

Palos Heights Education Association (PHEA)
Public Posting February 21, 2017

1. The PHEA's most recent offer from 1/31/2017 is attached.

2. A cost summary of issues not settled is listed below:

The PHEA estimates the additional cost of their proposal over the Board's proposal is minimal:

	2016-2017	2017-2018	2018-2019
Insurance	\$29,576*	\$46,490*	\$65,180*
Class Size	Approx. \$12,000**	\$0 ***	\$0 ***
Retirement	Contingent upon how many teachers elect to retire. The cost is estimated to be no more than \$30,000 over the life of the contract		
Extra-Curricular Stipends	\$0	\$2,098	\$2,161

*Based on current insurance elections of the teachers (Single, Family, etc.)

**The estimated salary of two instructional aides for the remainder of the 2016-2017 school year (approximately 70 days at \$12 per hour each).

***No aides will be needed if student/teacher schedules are properly created, also dependent upon enrollment.

3. The Palos Heights School District 128/Palos Heights Education Association contract expired on August 31, 2016

4. The 2017-2018 school year will begin on August 21, 2017