603.00	\$55,517.47	\$61,277.57
14	\$ 45,090.83	\$49,769.14	\$52,077.59	\$57,480.80	\$55,111.94	\$60,829.97	\$56,629.10	\$62,504.54
15	\$ 46,108.54	\$50,892.44	\$53,189.22	\$58,707.76	\$56,223.57	\$62,056.93	\$57,740.73	\$63,731.50
16	\$ 47,126.25	\$52,015.74	\$54,300.85	\$59,934.73	\$57,335.20	\$63,283.90	\$58,852.36	\$64,958.47
17	\$ 48,143.96	\$53,139.04	\$55,412.48	\$61,161.69	\$58,446.83	\$64,510.86	\$59,963.99	\$66,185.43
18	\$ 49,161.67	\$54,262.34	\$56,524.11	\$62,388.66	\$59,558.46	\$65,737.83	\$61,075.62	\$67,412.40
19	\$ 50,179.38	\$55,385.64	\$57,635.74	\$63,615.62	\$60,670.09	\$66,964.79	\$62,187.25	\$68,639.36
20	\$ 51,197.09	\$56,508.94	\$58,747.37	\$64,842.59	\$61,781.72	\$68,191.76	\$63,298.88	\$69,866.33