



20 N. Wacker Drive, Ste 1660
Chicago, Illinois 60606-2903
T 312 984 6400 F 312 984 6444

15010 S. Ravinia Avenue, Ste 10
Orland Park, Illinois 60462-5353
T 708 349 3888 F 708 349 1506

DD 312 984 6426
tmmelody@ktjlaw.com

www.ktjlaw.com

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AUG 28 2017

ILLINOIS EDUCATIONAL LABOR
RELATIONS BOARD - CHICAGO

August 28, 2017

VIA EMAIL, MESSENGER AND CERTIFIED MAIL – RETURN RECEIPT REQUESTED

Mr. Victor Blackwell
Executive Director
Illinois Educational Labor Relations Board
160 N. LaSalle Street, Suite N-400
Chicago, Illinois 60601

**Re: North Boone Community Unit School District No. 200 and North Boone
Education Association; Submission of Most Recent Proposals**

Dear Mr. Blackwell:

Enclosed please find a revised submission on behalf of the Board of Education. I have replaced the previous Exhibit D-1 with a corrected Exhibit D-1. All of the other Exhibits are the same as initially submitted.

Please feel free to contact me if you have any questions or require anything further.

Very truly yours,

KLEIN, THORPE AND JENKINS, LTD.


Thomas M. Melody

TMM/kp
Enclosure
cc: Dr. Michael Greenlee, Superintendent
Board of Education
Commissioner Randall Larson
Dave Rathke, IEA
Kelly Hanaman

NOTICE OF FILING AND PROOF OF SERVICE

The undersigned, an attorney, hereby certifies that he caused a copy of the foregoing correspondence, together with all Exhibits attached thereto, to be filed with the Illinois Educational Labor Relations Board and to be served on the parties listed below in the manners indicated below on August 28, 2017:

BY EMAIL, MESSENGER AND CERTIFIED MAIL, RETURN-RECEIPT REQUESTED:

Victor Blackwell
Executive Director
Illinois Educational Labor Relations Board
160 N. LaSalle Street
Suite N-400
Chicago, Illinois 60601
victor.blackwell@illinois.gov

BY EMAIL AND CERTIFIED MAIL, RETURN-RECEIPT REQUESTED:

Mr. Randall Larson, Mediator
Federal Mediation and Conciliation Service
2126 N. Perryville Road
Rockford, Illinois 61107
rlarson@fmcs.gov

Mr. Dave Rathke
Illinois Education Association
7029 Rote Road
Rockford, Illinois 61107
dave.rathke@icanea.org

Ms. Kelly Hanaman, President
North Boone Education Association
17641 Poplar Grove Road
Poplar Grove, Illinois 61065
khanaman@nbeusd.org

Thomas M. Melody
Klein, Thorpe and Jenkins, Ltd.
20 N. Wacker Drive, Suite 1660
Chicago, Illinois 60606
(312) 984-6400

Respectfully submitted,

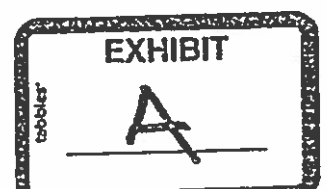
By: 
Thomas M. Melody



North Boone Community School District #200

Board of Education's
Most Recent Offer
To The
North Boone Education Association

August 23, 2017



**Last Offer from the Board of Education to the
North Boone Education Association
August 7, 2017 at 8:30 pm (3 Year Offer)**

Board Of Education Salary Proposal – Total Increase of \$ 1,184,233.56 for teachers as follows:

- a) FY 2018 – 1.5% increase on the base plus Step and Lane
(\$250,188.10 increase)
- b) FY 2019 - 1.0% increase on the base plus Step and Lane
(\$377,657.26 increase)
- c) FY 2020 - 1.5% increase on the base plus Step and Lane
(\$556,388.20 increase)

Total Cost over 3 years: \$1,184,233.56

Health Insurance

Full time faculty members may elect dependent coverage with the premiums for the coverage deducted through payroll deductions. For full time faculty members that choose dependent coverage, the District will contribute 45% of the employee's family dependent medical premium to offset the cost. In the event that other employee dependent options are available and the employee meets the qualifications in the preceding sentence, the District will contribute 15% of the employee's spouse only medical premium, 13% of the employee's child/children only medical premium. The District will not contribute toward the employee's dependent dental or vision insurance premium.

Total Cost over 3 years: \$6,502.20

Extended Formal Education

The district will reimburse a teacher up to \$200 per credit hour for graduate coursework that has been pre-approved by the Superintendent. Total reimbursement will not exceed \$15,000 in years two and three of the contract.

Any unused money from year two may be carried over into year three for reimbursement to teachers.

Total Cost over 3 years: \$30,000

Class Size

The Board is proposing the current district policy language for class size.

Longevity

Teacher's that are at a MA +32 on salary schedule and are off of the schedule would receive a 1% salary increase in FY 2018, FY 2019 and FY2020. This language sunsets at the conclusion of the contract.

Total Cost over 3 years: \$3,493.22

Total Cost to the District for the Board's Proposal: \$1,230,154.93

Rationale for the Board's 3 Year Offer

It is the goal of the Board of Education to fairly compensate as well as attract and retain good teachers in the North Boone School District. From the beginning of negotiations, the Board has attempted to listen and fairly address the issues that have been presented, while still being fiscally responsible to the budget and the interests of the taxpayer. The Board traditionally runs balanced budgets while overseeing and balancing the needs of the entire district and various interests. This is becoming more and more difficult with the instability of the State of Illinois and fiscal uncertainty.

Salaries – The Board has offered a 1.5% increase in FY 2018, 1.0% increase in FY 2019, and a 1.5% increase in FY 2020. These increases are on the base and are in addition to step and lane movement. A step that a teacher gets to start each year is equal to a 3% increase, and an advancement in lanes is equal to a 3% pay increase as well. Every teacher that has room to move on the salary schedule will be getting a 4.5% salary increase in FY 2018, 4% salary increase in FY 2019 and a 4.5% salary increase in 2020. There will be several teachers that will also be eligible to move a lane or possibly two which could result in a 7% - 10.5% increase. The Board also agrees to place teachers in their proper lane moving forward. Previously, teachers were only allowed to advance one lane per year under the previous contract. The Board feels this offer provides almost every teacher a fair increase in uncertain times for educational funding.

Health Insurance – The Board agreed to contribute a larger percentage towards the premium for family, spouse and children coverages. The Board will contribute 2% more towards family insurance (45%), 2% more towards the insurance of a spouse (15%), and 2% more towards the family premium (13%). The Board continues to investigate ways to reign in the rising costs of insurance while still providing fair coverage for our employees. This year the Health Insurance Premium will raise a total of 6% for the district. It appears that this issue is no longer in dispute.

Class Size – The Board has proposed to keep class sizes aligned with the current policy. The current policy has a maximum of 25 students in kindergarten, 27 students in grades first through fourth, 29 students in grades fifth through sixth, and a ratio of 30 students in grades seventh through twelfth grade. The current Board's practice has been to stay within those policy guidelines. It appears that this issue is no longer in dispute.

Longevity – The Board has proposed a 1% increase in each of the three years of the contract to teachers that are off of the salary schedule at Master's + 32. Teacher's that are at the top of the salary schedule earn \$84,974.26

Delivered by Randy

BOE Package Proposal 8/7/17 8:30 p.m.

1) Salary :		Amounts to
7/1/17	1.5% to base	4.5% + Lane
7/1/18	1.0% " "	4.0% + Lane
7/1/19	1.5% " "	4.5% + Lane

2) Insurance - agreed to

3) Extended Formal Education - NBFA proposal,
8/7/17, 7:40 p.m.

4) Class size - NO change

5) Longevity

A) Nothing for BA-24

B) MA-32 7/1/17 1.0% (OFF SCHEDULE)
 7/1/18 1.0% ONLY
 7/1/19 1.0%

C) Sunsets at 11:59 p.m. on 6/30/20

PROPOSAL BY Board
7-Aug-17
8:30 P.M.

PACKAGE A
Fiscal Year

	Contract Year One	Contract Year Two	Contract Year Three	Total all 3 years
1.5% YEAR 1, 1% YEAR 2, 1.5% YEAR 3				
FY2017 salaries if kept as a hard freeze	\$ 6,421,322.65	\$ 6,421,322.65	\$ 6,421,322.65	\$ 19,263,967.95
New Contract Proposal	\$ 6,671,510.75	\$ 6,798,979.91	\$ 6,977,710.85	\$ 20,448,201.51
Cost of New Money for proposed contract	\$ 250,188.10	\$ 377,657.26	\$ 556,388.20	
Total Cost of New Money for Three Years	\$ 1,184,233.56			
% average increase per year	3.8962%	5.8813%	8.6647%	
TOTAL CONTRACT	\$ 1,184,233.56			
INSURANCE	\$ 6,502.20			
TUITION REIMBURSEMENT	\$ 30,000.00			
LANE MOVEMENT	\$ 5,925.95			
LONGEVITY COST	\$ 3,493.22			
TOTAL CONTRACT	\$ 1,230,154.93			
REMOVE CLASS SIZE				

EXHIBIT
B

NBEA Package Proposal 8/7/17 7:40 pm

1) Salary

7/1/17 3.0% to base - catch up to other nearby districts
 7/1/18 1.0% to base
 7/1/19 1.5% to base

2) Insurance - agreed to

3) Extended Formal Education

2nd year + 3rd year 15,000 per year, unused amount, if any, from year 2 gets added to year 3. Language is 3 years.

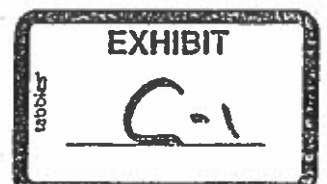
4) Class size - same as last (July 12, 2017) proposal

Longevity 5) Background: (Longevity)

Yr	# of teachers BA-24	# MA32	Total
17-18	1	1	2
18-19	1	2	3
19-20	1	2	3

8 over 3yrs

17-18 for both groups: 1.5%
 18-19 " " " : 1.5%
 19-20 " " " : 1.0%



- 4 years

NBEA Offer 8/2/17 9:00 pm

1) Salary 3.0% 7/1/17
 1.0% 7/1/18
 1.5% 7/1/19
 1.0% 7/1/20

2) Add a year to Formal Ed with 2 rollovers
Sunset a year later

3) Withdraw class size

4) Ins. OK

5) Longevity - extend 1% by one year

PROPOSAL BY NBEA

7 Aug 17

_____ P.M.

PACKAGE A

Fiscal Year	Contract Year One	Contract Year Two	Contract Year Three	Total all 4 years
3% year 1, 1% year 2, 1.5% year 3, 1% year 4				
FY2017 salaries if kept as a hard freeze	\$ 6,421,322.65	\$ 6,421,322.65	\$ 6,421,322.65	\$ 19,263,967.95
New Contract Proposal	\$ 6,762,618.57	\$ 6,895,442.84	\$ 7,079,576.75	\$ 20,737,638.16
Cost of New Money for proposed contract	\$ 341,295.92	\$ 474,120.19	\$ 658,254.10	
Total Cost of New Money for Three Years	\$ 1,473,670.21			
% average increase per year	5.3150%	7.3835%	10.2511%	
TOTAL CONTRACT	\$ 1,473,670.21			
INSURANCE	\$ 6,502.20			
TUITION REIMBURSEMENT	\$ 30,000.00			
LONGEVITY COST	\$ 7,138.79			
TOTAL CONTRACT	\$ 1,517,311.20			

CORRECTED
EXHIBIT
D-1

PROPOSAL BY NBEA

7-Aug-17

P.M.

PACKAGE A Fiscal Year	Contract Year One	Contract Year Two	Contract Year Three	Contract Year Four	Total all 4 years
3% year 1, 1% year 2, 1.5% year 3, 1% year 4					
FY2017 salaries if kept as a hard freeze	\$ 6,421,322.65	\$ 6,421,322.65	\$ 6,421,322.65	\$ 6,421,322.65	\$ 25,685,290.60
New Contract Proposal	\$ 6,762,618.57	\$ 6,895,442.84	\$ 7,079,576.75	\$ 7,273,045.71	\$ 20,737,638.16
Cost of New Money for proposed contract	\$ 341,295.92	\$ 474,120.19	\$ 658,254.10	\$ 851,723.06	
Total Cost of New Money for Three Years	\$ 2,325,393.27				
% average increase per year	5.3150%	7.3835%	10.2511%		
TOTAL CONTRACT	\$ 2,325,393.27				
INSURANCE	\$ 6,502.20				
TUITION REIMBURSEMENT	\$ 45,000.00				
LONGEVITY COST	\$ 7,964.33				
TOTAL CONTRACT	\$ 2,384,859.80				
PLUS CLASS SIZE NUMBERS					

EXHIBIT
D-2

Salary Schedule FY 2017 inclusive of 10.28% TRS

Step	EA	BA+S	BA+16	BA+24	MA	MA+S	MA+16	MA+24	MA+32
0	\$37,140.28	\$38,254.48	\$39,402.12	\$40,584.18	\$41,801.71	\$43,055.76	\$44,347.43	\$45,677.85	\$47,048.15
1	\$38,254.48	\$39,402.12	\$40,584.18	\$41,801.71	\$43,055.76	\$44,347.43	\$45,677.85	\$47,048.19	\$48,459.54
2	\$39,402.12	\$40,584.18	\$41,801.71	\$43,055.76	\$44,347.43	\$45,677.85	\$47,048.19	\$48,459.54	\$49,913.42
3	\$40,584.18	\$41,801.71	\$43,055.76	\$44,347.43	\$45,677.85	\$47,048.19	\$48,459.54	\$49,913.42	\$51,410.83
4	\$41,801.71	\$43,055.76	\$44,347.43	\$45,677.85	\$47,048.19	\$48,459.64	\$49,913.42	\$51,410.83	\$52,953.15
5	\$43,055.76	\$44,347.43	\$45,677.85	\$47,048.19	\$48,459.64	\$49,913.42	\$51,410.83	\$52,953.15	\$54,541.75
6	\$44,347.43	\$45,677.85	\$47,048.19	\$48,459.64	\$49,913.42	\$51,410.83	\$52,953.15	\$54,541.75	\$56,178.00
7	\$45,677.85	\$47,048.19	\$48,459.64	\$49,913.42	\$51,410.83	\$52,953.15	\$54,541.75	\$56,178.00	\$57,863.34
8	\$47,048.19	\$48,459.64	\$49,913.42	\$51,410.83	\$52,953.15	\$54,541.75	\$56,178.00	\$57,863.34	\$59,599.24
9	\$48,459.64	\$49,913.42	\$51,410.83	\$52,953.15	\$54,541.75	\$56,178.00	\$57,863.34	\$59,599.24	\$61,387.22
10	\$49,913.42	\$51,410.83	\$52,953.15	\$54,541.75	\$56,178.00	\$57,863.34	\$59,599.24	\$61,387.22	\$63,228.82
11	\$51,410.83	\$52,953.15	\$54,541.75	\$56,178.00	\$57,863.34	\$59,599.24	\$61,387.22	\$63,228.82	\$65,125.70
12	\$52,953.15	\$54,541.75	\$56,178.00	\$57,863.34	\$59,599.24	\$61,387.22	\$63,228.83	\$65,125.70	\$67,079.47
13	\$54,541.75	\$56,178.00	\$57,863.34	\$59,599.24	\$61,387.22	\$63,228.83	\$65,125.70	\$67,079.47	\$69,091.85
14	\$56,178.00	\$57,863.34	\$59,599.24	\$61,387.22	\$63,228.83	\$65,125.70	\$67,079.47	\$69,091.85	\$71,164.61
15		\$55,599.24	\$61,387.22	\$63,228.83	\$65,125.70	\$67,079.47	\$69,091.85	\$71,164.61	\$73,299.55
16			\$63,228.83	\$65,125.70	\$67,079.47	\$69,091.85	\$71,164.61	\$73,299.55	\$75,498.53
17				\$67,079.47	\$69,091.85	\$71,164.61	\$73,299.55	\$75,498.53	\$77,763.49
18					\$69,091.85	\$71,164.61	\$73,299.55	\$75,498.53	\$77,763.49
19						\$73,299.55	\$75,498.53	\$77,763.49	\$80,063.39
20							\$77,763.49	\$80,063.39	\$82,499.29



Salary Schedule 2016-2017 without IRS
 0.5% Raise to the Base, No Step Movement

Step	0A	0A+5	0A+10	0A+15	0A+20	MA	MA+5	MA+10	MA+15	MA+20
0	\$ 33,629.06	\$ 34,658.50	\$ 35,698.31	\$ 36,769.26	\$ 37,872.34	\$ 39,008.51	\$ 40,178.77	\$ 41,384.13	\$ 42,625.65	\$ 43,904.42
1	\$ 34,658.50	\$ 35,698.31	\$ 36,769.26	\$ 37,872.34	\$ 39,008.51	\$ 40,178.77	\$ 41,384.13	\$ 42,625.65	\$ 43,904.42	\$ 45,221.55
2	\$ 35,698.31	\$ 36,769.26	\$ 37,872.34	\$ 39,008.51	\$ 40,178.77	\$ 41,384.13	\$ 42,625.65	\$ 43,904.42	\$ 45,221.55	\$ 46,578.20
3	\$ 36,769.26	\$ 37,872.34	\$ 39,008.51	\$ 40,178.77	\$ 41,384.13	\$ 42,625.65	\$ 43,904.42	\$ 45,221.55	\$ 46,578.20	\$ 47,975.55
4	\$ 37,872.34	\$ 39,008.51	\$ 40,178.77	\$ 41,384.13	\$ 42,625.65	\$ 43,904.42	\$ 45,221.55	\$ 46,578.20	\$ 47,975.55	\$ 49,414.81
5	\$ 39,008.51	\$ 40,178.77	\$ 41,384.13	\$ 42,625.65	\$ 43,904.42	\$ 45,221.55	\$ 46,578.20	\$ 47,975.55	\$ 49,414.81	\$ 50,897.26
6	\$ 40,178.77	\$ 41,384.13	\$ 42,625.65	\$ 43,904.42	\$ 45,221.55	\$ 46,578.20	\$ 47,975.55	\$ 49,414.81	\$ 50,897.26	\$ 52,424.18
7	\$ 41,384.13	\$ 42,625.65	\$ 43,904.42	\$ 45,221.55	\$ 46,578.20	\$ 47,975.55	\$ 49,414.81	\$ 50,897.26	\$ 52,424.18	\$ 53,996.90
8	\$ 42,625.65	\$ 43,904.42	\$ 45,221.55	\$ 46,578.20	\$ 47,975.55	\$ 49,414.81	\$ 50,897.26	\$ 52,424.18	\$ 53,996.90	\$ 55,616.81
9	\$ 43,904.42	\$ 45,221.55	\$ 46,578.20	\$ 47,975.55	\$ 49,414.81	\$ 50,897.26	\$ 52,424.18	\$ 53,996.90	\$ 55,616.81	\$ 57,285.31
10	\$ 45,221.55	\$ 46,578.20	\$ 47,975.55	\$ 49,414.81	\$ 50,897.26	\$ 52,424.18	\$ 53,996.90	\$ 55,616.81	\$ 57,285.31	\$ 59,003.87
11	\$ 46,578.20	\$ 47,975.55	\$ 49,414.81	\$ 50,897.26	\$ 52,424.18	\$ 53,996.90	\$ 55,616.81	\$ 57,285.31	\$ 59,003.87	\$ 60,773.99
12	\$ 47,975.55	\$ 49,414.81	\$ 50,897.26	\$ 52,424.18	\$ 53,996.90	\$ 55,616.81	\$ 57,285.31	\$ 59,003.87	\$ 60,773.99	\$ 62,597.21
13	\$ 49,414.81	\$ 50,897.26	\$ 52,424.18	\$ 53,996.90	\$ 55,616.81	\$ 57,285.31	\$ 59,003.87	\$ 60,773.99	\$ 62,597.21	\$ 64,475.12
14	\$ 50,897.26	\$ 52,424.18	\$ 53,996.90	\$ 55,616.81	\$ 57,285.31	\$ 59,003.87	\$ 60,773.99	\$ 62,597.21	\$ 64,475.12	\$ 66,409.38
15	\$ 52,424.18	\$ 53,996.90	\$ 55,616.81	\$ 57,285.31	\$ 59,003.87	\$ 60,773.99	\$ 62,597.21	\$ 64,475.12	\$ 66,409.38	\$ 68,401.66
16	\$ 53,996.90	\$ 55,616.81	\$ 57,285.31	\$ 59,003.87	\$ 60,773.99	\$ 62,597.21	\$ 64,475.12	\$ 66,409.38	\$ 68,401.66	\$ 70,453.71
17	\$ 55,616.81	\$ 57,285.31	\$ 59,003.87	\$ 60,773.99	\$ 62,597.21	\$ 64,475.12	\$ 66,409.38	\$ 68,401.66	\$ 70,453.71	\$ 72,567.32
18	\$ 57,285.31	\$ 59,003.87	\$ 60,773.99	\$ 62,597.21	\$ 64,475.12	\$ 66,409.38	\$ 68,401.66	\$ 70,453.71	\$ 72,567.32	\$ 74,744.34
19	\$ 59,003.87	\$ 60,773.99	\$ 62,597.21	\$ 64,475.12	\$ 66,409.38	\$ 68,401.66	\$ 70,453.71	\$ 72,567.32	\$ 74,744.34	\$ 76,985.67
20	\$ 60,773.99	\$ 62,597.21	\$ 64,475.12	\$ 66,409.38	\$ 68,401.66	\$ 70,453.71	\$ 72,567.32	\$ 74,744.34	\$ 76,985.67	

Instruction

Instructional Arrangements

Grouping for Instruction

Grouping within a school or within a classroom is the responsibility of each Building Principal, with input provided by the respective staff. The aim of grouping is to place each student in an appropriate and comfortable learning situation.

Class Size

The Board of Education is aware that class size and/or teaching load can affect the quality of instruction. The Board of Education will attempt to provide a favorable student-teacher ratio in as many classroom situations as possible. Financial considerations will weigh in class size decisions. The Superintendent shall work closely with Building Principals in establishing a reasonable student-teacher ratio in each building. The administration will use its discretion in the placement of students newly attending the school district. Half day kindergarten will have a maximum of 20 students per session. Full day kindergarten will have a maximum of 25 students per session. First through fourth grade will have a maximum of 27 students per class. In the situations where a split class is needed, the Superintendent shall work closely with Building Principals to ensure that the number of students in a split class is less than or does not exceed the class size of the other classes at the grade levels involved. Fifth and sixth grade will have a maximum of 29 students per class. A ratio of 30 students to one teacher will be maintained on a daily basis for seventh through twelfth grade, with no class to exceed 35 students or the number of available workstations. This ratio does not apply to Band and Chorus. Special Education: When a teacher has a class that is at 90 percent of the maximum in grades one through eight and at least four of those students are placed in self contained special education class, then additional relief will be provided to meet the needs of the situation.

Team Teaching

Teachers may team teach upon approval of the Superintendent or designee.

Individualized Instruction

Provision for individual differences shall be given high priority in planning the instructional program, in choosing teaching methods and materials, and in evaluating results.

CROSS REF.: 7:30 (Student Assignment and Intra-District Transfer)

ADOPTED: November 6, 2001

AMENDED: August 18, 2008

