

# SCARIANO, HIMES AND PETRARCA

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August 13, 2015

## VIA U.S. MAIL & FACSIMILE (312) 793-3369

Ellen Strizak  
Associate General Counsel  
Illinois Educational Labor Relations Board  
160 North LaSalle Street, Suite N-400  
Chicago, IL 60601-3103

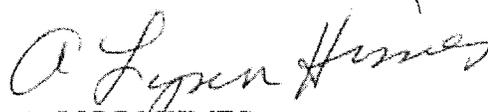
**Re: Prospect Heights School District 23 and the Prospect Heights Education Association**

Dear Ms. Strizak:

Pursuant to 115 ILCS 5/12(a-5)(2), the Board of Education of Prospect Heights School District 23, Cook County, Illinois hereby submits its most recent offer and cost summary.

Very truly yours,

SCARIANO, HIMES AND PETRARCA, CHTD.

  
A. LYNN HIMES

Enclosure

cc: Tom Jeffery and Elizabeth Galliano, FMCS (via electronic mail)  
Amy Kunz, IEA/NEA UniServ Director (via electronic mail)  
Mari-Lynn Peters, President, Prospect Heights SD 23 Board of Education  
Debra Wilson, Superintendent, Prospect Heights SD 23

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## **Prospect Heights School District 23**

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**MACARTHUR MIDDLE SCHOOL**

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## **PROSPECT HEIGHTS SCHOOL DISTRICT 23**

### **Board of Education**

### **Most Recent Offer and Cost Summary**

**August 13, 2015**

Please contact us if you would like this communication translated into your native language.  
Por favor, póngase en contacto con nosotros si desea que esta comunicación traducido a su idioma nativo.  
Prosimy o kontakt, jeżeli chcą Państwo by wiadomość ta została przetłumaczona na Państwa język ojczysty.

## **Board's Belief Regarding Pay Increases** ***"Living within Our Means"***

The Prospect Heights Board of Education strongly believes in and respects the teaching and support staff of District 23. The Board has been negotiating in good faith for a fair and equitable contract that reflects several core beliefs regarding fiscal responsibility and pay increases for teachers and instructional support staff in the District. The following statements capture the beliefs that the Board feels must be considered to maintain the long-term financial stability of the District.

- Pay increases should be reflective of the pay increases received by community members
- Pay increases should be tied to the ebb and flow of the economy, determined by the consumer price index
- Pay increases should ensure financial stability for the District and program viability for the students
- Pay increases should be competitive
- Pay increases should not require the District to finance raises through borrowing
- Pay increases should be given for education and skill improvement
- Pay increases should be awarded when experience is tied to professional growth
- Pay increases should reflect equity for all staff members through differential pay for high wage earners

### **Negotiation Summary**

The Board of Education is committed to the negotiation process. The Board of Education and Prospect Heights Education Association (PHEA) met four times this spring between March 10 and May 27, 2015. The Board and the Prospect Heights Education Association (PHEA) jointly entered the mediation process on May 27, 2015. The first session with the mediator was held on June 11, 2015 and a second session was held on July 29, 2015. At the request of PHEA, additional scheduled sessions were postponed until after the start of school. On August 6, 2015, the PHEA initiated the Public Posting Process. The Board's most recent offer will be posted on the District 23 website when appropriate. Offers for both parties will be posted on the Illinois Educational Labor Relations Board website (<http://www.illinois.gov/elrb/Pages/FinalOffers.aspx>) on August 20, 2015. Currently the next mediation sessions are scheduled for Wednesday, August 26 and Friday, August 28, 2015.

## **Prospect Heights District 23 Financial Condition**

The Board of Education is committed to adopting a fiscally responsible budget on a yearly basis. The Board works to maintain fund balances at a level adequate to maintain levels of service and pay its obligations in a prompt manner in spite of unforeseen events or unexpected expenses. Board of Education Policy 4:20 requires the Board to maintain an operating fund balance to operating fund expenditure ratio equal to or greater than 33%. Due to the Board of Education's diligent effort, the District has been consistently honored with the distinction of being a school in Financial Recognition status by the Illinois State Board of Education.

While the Board has managed to achieve such status with additional monies in reserve, the Board must continue to spend its money responsibly due to the revenue shortages, yearly deficits and overall debt of the State of Illinois. The financial shortfalls of the State of Illinois have caused General State Aid to be consistently reduced.

In addition, the legislature is currently considering Senate Bill 318 and House Bill 4268 that are proposed pieces of legislation that would freeze property taxes and not permit the District to realize any new revenue from local sources. Currently, property taxes account for approximately 87% of all District revenue.

Finally, for the last two legislative sessions, the legislature has considered, and will continue to consider, legislation that would shift state pension liabilities and costs for teachers to the local school districts. In light of such proposed fiscally devastating legislation, the Board must continue to be financially responsible and manage the limited revenues that it receives in order to educate its students.

## Most Recent Board of Education Proposal on Salaries and Wages

The salary model proposed for this three-year contract utilizes the ten-year Consumer Price Index (CPI) plus an additional percentage increase. The average of the ten-year Consumer Price Index is approximately 2.25.

**Certified PHEA Staff Members Not Classified as High Wage Earners:** Certified PHEA members, not classified as a high wage earner, will receive 3% for each year of the three-year contract.

**High Wage Earners:** Certified and Non-certified PHEA members earning \$90,000/year or more will be classified as high wage earners. These employees will receive an increase equal to 1.5% for each year of the three year of the contract.

**Non-Certified PHEA Educational Support Staff:** Non-certified PHEA educational support staff will receive 3% for each year of the three year of the contract.

### 2015 - 2016

Covered Employees	Percentage Increase	Salary Cost	Increase Over Previous Year
Certified PHEA (Non-High Wage Earners)	3.00%	\$6,235,685	\$172,414
Certified PHEA (High Wage Earners)	1.50%	\$1,641,180	\$24,247
Non-Certified PHEA	3.00%	\$1,031,917	\$30,055
<b>TOTAL COST for 2015-2016</b>		<b>\$8,908,781</b>	<b>\$226,716</b>

### 2016 - 2017

Covered Employees	Percentage Increase	Salary Cost	Increase Over Previous Year
Certified PHEA (Non-High Wage Earners)	3.00%	\$6,413,128	\$177,443
Certified PHEA (High Wage Earners)	1.50%	\$1,665,790	\$24,611
Non-Certified PHEA	3.00%	\$1,062,875	\$30,958
<b>TOTAL COST for 2016-2017</b>		<b>\$9,141,793</b>	<b>\$233,012</b>

### 2017 - 2018

Covered Employees	Percentage Increase	Salary Cost	Increase Over Previous Year
Certified PHEA (Non-High Wage Earners)	3.00%	\$6,594,366	\$181,238
Certified PHEA (High Wage Earners)	1.50%	\$1,690,770	\$24,980
Non-Certified PHEA	3.00%	\$1,094,761	\$31,866
<b>TOTAL COST for 2017-2018</b>		<b>\$9,379,897</b>	<b>\$238,084</b>

## **Educational Enhancements (additional graduate courses)**

Individuals attaining the following levels of educational enhancements will receive a 3% increase in their salary with a total annual salary increase not to exceed 6%:

Levels of Educational Enhancements:

- Bachelors of Arts +12 hours of graduate credit
- Bachelors of Arts + 24 hours of graduate credit
- Masters Degree
- Masters Degree + 15 hours of graduate credit
- Masters Degree + 30 hours of graduate credit

*Cost: \$9,622 in year one of the contract. Costs in year two and three will be determined based upon individuals seeking advancement*

## **Non-scheduled workday pay: Increases to \$25.00/hour**

The rate of pay for non-scheduled work required as a function of a job related to duty that is not covered by extra duty will increase to \$25.00/hour. This represents a 25% increase over the current rate.

*Cost: This cost will vary based on the number of after school committees and training sessions that individuals attend.*

## **Additional Contract Issues**

The items presented above are the Board's only remaining open items. The Board proposes no other changes to the current contract language.

## **Summation**

The Board of Education has respect for its teaching staff and wants to compensate teachers and support staff fairly and equitably for their work, while operating within the financial means of the District. The Board of Education takes seriously its responsibility to be a conscientious steward of the District's finances and remains focused on its primary mission – providing the highest quality of education possible for the 1570 students that are served in prekindergarten through eighth grade.