

IELRB Posting

Murphysboro Education Association

The Murphysboro Education Association (MEA) is committed to serving our community and our Murphysboro School District #186 students with a quality education. We work daily to maximize our limited resources in order to give the students of Murphysboro the education that is necessary for future success. The teachers in Murphysboro are proud of our contribution to the successes our community. MEA has done the math: District 186 can meet our requests for a salary increase without raising taxes. The bottom line is the district can afford to fairly compensate our hardworking teachers.

For the benefit and well being of the families in this community, 148 teachers have been working without a contract since the start of the 2018-2019 school year. The MEA initiated negotiations in March, and was able to begin bargaining with the Murphysboro Board of Education (BOE) in May. After many meetings during the summer, no agreement has been reached.

Progress toward settling a contract has been hindered due to stalling tactics and incomplete proposals from the Board. The MEA offered many dates to bargain, several of which passed with no response from the Board. After securing an initial date and moving forward, meetings were cut short by the Board time and time again. The process was further slowed by the Board's refusal to even present a counter-proposal without its lawyer present. Even with the assistance of a federal mediator, an agreement was not made. In a final push to reach an agreement before our contract expired, the MEA negotiating team offered to meet on weekends which the board was unwilling to do.

The teachers of Murphysboro schools have adjusted to accommodate the district in financially troubled times, putting students first. In the last 10 years, the base teacher salary has only increased an average of \$415 per year while the superintendent has received an average salary increase of \$1518 per year.

The District finished the 2017-2018 school year with a nearly \$3 million surplus, due partly to teachers reaching into their own pockets to buy much-needed supplies for their classrooms. Additionally, District 186 will receive approximately \$3 million in increased funding through the state's new evidence based funding model and the county facility sales tax, totaling over \$11 million in funding for the 2018-2019 school year alone. Murphysboro teachers played an integral part in securing these new funding sources. Several of our members not only campaigned and voted for the sales

tax, but also traveled to Springfield to testify before the legislature for the passage of the new school funding model. The current MEA proposal would cost a mere 7% of this unprecedented state funding.

The teachers of Murphysboro believe the priority for spending should be on recruiting and retaining quality educators for the benefit of our students. In recent years, Murphysboro has offered lower salaries than other districts in the region, becoming less competitive in attracting quality teachers. Additionally, in the past year alone, Murphysboro has lost many experienced teachers to districts with higher pay or better working environments, such as Carbondale, Pinckneyville, and Trico. Illinois is in the midst of a teacher shortage crisis, and it will be increasingly difficult for District 186 to provide a quality education if the District is unwilling to fairly compensate its teachers.

The MEA believes that collective bargaining is a two-way street and has been working to develop creative proposals that are fiscally responsible and fair to both parties. Even prior to new legislation which restricted raises for educators, the District was unwilling to consider adequate salary increases for the teachers who have been shouldering the District's financial difficulties for years. The Board has yet again proposed capping insurance contributions for district employees, yet another move that will cost our teachers more money from their already modest paychecks. The Board does this even though the district is no longer in financial peril.

The MEA believes its last proposal from August 16th shows appreciation for the sacrifices Murphysboro's teachers have made during the District's lean years, while remaining modest and fair to Murphysboro's dedicated teachers and to the community they serve.

MEA Counter- Proposal #2
August 16, 2018

8.5

The BOARD agrees to pay the full employee medical & hospitalization insurance for full time employees. The BOARD agrees to pay full dental and vision insurance for full time employees and their families. The BOARD agrees to pay medical and hospitalization insurance for part time employees commensurate the provisions in the BOARD'S contract with the insurance carrier. The BOARD agrees to consult with the ASSOCIATION prior to making any changes in the medical and hospitalization insurance and to discuss annually with the ASSOCIATION Insurance Committee at a mutually convenient time to review current medical and hospitalization.

The BOARD agrees to fully fund a flexible spending account for all eligible employees.

The district will allow employees to opt out of the district health insurance plan with proof of creditable coverage in another health insurance plan. The district will pay the employee who opts out a stipend of \$150.

Rationale: The Association feels that this is a fair way to compensate and attract teachers and would not incur a penalty for the district due to the 3% Legislation.

COST:

- 1) FULL FAMILY DENTAL: \$190,192
- 2) FULL FAMILY VISION: \$36,457
- 3) FULLY FUNDED FLEXIBLE SPENDING ACCOUNTS: \$362,400

8.6 Retain current contract language

8.7

Change the language (106%) with "up to the state allowed maximum without incurring TRS penalty"

Proposed Language

B. Benefit Amount

The teacher's retirement incentive will be calculated as follows: \$10,000 for a teacher that has completed 10 years in the Murphysboro CUSD 186; and, an additional \$500 per year incentive for each year of service in the

district beyond the tenth at the time of retirement, up to a maximum of \$20,000. The retirement incentive may be paid in two forms, as 1) TRS creditable earnings, and/or 2) a retirement severance payment, and shall be paid according to the procedures in section C.

C. Distribution

1. The total dollar amount of the incentive together with all TRS contributions paid in behalf of the employee shall be the incentive amount.
2. The initial calculations may be based upon estimates made at the time the notice of retirement is received and a final calculation shall be made and the amount of the incentive adjusted as necessary at the actual time of retirement. All final calculations shall be made based on the certificated employee's proper placement on the appropriate salary schedule in the year of retirement.
3. Once calculated, the dollar amount of the incentive shall be distributed as follows:

a. Four (4) Years Notice

For each school year between the times the notice of retirement is given and the date of retirement, beginning with the year the notice is given, the employee shall receive his/her regularly scheduled increases in creditable earnings, plus that portion of the incentive needed to result in the creditable earnings being 106% "up to the state allowed maximum without incurring TRS penalty" of the previous year's creditable earnings for four (4) consecutive years.

The portion paid that is above his/her regularly scheduled increases shall be deducted from the pooled incentive amount. At the time of retirement any remaining incentive funds shall be paid as one lump sum following the last day of employment and receipt of the final payroll check in accordance with Article 8.4. Such post retirement payment shall not be considered TRS creditable earnings.

b. Three (3) Years Notice

For each school year between the times the notice of retirement is given and the date of retirement, beginning with the year the notice is given, the employee shall receive his/her regularly scheduled increases in creditable earnings, plus that portion of the incentive

needed to result in the creditable earnings being ~~106%~~ “up to the state allowed maximum without incurring TRS penalty” of the previous year's creditable earnings for three (3) consecutive years.

The portion paid that is above his/her regularly scheduled increases shall be deducted from the pooled incentive amount. At the time of retirement one-half of any remaining incentive funds shall be paid as one lump sum following the last day of employment and receipt of the final payroll check in accordance with Article 8.4. Such post retirement payment shall not be considered TRS creditable earnings.

c. Two (2) Years Notice

For each school year between the times the notice of retirement is given and the date of retirement, beginning with the year the notice is given, the employee shall receive his/her regularly scheduled increases in creditable earnings, plus that portion of the incentive needed to result in the creditable earnings being ~~106%~~ “up to the state allowed maximum without incurring TRS penalty” of the previous year's creditable earnings for two (2) consecutive years.

The portion paid that is above his/her regularly scheduled increases shall be deducted from the pooled incentive amount. At the time of retirement one-quarter of any remaining incentive funds shall be paid as one lump sum following the last day of employment and receipt of the final payroll check in accordance with Article 8.4. Such post retirement payment shall not be considered TRS creditable earnings.

d. One (1) Year Notice

For the final school year between the times the notice of retirement is given and the date of retirement, the employee shall receive his/her regularly scheduled increases in creditable earnings, plus that portion of the incentive needed to result in the creditable earnings being ~~106%~~ “up to the state allowed maximum without incurring TRS penalty” of the previous year's creditable earnings. The employee shall be entitled to no further benefits under this provision.

D. The total incentive amount shall never be exceeded.

- E. In calculation of the ~~six (6%)~~ “up to the state allowed maximum without incurring TRS penalty” of the previous year's creditable earnings increases, the amount may be rounded down to the nearest \$5.00 yearly to avoid TRS penalties.
- F. These provisions may be bargained at the discretion of the parties in successor agreements; however, any employee offering a resignation under this Provision will receive the incentive as a minimum guarantee as outlined herein regardless of the inclusion of this provision in a successor agreement or the expiration of the agreement.
- ~~G. This provision shall be reopened for reconsideration upon written demand to bargain by either party provided that the District becomes subject to TRS penalties under this provision, or legislative changes or rule changes affecting what has come to be known as SB 27 for the purpose of negotiating appropriate revisions.~~
- G. Mid-Year Retirement
Any Employee qualifying for retirement mid-year will hold off their retirement until the semester's end. Any employee who chooses to retire mid-semester and does not continue to work until the semester ends will forfeit that year's the retirement bonus.
- ~~I. Any employee causing the district to incur an ERO penalty shall be ineligible to receive a retirement benefit under this provision.~~
- H.- Should legislation decrease the amount of creditable earnings that can be paid during the Final Average Salary years without triggering a lump sum Board-paid TRS contribution (i.e., less than a 3% increase) and this contract is not grandfathered and exempt from that change, then that new lower maximum amount will be paid as creditable earnings and any remaining balance will be paid as a retirement severance.

Should legislation increase the amount of creditable earnings that can be paid during the Final Average Salary years without triggering a lump sum Board-paid TRS contributions (i.e., more than a 3% increase), then that new higher maximum amount will be paid as creditable earnings and any remaining balance will be paid as a retirement severance.

ADDING:

8.10

Additional Compensation

Association members shall be paid \$26.38/hour for time worked outside of the contract year.

Salary Schedule -

2018-2019 3% increase on the base

COST: \$172,108

TOTAL COST OF PROPOSAL: \$761,877