

Harrisburg Education Association (HEA)  
Most Recent Offer and Cost Summary Dated



**Overview**

The Harrisburg teachers and Board of Education have been engaged in contract negotiations for a successor agreement since March, 2016. On November 8<sup>th</sup>, following a second session with a federal mediator, the Board of Education declared that they would like to move to the process of publicly posting our most recent offers. The HEA agreed to jointly request the initiation of public posting and submitted the required documents to the Illinois Educational Labor Relations Board (IELRB) on November 23<sup>rd</sup>. No agreement has been reached and our next mediation session is scheduled for December 20<sup>th</sup>.

The 127 dedicated professional educators of the Harrisburg Education Association are fully committed to the students, schools, and community. Each school day we devote our professional lives to advance and support the education of each student in our classroom. We not only educate the students within our classrooms, but we coach, sponsor clubs and extracurricular activities, and serve on countless district-wide committees. In our free time, we serve on community boards, participate in civic organizations, and attend our local churches.

We want our friends and neighbors in the Harrisburg community to know that we are concerned about the current status of our negotiations. The HEA has always approached negotiations with honesty, integrity, and an open-mind. Our goal has been, and continues to be, to negotiate a fair settlement and one that will attract the best and brightest teachers to our District.

We want you, our community, to know that we have gone to great lengths to be reasonable in our contract proposals. We recognize that the district has been experiencing financial challenges. We consistently have tried to be part of the solution, not the problem. We have done more than our fair share of making concessions to save school programs. These are a few of the concessions and sacrifices these 127 teachers have made over the past years:

1. Since 2002, many teaching positions have been reduced, resulting in an ever increasing workload

2. Reductions in teaching positions resulted in an increase in class size (as low as 150 and as high as 165 students in specific grade levels with some classes with as high as 32 students)
3. Extra-curricular funding cuts resulted in teachers being required to fundraise to ensure that programs and activities continue to be available to students
4. West Side Elementary and East Side Intermediate now share 1 music and 1 art teacher (teachers responsible for approximately 1200 students each, per year)
5. Three (3) certified media specialists have been reduced and replaced with paraprofessionals
6. Teachers agreed to a "hard freeze" in 2014-2015, and were promised the return of their lost step if certain conditions were met (those conditions were met on two occasions, the District refused to honor their contractual promise and return the step)
7. District no longer provides supply budgets for classrooms resulting in teachers spending between \$200 to \$3,000 of their personal budgets on classroom materials/supplies each year
8. Teachers continue to personally meet other essential needs of needy students in their classrooms (clothing, shoes, coats, school supplies, and fees for special events)

However, our Board of Education continues to spend money in ways that diminishes our ability to advance and support the education of all our children. We ask that you consider the following expenditures by the BOE:

1. The purchase of a storage/practice facility for \$87,000 instead of accepting the donation of a building and/or continuing to utilize other practice facilities
2. The addition of a Middle School secretarial position that was presented as a one-year hire and failure to move a secretary from the Central Office to save money the following year as was stated

Because of "hard" and "soft" freezes and minimal increases to our current salary compensation schedule, our starting base salary for new teachers coming into the District, has fallen behind most of our neighboring districts and schools that we compete against in the River-to-River Conference. The chart below illustrates our ranking among area schools. (This data was retrieved from District websites and only includes base teaching salaries)

District	Base Teacher Pay
Herrin	\$42,050.00
Marion	\$41,575.00
Carbondale HS	\$41,158.00
Pinckneyville HS	\$41,158.00
Massac County	\$40,000.00
Carbondale Elementary	\$39,351.00
DuQuoin	\$39,015.00
West Frankfort	\$37,174.00
Cartersville	\$36,718.00
Benton	\$35,721.00
Harrisburg	\$35,706.00
Nashville	\$35,446.00
Sesser-Valier	\$35,333.00
Murphysboro	\$34,503.00

In addition to minimal or no salary increases, our teachers have experienced dramatic increases in health insurance premiums. This school year alone, they are absorbing over a 20% premium increase with no sharing of cost by the District. In fact, the District's cost of insurance has been capped since the 2008-2009 school year. The district-wide insurance committee worked diligently to find a solution to the ever increasing premiums by seeking other agents or companies that could offer preventive care options that have the potential to reduce premium costs by one (1) to two (2) percent. However, the BOE failed to act on a recommendation by this committee and a vote of district employees to change insurance agents. This lack of action resulted in the implementation of the 20+% premium increase. The District did, however, offer to save the employees money by providing them with the option of a lesser plan that could reduce their insurance premiums. The plan would indeed save employees money on their monthly premium, but would result in much higher out of pocket costs when seeking health care services.

The salary proposal submitted by the Harrisburg Education Association was a first attempt to offer a multi-year compensation package. It is also an attempt to capture the lost step from the 2014-15 "hard freeze" accepted by the teachers. Had the BOE honored their contractual promise to reinstate the lost step once the conditions of the CBA were met, this proposal would have been much less.

## **HEA Salary/Benefit Proposal and Cost Summary**

### **Year 1 (2016-2017)**

Salary Compensation:	A 3% percent increase on the base teaching schedule with each teacher receiving their contractually earned experience step.
Insurance:	The BOE will pay \$635.00 towards the teacher's health insurance premium.
Approximate Cost:	\$390,788 Total New Money

### **Year 2 (2017-2018)**

Salary Compensation:	A 2% increase on the base teaching schedule with each teacher receiving their contractually earned experience step.
Insurance:	The BOE will pay \$650.00 towards the teacher's health insurance premium.
Approximate Cost:	\$437,908 Total New Money

### **Year 3 (2018-2019)**

Salary Compensation:	A 2% increase on the base teaching schedule with each teacher receiving their contractually earned experience step.
Insurance:	The BOE will pay \$665.00 towards the teacher's health insurance premium.
Approximate Cost:	\$892,292 Total New Money