Mendota Elementary District #289 Board of Education

Most Recent Offer

Financial Philosophy

“Provide competitive wages while living within our means”

The following statements capture the beliefs that the Board feels must be considered to maintain the long-term financial stability of the district.

- Overall compensation (pay increases and benefits) should be competitive
- Pay increases should NOT require the District to finance raises through borrowing (selling or using bond money)
- Pay increases should be reflective of the economic conditions within the community
- Pay increases should ensure the financial viability of the District and the continuing viability of a high quality educational program for students
- Pay increases must avoid penalties imposed by the Illinois Teacher Retirement System for salary increases beyond those allowed by the state system

Summary of Key Economic Proposals:

**Current Board Salary and Benefits Offer 9/19/19:**
The Board proposal includes the following:

- 4% raise in years 1 and 2, and 4.5% in year 3 to the salary schedule base
- Additional “step” increases for each year of service, $1405 per teacher/year for year 1, and $1410 per teacher/year for years 2 and 3
- Increase the TRS contribution to 3% in years 1, 2 and 3. Currently district pays 2%
- Board proposal is ahead of track for the $40,000 teacher minimum by year 2023-2024
- Salary increases of district offer: 6.14% for 2019-20; 4.65% for 2020-21; and 4.59% for 2021-22

- Total cost to district over 3 years: +$1,311,430 in additional compensation for salary and TRS which is an average raise of $16,600 per teacher over three years.
Insurance:
- The board offers some of the best family insurance benefits in the area
- This benefit the District provides costs over $1,200,000 per year for teachers only
- Cadillac Blue Cross Blue Shield PPO with a 10% co-pay and a $500 deductible
- Full time staff have the **option** of choosing their coverage level from single up to family
- Board provides dental and life insurance to teachers at NO COST
- Board pays 90% of single insurance and 85% of the cost for family insurance. **Teachers pay $789 per year for single coverage and $3,376 per year for family coverage**
- Board is requesting teachers to make a small increase in their contribution for family health insurance for a total of 18% of the family premiums by year 3

**Current MEA/Union Salary and Benefits Demand as of 9/19/19:**
The MEA has demanded the following:
- Base salary increase of 4.5% for years 1 and 2 and 4% increase in year 3 to the salary schedule
- Additional 4.5% of the base for the step increase every year, and additional 4.5% of the base for the lane increase for moving over
- TRS board paid increase of 6% in year 1, **6.75%** in year 2 and **7.0%** in year 3
- The MEA will not agree to any change in insurance contributions only offering to continue contributing $3,376 yearly toward the $22,000 family plan
- Salary increase demanded by Union: 10.99% 2019-20; 7.49% 2020-21; and 6.21% 2021-22.

- **Total cost to district over 3 years: +$2,238,276 in additional compensation for salary and TRS which is an average raise of $28,333 per teacher over three years.**

**Current MEA/Union Language Demands as of 9-19-19**
The MEA has demanded the following:

1. The practice in place on August 26, 2019 for Kindergarten – fifth grade planning time will remain unchanged for the duration of this agreement unless an emergency situation occurs.
   *The original language item submitted by the MEA demanded that all Kindergarten – fifth grade teachers be guaranteed a minimum of thirty (30) CONSECUTIVE preparation minutes per day which may or may not be possible each year based upon the courses offered, and the enrollment numbers of our students. Teachers receive prep time when their class of students is with another teacher so guaranteeing a ‘consecutive’ number of minutes every single day may not be possible. What has been stated is that the administrators in charge of scheduling will endeavor to try to make this happen but it simply cannot be guaranteed.*

2. For grades sixth through eighth grade, teachers will be guaranteed a daily common TEAM plan time within the student day, commencing on the first student day of 2020-21.
*The original language item demanded that this “additional” prep period (without students) begin in 2019-2020. Granting this additional planning period for only the teachers in 6-8 grades would require the district to hire additional teachers because students have to be in another class in order for a teacher to have a perp period. Also, this demand is in ADDITION TO their daily prep period, granting these teachers two period during the school day without teaching/supervising students. Hiring a minimum of 2 additional teachers to meet this demand would cost the district additional money for salary, TRS, and benefits for two additional teachers.

3. Certified staff (meaning teachers) will also NOT BE REQUIRED to supervise students during RECESS commencing on the first student day of 2020-21.

* The original language demanded that teachers NOT BE REQUIRED to supervise students during RECESS commencing in the 2019-2020 school year. Teachers supervise recess on a rotating basis based upon number of students and number of teachers. The process used to make the schedule is voted upon by teachers and the administrator puts together a schedule for the year. Depending on the grade level, recess lasts no less than 20 minutes and no more than 25 minutes, and the rotation is either by week or one day every couple weeks. The board cannot provide supervision of students during recess in any other manner unless they attempt to hire several additional staff members for each building. Locating individuals who are available and willing to come in to supervise students for an hour to two hours per day is almost impossible. Additionally, the Board feel strongly that it is important for teachers to build rapport with their students by seeing them in another setting beyond academics. This teacher supervision during recess has been in place for well over 10 years.

Financial Items that have been agreed upon:

- Tuition reimbursement: additional financial cost of $150/credit hour with a maximum district cost of $7,500/year
- Additional sick days given to teachers based on tenure in the district:
  - years 1-9 = **14 days**, years 10-19 = **16 days**, and 20+ years = **18 sick days**. This will have long term impact financially for district
- Keeping additional 6% raise/year for teachers who put in for retirement up to 2 years in advance

Explanation of a Teacher’s Salary Schedule:

The Mendota CCSD #289 Teacher’s Salary Schedule is a vertical and horizontal matrix that has three built-in opportunities for pay increases that cost the district additional money (new money) every year.

- Base increase: a defined increase to the starting teacher salary that increases every other teacher’s salary in the district
- Step increase: a defined increase that a teacher receives when they advance to the next step after each year of employment
- Lane Movement increase: a defined increase that a teacher receives upon completion of approved graduate coursework.

The salary schedule that has been negotiated in the past that is simply unsustainable is a 4.5% by 4.5% matrix tied directly to the base. That means that every time there is an increase to the starting salary, every movement a teacher has either by taking courses and moving over a lane or simply by working another year as a teacher in the district provides them with a built in increase ON TOP of their base salary increase. EX. Current base is: 31, 120 and 4.5% of that base = $1400. Every year a teacher works in the district they automatically get a $1400 raise, and if they take courses and are able to move over a lane, they would receive another automatic raise of $1400. Thus, without ANY overall increase to the base salary in our district, teachers will make a minimum of $1400 more and a maximum of $2800 more every year. This is money that the board must pay out in new dollars.

The Board is proposing a flat dollar amount for each step and lane (increment) instead of a percentage tied to the base, to ensure long term sustainability. These flat dollar amounts are built in raises for teachers. The Board has currently offered to increase that flat dollar amount to $1405 in year 1 and to $1410 in years 2 and 3 which equates to an additional $11,710 in NEW dollars provided to teachers.
Board proposed salary and benefit increases using top wage earner and bottom wage earner (these are real examples of current staff):

<table>
<thead>
<tr>
<th></th>
<th>18-19</th>
<th>19-20</th>
<th>20-21</th>
<th>21-22</th>
</tr>
</thead>
<tbody>
<tr>
<td>Raise %</td>
<td>4.00%</td>
<td>4.00%</td>
<td>4.50%</td>
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<tr>
<td>Increase</td>
<td>1,245.00</td>
<td>1,295.00</td>
<td>1,515.00</td>
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<td>Base Salary</td>
<td>31,120.00</td>
<td>32,365.00</td>
<td>33,660.00</td>
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<td>1.030928</td>
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<tr>
<td>Board Paid TRS</td>
<td>2.00%</td>
<td>3.00%</td>
<td>3.00%</td>
<td>3.00%</td>
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<tr>
<td>TRS District Cost</td>
<td>635.00</td>
<td>1,001.00</td>
<td>1,041.00</td>
<td>1,088.00</td>
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<tr>
<td>Board Share of Single Insurance</td>
<td>7,438.00</td>
<td>7,538.00</td>
<td>7,893.00</td>
<td>8,266.00</td>
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<tr>
<td><strong>Total Compensation</strong></td>
<td><strong>39,193.00</strong></td>
<td><strong>40,904.00</strong></td>
<td><strong>42,594.00</strong></td>
<td><strong>44,529.00</strong></td>
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<tr>
<td>Paid on behalf of Employee</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>Step Increase</td>
<td>1,400.00</td>
<td>1,405.00</td>
<td>1,410.00</td>
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<tr>
<td>Steps to Max Salary</td>
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<tr>
<td>Max Salary</td>
<td>71,720.00</td>
<td>73,110.00</td>
<td>74,550.00</td>
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<tr>
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<td>3.00%</td>
<td>3.00%</td>
<td>3.00%</td>
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<tr>
<td>TRS District Cost</td>
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<td>Board Share of Family Insurance</td>
<td>20,963.00</td>
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<td>20,783.00</td>
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<td><strong>Total Compensation</strong></td>
<td><strong>94,147.00</strong></td>
<td><strong>95,445.00</strong></td>
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<td>Paid on behalf of Employee</td>
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The Board’s most recent offer from 9-19-19 is a total increase of $1,311,430 in salary and TRS contributions for employees over the next three years. This offer requires the district to engage in deficit spending (i.e. spending more than the district receives in revenue) each year of the proposed contract. This offer will also require the district to use working cash bond sales to cover the deficit thereby reducing the district’s overall cash on hand to address any other critical needs of the district. The Board and the MEA are scheduled to meet with the Federal Mediator on October 1st and the Board is hopeful that we can reach a mutual agreement.