

McHenry Community High School District 156 Board of Education  
Offer to the McHenry Community High School Educators' Association  
September 9, 2015

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Via Certified Mail: Facsimile: email [Ellen.Strizak@Illinois.gov](mailto:Ellen.Strizak@Illinois.gov)

Illinois Educational Labor Relations Board  
Attn: Ellen Strizak  
160 N. LaSalle Street-Suite N-400  
Chicago, IL 60601

**Re: Notice of Public Posting Under Section 12(a-5)(1) of the Act**

Dear Ms. Strizak:

This letter is to provide you with the McHenry High School District 156 Board of Education latest offer in negotiations with the McHenry Community Education Association IEA-NEA.

This offer is to be posted on the Illinois Educational Labor Relations Board website.

Sincerely,

Michael L. Roberts

Michael L. Roberts  
Superintendent of Schools  
McHenry Community High School - District 156

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**MCHENRY COMMUNITY HIGH SCHOOL DISTRICT #156**  
**BOARD OF EDUCATION**  
**OFFER TO THE MCHENRY COMMUNITY HIGH SCHOOL**  
**EDUCATORS' ASSOCIATION (MCHSEA)**  
**SEPTEMBER 9, 2015**

**McHenry Community High School District 156 Board of Education**  
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The Board of Education, hereinafter the “Board”, recognizes that a strong public school system is of critical importance to this community. Educators are the core of a strong school system. Their dynamic relationship with students and instructional expertise form the basis of a healthy school district, which attracts and keeps families, contributes to an increase in property values and helps our community thrive and grow. In reviewing our educational mission and our guiding principles, the Board has arrived at specific goals for negotiation of this collective bargaining agreement with McHenry Community High School Educators' Association herein called the “Association”. Specifically,

- *A Quality Education for all McHenry Students.* The Board must maintain existing academic and extra-curricular opportunities for current and future students by mindfully allocating the District's limited resources in a manner which avoids unmanageable class sizes, unnecessary reductions in staff, programmatic cuts, and appropriate upkeep to physical buildings.
- *The Exercise of Sound Financial Management.* In a time when the District is experiencing a potential decrease in state and federal funding, the Board understands that it must continue to strongly guard the District's financial resources and to only commit dollars that are supported by its revenues. The district's local revenue, its major revenue source, is limited by CPI, which for the current school year is .8%. It is incumbent upon the school district to take that into consideration with any offer and ultimately any settlement they have with the Association.
- *A Competitive and Fair Compensation and Benefits Package.* The Board is committed to providing a competitive compensation and benefits package which will allow the District to continue to attract and retain an instructional staff of the highest caliber.

In order to maintain and achieve these goals, the Board must act diligently and responsibly in committing its financial resources. Compensation and benefits for the Association constitutes the District's single largest category of expenditures making up 66% of the District's total operating budget. As such, entering into the collective bargaining agreement is a task the Board takes on with the highest degree of contemplation, analysis, and scrutiny.

While the fund balances for District has improved over the last four years, we have made substantial investments in the district as a whole. These investments include updates to our technology platform for educators and students, enhancements to our facilities at both

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campuses, as well as improvements to increase our student and educator safety in an evolving world of uncertainty. While none of these specific costs enter into contract negotiations, they are real expenses, which the Board must address within our annual budgeting process. These costs and future improvements are just a sampling of the expenses which the Board must balance as we look to come to a mutually agreeable contract with our educators.

Therefore, the Board is recommending updating the current salary schedule. Instead of a salary schedule rewarding Educators via step increases, lane increases, and base salary increases, the Board is proposing a schedule that would include a base salary increase on an annual basis. In addition, if an educator would advance their personal development by securing additional graduate level credits, they would receive a flat rate increase. This is a structure several other school districts have successfully implemented in a way to better manage their financial resources, while enabling for more predictable budgeting and ensuring transparency with the public in determining educator's salaries.

Negotiations between the Board and the Association have been occurring since April 1, 2015. Unfortunately, we have not yet been able to come to terms. Based on the Association's recommendation, we also solicited the assistance of a Federal Mediator in an attempt to come to an amicable solution. Since July, we have met on four separate occasions with the Federal Mediator. On September 1, the Educators' Association declared a Public Posting impasse. This impasse was filed while the Board and the Association were involved in on-going negotiations.

However, one advantage of moving to impasse is that it does allow the Board of Education to publish our offer and make it public to the taxpayers (our key constituents). The Board feels strongly that the recommended Board offer not only provides financial stability to the district over the next three years, but also allows us to establish an updated salary schedule that will greatly enable our ability to maintain and improve our financial position into the future.

Although this is considered the Board's Most Recent offer, there is a willingness on the part of the Board of Education to continue negotiating toward an agreement. The representatives of the Board of Education extend a hand toward facilitating an ongoing dialogue with the Association in an effort to resolve this compensation dispute. We seek a fair economic adjustment that preserves the District's financial stability that has been achieved over the last four years. Our goal in these negotiations has been, and will continue to be, to provide our valued teachers with a competitive, yet financially responsible total compensation package.

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**Salary**

**Salary Offer (includes all educators with the exception of those in the retirement track)**

**2015/16**

Salaries less than \$43,000 – 3.6% increase

Salaries \$43,001 to \$60,000 – 2.5% increase

Salaries \$60,000 to \$70,000 – 2.0% increase

Salaries \$70,001 and over – 1.2% increase

**Total Cost - \$204,588 – Average 2.09% Increase**

**2016/17**

Salaries less than \$43,000 – 3.6% increase

Salaries \$43,001 to \$61,500 – 2.5% increase

Salaries \$61,501 to \$71,000 – 2.0% increase

Salaries \$71,001 and over – 1.2% increase

**Total Cost - \$185,024 – Average 1.85% Increase**

**2017/18**

Salaries less than \$45,000 – 3.6% increase

Salaries \$45,001 to \$64,000 – 2.5% increase

Salaries \$64,001 to \$73,000 – 2.0% increase

Salaries \$73,001 and over – 1.2% increase

**Total Cost - \$188,962 – Average 1.86% Increase**

**Note: \$2,500 salary increase added to the base for the following levels of personal development achieved BA15, MA, MA15, MA30, MA45 and MA60. This only applies to movement that occurs after the new CBA is agreed to.**

**Additional, entry-level new hires will start with a base salary of \$43,000 in 2016/17 and \$44,000 in 2017/18 with a \$2,000 increase for each year of experience given to any new hire.**

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**Insurance**

Health insurance is an invaluable benefit that the District provides to our McHenry Community High School Educators' Association. The District provides a health insurance allowance for all of the certified staff. The amount depends upon the category each employee chooses. The table of benefits is as follows:

	<u>Current</u>	<u>'15 – '16</u>	<u>'16 - '17 &amp; '17 - '18</u>
Single	\$ 7,000	\$ 7,350	See Below
Single + Spouse	\$14,000	\$14,325	See Below
Single + Children	\$12,500	\$12,800	See Below
Family	\$15,500	\$15,850	See Below
Waiver	\$500	\$500	\$500

We will provide the Association with 50% of the increased annual cost of the health insurance premium in each category thereby sharing the increase in cost equally in the second and third years of this offer. The Board along with the health insurance committee (consisting of administration, ESP's and Educator's) offers 5 plans including 3 PPO plans, one HMO and a high deductible plan. In the '14- '15 school year, the insurance stipend completely covered 4 of the 5 plans offered for those employees that chose single coverage. For the 3 remaining categories, the stipend completely paid for 100% of the premium for the HMO and the high deductible plan. If the Educator chose the lowest 3 deductible plans they would pay a portion of the premium between 5.31% - 17.34% of the total premium. Despite escalating health care costs over the last 5 years, the Board has absorbed a significant majority of the health insurance cost increase. The Board now feels it's prudent and fiscally responsible to the stakeholders to share equally in the future health insurance premium increases, especially in the categories other than single. Additionally, any unused stipend can be deposited into an HRA or an HSA that grows tax deferred and can be used for future health related expenses.

**Cost - \$49,150 for 2015/16**

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**Tuition Reimbursement**

Year 1 to Year 3.

\$225,000 for the three years in which no one year can surpass \$100,000.

Educators' are permitted to request tuition reimbursement for up to 15 hours of credit over a 2-year period of time.

**Cost - \$225,000 over the three-year contract period.**

**Athletic/Co-Curricular Stipend**

Year 1 - Increase salaries by 5%.

Year 2 - Increase salaries by 5%.

Year 3 - Increase salaries by 2.5%

**Cost - \$54,814 – Note: All categories will be whole based on the 2010-2011 contract by the second year of this offer.**

**Summer School Pay**

Year 1 - Decrease summer school pay to \$35.00 per hour.

Year 2 - Increase summer school pay to \$36.00 per hour.

Year 3 - Increase summer school pay to \$37.00 per hour.

**Cost – Total summer school is conducted at a loss of approximately \$58,000 per year to the district. For year one, that loss will be reduced by \$22,075 to \$35,925. For year 2, the loss will increase by \$2,394, for a total of \$38,319. For year 3, the loss will increase by \$1,074, bringing the total loss to \$39,393.**

**Retirement Benefits**

Keep current contract language

**Sick & Personal Days**

Years 1, 2 and 3 - Remain unchanged for this contract. 13 sick days granted per year. 2 personal days granted per year.

**Cost - Remain unchanged.**

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**Zero Hours**

Language is needed to define the responsibilities, expectations and work hours.

**Religious Holiday**

There is no Religious Holiday schedule. We have a Holiday schedule which is broken down in the school calendar which can be found on the D156 website. Educators' can utilize their two personal days towards any Religious Holiday that they choose.

**Internal Subs**

- Year 1. Remain Unchanged for this contract at \$30.00 per hour.
- Year 2. Remain Unchanged for this contract at \$30.00 per hour.
- Year 3. Remain Unchanged for this contract at \$30.00 per hour.

**Cost - Varying costs depending on the need.**

**Support Period - AIM**

Language is needed to address the expectations of the Educators' during this period.