

Final Offer – Based on Final Offer Contract to D57 BOE on June 5, 2013 (amended Jan 14, 2014) from the MPEA

The 160 members of the District 57 Mount Prospect Education Association take great pride in our work and the district. Each time we enter into negotiations with the Board of Education our intent is to bargain a contract that is fair to all stakeholders.

From 2006 – 2013 every contract we bargained led to a surplus for the board of education in the education fund and working cash fund. In fact, in 2012, the Boards' auditor reported an excess in the amount of \$2.2 million. District 57 continues to be a financially stable district receiving high accolades from the State of Illinois.

The Board of Education continues to argue that due to budget restrictions teachers need to agree to concessions in order to avoid future deficit spending while maintaining a healthy reserve. It is important to explore the deficit and its relationship to the last contracts that were bargained.

In the last contract, teachers agreed to a hard freeze, including a loss of step, and a soft freeze (step only) as well as increases in insurance premiums and TRS increases. The salary schedule itself did not change. The membership absorbed these increases due to the districts' claim of financial hardship. In fact, D57 choose to RIF 24 teachers in March of 2011, prior to the onset of negotiations, and ended the 2012 year with a 750K surplus and subsequently reported a \$2.2 million surplus.

It was not the teacher contract that created the deficits.

Just like every contract we have bargained in the past this final proposal is fair to all stakeholders and will allow District 57 to continue to offer the quality education the community has come to expect from our District.

Costs reflect increased expense to the District.

					% of students	
					meeting or	
	Average	Average			exceeding	Per pupil
	Teacher Total	Admin Total			state standard	spending on
<u>District</u>	<u>Compensation*</u>	<u>Compensation*</u>	<u>Variance</u>	<u># of students</u>	<u>on ISAT</u>	<u>instruction</u>
River Trails #26	\$79,409	\$161,450	\$82,041	471	74%	\$9,435
Mt Prospect #57	\$68,430	\$145,936	\$77,506	2,158	81%	\$5,539
Franklin Park #84	\$75,116	\$149,045	\$73,929	1,325	59%	\$7,750
Prospect hts #23	\$79,610	\$145,909	\$66,299	1,521	74%	\$7,558
Des Plaines #62	\$79,617	\$145,638	\$66,021	4,800	62%	\$7,837
Arlington Heights#25	\$81,155	\$138,821	\$57,666	5,252	84%	\$7,061
Wheeling #21	\$94,262	\$139,153	\$44,891	6,968	58%	\$8,987
Comm Con #59	\$78,496	\$120,368	\$41,872	6,756	62%	\$7,836
Cicero #99	\$67,554	\$104,624	\$37,070	13,304	34%	\$5,223
Palatine #15	\$88,435	\$122,010	\$33,575	12,291	68%	\$7,341
*FULL TIME ONLY. INCLUDES ALL SALARY AND OTHER COMPENSATION.						

Salary/Stipend

OFFER

Salary on Schedule based on years of service

Year 1 - 2% increase to base, plus 1 step for this year, 1 step to compensate for 2010-2011.

Year 2 - 1% increase to base, plus 1 step

Stipend.

2.5% increase per activity

Provide Bereavement Leave for 4 days.

COST	\$78,000 per 1% increase	(Year 1 \$390K)
		(10-11 Compensating step \$234K)
		(Year 2 \$312K)
	Bereavement Leave	\$8K
	Stipend	\$5K(year 1) \$2K(year 2)

RATIONALE

To support the above projections the association has spent a great deal of time analyzing the actual salary earned by each of our members. Each year, members retire or leave the district. When members leave the district, a lower cost employee almost always replaces them. The district will realize significant cost savings over the next few years as 10% of our members reach retirement age. The Board of Education has presented a salary schedule through this bargaining process that limits the new money added to salaries, and reduces the earning potential of members over time. The Board's proposal does increase the starting salary for new teachers, and allows for some growth with additional graduate coursework. However, the salaries grow at a slower rate as a teacher gains professional experience. Previously, in a traditional salary schedule, as in our proposal, growth in salary was reflected through years of professional experience and additional coursework. Additionally, bereavement leave is necessary in order to provide teachers support during this most emotional and stressful life event.

Teacher Retirement

OFFER

The district will continue to pay the employer and employee portions of mandated TRS and THIS contributions (pensions benefits), as it currently does. The amount of these contributions is set by the State of Illinois and is not under negotiation.

COST Percentage of Income Earned (Year 1 ~ \$65K, Year 2 ~ \$36K)

Rationale

This long established practice has kept teacher's pensions safely funded. The MPEA wants to continue this tax-savvy investment in teachers.

Insurance

OFFER

Single coverage - FTE - First \$5K Covered by the District and above covered 80% district / 20% teacher, Part-time - Covered at a proportional rate

Family coverage - Dependent \$10K contributed by the District

\$50K life insurance policy per member

\$250 added to Medical/Dental Flex Spending Account with \$80 enrollment fee paid by district

COST - \$340K (Based on 8% premium increase)

RATIONALE

The Board of Education has always provided health insurance to its employees through a cooperative. The teachers of D57 are paid below the state average. In fact, of 122 districts surveyed in the Chicagoland area, D57 teachers' average salary was 16th from the lowest. Supporting the teachers with insurance provides a benefit that partially offsets this deficit. Furthermore, the use of Flexible Benefit Plans allows the membership to set aside funds to pay for medical/dental expenses or dependent care expenses. Encouraging teachers to use this benefit will increase the teachers' take home pay while reducing the district's tax liabilities.

Professional Development

OFFER Pool of monies to cover staff member's costs incurred for personal professional development or graduate coursework to maintain licensure with the State of Illinois.

COST \$120K

RATIONALE

Changes in laws to ensure student growth and teacher effectiveness has shifted the focus in schools to Common Core Standards and problem solving / critical thinking skills. To meet these new standards, and stay current on best practices in education, our teachers must be provided access to quality training in the field. Over the last several years, we have experienced a significant decrease in the professional development delivered through in-school district-wide programming. Therefore, teachers need to be provided access to funds that will allow them to seek professional training to ensure our students are well prepared for college and career readiness. The State of Illinois requires all teachers to maintain 120 hours of professional development in a cycle, frequently not provided by the district, to maintain their licensure.

Early Retirement

OFFER Continue Early Retirement Opportunity as in the past.

COST No additional costs to this contract year - Teachers taking ERO not determined as of this writing

RATIONALE

The district has always provided an option for early retirement allowing teachers to maximize their pension benefits while reducing the financial burden to the district.

Evaluation

OFFER Provide process and procedure for Evaluation and RIF/Recall.

COST - \$0

RATIONALE

State laws regarding teacher evaluation and reduction in force for school districts have changed. PERA and SB7 legislation have re-defined the model school districts are required to follow in relation to evaluation and the hiring and dismissal of teachers. The membership has always been committed to performance improvement. As teachers, we believe in life-long learning and are dedicated to our students. To ensure that PERA and SB7 are clearly implemented in the district, we believe a defined process and procedure for school district administration and teachers to follow will produce a consistent, effective and efficient tool to produce the performance results that lead to students meeting their learning goals. At the same time, clearly defining the process for hiring and reduction in force / recall will remove potential bias and subjectivity.

Working Conditions

OFFER:

1. All Teacher planning time shall be duty-free and Teacher-directed, and occur during student attendance hours.
2. Preserve the minimum amount of time allocated for this planning time as listed:

Pre-K: At least one hundred seventy (170) minutes per week.
Grade K: At least two hundred seventy (270) minutes per week.
Grades 1-5: At least two hundred ten (210) minutes per week.
Grades 6-8: At least two hundred minutes (200) minutes per week.

3. Middle School Interdisciplinary Team Time

Teachers will receive two hundred (200) minutes per week for Interdisciplinary Teacher teams.

4. 4 ½ days for professional development, based on daily banked hours

5. Extraordinary Class Size - Elementary teachers paid above 27 students in classroom (\$200 per month)
Middle School teachers paid above 30 students in classroom (\$40 per period each month)

6. Professional Organization Dues - up to \$50 per teacher (no change from previous contract)

7. Hazardous and Unsafe Conditions - Asking the District to take action as required to insure staff and student safety

8. Travel Compensation - Increase 2%

9. Assignments - Fair process around teacher assignments that maximizes productivity, student learning, teacher efficiency and effectiveness while complying with the law.

COST - Extraordinary Class Size \$6K

ESY \$20K

Travel Cost \$1.5K

All other costs remain same or are not separate expenses.

RATIONALE:

Teachers are committed to creating positive student learning environments. The conditions under which our teachers work and students learn must be updated and preserved. Teachers use their plan time to focus on student goals and develop engaging classroom lessons. Teacher self-directed plan time is essential to quality teaching that engages students in new curriculum meeting the high standards set by the State of Illinois.