



**MOST RECENT OFFER**  
**OF**  
**THE RICHMOND BURTON**  
**EDUCATION ASSOCIATION**  
**OF**  
**DISTRICT 157**  
**August 15, 2014**

\*According to State law, following a declaration of impasse, both parties must submit their most recent offers to the IELRB. The RBEA hopes to continue to negotiate with the Board of Education to reach an agreement.

# Introduction & REA Goals



The Education Association representing the teachers of Richmond Burton Community High School values the district's continued effort to achieve a fair contract. The REA believes it is essential for the continued success of the district that the parties reach an agreement that is fair for teachers and protects the District's financial stability while still maintaining an environment that can attract and retain skilled staff.

The REA's goals for the agreement are:

1. Agree to a contract that is fiscally responsible for the district and its community members.
2. Create a salary schedule that is competitive with neighboring communities to attract and retain highly qualified teachers.
3. Finalize a compensation package that does not require the district to seek additional funding from the community.
4. Maintain common practice retirement incentives for all teachers.

# District 157's Financial Overview



The ILEARN website (<http://webprod1.isbe.net/ilearn/ASP/index.asp>) provides comparative financial information for Illinois schools. There is key financial data that can be used to compare one school district to another.

**Total EAV** = the assessed value multiplied by the state equalization factor; this gives the value of the property upon which the tax rate is calculated after deducting homestead exemptions.

**ADA** (average daily attendance) = the number of pupil days in attendance divided by the number of days in session.

**Total Tax Rate** = a school district's total tax rate consists of all tax levied.

**EAV per child** = total EAV divided by ADA for the district.

**Operating Expense per Child** = The gross operating cost of a school district (educational, operations and maintenance, debt service, transportation, municipal retirement/social security, and tort funds excepting summer school, adult education, bond principal retired, and capital expenditures) divided by the nine-month ADA for the regular school term.

Description	Amount	All Illinois Ranking	McHenry County
D157 Total EAV	\$371,536,828.00		
D157 ADA	707		
Total Tax Rate	2.92%	237	5.64%
D157 EAV per child	\$525,363	780	165,250
D157 Operating Expense Per Child	\$14,472	43	10,740

Retrieved from: <http://webprod1.isbe.net/ilearn/ASP/index.asp>

1 = highest rank

Total EAV represents the money available to access real estate tax revenue for districts. The greater the EAV, the more revenue is generated by the district from its taxing base. EAV per child represents the taxing dollars per child in the district. Because district 157 has a large EAV it can have a moderate tax rate. District 157 has the 43rd highest operating expense per child in the state of Illinois.

# District 157 Expenditure Comparisons



It is the REA's belief that a district's spending should reflect the values of its community. The REA believes that our principal mission is to educate and prepare the young people of our community for college and the workforce. It is necessary that the District align their priorities to value education and reduce the impact of other outside costs such as administrative costs, unnecessary property, and debt. The Illinois school report card (<http://illinoisreportcard.com/>) reports how much each district spends on instruction and other expenses. Below is a comparison of neighboring districts showing how much of their budget they spend on instruction and other expenses. It is our contention that the district needs to revisit its expenditures to create a salary schedule that will allow it to retain high quality teachers to fulfill its mission to provide the best instructional experience for our students.

## REA School Report Card Operational Budget Analysis

Retrieved from: <http://irc.niu.edu/>

District	2009		2010		2011		2012		2013		Average Instruction	Average Other Expenses
	Instructional	Other Expenses										
Alden SD 19	61.39%	38.61%	57.09%	42.91%	57.20%	42.80%	54.87%	45.13%	54.64%	45.36%	57.04%	42.96%
Byron CUSD 226	60.78%	39.22%	55.32%	44.68%	57.53%	42.47%	59.09%	40.91%	56.47%	43.53%	57.84%	42.16%
Central CUSD 301	54.86%	45.14%	53.92%	46.08%	55.06%	44.94%	53.87%	46.13%	54.32%	46.13%	54.32%	45.68%
Crystal Lake CHSD 155	71.33%	28.67%	70.89%	29.11%	72.61%	27.39%	74.07%	25.93%	68.08%	31.92%	71.40%	28.60%
District 300-Hampshire	57.18%	42.82%	51.20%	48.80%	53.10%	46.90%	52.73%	47.27%	52.59%	47.41%	53.36%	46.64%
Genoa Kingston CUSD 424	55.21%	44.79%	57.02%	42.98%	58.05%	41.95%	58.52%	41.48%	57.13%	42.87%	57.18%	42.82%
Grant CHSD 124	54.50%	45.50%	46.20%	53.80%	46.07%	53.93%	47.52%	52.48%	46.78%	53.22%	48.21%	51.79%
Grayslake CHSD 127	46.93%	53.07%	47.63%	52.37%	49.42%	50.58%	50.16%	49.84%	50.82%	49.18%	48.99%	51.01%
Harvard CUSD 50	59.23%	40.77%	52.67%	47.33%	55.88%	44.12%	52.82%	47.18%	56.17%	43.83%	55.35%	44.65%
Huntley	49.01%	50.99%	59.81%	40.19%	56.37%	43.63%	57.74%	42.26%	55.04%	44.96%	55.59%	44.41%
Johnsburg CUSD 12	64.67%	35.33%	65.64%	34.36%	65.84%	34.16%	68.22%	31.78%	68.42%	31.58%	66.56%	33.44%
Lake Villa CHSD 117	53.92%	46.08%	54.64%	45.36%	54.66%	45.34%	54.93%	45.07%	51.71%	48.29%	53.97%	46.03%
Marengo CHSD 154	53.13%	46.87%	52.88%	47.12%	52.45%	47.55%	54.28%	45.72%	51.51%	48.49%	52.85%	47.15%
McHenry CHSD 156	60.67%	39.33%	56.89%	43.11%	61.20%	38.80%	63.78%	36.22%	64.32%	35.68%	61.37%	38.63%
Nippersink SD 2	55.11%	44.89%	55.06%	44.94%	55.48%	44.52%	56.89%	43.11%	57.32%	42.68%	55.97%	44.03%
North Boone CUSD 200	58.31%	41.69%	56.00%	44.00%	57.40%	42.60%	58.35%	41.65%	58.11%	41.89%	57.64%	42.36%
Richmond CHSD 157	51.67%	48.33%	51.56%	48.44%	46.80%	53.20%	53.10%	46.90%	48.16%	51.84%	50.26%	49.74%
Rochelle HSD 212	63.23%	36.77%	55.96%	44.04%	57.93%	42.07%	57.34%	42.66%	56.91%	43.09%	58.27%	41.73%
Round Lake CUSD 116	56.05%	43.95%	57.89%	42.11%	60.89%	39.11%	60.16%	39.84%	58.40%	41.60%	58.68%	41.32%
Wauconda CUSD 118	47.06%	52.94%	45.56%	54.44%	47.01%	52.99%	47.14%	52.86%	45.63%	54.37%	46.48%	53.52%
Woodstock CUSD 200	51.17%	48.83%	50.59%	49.41%	51.29%	48.71%	50.84%	49.16%	51.62%	48.38%	51.10%	48.90%
Average	56.45%	43.55%	54.97%	45.03%	55.82%	44.18%	56.50%	43.50%	55.41%	44.59%	55.83%	44.17%
RBCHS Difference	-4.78%	4.78%	-3.41%	3.41%	-9.02%	9.02%	-3.39%	3.39%	-7.26%	7.26%	-5.57%	5.57%

# Salary Schedule Comparisons



In an effort to attract and retain high quality instructors, the REA believes that the salaries offered by the district need to remain competitive to retain high quality instructors to help the district provide the type of educational experience expected by our community. The REA looked at 21 comparison districts and found that the salary schedule fails to remain competitive in the masters + columns which has recently resulted in the district losing quality Advanced Placement instructors to neighboring districts. It is our belief that the community benefits when high quality teachers can be retained reducing the cost of training and vetting new hires.

REA Contract Comparisons Data obtained from the contracts found on the district websites in March of 2014.

District	BA (0 years of Experience)	District	BA+16 (5 years of Experience)	District	MA (10 years of Experience)	District	MA+16 (15 years of Experience)	District	MA+32 (20 years of Experience)
Alden SD 19	\$34,933	Alden SD 19	\$40,016	Alden SD 19	\$46,626	Alden SD 19	\$54,843	Alden SD 19	\$64,204
Wauconda CUSD 118	\$35,714	Wauconda CUSD 118	\$40,719	Wauconda CUSD 118	\$48,768	Harvard CUSD 50	\$58,499	Harvard CUSD 50	\$65,731
Huntley	\$36,519	Marengo CHSD 154	\$43,229	Harvard CUSD 50	\$51,266	Genoa Kingston CUSD 424	\$60,446	Genoa Kingston CUSD 424	\$70,346
North Boone CUSD 200	\$36,771	Johnsburg CUSD 12	\$43,559	Johnsburg CUSD 12	\$51,495	Wauconda CUSD 118	\$61,788	Johnsburg CUSD 12	\$70,442
Central CUSD 301	\$37,100	Huntley	\$43,600	Genoa Kingston CUSD 424	\$52,046	Nippersink SD 2	\$61,833	Nippersink SD 2	\$70,957
Johnsburg CUSD 12	\$37,435	Genoa Kingston CUSD 424	\$43,746	Nippersink SD 2	\$52,441	Johnsburg CUSD 12	\$62,407	<b>Richmond CHSD 157</b>	<b>\$74,604</b>
Byron CUSD 226	\$38,557	Harvard CUSD 50	\$44,690	Huntley	\$52,819	<b>Richmond CHSD 157</b>	<b>\$64,331</b>	Woodstock CUSD 200	\$76,614
Marengo CHSD 154	\$38,723	Central CUSD 301	\$45,079	Marengo CHSD 154	\$54,976	Woodstock CUSD 200	\$65,837	Lake Villa CHSD 117	\$76,927
Genoa Kingston CUSD 424	\$39,346	North Boone CUSD 200	\$45,224	<b>Richmond CHSD 157</b>	<b>\$55,473</b>	Lake Villa CHSD 117	\$66,174	Byron CUSD 226	\$78,830
Nippersink SD 2	\$39,700	Nippersink SD 2	\$46,115	North Boone CUSD 200	\$55,620	Huntley	\$66,572	Huntley	\$80,648
Harvard CUSD 50	\$39,759	<b>Richmond CHSD 157</b>	<b>\$46,667</b>	Woodstock CUSD 200	\$56,480	Marengo CHSD 154	\$68,134	District 300-Hampshire	\$81,346
Rochelle HSD 212	\$40,188	Woodstock CUSD 200	\$47,033	Central CUSD 301	\$56,582	North Boone CUSD 200	\$68,406	North Boone CUSD 200	\$84,130
Woodstock CUSD 200	\$40,276	District 300-Hampshire	\$48,423	Lake Villa CHSD 117	\$56,643	District 300-Hampshire	\$69,210	Marengo CHSD 154	\$86,181
McHenry CHSD 156	\$40,353	Lake Villa CHSD 117	\$48,806	District 300-Hampshire	\$60,198	Byron CUSD 226	\$70,690	Grant CUSD 124	\$86,949
<b>Richmond CHSD 157</b>	<b>\$41,427</b>	Round Lake CUSD 116	\$48,956	Byron CUSD 226	\$61,007	Central CUSD 301	\$71,020	Rochelle HSD 212	\$87,135
Round Lake CUSD 116	\$42,252	Rochelle HSD 212	\$49,211	Grant CHSD 124	\$62,797	Rochelle HSD 212	\$75,993	Central CUSD 301	\$89,142
Grant CHSD 124	\$42,646	Grant CHSD 124	\$49,358	McHenry CHSD 156	\$63,233	McHenry CHSD 156	\$77,236	McHenry CHSD 156	\$89,745
Crystal Lake CHSD 155	\$43,697	Byron CUSD 226	\$49,782	Grayslake CHSD 127	\$64,256	Grant CHSD 124	\$77,874	Wauconda CUSD 118	\$95,146
Lake Villa CHSD 117	\$44,093	McHenry CHSD 156	\$50,159	Rochelle HSD 212	\$64,303	Grayslake CHSD 127	\$80,650	Round Lake CUSD 116	\$96,506
District 300-Hampshire	\$44,097	Grayslake CHSD 127	\$52,374	Round Lake CUSD 116	\$65,132	Round Lake CUSD 116	\$83,620	Grayslake CHSD 127	\$98,469
Grayslake CHSD 127	\$44,183	Crystal Lake CHSD 155	\$55,714	Crystal Lake CHSD 155	\$71,226	Crystal Lake CHSD 155	\$85,646	Crystal Lake CHSD 155	\$104,062

RBCHS Average	\$41,427.00	RBCHS Average	\$46,667.00	RBCHS Average	\$55,473.00	RBCHS Average	\$64,331.00	RBCHS Average	\$74,604.00
RBCHS Dollar Difference from Average	\$39,893.80	RBCHS Dollar Difference from Average	\$46,783.80	RBCHS Dollar Difference from Average	\$57,304.13	RBCHS Dollar Difference from Average	\$69,105.15	RBCHS Dollar Difference from Average	\$82,291.12
	\$1,533.20		-\$116.80		-\$1,831.13		-\$4,774.15		-\$7,687.12

# Quality of Education



The REA is aware that our community demands the finest educational experience for our students.

We have been able to provide this experience in the past as is evident by earning a Silver rating in 2012 from

US News as well as our state PSAE/ACT scores. The Chicago Sun Times found that out of the 21 schools in our comparison group, Richmond Burton had the third highest PSAE score but ranked near the bottom in top masters pay.

Sun Times Data: Aug. 2012

PSAE Ranking	School District	PSAE Meet/Exceeds	Beginning Bachelors	Beginning Bach. Rank	Beginning Masters	Beginning Master's Rank	Top Masters	Top Master's Rank
1	Central CUSD 301	72.3%	\$37100	347	\$42245	289	\$94310	97
2	Crystal Lake CHSD 155	69.1%	\$48067	32	\$54556	26	\$105169	43
3	Richmond CHSD 157	68.5%	\$41042	161	\$44197	204	\$74233	327
4	Alden SD 19	66.7%	\$34521	548	\$38060	547	\$76260	290
5	Marengo CHSD 154	65.1%	\$38191	272	\$41664	318	\$62497	573
6	Lake Villa CHSD 117	64.2%	\$43012	103	\$46463	131	\$100944	68
7	Grayslake CHSD 127	64%	\$43831	87	\$46772	122	\$104620	49
8	Johnsburg CUSD 12	61.4%	\$36975	356	\$41335	343	\$62173	588
9	Wauconda CUSD 118	59.4%	\$36264	416	\$39560	450	\$62458	576
10	Byron CUSD 226	55.5%	\$36744	380	\$43358	237	\$77254	270
11	McHenry CHSD 156	54.3%	\$40353	177	\$44590	191	\$174649	1
12	Woodstock CUSD 200	53.4%	\$40108	189	\$46038	147	\$85902	159
13	Genoa Kingston CUSD 424	52.8%	\$38386	264	\$45721	156	\$61511	606
14	Grant CHSD 124	52.2%	\$38184	273	\$39961	430	\$90118	129
15	North Boone CUSD 200	51%	\$36772	378	\$41387	340	\$72572	353
16	Rochelle HSD 212	42.9%	\$40344	178	\$46396	137	\$80696	220
17	Round Lake CUSD 116	37.8%	\$40744	170	\$44674	190	\$79293	242
18	Harvard CUSD 50	35%	\$38560	257	\$40190	408	\$76060	294

<http://www.suntimes.com/data/14288435-666/illinois-teacher-salaries-how-school-districts-compare.html>

# Negotiations Timeline



- The Richmond Education Association sent a letter on February 10, 2014 requesting to start negotiations.
- On April 10, 2014 the Board and the Association had the first negotiation session where both sides exchanged supposals.
- Four more negotiation sessions were held on May 7, May 9, May 19, and May 28. On May 28th, the RB Education Association requested that both sides use a mediator to help reach an agreement on the few remaining items.
- On June 19, 2014 both sides met for mediation. This session started at 6 pm and ended with the board of education walking away at 12:45 am the following morning.
- The board requested another mediation session to get a response from the association on their last supposal. The last mediation session was August 14, 2014. This session started at 6 pm and ended at 8 pm with the board of education walking away from the mediation session.
- Due to the lack of progress and the board no longer negotiating, the Association declared an Impasse on August 15 via a letter to the Board.

# Mutually Agreed Upon Changes



The REA has worked with the Board of Education to make the following changes in the contract for the best interest of both parties.

- 2.4 Impasse verbiage changed to reflect current legislative language.
- 6.2 Employee day length was changed to ensure all legal obligations were met.
- 6.4 Assignment of duties.
- 6.9 6% increase in teacher substitution pay over the length of the contract.
- 7.1 Language changes to ensure teachers are evaluated in their subject area.
- 7.2 Evaluation language changed to lengthen the minimum time of a teacher evaluation.
- 7.9 Evaluation procedures and process changed to reflect ongoing legislative requirement.
- 10.4 Board agreed to cover the cost of utilizing a third party administrator.
- 10.5 Process simplified for course approval to reflect current practice.

# Mutually Agreed Upon Changes



The REA has worked with the Board of Education to make the following changes in the contract for the best interest of both parties.

10.8 6% increase in curriculum development pay over the length of the contract.

11.1.1 REA agreed to modify language to reflect changes in proposed SB1 language.

Appendix C Term life insurance increased from \$25,000 to \$50,000.

Appendix C Increase course reimbursement from \$215 to \$300.

Appendix C Variable increase for lead teachers depending on department size.

# Mutually Agreed Upon Additions/Omissions



The REA has worked with the Board of Education to make the following changes in the contract for the best interest of both parties.

- 6.2.2 Release time for special education teachers to accurately monitor students' education plans.
- 6.11 Simplified the posting process for the seniority list to clarify teacher certifications.
- 8.3 Language was removed to reflect current Illinois school code pertaining to reduction in force.
- 12.1 Redundant language omitted.
- Appendix B-1 Reorganization of the extra-curricular assignments.

# The REA's Most Recent Offer



- A 5 year contract, as proposed by the Board of Education, to help the district transition during a change leadership.
- The RBEA proposes that all previously agreed upon items remain in the new contract.
- Extra-curricular stipend salary increases are as follows:
  - Year 1 - 2.5%   Year 2 - 3.0%   Year 3 - 2.5%   Year 4 - 3.0%   Year 5 - 2.5%
- Due to the absence of social security, the conservative salary schedule offered by the District, and common practice in other districts, the RBEA wants to maintain the delayed retirement benefit that increases a teacher's salary by 6% a year for four years at the end of an employee's career.
- Maintain the non-luxury insurance plan at a \$1200 deductible with the addition of dental coverage for the employee. Continue to maintain no district contribution to insurance coverage for dependents and/or family.
- Add the voluntary lunch stipend for \$15.
- Maintain the current structure of the salary schedule with the following increases over the 5 years of the contract: (A teacher's step is an increase in compensation acknowledging one's experience. The step in our contract is 2.5%)

	Bachelor's Level of Education	Master's and above Level of Education
Year 1	Step + 1.0%	Step + 2.0%
Year 2	Step + 1.0%	Step + 2.0%
Year 3	Step + 1.0%	Step + 2.0%
Year 4	Step + 1.0%	Step + 2.0%
Year 5	Step + 1.0%	Step + 2.0%

# Comparison of Final Offers



	Richmond Burton EA	District 157	Difference in Cost to the District
<b>Salary Schedule Offer</b>	<p>5 year contract to enable the district to better anticipate costs and have a contract in place through leadership transition.</p> <p>Total additional cost over 5 years = \$1,252,972 or \$250,594 per year.</p> <p>Faster increase in the master's lane to help develop a more competitive salary schedule.</p>	<p>5 year contract to enable the district to better anticipate costs and have a contract in place through leadership transition.</p> <p>Total additional cost over 5 years = \$1,248,558 or \$249,711 per year.</p> <p>Faster increase in the master's lane to help develop a more competitive salary schedule.</p>	<p>The RBEA's offer would cost \$4414 over 5 years or \$882 per year</p>
<b>Athletic Stipend Offer</b>	<p>2.5%, 3.0%, 2.5%, 3%, 2.5% increase in the athletic stipend salaries during the life of the five year contract.</p>	<p>2.5%, 3.0%, 2.5%, 3%, 2.5% increase in the athletic stipend salaries during the life of the five year contract.</p>	<p>None; both sides agree</p>
<b>Insurance Offer</b>	<p>Teachers will remain on the nonluxury \$1200 deductible plan with a \$450 contribution towards an FSA account.</p> <p>Add dental coverage to make insurance coverage more competitive with neighboring districts.</p>	<p>Teachers will remain on the nonluxury \$1200 deductible plan with a \$450 contribution towards an FSA account.</p> <p>Add dental coverage to make insurance coverage more competitive with neighboring districts.</p>	<p>None; both sides agree</p>
<b>Delayed Retirement Benefit</b>	<p>Maintain Retirement 6% benefit that ensures teachers are able to retire due to the absence of a social security benefit that private sector employees get.</p>	<p>Remove the 6% retirement benefit for new hires.</p>	<p>There are no teachers who would retire during the life of this contract; there is no added cost to the district over the next 5 years.</p>

# Ongoing Commitment to Dialogue



The RBEA is willing to continue negotiating towards an agreement. The representatives of the REA hope to collaborate with the Board of Education to create a fair contract for all parties.

# Conclusion



The members of the Richmond Burton Education Association believe that in order to attract and retain high quality instructors it is in the best interest of our community to provide a competitive compensation package for the individuals in the classroom who impact student achievement and development.

We understand that the district needs to continue to be financially stable, and we feel that our offer, which does not require a change in current taxing or levy practice, would provide a long term solution for the district while protecting the teacher's retirement which does not include a social security benefit.

