

## **Altamont Educational Support Personnel Association Posting of Negotiations Proposals**

The dedicated members of the Altamont Educational Support Personnel Association (AESPA) take great pride in our work. As employees, we are devoted to our school district. We are proud of the important contributions we make to the education of children and students.

- We are the **bus drivers** who transport students to and from school safely and on time.
- We are the **secretaries** who greet the students and parents, manage the communications, log the forms and paperwork at school, keep track of operations, and handle all types of unforeseen crises and issues that arise every day.
- We are the **teacher aides** who care for students with special needs and provide direct instructional services to children.
- We are **custodians**, **maintenance** and **grounds employees** who maintain the schools, keep them clean, safe, attractive and in good repair.
- We are the **cooks** who prepare and serve good, nutritious food to children and staff.
- We are your **neighbors** and **friends**. We live here, shop here, worship here and support our families and community.

We are also the only employees in the school district who have not had a raise since the 2013-14 school year. All others have received raises. We make much less than our counterparts in Teutopolis, Effingham, St. Elmo and Brownstown. Our current employee salaries are often distributed inconsistently and unfairly. New employees can make much more than experienced employees doing the exact same work. Substitutes can make more than regular employees for the same work. The school district has cut our holidays and hours. We are currently short two bus drivers. Secretaries are having to take work home in order to finish. Scorekeepers who are current employees of the school district make less than scorekeepers from outside the district. Teacher aides with two-year college degrees currently start at minimum wage.

These are the types of concerns and inequities we are attempting to address through the negotiations process. We believe it is essential to do so if we are to attract and maintain the kind of high quality employees that our schools and community deserve.

Finally, we would like to thank the many community members who have already reached out to us and offered their support. As your neighbors, friends and dedicated school employees, it means a lot.

## The proposals of the AESPA:

### **Salary Compensation**

#### **Proposed Salary 2014-15**

**Projected Cost: \$4,289**

An hourly increase of ten (10) cents for all categories

#### **Proposed Salary for 2015-16**

**Projected Cost: \$10,577**

An hourly increase of fifteen (15) cents for all categories

#### **Proposed Salary for 2016-17**

**Projected Cost: \$18,575**

An hourly increase of twenty (20) cents for all categories

Rationale: Altamont support staff wages are much lower than employees in surrounding school districts. Since organizing in 2014, they are the only group of district employees that have not received any salary increases. This raise is necessary to compensate for cost of living increases.

### **Holiday Pay Compensation**

**Projected Cost: Yr. 1 - \$6,456**

**Projected Cost: Yr. 2 - \$6,534**

**Projected Cost: Yr. 3 - \$6,637**

Nine (9) and ten (10) month employees will receive the following paid holidays:  
New Year's Eve Day, New Year's Day, Christmas Eve Day and Christmas Day

Rationale: Altamont support staff received some paid holidays in the past, but those were removed from their benefit package. Nine and ten month employees, because of their hourly status, receive no pay during the holiday break. Payment of these four holidays would reinstate some holiday pay and would provide the hourly staff with some compensation throughout the holiday break.

### **Extra Trips**

Bus drivers who drive for extra-curricular or other non-regularly scheduled trips shall be compensated at a rate of \$16.00 per hour.

Rationale: With the exception of one employee, permanent and part-time bus drivers receive a lower hourly rate for all non-regularly scheduled and extra-curricular trips. Most of these trips occur outside of the regular school day and many occur on weekends.

We believe that if we stand together in our commitment to come to a fair agreement that is reached through dialogue and discussion with the BOE, that the interests of the support staff, school district, and community can be achieved.