



Illinois Federation of Teachers  
*A Union of Professionals*

[www.ift-aft.org](http://www.ift-aft.org)

BY EMAIL

December 22, 2016

Illinois Educational Labor Relations Board  
ATTN: Victor Blackwell  
160 N. LaSalle Street  
Chicago, IL 60601  
ELRB.Mail@illinois.gov

**RE: Quincy Federation Public Posting Documents**

Dear Mr. Blackwell:

Please find attached the Quincy Federation, Local 809 public posting documents as a follow up to the December 13, 2016 request to initiate the Public Posting Process. These documents are being submitted pursuant to the Illinois Educational Labor Relations Act.

Please advise us of any additional information needed. Also, please acknowledge receipt of documents

Sincerely,

Michelle Eberlin  
IFT Field Service Director

Cc: Roy Webb, Superintendent (via e-mail)  
Teresa Phillips, FMCS Mediator (via e-mail)  
Jen Drew, QF Co-President (via e-mail)  
Jill Reis, Regional Superintendent (via e-mail)

Quincy Federation of Teachers and Educational Support Personnel, Local 809  
IFT-AFT/AFL-CIO

IELRB Public Posting

**Notification and Request to Initiate Public Posting (see Exhibit A)**

**Background**

The teachers, paraprofessionals, custodians, bus drivers, food service workers, and clerical staff go above-and-beyond every day for Quincy's students. As they work together to ensure students receive all they need to succeed in higher education and careers, it was natural for all of these dedicated workers to join together as one union, the Quincy Federation of Teachers and Educational Support Personnel, Local 809. QFT understands the balance necessary to be both fiscally responsible to the community as well as keeping the school community together and ending the revolving door that forces these education workers into other districts. QFT wants to teach generations to come and its current contract proposals are the right step forward in giving Quincy's families the schools they deserve.

**History of Merger**

The Quincy Federation of Teachers, Local 809 is party to a collective bargaining agreement with the Quincy Public Schools which covers the district's teachers and para educators and which expired on August 9, 2016. Prior to the expiration of the contract the IELRB recognized the addition of the district's custodians, bus drivers, food service workers, and clerical staff into the bargaining unit. We had previously reviewed all separate contracts and found similar or identical language among the groups' individual contracts. Collective bargaining over terms and conditions began on July 6, 2016, where the Union presented their initial proposal. On Sept. 12, 2016, the Union presented our estimated cost out figures along with estimated District revenue and account balances. The Union gave a detailed explanation of the numbers presented on the white board. The District's Business Manager took a picture of these figures prior to leaving the negotiations room. (see Exhibit B – Union pictures).

During the many meetings over many hours, with and without the assistance of the federal mediator, the parties have remained dedicated to the process of collective bargaining, worked on many issues and have been able to make tentative agreements on many language issues.

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### History of our Negotiations

We have had five negotiation sessions with the federal mediator and a total of 16 negotiation sessions (see Exhibit C). Our most recent mediation session occurred on December 8, 2016. The mediator handed (Exhibit D) to the Union. This is the first time the Union had received an estimated cost of offer from the Board. Quincy Federation offered a formal written counter proposal for the Board to consider on December 8, 2016, in hopes that the district would continue working towards a fair settlement. Our Board's negotiation team chose not to make a counter offer and not to set another date for negotiations. Our offer was designed to meet the needs of all of the district's students, parents, and employees. We have eliminated many items and made significant changes to our previous proposals in an effort to bridge the gap between the Quincy Federation and the Board. We have retained the items we believe will help the district attract and retain quality employees. Quincy Public Schools continues to lose quality teachers and staff to neighboring districts. Currently, Quincy Public Schools retention rate is 81%. Our district will only suffer if we continue to lose quality professionals for careers elsewhere where salaries and working conditions are more desirable and favorable.

Our Quincy community has shown great support of this school system by recently voting to approve an \$89 million referendum to improve a few existing buildings and build five new elementary schools. Superintendent Webb has stated his belief that we need to improve the staff quality of life which is key to improving other areas, including competitive wages for all employees. He also stated that we need to concentrate on two areas, providing opportunities for students and improving the quality of life for the district staff. Former Interim Superintendent Cal Lee stated, "Quincy lags behind the state average in teacher salaries. State average in 2014 was \$62,435 and Quincy's was \$44,812. The State average administrative salary in 2014 was \$101,096 while Quincy was at \$83,600." Teacher's salaries continue to fall to the bottom of the Large Unit District Association (LUDA) salary schedules (see Exhibit E). Many LUDA Districts pay the 9% pension payment in addition to their reported certified salaries (See Exhibit F).

In the Quincy Public School District, the Certified Staff Salary Schedule includes the 9% withheld for pension obligations. Therefore, certified staffs' take home pay is reduced by 9% from what is reflected in the salary schedules. For example, a beginning teacher's reported salary is \$34,111 but their non-pension portion is \$31,041. The bus drivers and food service workers also are very low compared to LUDA school districts. Cal Lee was also quoted as saying, "It has been said - One can tell what a district values by where it spends its money. As we move forward with building projects and transition activities, let us be reminded of the purpose of schools and stay focused on providing the highest quality, most relevant and effective resources and experiences available for our students." The resources of this district are our students, our parents, our employees and the community of Quincy.

We are confident that our proposal encompasses all of those things. In the recent past, we have received minimal raises, experienced increased insurance premiums and out-of-pocket expenses, and endured other cost cutting measures by Quincy Public Schools. While administration has continued to grow in numbers and have received considerable raises and increases in pay. The District has steadily increased the number of employees at its Board of Education Office (BOE). The BOE personnel consisted of 18 employees as recent as the fall of 2011. That number rose to 22 in the fall of 2014, 23 in the fall of 2015, and a staggering 25 in the fall of 2016. These increases in personnel at the BOE has resulted in significant expenditure increases during years of reduced State funding and increased deficit spending.

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OUTSTANDING LANGUAGE ITEMS

UNION PROPOSAL with Rationale

ARTICLE 1

DEFINITIONS

Our proposal for a 1 year agreement includes:

1.3.11 Licensed Staff Members – All regularly employed full-time and part-time licensed staff members (including but not limited to : teachers, counselors, team leaders, psychologists, social workers, non-administrative deans, librarians, media specialist, speech pathologists, visual consultants, and audiologists, and **head start teachers**).

UNION RATIONALE:

Adding head start teachers to the licensed staff member definition– Quincy is fortunate to have licensed head start teachers. This licensure is through the Illinois State Board of Education in the same manner as all other licensed staff. The head start teachers work in the same building as Early Childhood Teachers who are recognized as licensed staff.

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ARTICLE VII

EMPLOYMENT CONDITIONS

7.5 Vacancies, Postings and Transfers

7.5.1.2/7.5.1.4 Qualifications and/or qualities being equal, as determined by the District, a staff member applying for a vacancy shall be offered the position over a new hire. The selection of a qualified candidate for a new or vacant position will be in sole discretion of the Board and will be based on the overall needs and best interests of the District as determined by the Board. If more than one Bargaining Unit applicant satisfies the criteria set forth in Section 7.5.1.4, the applicant with the most seniority will be given preference. ~~Vacancies will not be permanently filled until the five (5) working days' posting period has expired. Temporary appointments may be made during the posting period but in no event may a temporary appointment extend beyond the end of the current year.~~

7.5.1.3/7.5.1.2 When a large number of positions become available at one time (examples include, but are not limited to: transitioning grade levels to new buildings, RIF, or new programs) a separate process for selection will be negotiated between the union and the district.

7.5.1.4/7.5.1.3 When filling a new or vacant position, **including** extracurricular positions, **the position** shall be posted **within 5 days** for a period of at least five (5) working days on the District website and in writing. Vacancies will not be permanently filled until the five (5) working days' posting period has expired. Supervising administrators will be involved in describing the vacancies in order to more clearly reflect the position that is available. ~~Written~~ **electronic** communication announcing openings will be sent to the **subgroup** Union President and a copy of the posting will be sent to the Union office **and each building**. Every Staff Member will have the right to apply for any Bargaining Unit position for which he/she is qualified that becomes available. Applications shall be in writing, addressed to the Superintendent. As part of this application process, each Staff Member who applies will be granted an interview unless both the following conditions are true:

UNION RATIONALE:

Retaining the current contract language "Qualifications and/or qualities being equal, as determined by the District, a staff member applying for a vacancy shall be offered the position over a new hire."

The Union's position is to retain the current language which has been defined by two arbitrations.

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7.15.9/7.5.1.10 If a Bargaining Unit Member in a job category steps up to fill a temporary position for an extended period of time that exceeds **two weeks**, that member should be compensated at an appropriate rate of pay.

7.15.10/7.5.1.9 Temporary teaching appointments may be made during the posting period but in no event may a temporary teaching appointment extend beyond the end of the current school year. All other temporary assignments are defined as working assignments that are expected to last **twenty (20) working days or less**. **If a temporary position is extended beyond the twenty (20) working day period**, it shall be deemed a permanent position and posted in the same manner as other vacancies.

**UNION RATIONALE: Temporary Assignments**

The Union wants a period of a twenty day temporary assignment before a position is deemed permanent. This provides stability and consistency more quickly.

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7.9.1 K-12 facilities, the Board Office, and Flinn Stadium will be regularly cleaned by custodial bargaining unit members.

UNION RATIONALE:

Custodians, employees of the District, provide consistency, knowledge of buildings, follow District procedures, and secure buildings. Maintaining the practice of having current custodial staff to clean the building instead of a substitute increases the safety of students and staff.

7.9.3 Each employee working five or more consecutive hours receive one ½ hour uninterrupted meal break and may leave the building after notifying the building administrator. Each custodian receives two 15 minute breaks in a period of an eight-hour shift and an additional 15 minutes for each additional 4 hours worked.

When overtime is required, only bargaining unit members are to perform the work. **A supervisor is eligible to work overtime when no other qualified bargaining unit member is available.**

UNION RATIONALE:

Providing overtime to a bargaining unit member first would save the District money. The supervisor who takes overtime has a substantial higher hourly rate which in turn costs the Districts time and a half of the supervisors pay. Also, the work that the Supervisor is doing is bargaining unit work.

**Bargaining unit members may request compensatory time in lieu of receiving overtime pay at a one and one half times that of the employee's regular rate of pay. For a yearly total of no more than 40 hours per year, July 1 and June 30. Compensatory time may only be used during the following times: when a sub is not required, for example; may include but not limited to, when students are not in attendance, during extended breaks, during Summer time, to name a few.**

**Any unused balance of time will be paid at a rate of one and one half of the employee's regular rate of pay. Compensatory time must have prior approval from supervisor.**

UNION RATIONALE: The custodial staff contract had this language and feel it was removed inadvertently. Utilizing compensatory time would save the District money. As described in the language above, employees who have earned compensatory time would be able to use it during times when students are not in school. This approach would have the least impact on the children and their environment. It would also avoid the need for a substitute to be hired while an employee is utilizing compensatory time. A cap/limit of 40 hours per year can be accumulated. The Union presented a sample form that had been used to track compensatory time data accumulation and usage.

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ARTICLE IX

9.3 Discipline

9.3.1 The Union and Board subscribe to the concept of progressive corrective discipline. No staff member shall be reprimanded without just cause. Steps of progressive discipline are (1) verbal warning, (2) written warning, (3) suspension with or without pay, and (4) discharge. Disciplinary action will be administered in a manner so as not to cause unnecessary embarrassment to the employee. However, the District has the right, in its discretion, to bypass one or more steps of progressive discipline and implement any level of discipline, up to and including discharge, based on the severity and particular facts and circumstances of a situation.

9.3.2 Disciplinary Process and Procedure

9.3.2.1 Interview

The District may conduct an investigative interview of a situation in which the employee may be involved from which the results of the interview might result in discipline of the employee. Investigative interviews may occur at any time as needed.

9.3.2.2 Disciplinary Appearance

When an employee is required to appear before the Board or administration concerning any matter which could adversely affect that the employee's position, employment or salary, the employee shall be given reasonable prior written notice of the reasons for such meeting and shall be entitled to have a personal representative at said meeting. If, during the course of discussing disciplinary action with an administrator, an employee requests Union representation, the administrator shall discontinue the discussion.

9.3.2.3 Nothing in this section prohibits the Board or administration from taking immediate action for circumstances of a serious nature including but not limited to a danger to the safety and welfare of students or staff.



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9.3.3 Disciplinary Actions

9.3.3.1 It is hereby agreed that all employees shall comply with all working rules established by the District and shall perform in a satisfactory manner the duties assigned and in the manner prescribed by their supervisor.

9.3.3.2 Failure of an employee to comply with the District's work rules or to perform his/her assigned duties in a satisfactory manner shall be grounds for disciplinary action. The type of disciplinary action taken shall be at the discretion of the District as deemed justified by the seriousness of the offense. Discipline will be issued as soon as practicable after the District becomes aware of the event or action giving rise to the discipline. An effort will be made to administer such discipline within thirty (30) days of the time the District becomes aware of the event or action giving rise to the discipline. In the event the District is unable to obtain evidence to support its charges due to matters beyond its control, the employee and the Union will be notified within a thirty (30) day period that discipline may be administered at a later time when evidence becomes available to the District.

9.3.3.3 No employee covered by this Agreement shall be disciplined by suspension with or without pay, withholding compensation, or discharge without:

9.3.3.3.1 Written notice of the reasons; and specific reasons for this action

9.3.3.3.2 The right to have a Union representative present at an employee disciplinary conference. The employee is responsible to notify administration of his/her request for Union representation and the employee shall arrange for such representation.

9.18.4 Discipline Procedure

~~9.18.4.1 — An ESP may be disciplined with just cause for violation of work rules, and in addition thereto, for acts or omissions to act which unnecessarily endanger the health, safety or property of students, other District employees or members of the public. While it is desirable to follow the normal sequence of progressive corrective discipline, an infraction may be of such a serious nature as to warrant more severe actions immediately. If the district agrees with our just cause sentence in 9.3.1 we are ok to remove this.~~

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9.18.5 This section 9.6 shall not apply to a probationary Staff Member who has served the District less than nine (9) work months e.g., one (1) school year or the end of the Staff Member second semester of employment even if the nine (9) months have not been completed.

9.18.6 Discipline will be issued for just cause and will be issued as soon as practical after the District becomes aware of the event or action giving rise to the discipline. An effort will be made to administer such discipline within thirty (30) days of the time the District becomes aware of the event or action giving rise to the discipline. In the event the District is unable to obtain evidence to support its charges due to matters beyond its control, the ESP staff member and the Union will be notified within a thirty (30) day period that discipline may be administered at a later time when evidence becomes available to the District.

9.18.6.1 ESPs suspended or ~~discharged~~ may appeal the decision by filing a written statement with the Superintendent within three (3) working days from receipt of notice. The ESPs written statement shall set forth any additional facts or reasons that the ESPs considers sufficient to warrant reconsideration of the suspension ~~or discharge~~.

9.18.6.2 The Superintendent shall arrange a hearing within five (5) working days from receipt of the ESPs appeal notice. The Superintendent shall render a decision one (1) working day from the time of the hearing and shall communicate it in writing to the ESPs and the Union.

9.18.6.3 If the ESPs and the Union are not satisfied with the decision of the Superintendent, the ESPs or the Union may submit to the Board a request that the matter be referred to an impartial hearing officer. The parties shall mutually agree upon the selection of a person to act as hearing officer. The hearing officer's authority shall be limited to deciding only the issue or issues presented in writing by the Union and District. All expenses for the hearing officer's services shall be borne equally by the Union and the District. At such hearing, the ESPs has the right to Union representation and may present information pertinent to the problem. Upon completion of the hearing, the hearing officer shall make a recommendation to the Board. The Board shall act upon the matter within thirty-five (35) calendar days of receipt of the hearing officer's recommendation. The decision of the Board shall be final and binding upon the parties.

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9.3.4 Suspension With Pay

9.18.7.1 Nothing prohibits the Board or Superintendent from suspending an ~~Food Service Worker~~ ESP with pay pending an investigation of possible ~~Food Service Worker~~ ESP wrongdoing. Suspensions with pay are not deemed disciplinary.

9.3.5 Just Cause Suspension Without Pay and Termination

9.3.5.1 Prior to the suspension without pay or termination of an ESP, the ESP shall have a right to a conference with the Superintendent. At the ESP's request a Union representative will be present. The specific grounds forming the basis for the suspension or termination shall be made available to the ESP and the Union in writing at least forty-eight (48) hours in advance of such conference. Only the Board after a due process hearing can terminate an ESP.

UNION RATIONALE:

Everyone should be afforded "Just Cause" before they experience any discipline. This is current language in our contracts.

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ARTICLE X

LEAVES

10.1 Sick Leave

10.1.2 For Clerical staff working 191-196 days, 13.12 days per work year; for those working 200-210 days, 14.5 days per work year; for those working 220 to 260 work days, 17.95 days per work year. Three (3) sick leave days may be used for personal leave.

UNION RATIONALE:

The above proposal is currently what Quincy Public School secretarial/clerical staff are receiving and have received for years. This tiered structure should continue. Secretarial/Clerical staff should not lose benefits in any many because of being represented by the Quincy Federation and the Illinois Federation of Teachers.

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ARTICLE XI

COMPENSATION AND BENEFITS

11.1 Pay Procedure

11.1.1 A Staff Member will be paid on the 15<sup>th</sup> of each month. If the 15<sup>th</sup> occurs on a Saturday, Sunday, or during a break, Staff Members will be paid on the last school day preceding the 15<sup>th</sup>.

11.1.2 For purposes of initial salary schedule placement a new Licensed Staff Member to the District will be granted year for year credit for Licensed experience, as determined by the District, in the field of education. **Licensed Head Start teachers will be placed on the licensed salary schedule in accordance to their years of experience as a licensed teacher and additional educational level completed (i.e step and lane movement). Initial placement on the licensed salary schedule shall be equal to the lesser of the number of years as a licensed teacher plus five years or the actual number of years worked in the District.**

UNION RATIONALE:

The Union has proposed either placing the Headstart licensed staff on the Certified Salary Schedule or the School Support Personnel Salary Schedule. The Union Cost Out figures reflect Head Start teachers being placed on the School Support Personnel Salary Schedule.

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**11.2.6 Clerical Staff**

- 11.2.6.1 Initial placement on the salary schedule for new Clerical Staff to the District will always be at Step 0. The District may give the new Clerical Staff credit for previous experience earned outside of the District and thereby start the new Clerical Staff on the regular salary schedule higher than Step 0.**
- 11.2.6.2 The new Clerical Staff cannot be given more than year for year of experience earned outside of the District.**
- 11.2.6.3 The experience credited for work outside of the District by the new Clerical Staff must be in comparable work experience.**
- 11.2.6.4 Movement on Salary Schedule Upon completion of each Work Year a Clerical Staff will advance to the next step on the salary schedule effective July 1.**
- 11.2.6.5 Compensation for Clerical Staff shall be per Schedule \_\_\_ and Exhibit\_\_ attached to this Agreement.**

**UNION RATIONALE:**

The practice of placement of Secretaries/Clerical staff should continue in the same manner they have been placed as described above for many years. This is also the procedure by which other subgroups are treated. Consistency and fairness.

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**Clerical Staff Holidays**

**Clerical staff receive holiday pay for those holidays observed during the time of their work year. (example: Labor Day is observed during the work year is a paid holiday. For those staff working 260 days would receive July 4<sup>th</sup>, holiday pay)**

**UNION RATIONALE:**

Secretaries/Clerical staff currently receive holiday pay for employees working 260 days and less. The status quo should continue.

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Compensation and Benefits

**SUMMARY OF UNION PROPOSAL**

We are asking for equitable increase in compensation for Local 809 members.

- We are currently seeking retention of current benefits and language from the individual contracts so that no members are harmed in the merger.
- We have offered language items which would lead to a cost savings for the district and we have continued to problem solve ways to decrease district's costs. This would lead to effective cost savings measures going forward.

**Union Proposal: Step (and earned Lane) + 1.45% (retroactive for 2016-17)**

A one year agreement with 1.45% on the salary schedule and step movement for all members of Quincy Federation, Local 809. Lane movement for those eligible. This agreement will be retroactive for 2016-17.

**UNION RATIONALE:**

Staff have seen an increase in workload and expectations over several years. This will assist in building a culture that recognizes and rewards the dedication and excellence of our staff. We must offer salary schedules that are competitive. Quincy staff are among the lowest paid in the area as well as Districts similar in size.

**Licensed Head Start**

Placed on School Support Personnel schedule

**Secretarial/Clerical**

**Salary Schedules** – Three salary schedules: (Level 2 Secretarial Staff Schedule, Level 1 Secretarial Staff Schedule, Administrative Assistant Salary Schedule-included in December 8, 2016 proposal) using the current salary schedule in which secretaries have been building on since 2012-2013 with a 3% increase on the schedule in 2013-2014, 1.5% increase on previous year to create the 2014-15 schedule, 2.5% increase on the previous year schedule to build the 2015-16 salary schedule. For 2016-2017 Secretarial staff receive 1.45% increase and step movement.

**UNION RATIONALE:**

Building on what the District has used for several years in the above described Salary Schedules. The Union proposes increasing the salary schedules to 25 steps from 20 steps. Secretarial/Clerical should also continue their accumulation of vacation days and utilization as they have in the past.

Superintendent Webb has stated that the vacation days secretaries currently have accumulated would not be lost. They would be available for use per the current practice.



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**UNION COST OF SALARY PROPOSAL**

Step (and earned lane) + 1.45% for Quincy Federation members	Fall 2016 Compensation	New Compensation	Change from 2015-16
Teachers (certified staff)	\$ 20,426,788.84	\$ 21,013,037.50	\$ 586,248.66
Head Start Teacher	\$ 297,038.88	\$ 386,536.95	\$89,498.07
HS increase over 3 years			\$29,832.69
Paraeducator – All Para Groups	\$ 2,665,000.33	\$ 2,757,742.34	\$ 92,742.01
School Support Personnel	\$ 608,922.63	\$ 629,382.43	\$ 20,459.80
Cafeteria	\$ 678,765.17	\$ 703,200.72	\$ 24,435.55
Custodians	\$ 1,384,539.58	\$ 1,446,843.86	\$ 62,304.28
Bus Drivers	\$ 747,968.74	\$ 772,841.34	\$ 24,872.60
Clerical / Secretaries	\$ 1,246,558.11	\$ 1,287,613.22	\$ 41,055.11
Totals	\$ 28,055,582.28	\$ 28,997,198.36	\$ 881,950.70
Health Insurance Cost based on spreadsheet provided by District	\$ 8,283,386.28	\$ 8,376,528.48	
80% of Total (District's estimate of Quincy Federation proportion)	\$ 6,626,709.02	\$ 6,701,222.78	\$ 74,513.76
Jr. High Planning Period			\$ 25,000.00
Special Ed Coordinators			\$ 8,663.52
Total Cost of Union Proposal			\$ 990,127.98

- Teachers excludes School Administrative Managers (SAMs) and Head Start teachers.
- Head Start includes all head start teachers; total increase is spread out over 3 years.
- Paraeducators include Special Education Paraeducators, Computer/Library Paraeducators, and Deaf Interpreter Paraeducators.
- School Support Personnel excludes 4 non-members in District numbers.
- Cafeteria excludes workers who work less than 3 hours per day.
- Bus Drivers exclude riders and SEIU members.
- Clerical excludes BOE staff.
- See (Exhibit G) District Health Insurance spreadsheet provided during Aug. 2016 negotiations sessions of 2015-16 and proposed 2016-17 premium cost sharing.
- See (Exhibit H) District Open Enrollment Election totals. Part-time breakdowns were not provided from the District so the 2016-17 estimate reflects all enrollments are by fulltime employees, thus inflating this estimate.
- Overall insurance premiums decreased for employees based on the number of employees that chose plans with significantly higher deductibles. Employees who chose mirror plans to previous insurance experienced an increase in employee premiums.
- QJHS planning time for teachers without team planning cost amount given to Union from District by negotiations mediator at Nov. 2016 negotiations session.
- New rates for extra transportation assignments are paid out of activity and/or athletic account, or grants (example 21<sup>st</sup> Century Community Learning Center grant, (see Exhibit I).

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The figures presented to the Union by the District continually changed throughout our negotiations. Additions to specific funds based on local taxes changed dollar amounts with every report that the District provided. Therefore, the reported 3% increase in the EAV which equates to \$24,840,768 was used to determine the increased amounts for each fund as shown below.

	2015-2016	2016-2017	Difference
EAV	\$ 828,025,605	\$ 852,866,373	\$ 24,840,768
Increase in local tax revenue in 3 Funds based on EAV increase:			
Education	\$ 15,053,091	\$ 15,692,741	\$ 639,650
Operations and Maintenance	\$ 4,090,529	\$ 4,264,332	\$ 173,803
Transportation	\$ 1,636,261	\$ 1,705,733	\$ 69,472
Special Education	\$ 327,319	\$ 341,147	\$ 13,828
Tort	\$ 2,171,083	\$ 2,236,216	\$ 65,133
Working Cash	\$ 409,127	\$ 426,433	\$ 17,306
Total Increase to Funds:			\$ 979,192
General State Aide	\$ 12,108,877	\$ 12,774,845	\$ 665,968
Savings from retirements and resignations			\$ 647,725
Total Available Funds			\$ 2,292,885

- The 2015-2016 revenues to the various funds did not utilize the entire tax rate of 1.84% in the Education Fund, 0.5% in the Operations and Maintenance Fund, 0.2% in the Transportation Fund, and similar reductions in all other funds.
- The 2016-2017 increase in revenue amounts reflects 1.84%, 0.5%, and 0.2% of the EAV.
- The General State Aide amount for 2016-2017 includes any and all adjustments based on corporate personal property replacement tax (CPPRT) reductions. As reported in the Quincy Herald Whig on August 22, 2016, the District reported a CPPRT reduction of \$1.2 million in the Education fund, \$1.1 million in the Operations and Maintenance fund, and \$260,000 in other funds when in fact the Illinois Department of Revenue reported the reduction as \$517,103.51 (see Exhibit J). When Quincy Federation asked the District about this reported discrepancy they replied that it is a reduction from the previous year's budget. When Quincy Federation pointed out that reporting budgeted differences instead of the actual reduction is misleading to the public. The District replied that's the way they always do it.
- The CPPRT allocation error in the amount of \$618,779.32 (see Exhibit K) was paid to and used by the district, however, it will be repaid over time as a reduction in General State Aide. As stated above, this reduction is already included in the above figures for GSA.

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	Number of employees paid from this fund (All Employees)	Fund balances as of June 30, 2016*
Educational Fund	816	\$ 499,441
Operation & Maintenance	83	\$ 245,431
Transportation	113	\$ 121,049
Working Cash		\$ 4,455,122
QAVTC	17	\$ 549,862
WCR	1	\$ 107,670
Tort**		\$ 3,280,965
Totals:	1,030	\$ 9,259,540

- These are fund balances available for 2016-17 prior to the additional funds from GSA (General State Aid) to be paid in 2016-2017, property taxes to be collected for 2016-2017 and federal monies paid for 2016-2017.
- Several employee groups and/or positions are funded through dollars from Tort. For payroll processing purposes, they are paid out of the above funds and then the expense is transferred to Fund Adams Co. Special Ed. These would include security, part of our nurses, part of certain positions in maintenance, transportation and administration.
- The Union conducted a 5-year analysis of budgeted versus actual figures in the Education, Transportation, Operations and Maintenance, Working Cash, and Tort funds. It appears that the District occasionally underestimates revenues and overestimates expenditures.

**Exhibit L is the complete December 8, 2016 Union Proposal.**