

Board of Education of Bond County Community Unit School District #2
Last Offer and Cost Summary – November 9, 2016

In accordance with the procedures established by 115 ILCS 5/12(a-5)(2) of the *Illinois Educational Labor Relations Act*, the Board of Education of Bond County Community Unit School District #2 (the "District") submits this final offer to the Illinois Educational Labor Relations Board, with a copy provided to the Federal Mediator and the Greenville Education Association, IEA-NEA. Since May 2016, Parties have been bargaining over salary, insurance, and general language for a successor agreement. The unresolved issues and the projected cost of each issue are identified below.

THE BOARD MUST STOP DEFICIT SPENDING

The District has been deficit spending for many years and the Board will no longer continue with out of control deficit spending:

| | |
|--------------------------------|---------------------|
| Fiscal Year 2012 | -\$622,259 |
| Fiscal Year 2013 | -\$232,986 |
| Fiscal Year 2014 | -\$263,386 |
| Fiscal Year 2015 | -\$1,181,542 |
| Fiscal Year 2016 | -\$571,645 |
| Fiscal Year 2017 (Estimate) | -\$59,114 |
| Total Deficit Spending: | -\$2,930,932 |

FACTORS CONTRIBUTING TO DEFICIT SPENDING

- Declining or flat revenue from local taxes
- Consistent decrease in state funding
- Declining enrollment
- Increased operational costs, including salaries and benefits
- Increased state mandates which are unfunded and/or underfunded

The Board remains steadfast in its resolve to operate the District with the funds available, not borrowing or deficit spending, and providing our students an opportunity to learn in a safe and orderly environment. The Board will continue to negotiate a fair and reasonable contract with all of its employees, but it will do so within the following parameters:

- Not asking taxpayers for a tax increase since families are still struggling to make ends meet.
- Stabilizing expenditures where the District does not spend more than it takes in.

BOARD ACTION TO ELIMINATE DEFICIT SPENDING

The Board has consistently taken steps to reduce expenditures including:

- Reducing certified, non-certified, and administrative positions through attrition or layoffs
- Reducing/eliminating supply budgets

- Eliminating capital outlay
- Negotiating minimal employee salaries and benefits for all employees and administrators;
- Changing health insurance to reduce costs
- Postponing facility improvements
- From FY15 to FY16, reduced expenditures approximately \$700,000
- March 2016, identified approximately \$400,000 in budget cuts for FY17
- Greenville Educational Support Personnel, negotiated a two year contract with minimal wage increases, approximately 1.37% increase in 2016-2017 wages
- Negotiate a fair and affordable wage increase for teachers without substantially increasing deficit spending

ASSOCIATION'S MISUNDERSTANDING OF DISTRICT FINANCES

1. The 1% facility sales tax will generate approximately \$500,000 in new revenue for the District. However, the Association failed to disclose that **none** of this this new money can be used to pay employee salaries or benefits.
2. The District is projecting to receive an additional \$375,000 in local property taxes and an additional \$313,000 in state revenue (General State Aide). However, the Association failed to disclose that the new revenue reduces the District's overspending – it does not create a surplus of funds to pay higher wages. That is, with this new revenue, the District is still deficit spending approximately \$59,114.00. If the District did not have the new revenue from local taxes and state aide, the District would deficit spend **\$747,114.00** this school year.

TENTATIVE AGREEMENT

A. Health Insurance (Tentative Agreement)

Board has already agreed to pay full increase in single health insurance for all teachers. Board pays \$768,485 per year for teachers' single health insurance and teachers pay ZERO.

COST: \$25,629.

The Board of Education has offered the Association the following two (2) options, Package A or Package B, for a new contract.

BOARD PACKAGE PROPOSAL “A”
Two Year Proposal

- 8.10 School Calendar. Retain current contract language.**
- 12.1 Sick Leave: Retain current contract language.**
- 12.3 Personal Leave: Board drops its proposal to modify this language, but only if Package Proposal A is accepted.**

13.3 Placement on the Salary Schedule

- A. Teachers new to or rehired by the District shall be given credit **for up to a maximum of seven (7) years of** ~~for~~ previous experience accepted by the Illinois Teacher’s Retirement System to determine placement on the teacher’s salary schedule. In order to fill vacancies in specified teacher shortage areas, as **determined by the Board of Education,** ~~defined in the Board Policy Manual,~~ the Board may recognize up to five (5) years of other teaching experience or other related work experience.

The Association bargaining team has outright rejected this proposal and has claimed the proposal is illegal. The Board’s proposal is not illegal, as confirmed by the District’s legal counsel. In fact, the Illinois Education Association has negotiated hundreds of contracts in Illinois that have the same/similar cap on a newly hired teacher’s placement on the salary schedule.

Why is the Board’s Proposal Legal?

1. The *Illinois School Code*, 105 ILCS 5/24-8, does not require a new teacher to be granted year for year credit on the salary schedule for prior teaching experience.
2. The Board’s proposal is not only legal, it is fair and equitable to currently employed teachers. A teacher hired at step 1 and employed in Bond County for the past 16 years is at step 15 on the salary schedule and is paid \$64,313. A new teacher hired in 2016-2017, with 16 years of prior teaching experience, according to the Association, must be placed at Step 16 and paid \$65,808. Both teachers have 16 years of experience, and the teacher who has worked in Bond County for 16 years is paid \$1,495 less than a first year teacher with 16 years of prior teaching experience.
3. The Illinois Appellate Court decision, which the Greenville Education Association references (*Hardway*), does not require a school district to grant a new teacher year for year credit on the salary schedule for prior teaching experience.

4. The IEA has and continues to bargain contract language that limits new teacher placement on the salary schedule. There are a number of local IEA Associations that have negotiated language that limits new teacher's placement on the salary schedule.
- a. **Carlyle District No. 1**, Article VIII, Section E. "A teacher with previous public school teaching experience employed by the Board **may be given credit on the salary schedule for such experience.** A teacher with non-public teaching experience employed by the Board may be compensated in salary for the experience. Teachers already in the district will continue to receive credit for military experience. Teachers employed after September 1, 1993 may be given credit."
 - b. **Centralia High School**, Article VI, Section 6.1. "At the time of his/her initial employment, a teacher shall be given credit on the salary schedule for those years of previous public school experience **as agreed upon by the teacher and the administration.**"
 - c. **Pana Community Unit No. 8**, Article IX, Section 9.1. "The salary policy shall be set forth in Appendix A, which is attached hereto and incorporate in the Agreement." Section 9.1.a "The Superintendent, with the approval of the Board, shall make the sole determination of the amount of credit for approved teaching experience outside of the District." Section 9.1.b. "If a teacher teaches less than a full day or less than a full year, his/her advancement on the salary policy will be on a pro-rated basis of the amount of time taught."
 - d. **Mulberry Grove Unit No. 1**, Article V, Section 5.1 "Teachers shall receive up to ten (10) years of credit on the salary schedule for prior full-time public school teaching experience."
 - e. **Nokomis District No. 22**, Article VIII, Section K. "Placement on the salary schedule will be based on the number of years of teaching experience **in-district, with consideration of years of experience outside of the district.** Educational increments will be awarded in 8 hour blocks, as indicated on the schedules. Transcripts will need to be submitted to the Unit Office by September 1st for verification before movement can occur on the schedule. Only hours earned after the completion of a master's degree will be applied to the schedule beyond the master's degree steps."

Additionally, some of the largest IEA local associations in the State of Illinois have negotiated language that limits a new teacher's placement on the salary schedule.

- f. **Elgin School District U-46**, an IEA union with 2,246 teachers in the union. Article 27.11: "Prior Experience Credit. Credit on the salary schedule for experience in other schools is allowed as follows: (a) Full credit for first five (5) years of experience; (b) Half credit for next ten (10) years of experience; **Maximum credit for prior experience - ten (10) years.**"

- g. **Plainfield CCSD 202**, an IEA union, with 1,886 teachers in the union. Article 11.3, “Prior Experience Credit: Upon initial employment, the initial placement of the teacher shall be made by the Board or Board designee. No teacher shall be placed at a higher salary than a current employee with the same experience and training, excluding staff hired in critical needs positions. No new hire with more than two (2) years of licensed teaching service shall receive less than two (2) years of service or more than twenty (20) years of service. No new hire shall receive more service credit than their actual experience.”
- h. **Schaumburg CCSD 54**, an IEA union with 1,251 teachers in the union. Article XV, Section A, “Recruitment of Staff: Each teacher will be hired according to the salary schedule, depending on educational qualifications and years of experience. A maximum of fifteen (15) years prior teaching experience which requires a valid certificate will be allowed upon entering the District. Prior teaching experience will include teaching in private, parochial and public schools from early childhood and beyond.”
- i. **Oswego District 308**, an IEA union with 1,026 teachers in the union. Article XIV, Section A.2., “EXPERIENCE CREDIT POLICY Teacher beginning contractual service in the District will be granted a maximum of ten (10) years of credit on the salary schedule for previous verified full-time contractual teaching experience.”
- j. **Springfield School District No. 186**, an IEA union with 1,200 teachers in the union. Article VII, Section 7.2.A: “Experience Outside the District. Effective with the 2008-2009 school year, a teacher with outside teaching experience who enters the Springfield system for the first time shall receive one year's credit for each previous year's teaching experience up to a maximum of eight years.”
- k. **Township High School District No. 214**, the second largest high school district in the State of Illinois, an IEA. Article 3.610, “EXPERIENCE CREDIT ALLOWANCE: Candidates with prior kindergarten through twelfth grade teaching experience shall normally be credited with a maximum of six (6) years previous teaching experience on the salary schedule. When in the best interest of the district, the Superintendent may grant additional years of credit.”
- l. **District 129**, an IEA union with 753 teachers in the union. Article XII, Section 12.4. “Newly employed members who have had outside teaching experience or work experience related to their teaching assignment prior to their employment in District 129 may receive full credit on the salary schedule. Such determination shall be at the discretion of the Board. However, general administration procedures will be to place new staff on the salary schedule at BA1.”

D. Horizontal movement on the salary schedule for additional course work shall be **limited to a maximum of one lane per year, but only if lane movement is part of the negotiated salary increase.** **Horizontal movement will be** made on the September payroll for transcripts submitted prior to September 15th and on the February payroll, calculated on a per diem basis, from January 21st for transcripts submitted prior to February 15th.

Salary Schedule Committee: (New Language)

A salary schedule committee consisting of Board members or their designees and Association representatives, with a maximum of four members each, will convene in February of 2017 to analyze, discuss and present findings regarding salary schedule changes for future collective bargaining agreements. **The purpose of this committee is to address the Board's concern that approximately 50 of the most experienced and senior teachers do not receive a salary increase when the parties agree to step and lane movement.**

Appendix B: Board drops its proposal to modify this language, but only if Package Proposal A is accepted.

Salary Proposal:

2016-2017: The Board is willing to accept the Association's proposal for unlimited lane movement for education credit and one step movement.
4.38% average salary increase. **COST: \$249,691.**
See Appendix A, reflecting the Board's proposal for a salary increase for each teacher by name.

2017-2018: One lane movement for education credit and one step movement.
Total overall cost increase 1.93%. **COST: \$146,339.**

END PACKAGE "A"

BOARD PACKAGE PROPOSAL “B”
One Year Proposal

- 8.10 School Calendar. Retain current contract language.**
- 12.1 Sick Leave: Retain current contract language.**
- 12.3 Personal Leave: Board drops its proposal to modify this language, but only if Package Proposal B is accepted.**
- 13.3 Placement on the Salary Schedule**

B. Teachers new to or rehired by the District shall be given credit for previous experience accepted by the Illinois Teacher’s Retirement System to determine placement on the teacher’s salary schedule. In order to fill vacancies in specified teacher shortage areas, as defined in the Board Policy Manual, the Board may recognize up to five (5) years of other teaching experience or other related work experience.

E. Horizontal movement on the salary schedule for additional course work shall be **limited to a maximum of one lane per year, but only if lane movement is part of the negotiated salary increase.** Horizontal movement will be made on the September payroll for transcripts submitted prior to September 15th and on the February payroll, calculated on a per diem basis, from January 21st for transcripts submitted prior to February 15th.

Appendix B: Board drops it proposal to modify this language, but only if Package Proposal B is accepted.

Salary Proposal:

2016-2017: 1.5% wage increase for each teacher. No step and no lane movement.
COST: \$191,169
See Appendix B, reflecting the Board’s proposal for a salary increase for each teacher by name.

NOTE: The Board’s financial offer is reduced if the Association does not accept the Board’s proposal to modify Section 13.3, which limits the placement of new teachers on the salary schedule at a maximum of Step 7. The Board’s proposed language in Section 13.3 allows the board to reduce costs of new hires, thereby creating additional funds for salaries for currently employed teachers.

END PACKAGE “B”

Bond County Community Unit No. 2

GEA Negotiations

Appendix A

| Teacher | FY16 | | | | | Proposal A FY17 One Step, Unlimited Lane | | | | | Proposal A FY18 - One Step, One Lane | | | |
|-----------------------------|---------|---------------------|------------------|----------|-------------|--|-----------|-------------|--------------------|----------------------|--------------------------------------|-----------|-------------|--------------------|
| | FY16 Ed | Beginning FY16 Year | Ending FY16 Year | FY17 FTE | FY16 Salary | FY17 Ed | FY17 Year | FY17 Salary | Increase over FY16 | % Increase over FY16 | FY18 Ed | FY18 Year | FY18 Salary | Increase over FY17 |
| Kelley, Elizabeth | B+00 | 0 | 0 | 1.000000 | 34,026 | B+00 | 1 | 34,026 | 0 | 0.00% | B+00 | 2 | 35,387 | 1,361 |
| Spurgeon, Nichole | B+00 | 0 | 0 | 1.000000 | 34,026 | B+00 | 1 | 34,026 | 0 | 0.00% | B+00 | 2 | 35,387 | 1,361 |
| Swalley, Terry | B+00 | 0 | 0 | 1.000000 | 34,026 | B+00 | 1 | 34,026 | 0 | 0.00% | B+00 | 2 | 35,387 | 1,361 |
| Cates, Elizabeth | B+00 | 1 | 1 | 1.000000 | 33,876 | B+00 | 2 | 35,387 | 1,511 | 4.46% | B+00 | 3 | 36,748 | 1,361 |
| Burton, Anne | B+00 | 1 | 1 | 0.857143 | 31,051 | B+00 | 2 | 30,332 | -719 | -2.32% * | B+00 | 3 | 31,498 | 1,167 |
| Coulter, Sarah | B+00 | 4 | 5 | 1.000000 | 38,619 | B+00 | 6 | 40,831 | 2,212 | 5.73% | B+00 | 7 | 42,192 | 1,361 |
| Simpson, Amanda | B+00 | 4 | 5 | 1.000000 | 38,619 | B+00 | 6 | 40,831 | 2,212 | 5.73% | B+00 | 7 | 42,192 | 1,361 |
| Rinderer, Jessica | B+00 | 5 | 6 | 1.000000 | 39,974 | B+00 | 7 | 42,192 | 2,218 | 5.55% | B+00 | 8 | 43,553 | 1,361 |
| Gruner, Amy | B+00 | 7 | 8 | 0.400000 | 17,074 | B+00 | 9 | 17,966 | 892 | 5.22% | B+00 | 10 | 18,510 | 544 |
| Burns, Dan | B+00 | 9 | 10 | 0.642858 | 41,612 | B+00 | 11 | 30,623 | -10,989 | -26.41% * | B+00 | 12 | 30,623 | 0 |
| Maurer, Patti | B+08 | 0 | 0 | 1.000000 | 35,387 | B+08 | 1 | 35,387 | 0 | 0.00% | B+08 | 2 | 36,748 | 1,361 |
| Balducci, Stephanie | B+00 | 1 | 2 | 1.000000 | 34,554 | B+08 | 3 | 38,109 | 3,555 | 10.29% | B+08 | 4 | 39,470 | 1,361 |
| Gusewelle, Tim | B+08 | 2 | 3 | 1.000000 | 36,588 | B+08 | 4 | 39,470 | 2,882 | 7.88% | B+08 | 5 | 40,831 | 1,361 |
| Lynch, Catherine | B+08 | 2 | 3 | 1.000000 | 36,588 | B+08 | 4 | 39,470 | 2,882 | 7.88% | B+08 | 5 | 40,831 | 1,361 |
| Shevlin, Erin | B+08 | 2 | 3 | 1.000000 | 36,588 | B+08 | 4 | 39,470 | 2,882 | 7.88% | B+08 | 5 | 40,831 | 1,361 |
| Ralston, Sarah | B+08 | 4 | 5 | 1.000000 | 39,974 | B+08 | 6 | 42,192 | 2,218 | 5.55% | B+08 | 7 | 43,553 | 1,361 |
| Shofner, William | B+08 | 0 | 0 | 1.000000 | 43,553 | B+08 | 7 | 43,553 | 0 | 0.00% | B+08 | 8 | 44,914 | 1,361 |
| Niebrugge, Ashley | B+08 | 6 | 7 | 1.000000 | 42,684 | B+08 | 8 | 44,914 | 2,230 | 5.22% | B+08 | 9 | 46,275 | 1,361 |
| Kastl, Austin | B+08 | 8 | 9 | 1.000000 | 45,394 | B+08 | 10 | 47,636 | 2,242 | 4.94% | B+08 | 11 | 48,997 | 1,361 |
| Walker, Andrea | B+00 | 10 | 11 | 1.000000 | 46,749 | B+08 | 12 | 50,358 | 3,609 | 7.72% | B+08 | 13 | 50,358 | 0 |
| King, Sarah | B+08 | 10 | 11 | 1.000000 | 48,104 | B+08 | 12 | 50,358 | 2,254 | 4.69% | B+08 | 13 | 50,358 | 0 |
| Disch, Marsha | B+08 | 19 | 20 | 1.000000 | 49,459 | B+08 | 21 | 50,358 | 899 | 1.82% | B+08 | 22 | 50,358 | 0 |
| Lugge, Kim | B+08 | 23 | 24 | 1.000000 | 49,459 | B+08 | 25 | 50,358 | 899 | 1.82% | B+08 | 26 | 50,358 | 0 |
| Elam, Nicholas | B+00 | 1 | 2 | 1.000000 | 34,554 | B+16 | 3 | 39,470 | 4,916 | 14.23% | B+16 | 4 | 40,831 | 1,361 |
| Martin, Julie | B+16 | 2 | 3 | 1.000000 | 38,619 | B+16 | 4 | 40,831 | 2,212 | 5.73% | B+16 | 5 | 42,192 | 1,361 |
| Lindell, Theresa | B+08 | 4 | 5 | 1.000000 | 39,297 | B+16 | 6 | 43,553 | 4,256 | 10.83% | B+16 | 7 | 44,914 | 1,361 |
| Higgins, Kelley | B+16 | 14 | 15 | 0.240000 | 12,195 | B+16 | 16 | 12,413 | 217 | 1.78% | B+16 | 17 | 12,413 | 0 |
| Weiss, Kathy | B+16 | 25 | 26 | 1.000000 | 50,814 | B+16 | 27 | 51,719 | 905 | 1.78% | B+16 | 28 | 51,719 | 0 |
| McEvers (Miller), Tracy | B+08 | 2 | 3 | 1.000000 | 36,588 | B+24 | 4 | 42,873 | 6,285 | 17.18% ¹ | B+24 | 5 | 43,553 | 681 |
| Romack, James | B+08 | 2 | 3 | 1.000000 | 36,588 | B+24 | 4 | 42,192 | 5,604 | 15.32% | B+24 | 5 | 43,553 | 1,361 |
| Hammann, Quinton | B+00 | 3 | 4 | 1.000000 | 37,264 | B+24 | 5 | 43,553 | 6,289 | 16.88% | B+24 | 6 | 44,914 | 1,361 |
| Perkins, Catherine | B+24 | 7 | 8 | 1.000000 | 46,749 | B+24 | 9 | 48,997 | 2,248 | 4.81% | B+24 | 10 | 50,358 | 1,361 |
| Smith, Donald | B+24 | 10 | 11 | 1.000000 | 50,814 | B+24 | 12 | 53,080 | 2,266 | 4.46% | B+24 | 13 | 54,442 | 1,362 |
| Boles, Patricia | B+24 | 11 | 12 | 1.000000 | 52,169 | B+24 | 13 | 54,442 | 2,273 | 4.36% | B+24 | 14 | 55,802 | 1,360 |
| Estevez, Ivan | B+24 | 15 | 16 | 1.000000 | 54,879 | B+24 | 17 | 55,802 | 923 | 1.68% | B+24 | 18 | 55,802 | 0 |
| Stoecklin, Trevor | B+24 | 17 | 18 | 1.000000 | 54,879 | B+24 | 19 | 55,802 | 923 | 1.68% | B+24 | 20 | 55,802 | 0 |
| Ronat, Michelle | B+24 | 20 | 21 | 1.000000 | 54,879 | B+24 | 22 | 55,802 | 923 | 1.68% | B+24 | 23 | 55,802 | 0 |
| Volkmar, Nancy | B+24 | 28 | 29 | 1.000000 | 56,234 | B+24 | 30 | 57,163 | 929 | 1.65% | B+24 | 31 | 57,163 | 0 |
| Kinney, Kara | M+00 | 0 | 0 | 1.000000 | 39,470 | M+00 | 1 | 39,470 | 0 | 0.00% | M+00 | 2 | 40,831 | 1,361 |
| Niemeier, Emilee | M+00 | 0 | 0 | 1.000000 | 39,470 | M+00 | 1 | 39,470 | 0 | 0.00% | M+00 | 2 | 40,831 | 1,361 |
| Tebbe (Hoffmeier), Stephani | B+16 | 2 | 3 | 1.000000 | 38,619 | M+00 | 4 | 43,553 | 4,934 | 12.78% | M+00 | 5 | 44,914 | 1,361 |
| Finn, Elizabeth | M+00 | 2 | 3 | 1.000000 | 41,329 | M+00 | 4 | 43,553 | 2,224 | 5.38% | M+00 | 5 | 44,914 | 1,361 |
| Vohlken, Lauren | B+24 | 3 | 4 | 1.000000 | 40,653 | M+00 | 5 | 44,914 | 4,261 | 10.48% | M+00 | 6 | 46,275 | 1,361 |
| Miller, Laura | M+00 | 3 | 4 | 1.000000 | 42,684 | M+00 | 5 | 44,914 | 2,230 | 5.22% | M+00 | 6 | 46,275 | 1,361 |
| Eversgerd, Alicia | B+16 | 4 | 5 | 1.000000 | 40,653 | M+00 | 6 | 46,275 | 5,622 | 13.83% | M+00 | 7 | 47,636 | 1,361 |
| Mascote, Elizabeth | M+00 | 4 | 5 | 1.000000 | 44,039 | M+00 | 6 | 46,275 | 2,236 | 5.08% | M+00 | 7 | 47,636 | 1,361 |
| West, Ericka | M+00 | 5 | 6 | 1.000000 | 45,394 | M+00 | 7 | 47,636 | 2,242 | 4.94% | M+00 | 8 | 48,997 | 1,361 |
| Hemker, Shelly | M+00 | 6 | 7 | 1.000000 | 46,749 | M+00 | 8 | 48,997 | 2,248 | 4.81% | M+00 | 9 | 50,358 | 1,361 |
| Maxwell, Sondra | B+24 | 9 | 10 | 1.000000 | 48,782 | M+00 | 11 | 53,080 | 4,298 | 8.81% | M+00 | 12 | 54,442 | 1,362 |
| Oestreich, David | M+00 | 9 | 10 | 1.000000 | 50,814 | M+00 | 11 | 53,080 | 2,266 | 4.46% | M+00 | 12 | 54,442 | 1,362 |

Bond County Community Unit No. 2

GEA Negotiations

Appendix A

| Teacher | FY16 | | | | | Proposal A FY17 One Step, Unlimited Lane | | | | | Proposal A FY18 - One Step, One Lane | | | |
|------------------------|---------|---------------------|------------------|----------|-------------|--|-----------|-------------|--------------------|----------------------|--------------------------------------|-----------|-------------|--------------------|
| | FY16 Ed | Beginning FY16 Year | Ending FY16 Year | FY17 FTE | FY16 Salary | FY17 Ed | FY17 Year | FY17 Salary | Increase over FY16 | % Increase over FY16 | FY18 Ed | FY18 Year | FY18 Salary | Increase over FY17 |
| Levad, Laura | M+00 | 11 | 11 | 1.000000 | 52,847 | M+00 | 12 | 54,442 | 1,595 | 3.02% | M+00 | 13 | 55,802 | 1,360 |
| Hudson, Tammy | M+00 | 11 | 12 | 1.000000 | 53,525 | M+00 | 13 | 55,802 | 2,277 | 4.25% | M+00 | 14 | 57,163 | 1,361 |
| Cox, Shawn | M+00 | 12 | 13 | 1.000000 | 54,879 | M+00 | 14 | 57,163 | 2,284 | 4.16% | M+00 | 15 | 58,525 | 1,362 |
| Holzinger, Heidi | M+00 | 12 | 13 | 1.000000 | 54,879 | M+00 | 14 | 57,163 | 2,284 | 4.16% | M+00 | 15 | 58,525 | 1,362 |
| McGuire, Melissa | M+00 | 0 | 0 | 1.000000 | 57,163 | M+00 | 14 | 57,163 | 0 | 0.00% | M+00 | 15 | 58,525 | 1,362 |
| Bauer, Christine | M+00 | 14 | 15 | 1.000000 | 57,590 | M+00 | 16 | 59,885 | 2,295 | 3.98% | M+00 | 17 | 61,247 | 1,362 |
| Pashia, Christina | M+00 | 15 | 16 | 1.000000 | 58,944 | M+00 | 17 | 61,247 | 2,303 | 3.91% | M+00 | 18 | 61,247 | 0 |
| Jurgena, Mark | M+00 | 16 | 17 | 1.000000 | 60,300 | M+00 | 18 | 61,247 | 947 | 1.57% | M+00 | 19 | 61,247 | 0 |
| Dannaman, Jennifer | M+00 | 17 | 18 | 1.000000 | 60,300 | M+00 | 19 | 61,247 | 947 | 1.57% | M+00 | 20 | 61,247 | 0 |
| Thomason, Ryan | M+00 | 18 | 19 | 1.000000 | 60,300 | M+00 | 20 | 61,247 | 947 | 1.57% | M+00 | 21 | 61,247 | 0 |
| Hicks, Karen | M+00 | 20 | 21 | 1.000000 | 60,300 | M+00 | 22 | 61,247 | 947 | 1.57% | M+00 | 23 | 61,247 | 0 |
| Mains Grangaard, Signe | M+00 | 13 | 14 | 1.000000 | 55,558 | M+00 | 15 | 58,525 | 2,967 | 5.34% | M+00 | 16 | 59,885 | 1,360 |
| Knolhoff, Erika | M+08 | 2 | 3 | 1.000000 | 42,684 | M+08 | 4 | 44,914 | 2,230 | 5.22% | M+08 | 5 | 46,275 | 1,361 |
| Van Zant, Shannon | B+24 | 4 | 5 | 1.000000 | 42,684 | M+08 | 6 | 47,636 | 4,952 | 11.60% | M+08 | 7 | 48,997 | 1,361 |
| Martin, Allison | M+00 | 4 | 5 | 1.000000 | 43,363 | M+08 | 6 | 48,317 | 4,954 | 11.42% | M+08 | 7 | 48,997 | 681 |
| Gaffner, Jamie | M+08 | 4 | 5 | 1.000000 | 45,394 | M+08 | 6 | 47,636 | 2,242 | 4.94% | M+08 | 7 | 48,997 | 1,361 |
| Coble-Kastl, Juli | M+00 | 6 | 6 | 1.000000 | 46,072 | M+08 | 7 | 48,997 | 2,925 | 6.35% | M+08 | 8 | 50,358 | 1,361 |
| Eller, Kelly | M+08 | 5 | 6 | 1.000000 | 46,073 | M+08 | 7 | 48,997 | 2,924 | 6.35% | M+08 | 8 | 50,358 | 1,361 |
| Schuster, Kedra | M+08 | 7 | 8 | 1.000000 | 48,782 | M+08 | 9 | 51,719 | 2,937 | 6.02% | M+08 | 10 | 53,080 | 1,361 |
| Friese, Brock | M+08 | 8 | 9 | 1.000000 | 50,814 | M+08 | 10 | 53,080 | 2,266 | 4.46% | M+08 | 11 | 54,442 | 1,362 |
| Cox, Joshua | M+08 | 10 | 11 | 1.000000 | 53,525 | M+08 | 12 | 55,802 | 2,277 | 4.25% | M+08 | 13 | 57,163 | 1,361 |
| Pierce, Melissa | M+08 | 17 | 18 | 1.000000 | 61,654 | M+08 | 19 | 62,607 | 953 | 1.55% | M+08 | 20 | 62,607 | 0 |
| Hutchinson, Todd | M+08 | 23 | 24 | 1.000000 | 61,654 | M+08 | 25 | 62,607 | 953 | 1.55% | M+08 | 26 | 62,607 | 0 |
| Stowers, Lorna | M+16 | 4 | 5 | 1.000000 | 46,749 | M+16 | 6 | 48,997 | 2,248 | 4.81% | M+16 | 7 | 50,358 | 1,361 |
| Wagner, Joanne | B+24 | 12 | 13 | 1.000000 | 53,525 | M+16 | 14 | 59,885 | 6,360 | 11.88% | M+16 | 15 | 61,247 | 1,362 |
| Hall, Alison | M+08 | 15 | 16 | 1.000000 | 60,300 | M+16 | 17 | 63,968 | 3,668 | 6.08% | M+16 | 18 | 63,968 | 0 |
| Massa, Kari | M+24 | 10 | 11 | 1.000000 | 56,234 | M+24 | 12 | 58,525 | 2,291 | 4.07% | M+24 | 13 | 59,885 | 1,360 |
| Manhart, Jennifer | M+24 | 13 | 14 | 1.000000 | 60,300 | M+24 | 15 | 62,607 | 2,307 | 3.83% | M+24 | 16 | 63,968 | 1,361 |
| Dannaman, Steve | M+24 | 14 | 15 | 1.050000 | 64,737 | M+24 | 16 | 67,166 | 2,429 | 3.75% | M+24 | 17 | 68,597 | 1,430 |
| Stice, Mary | M+16 | 20 | 21 | 1.000000 | 62,333 | M+24 | 22 | 65,330 | 2,997 | 4.81% | M+24 | 23 | 65,330 | 0 |
| Mollett, Brenda | M+24 | 25 | 26 | 1.000000 | 64,365 | M+24 | 27 | 65,330 | 965 | 1.50% | M+24 | 28 | 65,330 | 0 |
| Zimmerman, Steve | M+24 | 26 | 27 | 1.111100 | 71,516 | M+24 | 28 | 72,588 | 1,072 | 1.50% | M+24 | 29 | 72,588 | 0 |
| Adkins, Cindy | M+24 | 30 | 31 | 0.185000 | 11,908 | M+24 | 32 | 12,086 | 178 | 1.50% | M+24 | 33 | 12,086 | 0 |
| Rinella, Kelly | M+24 | 3 | 4 | 1.000000 | 46,073 | M+32 | 5 | 50,358 | 4,285 | 9.30% | M+32 | 6 | 51,719 | 1,361 |
| Schaefer, Kristine | M+24 | 6 | 7 | 1.000000 | 50,138 | M+32 | 8 | 54,442 | 4,304 | 8.58% | M+32 | 9 | 55,802 | 1,360 |
| May, Michelle | M+32 | 6 | 7 | 1.000000 | 52,169 | M+32 | 8 | 54,442 | 2,273 | 4.36% | M+32 | 9 | 55,802 | 1,360 |
| Mulholland, Dawn | M+32 | 7 | 8 | 1.050000 | 56,201 | M+32 | 9 | 58,592 | 2,391 | 4.25% | M+32 | 10 | 60,021 | 1,429 |
| Dothager, Kolin | M+32 | 8 | 9 | 1.000000 | 54,879 | M+32 | 10 | 57,163 | 2,284 | 4.16% | M+32 | 11 | 58,525 | 1,362 |
| Ahern, Eric | M+32 | 9 | 10 | 1.000000 | 56,234 | M+32 | 11 | 58,525 | 2,291 | 4.07% | M+32 | 12 | 59,885 | 1,360 |
| Goodson, Katelyn | M+32 | 9 | 10 | 1.000000 | 56,234 | M+32 | 11 | 58,525 | 2,291 | 4.07% | M+32 | 12 | 59,885 | 1,360 |
| Moeller, Brooke | M+32 | 9 | 10 | 1.000000 | 56,234 | M+32 | 11 | 58,525 | 2,291 | 4.07% | M+32 | 12 | 59,885 | 1,360 |
| Goggin, Terri | M+32 | 12 | 13 | 1.000000 | 60,300 | M+32 | 14 | 62,607 | 2,307 | 3.83% | M+32 | 15 | 63,968 | 1,361 |
| Hodson, Deanna | M+32 | 12 | 13 | 1.000000 | 60,300 | M+32 | 14 | 62,607 | 2,307 | 3.83% | M+32 | 15 | 63,968 | 1,361 |
| Blumer, Jacklyn | M+32 | 13 | 14 | 1.000000 | 61,654 | M+32 | 15 | 63,968 | 2,314 | 3.75% | M+32 | 16 | 65,330 | 1,362 |
| Allen, Gina | M+32 | 15 | 16 | 1.000000 | 64,365 | M+32 | 17 | 66,690 | 2,325 | 3.61% | M+32 | 18 | 68,052 | 1,362 |
| Cox (Weber), Chelsey | M+32 | 15 | 16 | 1.000000 | 64,365 | M+32 | 17 | 66,690 | 2,325 | 3.61% | M+32 | 18 | 68,052 | 1,362 |
| File, Harold | M+32 | 15 | 16 | 1.000000 | 64,365 | M+32 | 17 | 66,690 | 2,325 | 3.61% | M+32 | 18 | 68,052 | 1,362 |
| Alstat, Joe | M+32 | 15 | 16 | 0.833400 | 53,642 | M+32 | 17 | 55,579 | 1,937 | 3.61% | M+32 | 18 | 56,715 | 1,135 |
| Walker Schutte, Linda | M+32 | 16 | 17 | 1.000000 | 65,719 | M+32 | 18 | 68,052 | 2,333 | 3.55% | M+32 | 19 | 69,413 | 1,361 |
| Alderman, Amy | M+32 | 17 | 18 | 1.000000 | 67,075 | M+32 | 19 | 69,413 | 2,338 | 3.49% | M+32 | 20 | 69,413 | 0 |

Bond County Community Unit No. 2

GEA Negotiations

Appendix A

| Teacher | FY16 | | | | | Proposal A FY17 One Step, Unlimited Lane | | | | | Proposal A FY18 - One Step, One Lane | | | |
|-----------------------------|---------|---------------------|------------------|----------|-------------|--|-----------|-------------|--------------------|----------------------|--------------------------------------|-----------|--|--------------------|
| | FY16 Ed | Beginning FY16 Year | Ending FY16 Year | FY17 FTE | FY16 Salary | FY17 Ed | FY17 Year | FY17 Salary | Increase over FY16 | % Increase over FY16 | FY18 Ed | FY18 Year | FY18 Salary | Increase over FY17 |
| Mangelsdorf, Julie | M+32 | 17 | 18 | 1.000000 | 67,075 | M+32 | 19 | 69,413 | 2,338 | 3.49% | M+32 | 20 | 69,413 | 0 |
| Manhart, Parker | M+32 | 17 | 18 | 1.000000 | 67,075 | M+32 | 19 | 69,413 | 2,338 | 3.49% | M+32 | 20 | 69,413 | 0 |
| Pierce, Jason | M+32 | 17 | 18 | 1.000000 | 67,075 | M+32 | 19 | 69,413 | 2,338 | 3.49% | M+32 | 20 | 69,413 | 0 |
| Carlson, Donna | M+32 | 18 | 19 | 1.000000 | 68,430 | M+32 | 20 | 69,413 | 983 | 1.44% | M+32 | 21 | 69,413 | 0 |
| Corbus, Susan | M+32 | 18 | 19 | 1.000000 | 68,430 | M+32 | 20 | 69,413 | 983 | 1.44% | M+32 | 21 | 69,413 | 0 |
| Harvey, Eudona | M+32 | 18 | 19 | 1.000000 | 68,430 | M+32 | 20 | 69,413 | 983 | 1.44% | M+32 | 21 | 69,413 | 0 |
| Grove, Brian | M+32 | 20 | 21 | 1.000000 | 68,430 | M+32 | 22 | 69,413 | 983 | 1.44% | M+32 | 23 | 69,413 | 0 |
| Kampwerth, Tonya | M+32 | 20 | 21 | 1.000000 | 68,430 | M+32 | 22 | 69,413 | 983 | 1.44% | M+32 | 23 | 69,413 | 0 |
| Cantrill, Todd | M+32 | 21 | 22 | 1.000000 | 68,430 | M+32 | 23 | 69,413 | 983 | 1.44% | M+32 | 24 | 69,413 | 0 |
| McEvers, Kelli | M+32 | 21 | 22 | 1.000000 | 68,430 | M+32 | 23 | 69,413 | 983 | 1.44% | M+32 | 24 | 69,413 | 0 |
| Doll, Pam | M+32 | 22 | 23 | 1.000000 | 68,430 | M+32 | 24 | 69,413 | 983 | 1.44% | M+32 | 25 | 69,413 | 0 |
| Odneal, Cynthia | M+32 | 22 | 23 | 1.000000 | 68,430 | M+32 | 24 | 69,413 | 983 | 1.44% | M+32 | 25 | 69,413 | 0 |
| Stone, Sue | M+32 | 22 | 23 | 1.000000 | 68,430 | M+32 | 24 | 69,413 | 983 | 1.44% | M+32 | 25 | 69,413 | 0 |
| Langham, Anne | M+32 | 23 | 24 | 1.000000 | 68,430 | M+32 | 25 | 69,413 | 983 | 1.44% | M+32 | 26 | 69,413 | 0 |
| Goodson, Barbara | M+32 | 24 | 25 | 1.000000 | 68,430 | M+32 | 26 | 69,413 | 983 | 1.44% | M+32 | 27 | 69,413 | 0 |
| Oakley, Ernest | M+32 | 24 | 25 | 1.000000 | 68,430 | M+32 | 26 | 69,413 | 983 | 1.44% | M+32 | 27 | 69,413 | 0 |
| Chilovich, Margie | M+32 | 25 | 26 | 1.000000 | 68,430 | M+32 | 27 | 69,413 | 983 | 1.44% | M+32 | 28 | 69,413 | 0 |
| Tipsword, Kristy | M+32 | 25 | 26 | 1.000000 | 68,430 | M+32 | 27 | 69,413 | 983 | 1.44% | M+32 | 28 | 69,413 | 0 |
| Whitehead, JoEllen | M+32 | 26 | 27 | 1.000000 | 68,430 | M+32 | 28 | 69,413 | 983 | 1.44% | M+32 | 29 | 69,413 | 0 |
| Slape, Marci | M+32 | 27 | 28 | 1.000000 | 68,430 | M+32 | 29 | 69,413 | 983 | 1.44% | M+32 | 30 | 69,413 | 0 |
| Wilhite, Jane | M+32 | 29 | 30 | 1.000000 | 68,430 | M+32 | 31 | 69,413 | 983 | 1.44% | M+32 | 32 | 69,413 | 0 |
| Kistler, Keith | M+32 | 30 | 31 | 1.000000 | 68,430 | M+32 | 32 | 69,413 | 983 | 1.44% | M+32 | 33 | 69,413 | 0 |
| Spencer, James | M+32 | 33 | 34 | 1.000000 | 68,430 | M+32 | 35 | 69,413 | 983 | 1.44% | M+32 | 36 | 69,413 | 0 |
| Totals | | | | | 6,404,204 | | | 6,645,320 | 241,117 | 500.94% | | | 6,746,300 | 100,980 |
| Average | | | | | 52,067 | | | 54,027 | 1,960 | 4.38% | | | Approximate salary cost for One Lane M | 27,240 |
| TRS | | | | | 664,454 | | | 657,229 | | | | | Total Salary Cost | 6,773,540 |
| TRS EC | | | | | 40,998 | | | 42,355 | | | | | | 669,911 |
| THIS | | | | | 132,184 | | | 143,130 | | | | | | 43,172 |
| Medicare | | | | | 92,861 | | | 96,357 | | | | | | 145,892 |
| Totals | | | | | 7,334,700 | | | 7,584,392 | | | | | | 98,216 |
| Increase over previous Year | | | | | | | | 249,691 | | | | | | 146,339 |
| Overall % Increase to cost | | | | | | | | 3.40% | | | | | | 1.93% |

First year at BCCU2 - Amount listed for FY16 salary is actually FY17 salary to avoid calculation of increase

First year teacher FY16 - was placed on salary schedule based on actual past experience for FY16

*FTE decreased from FY16 to FY17 % "increase" not included in average

¹Potentially eligible for movement on salary schedule in September and February

Bond County Community Unit No. 2

GEA Negotiations

Appendix B

| Teacher | FY16 | | | | | Proposal B FY17 1.5% Increase on Salary Schedule - No movement | | | | |
|------------------------------|---------|---------------------|------------------|----------|-------------|--|-----------|-------------|--------------------|----------------------|
| | FY16 Ed | Beginning FY16 Year | Ending FY16 Year | FY17 FTE | FY16 Salary | FY17 Ed | FY17 Year | FY17 Salary | Increase over FY16 | % Increase over FY16 |
| Kelley, Elizabeth | B+00 | 0 | 0 | 1.000000 | 34,536 | B+00 | 1 | 34,536 | 0 | 0.00% |
| Spurgeon, Nichole | B+00 | 0 | 0 | 1.000000 | 34,536 | B+00 | 1 | 34,536 | 0 | 0.00% |
| Swalley, Terry | B+00 | 0 | 0 | 1.000000 | 34,536 | B+00 | 1 | 34,536 | 0 | 0.00% |
| Cates, Elizabeth | B+00 | 1 | 1 | 1.000000 | 33,876 | B+00 | 1 | 34,536 | 660 | 1.95% |
| Burton, Anne | B+00 | 1 | 1 | 0.857143 | 31,051 | B+00 | 1 | 29,602 | -1,449 | -4.67% * |
| Coulter, Sarah | B+00 | 4 | 5 | 1.000000 | 38,619 | B+00 | 5 | 40,062 | 1,443 | 3.74% |
| Simpson, Amanda | B+00 | 4 | 5 | 1.000000 | 38,619 | B+00 | 5 | 40,062 | 1,443 | 3.74% |
| Rinderer, Jessica | B+00 | 5 | 6 | 1.000000 | 39,974 | B+00 | 6 | 41,443 | 1,469 | 3.67% |
| Gruner, Amy | B+00 | 7 | 8 | 0.400000 | 17,074 | B+00 | 8 | 17,683 | 609 | 3.57% |
| Burns, Dan | B+00 | 9 | 10 | 0.642858 | 41,612 | B+00 | 10 | 30,195 | -11,417 | -27.44% * |
| Maurer, Patti | B+08 | 0 | 0 | 1.000000 | 35,918 | B+08 | 1 | 35,918 | 0 | 0.00% |
| Balducci, Stephanie | B+00 | 1 | 2 | 1.000000 | 34,554 | B+00 | 2 | 35,918 | 1,364 | 3.95% |
| Gusewelle, Tim | B+08 | 2 | 3 | 1.000000 | 36,588 | B+08 | 3 | 38,680 | 2,092 | 5.72% |
| Lynch, Catherine | B+08 | 2 | 3 | 1.000000 | 36,588 | B+08 | 3 | 38,680 | 2,092 | 5.72% |
| Shevlin, Erin | B+08 | 2 | 3 | 1.000000 | 36,588 | B+08 | 3 | 38,680 | 2,092 | 5.72% |
| Ralston, Sarah | B+08 | 4 | 5 | 1.000000 | 39,974 | B+08 | 5 | 41,443 | 1,469 | 3.67% |
| Shofner, William | B+08 | 0 | 0 | 1.000000 | 44,207 | B+08 | 7 | 44,207 | 0 | 0.00% |
| Niebrugge, Ashley | B+08 | 6 | 7 | 1.000000 | 42,684 | B+08 | 7 | 44,207 | 1,523 | 3.57% |
| Kastl, Austin | B+08 | 8 | 9 | 1.000000 | 45,394 | B+08 | 9 | 46,970 | 1,576 | 3.47% |
| Walker, Andrea | B+00 | 10 | 11 | 1.000000 | 46,749 | B+00 | 11 | 48,351 | 1,602 | 3.43% |
| King, Sarah | B+08 | 10 | 11 | 1.000000 | 48,104 | B+08 | 11 | 49,732 | 1,628 | 3.38% |
| Disch, Marsha | B+08 | 19 | 20 | 1.000000 | 49,459 | B+08 | 20 | 51,114 | 1,655 | 3.35% |
| Lugge, Kim | B+08 | 23 | 24 | 1.000000 | 49,459 | B+08 | 24 | 51,114 | 1,655 | 3.35% |
| Elam, Nicholas | B+00 | 1 | 2 | 1.000000 | 34,554 | B+00 | 2 | 35,918 | 1,364 | 3.95% |
| Martin, Julie | B+16 | 2 | 3 | 1.000000 | 38,619 | B+16 | 3 | 40,062 | 1,443 | 3.74% |
| Lindell, Theresa | B+08 | 4 | 5 | 1.000000 | 39,297 | B+08 | 5 | 41,443 | 2,146 | 5.46% |
| Higgins, Kelley | B+16 | 14 | 15 | 0.240000 | 12,195 | B+16 | 15 | 12,599 | 403 | 3.31% |
| Weiss, Kathy | B+16 | 25 | 26 | 1.000000 | 50,814 | B+16 | 26 | 52,495 | 1,681 | 3.31% |
| McEvers (Miller), Tracy | B+08 | 2 | 3 | 1.000000 | 36,588 | B+08 | 3 | 38,680 | 2,092 | 5.72% ¹ |
| Romack, James | B+08 | 2 | 3 | 1.000000 | 36,588 | B+08 | 3 | 38,680 | 2,092 | 5.72% |
| Hammann, Quinton | B+00 | 3 | 4 | 1.000000 | 37,264 | B+00 | 4 | 38,680 | 1,416 | 3.80% |
| Perkins, Catherine | B+24 | 7 | 8 | 1.000000 | 46,749 | B+24 | 8 | 48,351 | 1,602 | 3.43% |
| Smith, Donald | B+24 | 10 | 11 | 1.000000 | 50,814 | B+24 | 11 | 52,495 | 1,681 | 3.31% |
| Boles, Patricia | B+24 | 11 | 12 | 1.000000 | 52,169 | B+24 | 12 | 53,877 | 1,708 | 3.27% |
| Estevez, Ivan | B+24 | 15 | 16 | 1.000000 | 54,879 | B+24 | 16 | 56,639 | 1,760 | 3.21% |
| Stoecklin, Trevor | B+24 | 17 | 18 | 1.000000 | 54,879 | B+24 | 18 | 56,639 | 1,760 | 3.21% |
| Ronat, Michelle | B+24 | 20 | 21 | 1.000000 | 54,879 | B+24 | 21 | 56,639 | 1,760 | 3.21% |
| Volkmar, Nancy | B+24 | 28 | 29 | 1.000000 | 56,234 | B+24 | 29 | 58,021 | 1,787 | 3.18% |
| Kinney, Kara | M+00 | 0 | 0 | 1.000000 | 40,062 | M+00 | 1 | 40,062 | 0 | 0.00% |
| Niemeier, Emilee | M+00 | 0 | 0 | 1.000000 | 40,062 | M+00 | 1 | 40,062 | 0 | 0.00% |
| Tebbe (Hoffmeier), Stephanie | B+16 | 2 | 3 | 1.000000 | 38,619 | B+16 | 3 | 40,062 | 1,443 | 3.74% |
| Finn, Elizabeth | M+00 | 2 | 3 | 1.000000 | 41,329 | M+00 | 3 | 42,825 | 1,496 | 3.62% |
| Vohlken, Lauren | B+24 | 3 | 4 | 1.000000 | 40,653 | B+24 | 4 | 42,825 | 2,172 | 5.34% |
| Miller, Laura | M+00 | 3 | 4 | 1.000000 | 42,684 | M+00 | 4 | 44,207 | 1,523 | 3.57% |
| Eversgerd, Alicia | B+16 | 4 | 5 | 1.000000 | 40,653 | B+16 | 5 | 42,825 | 2,172 | 5.34% |
| Mascote, Elizabeth | M+00 | 4 | 5 | 1.000000 | 44,039 | M+00 | 5 | 45,588 | 1,549 | 3.52% |
| West, Ericka | M+00 | 5 | 6 | 1.000000 | 45,394 | M+00 | 6 | 46,970 | 1,576 | 3.47% |
| Hemker, Shelly | M+00 | 6 | 7 | 1.000000 | 46,749 | M+00 | 7 | 48,351 | 1,602 | 3.43% |

Bond County Community Unit No. 2

GEA Negotiations

Appendix B

| Teacher | FY16 | | | | | Proposal B FY17 1.5% Increase on Salary Schedule - No movement | | | | |
|------------------------|---------|---------------------|------------------|----------|-------------|--|-----------|-------------|--------------------|----------------------|
| | FY16 Ed | Beginning FY16 Year | Ending FY16 Year | FY17 FTE | FY16 Salary | FY17 Ed | FY17 Year | FY17 Salary | Increase over FY16 | % Increase over FY16 |
| Maxwell, Sondra | B+24 | 9 | 10 | 1.000000 | 48,782 | B+24 | 10 | 51,114 | 2,332 | 4.78% |
| Oestreich, David | M+00 | 9 | 10 | 1.000000 | 50,814 | M+00 | 10 | 52,495 | 1,681 | 3.31% |
| Levad, Laura | M+00 | 11 | 11 | 1.000000 | 52,847 | M+00 | 11 | 53,877 | 1,030 | 1.95% |
| Hudson, Tammy | M+00 | 11 | 12 | 1.000000 | 53,525 | M+00 | 12 | 55,258 | 1,733 | 3.24% |
| Cox, Shawn | M+00 | 12 | 13 | 1.000000 | 54,879 | M+00 | 13 | 56,639 | 1,760 | 3.21% |
| Holzinger, Heidi | M+00 | 12 | 13 | 1.000000 | 54,879 | M+00 | 13 | 56,639 | 1,760 | 3.21% |
| McGuire, Melissa | M+00 | 0 | 0 | 1.000000 | 58,021 | M+00 | 14 | 58,021 | 0 | 0.00% |
| Bauer, Christine | M+00 | 14 | 15 | 1.000000 | 57,590 | M+00 | 15 | 59,402 | 1,812 | 3.15% |
| Pashia, Christina | M+00 | 15 | 16 | 1.000000 | 58,944 | M+00 | 16 | 60,784 | 1,840 | 3.12% |
| Jurgena, Mark | M+00 | 16 | 17 | 1.000000 | 60,300 | M+00 | 17 | 62,166 | 1,866 | 3.09% |
| Dannaman, Jennifer | M+00 | 17 | 18 | 1.000000 | 60,300 | M+00 | 18 | 62,166 | 1,866 | 3.09% |
| Thomason, Ryan | M+00 | 18 | 19 | 1.000000 | 60,300 | M+00 | 19 | 62,166 | 1,866 | 3.09% |
| Hicks, Karen | M+00 | 20 | 21 | 1.000000 | 60,300 | M+00 | 21 | 62,166 | 1,866 | 3.09% |
| Mains Grangaard, Signe | M+00 | 13 | 14 | 1.000000 | 55,558 | M+00 | 14 | 58,021 | 2,463 | 4.43% |
| Knolhoff, Erika | M+08 | 2 | 3 | 1.000000 | 42,684 | M+08 | 3 | 44,207 | 1,523 | 3.57% |
| Van Zant, Shannon | B+24 | 4 | 5 | 1.000000 | 42,684 | B+24 | 5 | 44,207 | 1,523 | 3.57% |
| Martin, Allison | M+00 | 4 | 5 | 1.000000 | 43,363 | M+00 | 5 | 45,588 | 2,225 | 5.13% |
| Gaffner, Jamie | M+08 | 4 | 5 | 1.000000 | 45,394 | M+08 | 5 | 46,970 | 1,576 | 3.47% |
| Coble-Kastl, Juli | M+00 | 6 | 6 | 1.000000 | 46,072 | M+00 | 6 | 46,970 | 898 | 1.95% |
| Eller, Kelly | M+08 | 5 | 6 | 1.000000 | 46,073 | M+08 | 6 | 48,351 | 2,278 | 4.94% |
| Schuster, Kedra | M+08 | 7 | 8 | 1.000000 | 48,782 | M+08 | 8 | 51,114 | 2,332 | 4.78% |
| Friese, Brock | M+08 | 8 | 9 | 1.000000 | 50,814 | M+08 | 9 | 52,495 | 1,681 | 3.31% |
| Cox, Joshua | M+08 | 10 | 11 | 1.000000 | 53,525 | M+08 | 11 | 55,258 | 1,733 | 3.24% |
| Pierce, Melissa | M+08 | 17 | 18 | 1.000000 | 61,654 | M+08 | 18 | 63,547 | 1,893 | 3.07% |
| Hutchinson, Todd | M+08 | 23 | 24 | 1.000000 | 61,654 | M+08 | 24 | 63,547 | 1,893 | 3.07% |
| Stowers, Lorna | M+16 | 4 | 5 | 1.000000 | 46,749 | M+16 | 5 | 48,351 | 1,602 | 3.43% |
| Wagner, Joanne | B+24 | 12 | 13 | 1.000000 | 53,525 | B+24 | 13 | 55,258 | 1,733 | 3.24% |
| Hall, Alison | M+08 | 15 | 16 | 1.000000 | 60,300 | M+08 | 16 | 62,166 | 1,866 | 3.09% |
| Massa, Kari | M+24 | 10 | 11 | 1.000000 | 56,234 | M+24 | 11 | 58,021 | 1,787 | 3.18% |
| Manhart, Jennifer | M+24 | 13 | 14 | 1.000000 | 60,300 | M+24 | 14 | 62,166 | 1,866 | 3.09% |
| Dannaman, Steve | M+24 | 14 | 15 | 1.050000 | 64,737 | M+24 | 15 | 66,724 | 1,987 | 3.07% |
| Stice, Mary | M+16 | 20 | 21 | 1.000000 | 62,333 | M+16 | 21 | 64,928 | 2,595 | 4.16% |
| Mollett, Brenda | M+24 | 25 | 26 | 1.000000 | 64,365 | M+24 | 26 | 66,310 | 1,945 | 3.02% |
| Zimmerman, Steve | M+24 | 26 | 27 | 1.111100 | 71,516 | M+24 | 27 | 73,677 | 2,161 | 3.02% |
| Adkins, Cindy | M+24 | 30 | 31 | 0.185000 | 11,908 | M+24 | 31 | 12,267 | 360 | 3.02% |
| Rinella, Kelly | M+24 | 3 | 4 | 1.000000 | 46,073 | M+24 | 4 | 48,351 | 2,278 | 4.94% |
| Schaefer, Kristine | M+24 | 6 | 7 | 1.000000 | 50,138 | M+24 | 7 | 52,495 | 2,357 | 4.70% |
| May, Michelle | M+32 | 6 | 7 | 1.000000 | 52,169 | M+32 | 7 | 53,877 | 1,708 | 3.27% |
| Mulholland, Dawn | M+32 | 7 | 8 | 1.050000 | 56,201 | M+32 | 8 | 58,021 | 1,819 | 3.24% |
| Dothager, Colin | M+32 | 8 | 9 | 1.000000 | 54,879 | M+32 | 9 | 56,639 | 1,760 | 3.21% |
| Ahern, Eric | M+32 | 9 | 10 | 1.000000 | 56,234 | M+32 | 10 | 58,021 | 1,787 | 3.18% |
| Goodson, Katelyn | M+32 | 9 | 10 | 1.000000 | 56,234 | M+32 | 10 | 58,021 | 1,787 | 3.18% |
| Moeller, Brooke | M+32 | 9 | 10 | 1.000000 | 56,234 | M+32 | 10 | 58,021 | 1,787 | 3.18% |
| Goggin, Terri | M+32 | 12 | 13 | 1.000000 | 60,300 | M+32 | 13 | 62,166 | 1,866 | 3.09% |
| Hodson, Deanna | M+32 | 12 | 13 | 1.000000 | 60,300 | M+32 | 13 | 62,166 | 1,866 | 3.09% |
| Blumer, Jacklyn | M+32 | 13 | 14 | 1.000000 | 61,654 | M+32 | 14 | 63,547 | 1,893 | 3.07% |
| Allen, Gina | M+32 | 15 | 16 | 1.000000 | 64,365 | M+32 | 16 | 66,310 | 1,945 | 3.02% |
| Cox (Weber), Chelsey | M+32 | 15 | 16 | 1.000000 | 64,365 | M+32 | 16 | 66,310 | 1,945 | 3.02% |

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Bond County Community Unit No. 2

GEA Negotiations

Appendix B

| Teacher | FY16 | | | | | Proposal B FY17 1.5% Increase on Salary Schedule - No movement | | | | |
|-----------------------------|---------|---------------------|------------------|----------|-------------|--|-----------|-------------|--------------------|----------------------|
| | FY16 Ed | Beginning FY16 Year | Ending FY16 Year | FY17 FTE | FY16 Salary | FY17 Ed | FY17 Year | FY17 Salary | Increase over FY16 | % Increase over FY16 |
| File, Harold | M+32 | 15 | 16 | 1.000000 | 64,365 | M+32 | 16 | 66,310 | 1,945 | 3.02% |
| Alstat, Joe | M+32 | 15 | 16 | 0.833400 | 53,642 | M+32 | 16 | 55,263 | 1,621 | 3.02% |
| Walker Schutte, Linda | M+32 | 16 | 17 | 1.000000 | 65,719 | M+32 | 17 | 67,691 | 1,972 | 3.00% |
| Alderman, Amy | M+32 | 17 | 18 | 1.000000 | 67,075 | M+32 | 18 | 69,073 | 1,998 | 2.98% |
| Mangelsdorf, Julie | M+32 | 17 | 18 | 1.000000 | 67,075 | M+32 | 18 | 69,073 | 1,998 | 2.98% |
| Manhart, Parker | M+32 | 17 | 18 | 1.000000 | 67,075 | M+32 | 18 | 69,073 | 1,998 | 2.98% |
| Pierce, Jason | M+32 | 17 | 18 | 1.000000 | 67,075 | M+32 | 18 | 69,073 | 1,998 | 2.98% |
| Carlson, Donna | M+32 | 18 | 19 | 1.000000 | 68,430 | M+32 | 19 | 70,454 | 2,024 | 2.96% |
| Corbus, Susan | M+32 | 18 | 19 | 1.000000 | 68,430 | M+32 | 19 | 70,454 | 2,024 | 2.96% |
| Harvey, Eudona | M+32 | 18 | 19 | 1.000000 | 68,430 | M+32 | 19 | 70,454 | 2,024 | 2.96% |
| Grove, Brian | M+32 | 20 | 21 | 1.000000 | 68,430 | M+32 | 21 | 70,454 | 2,024 | 2.96% |
| Kampwerth, Tonya | M+32 | 20 | 21 | 1.000000 | 68,430 | M+32 | 21 | 70,454 | 2,024 | 2.96% |
| Cantrill, Todd | M+32 | 21 | 22 | 1.000000 | 68,430 | M+32 | 22 | 70,454 | 2,024 | 2.96% |
| McEvers, Kelli | M+32 | 21 | 22 | 1.000000 | 68,430 | M+32 | 22 | 70,454 | 2,024 | 2.96% |
| Doll, Pam | M+32 | 22 | 23 | 1.000000 | 68,430 | M+32 | 23 | 70,454 | 2,024 | 2.96% |
| Odneal, Cynthia | M+32 | 22 | 23 | 1.000000 | 68,430 | M+32 | 23 | 70,454 | 2,024 | 2.96% |
| Stone, Sue | M+32 | 22 | 23 | 1.000000 | 68,430 | M+32 | 23 | 70,454 | 2,024 | 2.96% |
| Langham, Anne | M+32 | 23 | 24 | 1.000000 | 68,430 | M+32 | 24 | 70,454 | 2,024 | 2.96% |
| Goodson, Barbara | M+32 | 24 | 25 | 1.000000 | 68,430 | M+32 | 25 | 70,454 | 2,024 | 2.96% |
| Oakley, Ernest | M+32 | 24 | 25 | 1.000000 | 68,430 | M+32 | 25 | 70,454 | 2,024 | 2.96% |
| Chilovich, Margie | M+32 | 25 | 26 | 1.000000 | 68,430 | M+32 | 26 | 70,454 | 2,024 | 2.96% |
| Tipsword, Kristy | M+32 | 25 | 26 | 1.000000 | 68,430 | M+32 | 26 | 70,454 | 2,024 | 2.96% |
| Whitehead, JoEllen | M+32 | 26 | 27 | 1.000000 | 68,430 | M+32 | 27 | 70,454 | 2,024 | 2.96% |
| Slape, Marci | M+32 | 27 | 28 | 1.000000 | 68,430 | M+32 | 28 | 70,454 | 2,024 | 2.96% |
| Wilhite, Jane | M+32 | 29 | 30 | 1.000000 | 68,430 | M+32 | 30 | 70,454 | 2,024 | 2.96% |
| Kistler, Keith | M+32 | 30 | 31 | 1.000000 | 68,430 | M+32 | 31 | 70,454 | 2,024 | 2.96% |
| Spencer, James | M+32 | 33 | 34 | 1.000000 | 68,430 | M+32 | 34 | 70,454 | 2,024 | 2.96% |
| Totals | | | | | 6,408,961 | | | 6,598,817 | 189,857 | 359.19% |
| Average | | | | | 52,105 | | | 53,649 | | 3.23% |
| TRS | | | | | 664,947 | | | 652,630 | | |
| TRS EC | | | | | 41,029 | | | 42,058 | | |
| THIS | | | | | 132,282 | | | 142,128 | | |
| Medicare | | | | | 92,930 | | | 95,683 | | |
| Totals | | | | | 7,340,149 | | | 7,531,317 | | |
| Increase over previous Year | | | | | | | | 191,169 | | |
| Overall % Increase to cost | | | | | | | | 2.60% | | |

First year at BCCU2 - Amount listed for FY16 salary is actually FY17 salary to avoid calculation of increase

First year teacher FY16 - was placed on salary schedule based on actual past experience for FY16

*FTE decreased from FY16 to FY17 % "increase" not included in average

¹Potentially eligible for movement on salary schedule in September and February