



Illinois Education Association-NEA
Sinnissippi Region Office

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August 21, 2017

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

Dear Ms. Strizak:

Attached is the final impasse offer of the North Boone Education Association, IEA-NEA to the School Board of North Boone Community District 200.

The Union estimates the cost of this proposal in new money over the next three years to be an additional one million four hundred sixty-nine thousand six hundred seventy six dollars and forty two cents (\$1,469,676.42) for the current bargaining unit.

Sincerely,

A handwritten signature in blue ink that reads 'David J. Rathke /mams'.

David J. Rathke, Uniserv Director

Cc: Kelly Hanaman, Mike Greenlee, Randy Larson, Rob Lyons

NBEA Proposal August 7, 2017 for a three year contract

Salary:

FY18-3% to base

FY19- 1% to base

FY20- 1.5 to base

Extended Formal Education:

Tuition reimbursement shall only be made for graduate coursework that has been approved by the superintendent and has direct educational merit for purposes of placement or horizontal advancement on the salary schedule of the District. The District shall reimburse a teacher who makes proper application toward graduate college credit up to \$200 per hour, not to exceed the actual cost of tuition. A calendar year is defined as the beginning of the school year to the beginning of the following school year. Application for reimbursement will be linked to the current approval system. At the end of the calendar year, reimbursement shall be at the lesser of \$200 per credit hour or the actual cost of tuition. Total reimbursement for all staff will not exceed \$15,000 for FY 19. Any unused money will roll over to FY20, to be in addition to the \$15,000 designated for the FY20 tuition reimbursement. Transcripts must be received by October 1st and payout will be by October 30th. Transcripts that are received after October 1st will be paid as part of the following year reimbursements. A course description and cost of tuition should be attached to the preapproval form.

Teachers that receive tuition reimbursement must remain with the district for 3 years after completion of the last course. Should the teacher leave the district prior to that time, the teacher will pay back the amount reimbursed. Failure to comply will result in these payments being considered outstanding debts that may be grounds for collection action and/or reporting to credit bureaus.

Insurance

NBEA accepts the board's latest offer. The district will contribute 45% of family costs, 15% of employee/spouse cost, and 13% of employee/children costs.

Class Size

NBEA withdraws class size policy language

Longevity

FY18 1.5% affects 2 certified staff

FY19 1.5% affects 3 certified staff

FY20 1.0% affects 3 certified staff