

Red Hill Education Association

Final Offer Post

RECEIVED  
OCT 12 2016  
ILLINOIS EDUCATIONAL LABOR  
RELATIONS BOARD • CHICAGO

The professional educators and support professionals of Red Hill Community Unit School District #10 are dedicated to our community and students we serve. We are proud of our schools. We are proud of our efforts to make them the very best they can be. We know that our professional efforts, combined with those of dedicated parents, administrators, school board and a supportive community, are making a positive difference in the lives of children and students in District #10.

We are also concerned. The teachers of this district have been working without a contract for well over a year now. Education support professionals (custodians and cooks) have been working without a negotiated agreement for over two years. Teachers have not seen salary increases in almost two years. Cooks and custodians have not had raises in three years.

These conditions are not in the interest of the overall health and quality of the school district. Our school district has, in fact, experienced the loss of dedicated employees to other school districts because of compensation issues. If our goal as a school community is to create the kind of the school environment that attracts, retains and appropriately compensates employees, then employment fairness to those who serve should be a significant part of that effort.

As employees, we also know that the district has faced financial challenges in previous years. As a result of questionable spending practices, adequate funds for raises simply were not available. (At the end of this posting we have listed some of the sacrifices students and employees have made in order to keep quality schools operating.) We know we have done our fair share to help the district during the difficult financial times. As a result, the school district now is back to financial health, with reserve funds projected to reach \$1 million at the end of FY17.

We are not asking to deplete these funds. For teachers, we have simply asked that the school board reinstate the step raises that were frozen and increase the base salary by 2%. For custodians and cooks, already the least compensated of school district employees, we've requested modest yearly raises of 2%. In total cost, these raises amount to approximately \$28,000 of new money over the term of the agreement – an amount that would recognize the work of employees without jeopardizing the fiscal health of the school district.

Finally, and most importantly, we want you to know that the unsettled nature of these negotiations is as concerning to us as it is to you. The federal mediation process is now in effect. It is our hope that the process will resolve fairly and amicably in the very near future. Nothing would please us more.

*Posted by the sixty-five dedicated members of the Red Hill Education Association*

### **Some significant sacrifices of Red Hill students and employees as a result of past financial challenges**

- Elementary teachers now have to teach art in the classroom since we did away with elementary art.
- All assistant coaches have lost their pay.
- All club sponsorships have lost their pay.
- Certified staff has given up (in new contract-being paid to take money at the gate)
- Music program has lost a staff member. Went from 3 to 2 music teachers.
- Only cooks working more than 6 hours per day are allowed a lunch break.
- Insurance premiums for cooks will now be pro-rated by hours worked for new hires.
- No preference for current ESP employees regarding job postings.
- Restricted number of ESP's allowed off on any given day.
- Loss of social worker, small group therapies
- Inputting assessment scores manually to save on subscriptions for online assessment formats
- Printing off curriculum/assessment materials for students which used to be provided through notebooks/computer programs
- High turnover rate of professionals; loss of highly-qualified teachers with experience and loyalty
- Elementary lost a kindergarten, first grade, second grade, third grade, and title math teacher.
- JH staff is approximately half the size it used to be.
- Lost stipend for extra music activities (parades, Solo & Ensemble Contest, etc...)
- No high school foreign language teachers. Now teacher has to watch only 1-3 students for a period, instead of teaching another class they are certified to teach.
- Special Ed teachers have no classroom funds for materials or supplies.
- No 8th grade art
- HS students must take 4 years of English. The HS English department has been reduced from 3 ½ teachers to 2 teachers.
- Librarian for 1 period at RHJSHS.
- Some students are denied interventions due to less staff
- More duties
- Duties last longer
- Cooks/janitors
  - No raise for 3 years
  - Insurance increased for 3 years
  - Gave up comp time/overtime
  - High school is now a junior high and high school combined
  - Used to have 10 custodians - now have 6 full time and 1 part time
  - Used to have a maintenance employee - now have to do all the maintenance and contact contractors.
  - Used to have a groundskeeper - now have to do all the mowing - football field, high school campus, tank farm -- baseball and softball fields,

RECEIVED  
OCT 12 2016  
ILLINOIS EDUCATIONAL LAE  
RELATIONS BOARD • CHICAGO

- Have given up holidays (3)
- Have to do Saturday events - schedule change to Tuesday - Saturday instead of M-F
- We have a 14 million dollar school not being properly cared for. Admin tells us if we don't get it done in 8 hours, it will be there tomorrow. Some nights there are 3 events going on at once (volleyball, football, junior high basketball, or high school basketball). Can't get it all cleaned -- gets very dirty. The high school is being used for community events along with extracurricular activities (prom, homecoming, etc.). Admin has cut down on summer help --cutting corners just to get it done.

**The proposals of the RHEA:**

**Salary Compensation**

**Proposed Salary 2014-15**

Custodians	Hard Freeze
Cooks	Hard Freeze

**Proposed Salary for 2015-16**

Custodians	Hard Freeze
Cooks	Hard Freeze
Teachers	Hard Freeze

**Proposed Salary for 2016-17**

Custodians	84 cent increase on the hourly rate
Cooks	80 cent increase on the hourly rate
Teachers	2 steps and 2% increase on the teaching base

**Projected Cost: \$28,000**

Rationale: The Red Hill custodians and cooks have given up many previously earned benefits, during this bargain, resulting in a loss of wages and increased workloads. Teachers are doing more work for less compensation in order to continue programs/activities for their students. Teachers are providing more classroom supplies and materials as budgets have continued to be reduced. All custodians, cooks, and teachers, who take health insurance, continue to pay higher premiums. Because of this, RHEA members continue to take home less money each month, but are expected to contribute more.

The RHEA is committed to our school district and community and are willing to continue to engage the Board of Education in meaningful dialogue that can lead to a fair settlement.

