



MOUNT PROSPECT
57
SCHOOL DISTRICT

MOST RECENT OFFER
OF
THE BOARD OF EDUCATION
OF
MOUNT PROSPECT SCHOOL
DISTRICT 57

January 23, 2014

Introduction & Board Goals

The Board greatly values the contributions of its teachers. The Board believes it is essential to the success of the District that the parties reach an agreement that is fair for teachers and protects the financial stability of the District. The Board is dedicated to working collaboratively with the teachers to provide an excellent education for our students and to prudently manage taxpayer dollars.

The Board's goals for the agreement are:

1. Long Term Financial Stability for the District.
2. Fair Contract for the Teachers.
3. Attract and Retain Highly Qualified Teachers by Allocating Resources to Teacher Compensation.
4. Provide Ongoing Professional Development to keep Teachers Updated on Research, Technology, Curriculum, etc.
5. Preserve the Management Rights of the Board of Education.
6. Spending within its current property tax revenue so it does not have to seek additional funding through a referendum.

The Board's Most Recent Offer

Compensation and Salary Schedule (Section 5-10)

- The Board is interested in salary increases that result in financial stability for the District as well as compensation that will attract and retain highly qualified teachers.
- The Board has offered the teachers a salary increase of 4% (base + step) per year for 4 years.
 - The Board proposal modifies the salary schedule to provide equal compensation increases to all teachers by making all movement on the salary schedule the same percentage increase. All teachers would have the ability to advance vertically on the salary schedule (“Steps”) and receive a 2% increase, while also receiving a 2% increase annually on their base salary each of the four years proposed. On the current salary schedule, the Step increases are mainly standardized at 3%. Standardizing to 2% Steps allows the district to: 1) increase the length of a single schedule to meet the longevity parameters of the law, 2) increase the base pay by a greater percentage to attract highly qualified teachers, and 3) equitably distribute the funds allocated to raises among all teachers.
 - The Board’s proposal also modifies the horizontal columns (“Lanes”) to allow teachers to advance earlier in their career with additional compensation (3% - 4.5%) through educational advancement.

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Retirement Program (Section 6-1)

- The Board's proposal eliminates incentives for retiring teachers. The prior contract provided retiring teachers with up to 4 years of 6% increases per year. The Board wants to proportionately distribute available financial resources among all teachers.

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Medical Insurance (Section 5-2)

- The Board's proposal increases the Board's contribution toward family medical insurance premiums from \$900 to \$1,500.
- This proposal meets the Board's goal of long-term financial responsibility while also reducing some of the financial burden on teachers and their families.
- The Board is also willing to pay the Flexible Spending Account administrative fee on behalf of the teachers. The teachers currently are responsible for paying this \$80 annual fee.
- The Board's proposal adds language that would require further negotiation if the medical insurance plan would result in a "Cadillac Health Insurance Plan" penalty pursuant to the Affordable Care Act. The Board wants to protect the District and the taxpayers from paying any unnecessary penalties.
- Notably, unlike many school districts, District 57 is not seeking to reduce the benefits of the teachers' medical insurance plan or seeking to increase the premium formula teachers' pay for medical insurance.

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OF MOUNT PROSPECT SCHOOL DISTRICT 57**

Contribution to TRS (Section 5-14)

- The law has reduced the teacher contribution to the Teachers' Retirement System (TRS) from 9.4% to 8.4%. The Board's proposal to use the common method of calculating teacher contributions to TRS results in an additional 1% of income in teachers' pockets.

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Other Topics

Topic	Board's Most Recent Offer
Article II – Association Rights & Responsibilities	
2-7 Association Leave	<p>The Board's position is that the current language on Union Leave and the number of days of such leave should be maintained. The prior Agreement provided for:</p> <ul style="list-style-type: none"> • 1 day per month of leave for the Union President for up to ten (10) days of leave; • Up to four (4) days of leave for Union Business. <p>The Union is responsible for paying for the substitute teachers when the Union uses leave days. Board would like to maintain the current number of Union days and not take on the costs associated with paying for the substitutes when the Union uses additional leave days.</p>
Article III – Board of Education Rights & Responsibilities	
	<p>The Board has proposed language to clarify its reservation of management rights consistent with the management rights provision in its Collective Bargaining Agreement (CBA) with the Educational Support Personnel Union.</p>
Article IV – Teacher Rights & Working Conditions	
4-6 Vacancies and Transfers	<p>The Board wants to maintain the prior language, but update it to comply with changes in the law and to clarify confusion brought to its attention by a recent grievance.</p>
4-9 Seniority	<p>Board is willing to memorialize current definition of seniority and add a tiebreaker.</p>
4-10 School Calendar	<p>The Board has proposed adding two additional full days for professional development at full pay, which is an additional 1% increase in salary for teachers.</p>
Article V – Teacher Compensation & Benefits	
5-11 Extra Duty Pay Schedule	<p>The Board's proposal increases the overall amount that the Board spent on extra duty stipends in 2012-2013 by 2.4%.</p>
5-12 Summer School Salary	<p>The Board is willing to increase the compensation for this work from \$28 per hour to \$30 in 2013-14, \$32 in 2014-15, \$34 in 2015-16 and \$36 in 2016-17.</p>
5-13 Curriculum Work	<p>The Board is willing to increase the compensation for this work from \$28 per hour to \$30 in 2013-14, \$32 in 2014-15, \$34 in 2015-16 and \$36 in 2016-17.</p>
Article VIII – Terms of Agreement	
Duration	4 years

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Financial Impact of the Board's Most Recent Offer

	BASE	PROPOSAL				TOTAL Increase
	2012-13	2013-14	2014-15	2015-16	2016-17	
Teachers on Salary Schedule	141.6	130.6	131.6	135.6	136.6	
Teacher on Retirement Schedule	6	17	16	12	11	
Total Teachers	147.6	147.6	147.6	147.6	147.6	
Salary Costs per School Year	\$8,887,966	\$9,414,184*	\$9,869,934*	\$10,189,740*	\$10,669,885*	
Medical Insurance Costs	\$954,211	\$977,293	\$1,018,679	\$1,062,130	\$1,107,755	
Flex Spending Costs	-	\$11,760	\$11,760	\$11,760	\$11,760	
Curriculum Hourly Rate Costs	\$39,272	\$42,077	\$44,882	\$47,687	\$53,964	
Summer School Hourly Rate Costs	\$31,752	\$34,020	\$36,288	\$38,556	\$40,824	
Extra Duty Stipend Costs	\$230,270	\$235,791	\$235,791	\$235,791	\$235,791	
Total Cost	\$10,143,471	\$10,715,125	\$11,217,334	\$11,585,664	\$12,119,979	
Dollar Increase Over Prior Year		\$571,654	\$502,209	\$368,330	\$534,315	
Percentage Increase Over Prior Year		5.64%	4.69%	3.28%	4.61%	

*Includes 1% for the two additional professional development days