



ILLINOIS
EDUCATION
ASSOCIATION
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Effingham Region Office

104 Greenview Drive
Effingham, IL 62401-3048
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SENT VIA E-MAIL

Mr. Victor E. Blackwell, Executive Director
Ms. Ellen Strizak, Investigator
Illinois Educational Labor Relations Board
160 North LaSalle St. Suite N-400
Chicago, Illinois 60601-3103

Re: Contract Negotiations between the Effingham Classroom Teachers Association
and
Effingham Community Unit School District No. 40

Dear Mr. Blackwell,

In accordance with 15 ILCS 5/12(a-5(1)), contained herein is the final offer, including cost summary of said offer, sent to the Effingham Community Unit School District No. 40, from the Effingham Classroom Teachers Association.

Outstanding bargaining issues include: Salary, Insurance, Unit of Work pay, and Duration of Agreement.

Please be advised that the Association's Attorney of Record is Gene Holt, Illinois Education Association, 1012 Plummer Drive, Suite 400, Edwardsville, Illinois 62025, 618.656.0010.

If this notice, or the included documents are found to be insufficient in any way, please contact me as soon as possible so I may make the necessary corrections.

Respectfully,

A handwritten signature in cursive script that reads 'Angela R. Williams'. The signature is written in black ink and is positioned above a horizontal line.

Angela R. Williams
IEA UniServ Director, Region 3

Cc: Roland Lewis, Commissioner, FMCS
Mark Doan, Superintendent, Effingham CUSD No.40
Dennis Weedman, Board Attorney, Robbins Schwartz, Nicholas, Lifton & Taylor, Ltd.
Gene Holt, Associate General Counsel, IEA/NEA
Mitch Roth, General Counsel, IEA/NEA
Brian Booth, Director of Advocacy & Organizing, Southern & Central Regions, IEA/NEA

Friday, 25 May 2018

CERTIFICATION OF SERVICE

This is to certify that I, Angela R. Williams, UniServ Director for the Streator Education Association, IEA- NEA, served the attached the final offer pursuant to 115 ILCS 5/12(A-5) to the following persons in the following manner.

E-MAIL AND MAILED CERTIFIED MAIL RETURN RECEIPT REQUESTED

Victor Blackwell
Ellen Strizak, Investigator
Illinois Education Labor Relations Board
160 N. LaSalle St.
Suite N400
Chicago, IL 60601-3103

Roland Lewis, Commissioner
Federal Mediation & Conciliation Service
12140 Woodcrest Executive Dr.
Suite 325
St. Louis, MO 63141

Julie Wollerman, Regional Superintendent
Regional Office of Education #3
1500 West Jefferson Street
Vandalia, IL 62471

Mark Doan, Superintendent
Effingham CUSD No. 40
2803 South Banker
Effingham, IL 62401

Dennis Weedman, Board Attorney
Robbins, Schwartz, Nicholas, Lifton & Taylor, Ltd.
510 Regency Centre
Collinsville, IL 62234-4658

Jeff Michael, Board President
Effingham Board of Education President
Effingham CUSD No. 40
2803 South Banker
Effingham, IL 62401

FIRST CLASS MAIL AND E-MAIL

Shannon Hall-Nanini, President
Effingham Classroom Teachers Association
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Kinmundy, IL 62854

Gene Holt, Associate General Counsel
Illinois Education Association
1012 Plummer Drive
Suite 400
Edwardsville, IL 62025-4703

Dina Ealy, Field Services Administrative Asst.
Illinois Education Association
100 E. Edward St.
Springfield, IL 62704

Brian Booth, Southern/Central
Director of Advocacy & Organizing
Illinois Education Association
3440 Liberty Drive
Springfield, IL 62704



Angela R. Williams
Region 3 UniServ Director, IEA/NEA
104 Greenview Drive
Effingham, IL 62401-3048

Friday, 25 May 2018

Bargaining History

The Effingham Classroom Teachers Association (ECTA) and the Effingham Community Unit School District No. 40 (Unit #40) have been bargaining towards a successor collective bargaining agreement for over a year trying to work towards a contract settlement. Throughout the negotiations, ECTA has diligently bargained in good faith in order to reach a fair and equitable agreement. To the Association's dismay in this successor negotiations, majority of the proposals (16) initiated by the Board were take backs or retrievals that either reduced or eliminated benefits and weakened working conditions and contractual rights for the employees not including the elimination or reduction of the retirement incentive and proposing a salary (hard/soft) freeze for duration of the contract.

After many months of ECTA rescinding proposals or fighting to have the District to agree to maintain current contract language, ECTA informed Unit #40 (Feb 25) that we would be pursuing Mediation if no movement with salary and insurance is made at the March 5 bargaining session. At the March 5, bargaining session, ECTA made significant movement by offering 6 proposals for tentative agreement to either rescind the Association's proposal or maintain current contract language. Since very little movement was made by the District at the March 5 bargaining, the District agreed to move to mediation.

For over seven (7) years, the members of ECTA have endured very little compensations (soft freezes) because the district was experiencing financial strife. The District asked the teachers to share in the sacrifice of taking a salary soft freezes. During those difficult years, the District further burden the teachers by systemically reducing the Board's contribution to the insurance premiums while increasing the rates. To add insult to injury, the District unilaterally and improperly change insurance plan status to self-funded status. After making said change, the District then past the financial expenses and burden of being a District self-funded insurance provider onto the employees. The employees immediately experienced 10%-20% rate increases while seeing their salary decrease steadily each year. Many teachers had to make a financial decisions as to whether remain in Unit #40 or seek employment elsewhere (in the education field – neighboring districts or leave the profession entirely). Over a six-year period, more than fifty (50) teachers have resigned to pursue work elsewhere. So far, 2017-2018 school year, at least 13 teachers have resigned and have been hired in other districts to teach. There is a teacher shortage in the state of Illinois, in the Effingham County and it appears in Unit #40.

The Effingham Classroom Teachers Association believe in the District and are committed to their students and community. ECTA has shared in the sacrifice during the times of financial strife while Administration received salary and benefits increases, year after year. ECTA only ask for a fair and equitable agreement which compensates the teachers and provide good benefits and working conditions.

It is our belief that if the ECTA proposals are accepted, this will aid in the retention of employees, restore employee morale and the reputation of the District which benefits all involved.

Angela R. Williams
UniServ Director IEA/NEA

EFFINGHAM CLASSROOM TEACHERS ASSOCIATION

Contract Proposal

07 May 2018

Joint Provision																	
Article VI. Salary and Economic items																	
Section 6.6 Insurance																	
6.6.1	<p><u>GROUP HEALTH AND ACCIDENT INSURANCE</u></p> <p>Monthly Board contribution toward insurance premiums:</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Individual (\$867.55)</th> <th>Ind. +1 (\$1322.90)</th> <th>Family (\$1902.20)</th> </tr> </thead> <tbody> <tr> <td>2017-18</td> <td>\$632</td> <td>\$639</td> <td>\$822</td> </tr> <tr> <td>2018-19</td> <td>\$632</td> <td>\$639</td> <td>\$822</td> </tr> <tr> <td>2019-20</td> <td>\$632</td> <td>\$639</td> <td>\$822</td> </tr> </tbody> </table> <p>These amounts reflect the Board contribution to the respective group hospitalization and major medical coverage of each insured member of the bargaining unit.</p> <p>Board contributions toward the premiums shall be as listed above or as the actual cost of the premiums, whichever is less.</p> <p>* In 2018-19: If the premiums increase to an amount higher than those premiums in 2017-18 (867/1,322/ 1,902) then the District will pay a one-time, separate payment of \$120 to each employee paying towards health insurance costs as of September 1, 2018. If the rates do not increase to or are above the FY17 level then there is no payment.</p> <p>* In 2019-20: If the premiums increase to an amount higher than those premiums in 2018-19 (867/1,322/ 1,902) then the District will pay a one-time, separate payment of \$120 to each employee paying towards health insurance costs as of September 1, 2019. If the rates do not increase to or are above the FY18 level then there is no payment.</p>	Year	Individual (\$867.55)	Ind. +1 (\$1322.90)	Family (\$1902.20)	2017-18	\$632	\$639	\$822	2018-19	\$632	\$639	\$822	2019-20	\$632	\$639	\$822
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2017-18	\$632	\$639	\$822														
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	<u>2018-2019</u>
NUMBER INSURED	129
INCREASE SUGGESTED PER MONTH	<u>\$30</u>
TOTAL COST OF INSURANCE	\$46,440

★ No additional cost incurred (Refund of \$120) would be refunded to employees due to the premium rates provided by the district on Monday, May 21, 2018 to the Association are projected to be lower than the premium rates in the school year, 2017-2018.

	<u>2019-2020</u>
NUMBER INSURED	129
INCREASE SUGGESTED PER MONTH	<u>\$30</u>
TOTAL COST OF INSURANCE	\$46,440

★ ★ Additional cost would only increase if the premium rates were to increase above the 2017-2018 school year. That projected cost of the refund monies (\$120) based on the current of bargaining unit employees taking the district insurance would be approximately \$15,480. Note that the District has not provided or guaranteed that the premium rates for 2019-2020 school year, would remain the same in the subsequent year of an agreement.

Rationale:

Due to the District's unilateral change in the 2015-2016 school year of the insurance plan to a self-funded plan, absent of notice to the union, the burden of the expenses have been unduly placed upon the employees. With this change, it allowed the district to control setting the rates from year-to-year which also meant that the members shouldered the burden of the costs. Since this change of becoming self-funded, employee participation in the district insurance has drastically dropped from 158 employees enrolled in the district insurance to 129 employees. In the 2017-2018 school year, the employees experienced a 15% increase in premium rates. Many of the employees had to make a hard decision about insurance coverage for their family. Many opted to change to cheaper insurance plan but it also meant higher deductibles and out-of-pocket costs plus less plan coverage for their selves and families.

After the last bargaining session (May 7, 2018), the District finally provided the rates for the 2018-2019 to the Association per our request on May 21, 2018. The District indicated that for the 2018-2019 school year, the insurance premium rates would experience a decrease in rates. The District indicates that being self-fund has been a cost-saving measure for the members. Actually, it is the opposite. The insurance change has been at the teachers' expense and burden. Since 2014-2015 school year, the District has systemically reduced their contribution towards insurance premiums passing that costs coupled with the rates' increases to the employees. With that said, in the last two school years, the District was the recipient of insurance savings: \$197,050 in 2015-2016 and \$195,217 in 2016-2017 (Total savings for two years: \$392,267), which was not expended or used as an offset any of the premium rates increases or board contributions towards premium rates that the teachers endured in the initial and subsequent years of this switch to self-funded status. In fact, the District now sits on a hefty cushion \$600,000.

Even with the recent drop of premium rates for 2018-2019, the district is only agreeing to offset the known costs of insurance for 2017-2018 and 2018-2019 school years. However, the insurance premium rates are unknown for the 2019-2020 school year. In trying to reach agreement and get some relief of the huge insurance premium increase of 2017-2018 school

year, the Association did propose to forego the \$120 refund if the rates increase. If the projected rates that the District provided for the 2018-2019 school year are valid, the District will not incur any additional costs. However, the subsequent year, 2019-2020, may not be covered and the rates may increase beyond the projected decrease for 2018-2019 based on the trends of insurance increases the previous two school years. The trends indicated of at least 10%-20% rates increase for employees to incur. The district is unable to provide or predict the insurance rates for subsequent year (2019-2020). This unknown variable of insurance rates for a self-fund plan only insures that the members will shoulder the burden and expenses. Since the district has the ability to set the rates from year to year, the employees risk having premium rates increase at exorbitant rates at the District's discretion.

If these trends continue, the Board's proposal would not alleviate this substantial cost increase that the employees would pay in the latter years of any proposal. Currently, the board's contribution towards employee insurance on a percentage basis is: approximately 75% towards the individual plan, approximately 50% towards the employee plus one plan, and approximately 45% towards the family plan. From 2014-2015 to 2016-2017 and including the board's current proposal, the district has systematically reduced its contribution towards the employees' insurance benefit from approximately 85%/56%/50% (respectively) of board contribution towards the individual, individual plus one and family insurance plans.

Again, the Association is concerned with the continuous reduction of benefits for the employees. With this haphazard and repeated approach of reducing or eliminating employees' benefits, ECTA is concerned of the direction that the district is advancing in terms of valuing, retaining and attracting quality teachers. Teachers are and will leave for neighboring districts that offer and have better salary, benefits and working conditions. In 2017-2018 school year, Effingham has lost approximately 13 teachers to other districts or careers due to the continuous reduction in compensations and benefits. The trending effect will have a negative impact for Unit #40 in the future on the remaining staff, students and community. As research shows, having healthy employees produces higher productivity of employees and fewer absenteeism which would be a cost savings for the employer, the students and the community.

Teachers Provisions

Article VI. Salary and Economic items

Section 6.8 UNIT OF WORK

6.8 **Unit of Work**
 Hourly rate of pay will be for activities that occur outside the regular workday that are not already compensated for or are listed in the categories below:

2017 – 2018	2018 - 2019	2019 - 2020
\$25	\$27	\$27

Cost Analysis:

Unknown. This cost can only be calculated by the District after the unit of work is assigned and completed by the employee. The Association has agreed to the District's counterproposal for

this provision. However, the District improperly refuses to tentatively agree unless the Association agrees to a four (4) year contract.

Joint Provisions	
Article XI. Agreement and Duration of Agreement	
Section 11.1 Duration of Agreement	
Section 11.3 Execution of Agreement	
	<p>All articles of the contract and the negotiated provisions of the successor bargaining including compensations are retroactive to the first day of the contract year (July 1, 2017).</p> <p>11.1 DURATION OF AGREEMENT</p> <p>This Agreement shall become effective on July 1, 2017, and shall continue in effect until June 30, 2020. This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a successor agreement.</p> <p>11.3 EXECUTION OF AGREEMENT</p> <p>In witness whereof, the parties here to have executed the Agreement this ____ day of _____.</p>
Cost Analysis: None.	

Joint Provisions	
APPENDICES	
APPENDIX A	
APPENDIX A	<p>Salary schedules 2017-2018, 2018-2019, and 2019-2020 with 3.9%, 3.8%, and 3.75%, respectively, increase on the Association's proposed salary schedules including step movement.</p> <p>The Association's Longevity Pay salary schedules for 2017-2018, 2018-2019, and 2019-2020 for steps 26 through 32 with 1.5% increase on cell including step movements.</p>

3.900% step

CURRENT PAYSCALE

2016-2017

	BS	BS+16	MS	MS+16
1	\$32,605	\$33,735	\$35,115	\$36,085
2	\$33,625	\$34,785	\$36,280	\$37,480
3	\$34,645	\$35,835	\$37,445	\$38,880
4	\$35,665	\$36,885	\$38,610	\$40,280
5	\$36,685	\$37,940	\$39,770	\$41,680
6	\$37,700	\$38,990	\$40,935	\$43,080
7	\$38,720	\$40,040	\$42,100	\$44,480
8	\$39,740	\$41,090	\$43,340	\$45,880
9	\$40,760	\$42,140	\$44,575	\$47,280
10	\$41,635	\$43,195	\$45,815	\$48,680
11	\$42,505	\$44,155	\$46,960	\$50,080
12	\$43,380	\$45,115	\$48,295	\$51,480
13	\$44,255	\$46,115	\$49,530	\$52,880
14	\$45,130	\$47,035	\$50,965	\$54,280
15	\$46,025	\$47,995	\$52,395	\$55,465
16	\$46,920	\$49,265	\$53,830	\$56,650
17	\$47,815	\$50,535	\$55,260	\$57,835
18	\$49,425	\$51,920	\$56,690	\$59,020
19	\$51,035	\$53,300	\$58,295	\$60,870
	\$52,885	\$54,695	\$59,510	\$62,720

1.500% longevity

2017-2018

	BS	BS+16	MS	MS+16
1	\$32,605	\$33,735	\$35,115	\$36,085
2	\$33,877	\$35,051	\$36,484	\$37,492
3	\$34,936	\$36,142	\$37,695	\$38,942
4	\$35,996	\$37,233	\$38,905	\$40,396
5	\$37,056	\$38,324	\$40,116	\$41,851
6	\$38,116	\$39,420	\$41,321	\$43,306
7	\$39,170	\$40,511	\$42,531	\$44,760
8	\$40,230	\$41,602	\$43,742	\$46,215
9	\$41,290	\$42,693	\$45,030	\$47,669
10	\$42,350	\$43,783	\$46,313	\$49,124
11	\$43,259	\$44,880	\$47,602	\$50,579
12	\$44,163	\$45,877	\$48,791	\$52,033
13	\$45,072	\$46,874	\$50,179	\$53,488
14	\$45,981	\$47,913	\$51,462	\$54,942
15	\$46,890	\$48,869	\$52,953	\$56,397
16	\$47,820	\$49,867	\$54,438	\$57,628
17	\$48,750	\$51,186	\$55,929	\$58,859
18	\$49,680	\$52,506	\$57,415	\$60,091
19	\$51,353	\$53,945	\$58,901	\$61,322
	\$53,025	\$55,379	\$60,569	\$63,244

20				
21	\$54,735	\$56,850	\$61,500	\$64,570
22	\$56,585	\$58,675	\$63,415	\$66,430
23	\$58,435	\$60,500	\$65,330	\$68,290
24	\$60,285	\$62,320	\$67,245	\$70,150
25	\$62,135	\$64,145	\$69,160	\$72,010
26	62,635	64,645	69,660	72,510
27	63,135	65,145	70,160	73,010
28	63,635	65,645	70,660	73,510
29	64,135	66,145	71,160	74,010
30	64,635	66,645	71,660	74,510
31	65,135	67,145	72,160	75,010
32	65,635	67,645	72,660	75,510
33	66,135	68,145	73,160	76,010
34	66,635	68,645	73,660	76,510

20				
21	\$54,948	\$56,828	\$61,831	\$65,166
22	\$56,870	\$59,067	\$63,899	\$67,088
23	\$58,792	\$60,963	\$65,888	\$69,021
24	\$60,714	\$62,860	\$67,878	\$70,953
25	\$62,636	\$64,750	\$69,868	\$72,886
26	63,067	65,107	70,197	73,090
27	63,575	65,615	70,705	73,598
28	64,082	66,122	71,212	74,105
29	64,590	66,630	71,720	74,613
30	65,097	67,137	72,227	75,120
31	65,605	67,645	72,735	75,628
32	66,112	68,152	73,242	76,135
33	66,620	68,660	73,750	76,643
34	67,127	69,167	74,257	77,150

3.800% step

1.500% longevity

2018-2019

	BS	BS+16	MS	MS+16
1	\$32,605	\$33,735	\$35,115	\$36,085
2	\$33,877	\$35,051	\$36,484	\$37,492
3	\$35,164	\$36,383	\$37,871	\$38,917
4	\$36,264	\$37,515	\$39,127	\$40,422
5	\$37,364	\$38,647	\$40,384	\$41,931
6	\$38,464	\$39,780	\$41,640	\$43,441
7	\$39,564	\$40,918	\$42,891	\$44,951
8	\$40,659	\$42,050	\$44,148	\$46,461
9	\$41,759	\$43,182	\$45,404	\$47,971
10	\$42,859	\$44,315	\$46,741	\$49,481
11	\$43,959	\$45,447	\$48,073	\$50,991
12	\$44,903	\$46,585	\$49,411	\$52,501
13	\$45,841	\$47,620	\$50,646	\$54,010
14	\$46,785	\$48,656	\$52,085	\$55,520
15	\$47,728	\$49,734	\$53,417	\$57,030
16	\$48,672	\$50,726	\$54,965	\$58,540
17	\$49,637	\$51,762	\$56,507	\$59,818
18	\$50,602	\$53,131	\$58,055	\$61,096
19	\$51,568	\$54,501	\$59,597	\$62,374
	\$53,304	\$55,995	\$61,139	\$63,652

3.750% step

1.500% longevity

2019-2020

	BS	BS+16	MS	MS+16
1	\$32,605	\$33,735	\$35,115	\$36,085
2	\$33,877	\$35,051	\$36,484	\$37,492
3	\$35,164	\$36,383	\$37,871	\$38,917
4	\$36,483	\$37,747	\$39,291	\$40,376
5	\$37,624	\$38,922	\$40,595	\$41,937
6	\$38,765	\$40,097	\$41,898	\$43,504
7	\$39,906	\$41,272	\$43,202	\$45,070
8	\$41,048	\$42,452	\$44,500	\$46,637
9	\$42,183	\$43,627	\$45,803	\$48,203
10	\$43,325	\$44,802	\$47,107	\$49,770
11	\$44,466	\$45,977	\$48,494	\$51,336
12	\$45,607	\$47,152	\$49,876	\$52,903
13	\$46,586	\$48,332	\$51,264	\$54,469
14	\$47,560	\$49,406	\$52,545	\$56,036
15	\$48,539	\$50,480	\$54,038	\$57,602
16	\$49,518	\$51,599	\$55,420	\$59,169
17	\$50,497	\$52,629	\$57,026	\$60,735
18	\$51,499	\$53,703	\$58,626	\$62,061
19	\$52,500	\$55,124	\$60,232	\$63,387
	\$53,501	\$56,545	\$61,832	\$64,713

20				
21	\$55,040	\$57,483	\$62,870	\$65,647
22	\$57,036	\$58,988	\$64,180	\$67,642
23	\$59,031	\$61,312	\$66,327	\$69,638
24	\$61,026	\$63,280	\$68,392	\$71,644
25	\$63,021	\$65,248	\$70,457	\$73,650
26	63,576	65,722	70,916	73,979
27	64,013	66,084	71,250	74,187
28	64,528	66,599	71,765	74,702
29	65,043	67,114	72,281	75,217
30	65,558	67,629	72,796	75,732
31	66,073	68,144	73,311	76,247
32	66,589	68,659	73,826	76,762
33	67,104	69,174	74,341	77,277
34	67,619	69,690	74,856	77,792

20				
21	\$55,303	\$58,095	\$63,432	\$66,039
22	\$57,104	\$59,639	\$65,228	\$68,109
23	\$59,174	\$61,200	\$66,587	\$70,179
24	\$61,244	\$63,611	\$68,814	\$72,249
25	\$63,314	\$65,653	\$70,957	\$74,330
26	63,966	66,227	71,514	74,754
27	64,529	66,708	71,979	75,089
28	64,973	67,075	72,319	75,299
29	65,496	67,598	72,842	75,822
30	66,019	68,121	73,365	76,345
31	66,542	68,644	73,888	76,868
32	67,065	69,166	74,410	77,391
33	67,587	69,689	74,933	77,913
34	68,110	70,212	75,456	78,436

Cost Analysis:

		2017-2018	2018-2019	2019-2020
TOTAL COST		\$9,568,599	\$9,646,861	\$9,812,054
SALARIES		\$8,786,234	\$9,083,004	\$9,385,538
ERI		\$782,365	\$563,857	\$426,516

The Effingham Classroom Teachers Association has bargained in good faith and will continue to do so. It is our expectation that the Board bargain in good faith and adhere to the negotiations procedures as stipulated in Article II of the collective bargaining agreement, specifically, conducting the all negotiations in executive session. During this negotiations, the Association have proposed new salary schedules to insure that the teachers receive not salary increases but also compensated the teachers for their years of experience. The Association created a 3-year salary schedule and longevity salary schedule based on the current salary schedule and longevity payment structure.

On May 7, the Association proposed a three-year salary schedule (2017-2018, 2018-2019 and 2019-2020) with an increase of 3.9%, 3.8%, and 3.75%, respectively, on the Association's proposed salary schedules including step movement for teachers on steps 1-25. The Association created a Longevity Pay salary schedules for 2017-2018, 2018-2019, and 2019-2020 for steps 26 through 32 with 1.5% increase on cell including step movements based on the Association's proposed three-year salary schedule (2017-2018, 2018-2019 and 2019-2020) at step 25.

The Board purports that the May 7 salary proposal is an increase in salaries for the bargaining unit members of ECTA. After close review and analysis, the board's proposal is a severe salary cut for the ECTA members. In the first year of the salary proposal, 2017-2018, at least 24 salary cells are less than the current salary schedule of 2016-2017. In the last year of the salary proposal, 2020-2021, at least 19 salary cells are less than the current pay scale of 2016-2017. Over the four years of the Board's proposal, the members would be taking a pay cut.

This is disheartening that the board has consistently and systematically proposed salary reductions throughout this negotiations (Board proposals: June 12, 2017; Dec. 5, 2017; Feb. 6, 2018, March 6, 2018, April 10, 2018 and May 7, 2018). At each of the bargaining sessions, the BOE has submitted either a new salary proposal that was regressive from the initial proposal or salary cuts not including the other negotiations' proposals that were retrievals/take backs (i.e. elimination or reduction of TRS early retirement, fair share, insurance contribution & refund, etc.) which would eliminate or reduce employees' compensations and benefits. The Association is willing to entertaining a proposal where the salary compensation is fair and equitable. Teachers have experienced soft freezes for at least 7 years without receiving a cost of living increase plus endured outrageous insurance increases in the last three years. All the while, District Administration received hefty raises each year and the District received insurance plan savings at the expense of the employees.

The district proposed that the base salary would increase from \$32,500 to \$33,500. This increase would be a meager \$34.22 increase per pay that would be quickly diminished by the insurance premium rate hike for the 2017-2018 school year. Due to the insurance increases, in all of the plan levels, the teachers would probably not see the increase in her/his paycheck in 2017-2018 school year and would probably still suffer an additional loss in pay in subsequent years based on the board's salary proposal which is created to pay teachers less in the initial years through the last year of the schedule. Since the District's has transitioned

from financial strife through the aid of the teachers, the teachers just expect to be fairly compensated as promised by the District. During the times of financial woes, the District insured that the Administration's salary increases, not including benefits (i.e. TRS, leaves, etc.), increased consistently, at least 2%, added directly to salary amount (or referenced as 'on cell). Recently (July 1, 2017), the newly promoted Assistant Superintendent, received a salary increase from \$109,326 as a Building Principal to annual salary of \$120,000 not including TRS pension contribution as the beginning pay as Assistant Superintendent. However, the recently retired Assistant Superintendent's salary, who retired June 30, 2017, ending pay was \$122,000. In addition to this, the Superintendent's salary has far exceeded that average as shown below. During the times of the district's purported financial strife, the teachers shouldered the burden and sacrificed to the extent of not even receiving cost of living increases in compensations and benefits. For over seven (7) years the teachers were made to encumber the devastating financial impact of soft freezes and sky-rocketing insurance premiums with less Board contributions towards premiums as measure to course correcting the district's financial discord. While employees are lamenting under the purported financial woes of the District, the Administration's compensations flourished as stated earlier, and particularly the Superintendent's shown below:

Superintendent's Salaries (2014-2015 through 2021-2022)

2014-2015	\$149,317.95		
2015-2016	\$168,105.96	\$18,788 (11%)	
2016-2017	\$171,469.87	\$ 3,364	
2017-2018	<u>\$175,022.20</u>	<u>\$ 3,553</u>	
Subtotal:	\$663,915.98	\$25,705	(avg. 15% ↑ over last 3 yrs.)
2018-2019	\$178,522.64	\$ 3,500	
2019-2020	\$182,093.09	\$ 3,571	
2020-2021	\$185,734.96	\$ 3,641	
2021-2022	<u>\$189,449.65</u>	<u>\$ 3,715</u>	
Total:	\$1,399,716.3	\$40,131	(avg. 21% ↑ over contract)

From 2014-2015 through 2017-2018, the Superintendent's average salary increases is at least fifteen percent (15%). ECTA proposed an average salary percentage increase that is less than the Superintendent's for three year. The teachers' salary proposal is fair and equitable for all of it members and would help in retaining our outstanding, quality teachers while attracting teachers to Unit #40 who will invest in the students, the district and community.

The Board's latest offer still does not meet the cost of living and insurance premium increases that members have endured for the current year, let alone the last seven (7) years. Our members have experienced an average of at least an average of 15% insurance premium increases in the 2017-2018 school year. *The insurance increase alone dictates that employees would need to receive a salary increase of (at a minimum of) 4.3% in order to break even. With being said, the Association's has proposed a three-year salary schedule (2017-2018, 2018-2019 and 2019-2020) with an increase of 3.9%, 3.8%, and 3.75%, respectively, on the Association's proposed salary schedules including step movement for*

teachers on steps 1-25. The Association created a Longevity Pay salary schedules for 2017-2018, 2018-2019, and 2019-2020 for steps 26 through 32 with 1.5% increase on cell including step movements based on the Association's proposed three-year salary schedule (2017-2018, 2018-2019 and 2019-2020) at step 25 for the veteran teachers who have remained dedicated and committed to the students, the district and community. With that being said, the team has reviewed and analyzed the Board's proposal at length. In comparison, the Board's salary proposal is still a reduction in pay based on the current salary schedule.