



Illinois Education Association-NEA
Edwardsville Region Office

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BY FACSIMILE, FIRST CLASS MAIL AND EMAIL

November 9, 2016

Illinois Educational Labor Relations Board
Attn: Victor Blackwell
160 N. LaSalle Street – Suite #N-400
Chicago, IL 60601
ELRB.Mail@illinois.gov

RE: Submission of Final Offer Under Section 12(a-5)(2) of the Act

Dear Mr. Blackwell:

Enclosed you will find a final offer from the Greenville Education Association, IEA-NEA. The Association is currently engaged in negotiations for a collective bargaining agreement with the Bond County Community Unit School District #2. This final offer is being submitted pursuant to Section 12(a-5)(2) of the Illinois Educational Labor Relations Act.

Sincerely,

Marcus Albrecht
UniServ Director, IEA-NEA

MA/rch

cc: Ellen Strizak, IELRB (ellen.strizak@illinois.gov)
John Miller, FMCS Mediator (jmiller@fmcs.gov)
Wes Olson, Superintendent (wolson@bccu2.org)
Julie Wollerman, Regional Superintendent (juliewollerman@roe3.org)
Barney Mundorf, Attorney (bmundorf@gmmschoollaw.com)
Gene Holt, Associate General Counsel (gene.holt@ieanea.org)
Dina Ealy, Administrative Assistant (dina.ealy@ieanea.org)

**Greenville Education Association, IEA-NEA Final Offer
November 9, 2016**

Greenville, Illinois is the hub of Bond County Community Unit School District #2. The district includes two outlying elementary schools (Sorento and Pocahontas), Greenville Elementary School, Greenville Junior High, and Bond County Community Unit #2 High School. The district has an average daily attendance this year of 1706 students. The district enjoys strong community support for its high quality academic and extra-curricular programs. The student to teacher ratio is 18:1 at the K-8 level and 20:1 at the high school level. More than 70% of Greenville High School graduates enroll in a two year or four year college within sixteen months of high school graduation.

Bond County CUSD 2 has a highly trained staff. The Board of Education and the local association have worked to promote and encourage staff to seek continuing education. This has worked. More than 67% of the district's teaching staff have a Master's degree. Half of those with a Master's degree have earned an additional 32 semester hours or more of coursework beyond their Master's degree. In addition, sixteen teachers have achieved the highly acclaimed National Board Certification.

FUNDING FOR BOND COUNTY COMMUNITY UNIT #2 SCHOOL DISTRICT

Like many Southern Illinois school districts, Bond County Unit 2 has experienced financial challenges.

Several years ago when the district enjoyed large end-of-year surpluses in the Education Fund, members of the Board of Education made the decision to reduce the local property tax rate and spend down the reserves. This decision had major ramifications for the district's finances. In fact, over a three year period it resulted in a loss of more than \$600,000 revenue in the district's operating funds.

A mistake by the local assessor's office resulted in a significant reduction (\$190,000) in general state aid in 2015 -2016. A correction was filed after the deadline. This error had major loss in the general state aid funding to the school district. The district has recently been notified by the Illinois State Board of Education that it will receive approximately \$10,000 per year for six years prorating the loss from \$190,000 to about \$60,000 – an unnecessary loss of \$130,000 in general state aid to the district.

In March 2016, the Greenville Education Association and the Greenville ESP Association encouraged the voters to pass a 1 cent sales tax. Residents responded by passing the referendum, which will result in the district receiving an additional \$500,000 this year.

This year (2016-2017) the district will receive 100% of its general state aid (with no proration). This is an increase of \$ 435,971. Additionally, due to increase in EAV the district will receive an additional \$ 236,795. These two factors alone increase district revenue by \$672,766 this year.

Over the past six years the teachers have worked with the district to significantly reduce district expenditures. The teachers have agreed to reducing positions and academic offerings, changes in health insurance (twice), freezes in the salary schedule, limit on credit for additional education, and a mid-year salary increase.

AN ILLEGAL PROPOSAL

The Greenville EA contract includes a negotiated professional salary schedule which establishes the basis of annual compensation based upon teaching experience and education. This professional compensation system has been jointly established through a series of negotiations between the parties over the past forty years. The goal is to create a fair and equitable compensation system which continues to attract and retain high quality professionals to serve district students. The existing contract states that teachers with previous public school teaching experience will be credited with this experience on the salary schedule. This provision of the contract is based upon Illinois school law and appellate court decisions. This year the district's attorney has proposed that this language be eliminated from the contract and that new employees not receive full past teaching experience on the salary schedule. Such a proposal is not only illegal but would on its face be unfair to future employees and a disincentive to employees remaining with the district. The BCCU2 teachers take seriously its obligation to the students and teachers of the district (those currently employed and those who will be employed in the future). We take professional standards seriously. Professionals who serve the students of district must be properly and equitably compensated.

THE GREENVILLE EDUCATION ASSOCIATION'S PROPOSAL

The teachers have proposed some minor changes in sick and personal leave which would allow staff to use some time to attend children's college visits, graduation, and state student competition.

The teachers have already agreed to a reduction in the monthly contribution to employee HSA plans for those employees who select the high deductible health insurance option for 2016-2017.

The GEA's salary proposal for 2016-2017 calls for teachers to be properly placed on the educational lane commensurate with their education achievement, increase the salary schedule by 1%, and to grant each teacher an experience step for last years' service. For 2017-2018, the proposal includes no increase in the salary schedule and to place teachers on their proper experience step. The cost of the Association's proposal is \$ 230,000 in year 1 and \$ 210,000 in year 2.