

Statement from WESPA

The Westmont Educational Support Personnel Association (WESPA) has been bargaining with the Westmont Board of Education over a successor agreement since June 23, 2015. As of July 1, 2016 the parties have met thirteen times, including 4 sessions with a Federal Mediator and no agreement has been reached between the Board of Education and WESPA. The parties have been able to reach tentative agreements on many items, but have not been able to agree about salary, the evaluation process, merit based bonuses and compensation equity.

The Westmont Educational Support Personnel Association wants the community to know we understand the concerns related to the Westmont School District and community. We have made significant monetary reductions to our proposals to the Board of Education based on the concerns raised by the district. We have researched other school districts in DuPage County and the State of Illinois to ensure that our proposals to the Board of Education are reasonable.

The issue of equity among the staff members continues to be unresolved. At this time, newly hired employees can be paid, and have been paid, higher hourly wages than employees with years of service to the district. The Westmont Educational Support Personnel Association has developed a compensation system that can be put into practice immediately. We realize this model will cost the Board of Education more money initially. We believe that equity amongst our members is critical. After this initial equity placement, the Westmont Educational Support Personnel Association is proposing yearly percentage raises that are more closely aligned with the 5% teacher raises and the almost 6% administration raises. We believe the teachers and administrators of this district deserve this and so do we. The Westmont Educational Support Personnel Association salary increases have averaged 1.6% over the last 6 years, which has not kept pace with the cost of living, and has certainly not improved any WESPA employee's standard of living. Currently, the support personnel of Community Unity School District 201, are at the lowest end of average Illinois salaries for our job categories. The Board of Education is currently offering a 2% raise yearly which would still have the majority of our full-time members earning less than \$18,000 a year.

In addition to the equity issues, the Board of Education has proposed that WESPA accept a 2% bonus payment to be based on an evaluation. Currently, there is no a reliable evaluation system in place for our employees. The Board of Education has agreed to work with us on creating an evaluation system, but insists on paying the incentive as a bonus. This practice would negatively impact our retirement and our overall yearly salary.

The Westmont Educational Support Personnel Association is comprised of approximately 74 paraprofessionals, secretaries, media assistants, nurses and kitchen staff. We are all an integral part of a student's education and we deserve the same respect as the other employees in the district.

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WESPA BEST PROPOSAL TO SETTLE 2015 WESPA NEGOTIATIONS

Duration: WESPA accepts Board's 06/03/2016 proposal

Step Schedule / Placement: WESPA submits amended Placement Schedule

New Hires Credit Placement: WESPA submits amended New Hire Placement Schedule

Licensed Teaching Assistant Pay Differential: WESPA accepts the Board's 06/03/2016 proposal

Salary: WESPA accepts the Board's 06/03/2016 proposal:

2015 – 2016 100% of CPI, with a floor of 1.7 and a ceiling of 5%

2016 – 2017 100% of CPI, with a floor of 1.7 and a ceiling of 5%

2017 – 2018 80% of CPI, with a floor of 1.7 and a ceiling of 5%

2018 – 2019 80% of CPI, with a floor of 1.7 and a ceiling of 5%

WESPA Incentive: WESPA rejects Board's 06/03/2016 proposal.
WESPA submits the following proposal:

Incentive payments: 2% of an individual's rate of pay to be added on July1 each of the 4 years of the new collective bargaining agreement added to the base salary. Incentive payments to be merit-based, considering an employee's performance evaluation.

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RELATIONS BOARD OF CHICAGO

Placement Schedule: Current Employees

ANNUAL STEP	Principal's secretaries SALARY	Secretaries SALARY	(4 yr degree) Teaching Assistants SALARY	Non-4 yr degree Teaching Assistants SALARY	Library Media Assistants SALARY	Nursing Positions SALARY	Interpreters SALARY	Accompanists SALARY	Head Cook SALARY	Baker SALARY	Assistant Cook SALARY	General SALARY
1	18.55	17.55	14.50	14.00	14.00	21.00	17.00	17.00	16.00	12.00	14.00	9.50
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
2	18.92	17.90	14.79	14.28	14.28	21.42	17.34	17.34	16.32	12.24	14.28	9.69
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
3	19.30	18.26	15.09	14.57	14.57	21.85	17.69	17.69	16.65	12.48	14.57	9.88
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
4	19.69	18.62	15.39	14.86	14.86	22.29	18.04	18.04	16.98	12.73	14.86	10.08
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
5	20.08	19.00	15.70	15.15	15.15	22.73	18.40	18.40	17.32	12.99	15.15	10.28
	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%
6	20.48	19.38	16.01	15.46	15.46	23.19	18.77	18.77	17.67	13.25	15.46	10.49
	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	2.00%
7	20.69	19.57	16.17	15.61	15.61	23.42	18.96	18.96	17.84	13.38	15.61	10.70
	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	2.00%
8	20.89	19.77	16.33	15.77	15.77	23.65	19.15	19.15	18.02	13.52	15.77	10.91
	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	2.00%
9	21.10	19.96	16.49	15.93	15.93	23.89	19.34	19.34	18.20	13.65	15.93	11.13
	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	2.00%
10	21.31	20.16	16.66	16.08	16.08	24.13	19.53	19.53	18.38	13.79	16.08	11.35
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
11	21.42	20.26	16.95	16.37	16.37	24.55	19.87	19.87	18.70	14.03	16.37	11.58
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
12	21.53	20.37	17.25	16.65	16.65	24.98	20.22	20.22	19.03	14.27	16.65	11.81
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
13	21.63	20.47	17.55	16.94	16.94	25.42	20.57	20.57	19.36	14.52	16.94	12.05
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
14	21.74	20.57	17.86	17.24	17.24	25.86	20.93	20.93	19.70	14.78	17.24	12.29
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
15	21.85	20.67	18.17	17.54	17.54	26.31	21.30	21.30	20.05	15.04	17.54	12.54
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
16	21.96	20.78	18.49	17.85	17.85	26.77	21.67	21.67	20.40	15.30	17.85	12.79
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
17	22.07	20.88	18.81	18.16	18.16	27.24	22.05	22.05	20.76	15.57	18.16	13.04
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
18	22.18	20.98	19.14	18.48	18.48	27.72	22.44	22.44	21.12	15.84	18.48	13.30
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
19	22.29	21.09	19.47	18.80	18.80	28.20	22.83	22.83	21.49	16.12	18.80	13.57
	0.50%	0.50%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%	2.00%
20	22.40	21.19	19.82	19.13	19.13	28.70	23.23	23.23	21.87	16.40	19.13	13.84

New Hire Placement Schedule (All Years of the Contract)

ANNUAL STEP	Principal's secretaries SALARY	Secretaries SALARY	(4 yr degree) Teaching Assistants SALARY	Non-4 yr degree Teaching Assistants SALARY	Library Media Assistants SALARY	Nursing Positions SALARY	Interpreters SALARY	Accompanists SALARY	Head Cook SALARY	Baker SALARY	Assistant Cook SALARY	General SALARY
1	18.55	17.55	14.50	14.00	14.00	21.00	17.00	17.00	16.00	12.00	14.00	9.50
	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
2	18.74	17.73	14.65	14.14	14.14	21.21	17.17	17.17	16.16	12.12	14.14	9.60
	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
3	18.92	17.90	14.79	14.28	14.28	21.42	17.34	17.34	16.32	12.24	14.28	9.69
	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
4	19.11	18.08	14.94	14.42	14.42	21.64	17.52	17.52	16.48	12.36	14.42	9.79
	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
5	19.30	18.26	15.09	14.57	14.57	21.85	17.69	17.69	16.65	12.49	14.57	9.89

Final Costing

Current Cost:	1,451,998.60
Year 1 Cost:	1,612,346.18
Year 2 Cost:	1,672,002.99
Year 3 Cost:	1,733,867.10
Year 4 Cost:	1,798,020.18

Illinois Comparable

BEGINNING SALARY RANGE FOR ILLINOIS SCHOOL DISTRICTS	
TEACHER ASSISTANT	\$26,910.00
SECRETARY	\$31,687.50
KITCHEN STAFF	\$23,400.00
COOK	\$25,740.00
AVERAGE WESPA ANNUAL SALARY	\$18,000

AVERAGE PROPOSED WESPA ANNUAL SALARY AFTER 5 YEARS (WITH PROPER STEP PLACEMENT & 4% PER YEAR)	\$26,000
AVERAGE TEACHER INCREASE OVER LAST 3 YEARS	2% PLUS 2-5% STEP & LANE PER YR
AVERAGE ADMIN INCREASE OVER LAST 3 YEARS	5% PER YR
AVERAGE WESPA INCREASE OVER LAST 3 YEARS	1% PER YR

WESPA

Westmont Educational Support Personnel

SCHOOL SECRETARIES, TEACHING ASSISTANTS, NURSES, & KITCHEN STAFF

- AVERAGE WESPA SALARY **\$18,000**
- AVERAGE WESPA INCREASES OVER LAST 6 YEARS **1.6%**
- AVERAGE TEACHER & ADMINISTRATION INCREASES **5.0%**

Average Salary of CUSD 201 Employees
2015 - 2020

