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October 6, 2017

VIA ELECTRONIC MAIL

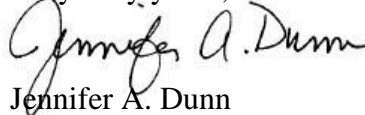
Ms. Ellen Strizak
Associate General Counsel
Illinois Educational Labor Relations Board
160 North LaSalle Street, Suite N-400
Chicago, IL 60601-3103

**Re: The Board of Education of Prairie Grove Consolidated School District No. 46
and Prairie Grove Education Support Professionals**

Dear Ms. Strizak:

Pursuant to 115 ILCS 5/12(a-5)(2), the Board of Education of Prairie Grove Consolidated School District No. 46, McHenry County, Illinois hereby submits its most recent offer and cost summary.

Very truly yours,



Jennifer A. Dunn

JAD:ps

Enclosure

cc: (all via electronic mail)

Dr. John Bute, Superintendent, Prairie Grove Consolidated School District 46
Thomas Jeffery, FMCS
Joe Ricciardi, President, Prairie Grove Consolidated School District 46
Khushali Shah, Vice President, Prairie Grove Consolidated School District 46
Anna Olas, Board Member, Prairie Grove Consolidated School District 46
Kevin Werner, Business Manager, Prairie Grove Consolidated School District 46
Yvonne Tovar, IEA/NEA UniServ Director



PRAIRIE GROVE CONSOLIDATED SCHOOL DISTRICT 46

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PRAIRIE GROVE CONSOLIDATED SCHOOL DISTRICT NO. 46

**Board of Education
Most Recent Offer and Cost Summary**

Board's Belief Regarding Employee Compensation

“Fair and Competitive”

The Prairie Grove Consolidated School District No. 46 Board of Education (Board) strongly believes in and respects the Prairie Grove Education Support Personnel (PGESP) of Prairie Grove Consolidated School District No. 46 (District). The Board has been negotiating in good faith for a fair and competitive contract that reflects several core beliefs regarding fiscal responsibility and compensation increases for education support staff in the District. The following statements capture the beliefs that the Board feels must be considered to maintain long-term financial stability of the District:

- Community supported strategic plan calls for good stewardship for all District resources in a manner that supports safe and healthy environments that optimize student learning.
- Compensation includes salary, insurance benefits and pension contributions made on behalf of education support staff.
- Compensation increases should be fair and competitive
- Compensation increases should be tied to the *ebb and flow* of the economy and linked to the Consumer Price Index wherever appropriate.
- Compensation increases should ensure financial stability of the District and program viability for students.
- Compensation increases should not require the District to finance increases through deficit spending or borrowing.
- Compensation increases should benefit starting rate of pay for new employees as well as existing employees to make the District an attractive employer.
- Compensation increases should be awarded for experience credit for new employees.

Negotiations Summary

The Board is committed to the collective bargaining process. The Board and PGESP have been meeting regularly since March 15, 2016. The Board and PGESP jointly entered federal mediation this summer, and the first session with the mediator was held on July 5, 2017. Additional mediation sessions were held on August 24th, September 6th and September 13th. An additional mediation session is scheduled for October 17th.

On April 24, 2017, the Board offered to make a joint statement with PGESP outlining the Board's compensation proposal to membership. PGESP declined the offer. In order to be transparent and to communicate the contents of its current compensation offer with the staff and community the Board initiated the Public Posting Process. The Board's most recent economic offer was tendered to the PGESP on September 13, 2017, and it proposes a six-year contract that adds \$963,429 new dollars over the term of the agreement. The contents of the offer are set forth on the following pages.

Financial Condition of the District

The Board is committed to adopting a fiscally responsible budget on an annual basis. To formalize this, the Board adopted Fund Balance Policy 4:20 establishing key financial targets and objectives to consider when adopting a budget. In summary, Fund Balance Policy 4:20 aims to maintain the District's financial health and liquidity requirements over time. Due to the collective efforts of our community, labor unions, administration team and the Board, the District's 2016-2017 fiscal year-end days cash on hand met the minimum 90-day cash threshold.

Pursuant to the authority provided by Section 1A-8 of the School Code, the Illinois State Board of Education (ISBE) developed the "School District Financial Profile" to help monitor the finances of school districts and identify which are in or are moving toward financial difficulty. The District has been consistently honored with the highest-level of designation, "Financial Recognition," meaning that it requires little to no review or involvement from ISBE, unless reported. The only financial ratio that regularly fall below ISBE's maximum score is the long-term debt calculation associated with the District's General Obligation Refunding School Bonds, Series 2013, outstanding principal and interest of \$3.7 million. It is important to note that the calculations used for these financial profile indicators can be different from Fund Balance Policy 4:20.

While the Board has worked with several key stakeholders to achieve such status, the Board must continue to be financially disciplined due to a number of unknown variables that could potentially have a material impact to the District including but not limited to:

- Property taxes freeze and/or taxpayer referendum to decrease levy
 - 1.0% of Consumer Price Index for All Urban Consumers (CPI) equates to approximately \$100 thousand per year (compounding)
- TRS pension cost shift
 - 1.0% of TRS salaries is approximately \$50 thousand per year
- Changes to school funding formula / distributions of state revenue
 - 2017-18 budgeted state revenue = \$1.1 million or 7.0% of total revenue
 - 2017-18 budgeted state revenue includes 12 months of distributions
- Aging buildings and infrastructure
 - ***Prairie Grove Elementary School*** is comprised of five major facility expansions/additions aged up to 60 years. Although there have been renovations to the building over the years, much of the original infrastructure and disjointed mechanical systems (*excluding HVAC*) remain.
 - ***Prairie Grove Junior High School*** while deemed 'state-of-the-art' back in the late 1990's, is now approaching 20 years of service life. The school building and mechanical systems (*including HVAC*) are materially unchanged from original construction/installation.

In light of such unknown variables that could have a material impact to the District, the Board must continue to be financially responsible and manage existing reserves *to cultivate lifelong learners as they empower themselves to be compassionate, progressive students, citizens and leaders of the world.*

Tentative Agreements

During the current negotiations and mediation, the Board and PGESP have reached tentative agreements on many benefits and working conditions. Agreements that have compensation considerations include:

- Health insurance (*):
 - **Medical insurance – Employee**: The Board will provide each participating PGESP member who works a minimum of 30 hours per week over the length of the school year an amount not to exceed 100% of the medical insurance premiums for Employee-only coverage in the “preferred” Health Savings Account (HSA) plan, a plan with benefits equal to or better than the 2015-2016 BCBS HSA plan #NPSC1807. The Board shall fund premiums for non “preferred” HSA plans at the Employee -only premium level of the “preferred” HSA plan. These amounts may be used only for medical, dental and vision coverage.
 - **Medical insurance – Dependent(s) (NEW)**: In addition, beginning with the September 1, 2017 to June 30, 2018 plan year, each participating PGESP member who works a minimum of 30 hours per week over the length of the school year with dependent medical insurance coverage, the Board will contribute an additional \$1,000 annually for Employee + Spouse, Employee + Children, or Family medical insurance coverage. The additional \$1,000 annually may not be used for dental or vision coverage.
 - **HSA contribution**: In addition to the amounts set forth above, the Board shall contribute the following amounts to the HSA accounts of those members who work a minimum of 30 hours per week over the length of the school year who have selected the preferred HSA plan according to the following schedule, with the contributions effective with the first payroll in January of each calendar year:

January 2017-December 2017

Employee Only	\$2,500
Employee + Spouse	\$2,500
Employee + Children	\$2,500
Family	\$2,500

January 2018-December 2018

Employee Only	\$2,500
Employee + Spouse	\$2,500
Employee + Children	\$2,500
Family	\$2,500

January 2019-December 2022 (**)

Employee Only	\$1,500
Employee + Spouse	\$1,500
Employee + Children	\$1,500
Family	\$1,500

() On September 6, 2017, the Board and PGESP reached a verbal agreement on health insurance provisions. Accordingly, on September 13, 2017, the Board presented PGESP with associated tentative agreements to formalize the agreed upon health insurance provisions. To date, the Board has not received signed tentative agreements from PGESP.*

*(**) Starting in January 2019 and all subsequent contract years, PGESP members will receive the higher of \$1,500 or the Prairie Grove Teachers Association (PGTA) employee only HSA Board contribution. There will be no additional HSA Board contribution for dependent coverage (e.g. Employee + Spouse, Employee + Children, or Family).*

- Paraprofessionals as certified staff substitutes (NEW): Paraprofessionals holding the proper license certification may be used as substitutes for certified staff. Requests for such duty may be made by either school office of the district. Paraprofessionals who are used as certified staff substitutes will be paid the higher of the current internal substitute rate as provided in the PGTA contract or their regular paraprofessional contract rate.
- Personal leave of absence (NEW): Eligible full-time and part-time employees may be granted personal leave of absence, when the leave does not qualify for FMLA. This is an unpaid leave except in the case of a full-time employee who will be required to use accrued benefit time during the leave, such as sick time, personal time, vacation time or compensatory time. Normally, a personal leave of absence will not be granted during the first year of employment.

Most Recent Board Compensation Proposal

The Board compensation package offered on September 13, 2017 aims to achieve PGESP's 'Push to \$15/Hour' goal in a fiscally responsible manner.

Section 1. Compensation for Current Employees

Six-year contract (2016-2017 to 2021-2022), effective the first day of school year 2016-2017. Starting July, 1, 2018, the contract year will run July 1st to June 30th.

- Full CPI for annual raise, with a floor of 2.5% and a ceiling of 5%
 - CPI is 0.8% for the 2016-2017 school year
 - CPI is 0.7% for the 2017-2018 school year
 - CPI is 2.1% for the 2018-2019 school year
 - CPI is TBD for the 2019-2020 to 2021-2022 school years

Annual raise increases are retroactive to 2016-2017. Retroactive pay will be calculated in conjunction with the third scheduled payroll following contract ratification date.

On September 13, 2017, the PGESP made a compensation proposal that materially agreed to the 'annual raise' provisions outlined in the most recent Board compensation proposal.

- The following additional one-time adjustments will be made to the base hourly pay rates (NEW). Increases are effective with the first scheduled payroll following contract ratification and are not retroactive.
 - Custodian: \$0.22 per hour
 - Paraprofessional: \$2.19 per hour
 - Paraprofessional with BA: \$1.56 per hour
 - Transportation staff: \$0.52 per hour
 - Office support - assistant: \$1.56 per hour

PGESP's most recent compensation proposal included the following retroactive 'additional one-time adjustments to base hourly pay rates':

<i>Position</i>	<i>2016-2017</i>	<i>2017-2018</i>	<i>Total</i>
<i>Custodian</i>	<i>\$0.40 per hour</i>	<i>\$0.41 per hour</i>	<i>\$0.81 per hour</i>
<i>Head Custodian</i>	<i>\$0.41 per hour</i>	<i>\$0.42 per hour</i>	<i>\$0.83 per hour</i>
<i>Paraprofessional</i>	<i>\$1.28 per hour</i>	<i>\$1.30 per hour</i>	<i>\$2.58 per hour</i>
<i>Paraprofessional w BA</i>	<i>\$1.28 per hour</i>	<i>\$1.30 per hour</i>	<i>\$2.58 per hour</i>
<i>Transportation Staff</i>	<i>\$0.62 per hour</i>	<i>\$0.62 per hour</i>	<i>\$1.24 per hour</i>
<i>Office Support - Secretary</i>	<i>\$0.31 per hour</i>	<i>\$0.32 per hour</i>	<i>\$0.63 per hour</i>
<i>Office Support - Assistant</i>	<i>\$1.06 per hour</i>	<i>\$1.07 per hour</i>	<i>\$2.13 per hour</i>

PGESP has not provided a cost out of its proposal.

- 2% additional contribution to Illinois Municipal Retirement Fund (IMRF) on behalf of the Board to all members of PGESP benefit eliminated in 2017-2018 in conjunction with the first scheduled payroll following contract ratification date. At which time, PGESP members will receive a one-time rate increase of 2% (NEW). These increases are not retroactive.

PGESP's most recent compensation proposal maintained the '2% additional contribution to IMRF.' PGESP has not provided a cost out of its proposal.

Section 2. Starting Rate of Pay for New Employees

Years 2019-2020 to 2021-2022 assume that Full CPI comes in under 2.5% floor. In the event that CPI is higher than the floor, the table will increase accordingly.

Position	<i>Current</i> <u>Rate</u>	16/17 <u>Rate</u>	17/18 <u>Rate</u>	18/19 <u>Rate</u>	19/20 <u>Rate</u>	20/21 <u>Rate</u>	21/22 <u>Rate</u>	<i>Increase</i> <u>%</u>
Custodian	\$ 12.51	\$ 12.82	\$ 13.63	\$ 13.96	\$ 14.30	\$ 14.64	\$ 15.00	20%
Head Custodian	\$ 17.93	\$ 18.38	\$ 19.21	\$ 19.69	\$ 20.17	\$ 20.66	\$ 21.17	18%
Paraprofessional	\$ 10.81	\$ 11.08	\$ 13.82	\$ 14.10	\$ 14.39	\$ 14.69	\$ 15.00	39%
Paraprofessional w BA	\$ 11.36	\$ 11.64	\$ 14.32	\$ 14.60	\$ 14.89	\$ 15.19	\$ 15.50	32%
Transportation Staff	\$ 14.95	\$ 15.32	\$ 16.55	\$ 16.94	\$ 17.34	\$ 17.76	\$ 18.18	22%
Office Support – Secretary	\$ 13.58	\$ 13.92	\$ 14.55	\$ 14.91	\$ 15.28	\$ 15.65	\$ 16.03	18%
Office Support – Assistant	\$ 11.36	\$ 11.64	\$ 13.77	\$ 14.06	\$ 14.37	\$ 14.68	\$ 15.00	32%
<i>Average 6 year increase: 25.3% or 4.2% per year</i>								

PGESP's most recent compensation proposal materially agreed to the 'starting rate of pay for new employees' outlined in the most recent Board compensation proposal.

Section 3. Experience Credit for New Employees

Any employee hired by the District shall be paid the Starting Rate of Pay unless the District gives the new employee credit for prior experience. Qualifying prior experience will be determined by the Superintendent or designee and will be based on job application, and/or references from previous employers. Compensation for prior experience shall be based on an additional 1.0% per year of experience for up to two (2) years of experience, not to exceed 2.0%, added to the Starting Rate of Pay.

The Association will receive notification from the District of any new hire to a PGESP position. Notification will contain the following information:

1. Name of hire individual
2. Date of Hire
3. Position
4. Job Location
5. Starting Hourly Wage
6. Experience Credit awarded
7. Scheduled Hours per Day
8. Guarantee of Hours
9. Guarantee of Wages

PGESP's most recent compensation proposal materially agreed to the 'starting rate of pay for new employees' outlined in the most recent Board compensation proposal.

Work Days

The following conversion table is offered:

<u>Category of Employee</u>	<u>Annual Work Days (including Holidays)</u>
9-month employees	<=215 work days
10-month employees	minimum of 216 work days
11-month employees	minimum of 238 work days
12-month employees	260 work days

(Employee Groups - bus drivers/coordinator [nine (9) month employees], custodians [twelve (12) month employees], paraprofessionals [nine (9) month employees], office support staff - assistant [nine (9) month employees] and office support staff - secretary [ten (10) month employees].)

PGESP's most recent compensation proposal included the following conversion table:

<u>Category of Employee</u>	<u>Annual Work Days (including Holidays)</u>
<i>9-month employees</i>	<i><=216 work days</i>
<i>10-month employees</i>	<i><=216 work days</i>
<i>11-month employees</i>	<i>= 217-238 work days</i>
<i>12-month employees</i>	<i>= more than 238 work days</i>

Paid Leave

- ***Sick Paid Leave:***
 - Nine (9) month support staff with more than one year of service shall be credited with ten (10) regular pay sick leave days per year at the beginning of the school year.
 - Ten (10) month and eleven (11) month support staff with more than one year of service shall be credited with eleven (11) regular pay sick leave days per year at the beginning of the school year. (NEW: up from ten (10) regular pay sick leave days)
 - Twelve (12) month support staff with more than one year of service shall be credited with eleven (12) regular pay sick leave days per year at the beginning of the school year. (NEW: up from ten (10) regular pay sick leave days)

PGESP's most recent compensation proposal is silent to 'sick paid leave.'

- ***Personal Business Paid Leave***
 - Nine (9) month support staff shall be entitled to one (1) personal business leave day the first year, and two (2) days each year of service thereafter, credited at the beginning of each school year.
 - Ten (10) and eleven (11) month support staff will be entitled to three (3) personal business leave days each year.
 - Twelve (12) month support staff will be entitled to four (4) personal business leave days each year. For all employee groups, up to two (2) of these days can be converted to sick days.

If more than 10% of the support staff within an employment category request any one day, the request may be denied. In that circumstance, requests shall be granted on a first-come, first-served basis. The support staff shall notify Aesop system and building administrator at least seventy-two (72) hours prior to said leave if possible. (NEW)

PGESP's most recent compensation proposal included two (2) personal leave days and removes current contract provisions defining days as 'personal business leave' only available for legal or personal emergencies.

- **Vacation Paid Leave**
 - Twelve (12) month support staff shall receive vacation benefits as follows: five (5) days after one (1) year of service through two (2) years; ten (10) days after three (3) years of service through nine (9) years; fifteen (15) days after ten (10) years of service through fourteen (14) years; and twenty (20) days after fifteen (15) years of service. Up to five (5) unused vacation days may be carried over until December 31st of the same calendar year.

PGESP's most recent compensation proposal is silent to 'vacation paid leave.'

Total Cost Increase to the District over 6 Years of the Board's Proposal

Compensation	
Full CPI for annual raise	\$ 441,448
Additional one-time pay rate adjustments	288,425
IMRF one-time rate increase and add'l creditable earnings net of elimination of 2% add'l contribution benefit	71,816
	801,689
Paid leave: additional leave	13,362
Health insurance	148,378
	\$ 963,429

Market Rate Analysis – Starting Rate of Pay

The Board appreciates the work of all education support staff and believes that compensation should be *fair and competitive*. The District competes with school districts in McHenry County and beyond county borders for the same highly-qualified education support staff.

For 2016-2017, Illinois School Board of Education (ISBE) conducted a Noncertified Salary Study covering 279 school districts across the State (10 of which located in McHenry County) including elementary, high school and unit districts. Based on the scope of this non-biased data and that current staff and new employees share proportionately in the Board Compensation Proposal, survey data was leveraged to ensure that the Board Compensation Proposal was *fair and competitive*.

Market Rate Analysis - Starting Rate of Pay (*)								
		Current	16/17	17/18	18/19	19/20	20/21	21/22
Position		Rate	Rate	Rate	Rate	Rate (*)	Rate (*)	Rate (*)
Custodian	District 46 - Board Compensation Proposal	\$ 12.51	\$12.82	\$13.63	\$13.96	\$14.30	\$14.64	\$15.00
	ISBE Noncertified Salary Study (2016-2017) - State of Illinois		\$13.46	\$13.70	\$13.95	\$14.20	\$14.45	\$14.71
	<i>District 46 starting rate compared to ISBE avg. starting rate - State of Illinois</i>		<i>(\$0.64)</i>	<i>(\$0.07)</i>	<i>\$0.01</i>	<i>\$0.10</i>	<i>\$0.19</i>	<i>\$0.29</i>
	ISBE Noncertified Salary Study (2016-2017) - McHenry County		\$12.59	\$12.82	\$13.04	\$13.28	\$13.52	\$13.76
	<i>District 46 starting rate compared to ISBE avg. starting rate - McHenry Co.</i>		<i>\$0.23</i>	<i>\$0.82</i>	<i>\$0.91</i>	<i>\$1.02</i>	<i>\$1.13</i>	<i>\$1.24</i>
Head Custodian	District 46 - Board Compensation Proposal	\$ 17.93	\$18.38	\$19.21	\$19.69	\$20.17	\$20.66	\$21.17
	ISBE Noncertified Salary Study (2016-2017) - State of Illinois (**)		\$13.46	\$13.70	\$13.95	\$14.20	\$14.45	\$14.71
	<i>District 46 starting rate compared to ISBE avg. starting rate - State of Illinois</i>		<i>\$4.92</i>	<i>\$5.51</i>	<i>\$5.74</i>	<i>\$5.97</i>	<i>\$6.21</i>	<i>\$6.46</i>
	ISBE Noncertified Salary Study (2016-2017) - McHenry County (**)		\$12.59	\$12.82	\$13.04	\$13.28	\$13.52	\$13.76
	<i>District 46 starting rate compared to ISBE avg. starting rate - McHenry Co.</i>		<i>\$5.79</i>	<i>\$6.40</i>	<i>\$6.64</i>	<i>\$6.89</i>	<i>\$7.15</i>	<i>\$7.41</i>
Paraprofessional	District 46 - Board Compensation Proposal	\$ 10.81	\$11.08	\$13.82	\$14.10	\$14.39	\$14.69	\$15.00
	ISBE Noncertified Salary Study (2016-2017) - State of Illinois		\$12.62	\$12.85	\$13.08	\$13.31	\$13.55	\$13.79
	<i>District 46 starting rate compared to ISBE avg. starting rate - State of Illinois</i>		<i>(\$1.54)</i>	<i>\$0.97</i>	<i>\$1.03</i>	<i>\$1.08</i>	<i>\$1.14</i>	<i>\$1.21</i>
	ISBE Noncertified Salary Study (2016-2017) - McHenry County		\$11.51	\$11.72	\$11.93	\$12.14	\$12.36	\$12.58
	<i>District 46 starting rate compared to ISBE avg. starting rate - McHenry Co.</i>		<i>(\$0.43)</i>	<i>\$2.10</i>	<i>\$2.18</i>	<i>\$2.25</i>	<i>\$2.34</i>	<i>\$2.42</i>
Paraprofessional w BA	District 46 - Board Compensation Proposal	\$ 11.36	\$11.64	\$14.32	\$14.60	\$14.89	\$15.19	\$15.50
	ISBE Noncertified Salary Study (2016-2017) - State of Illinois		\$12.62	\$12.85	\$13.08	\$13.31	\$13.55	\$13.79
	<i>District 46 starting rate compared to ISBE avg. starting rate - State of Illinois</i>		<i>(\$0.98)</i>	<i>\$1.47</i>	<i>\$1.53</i>	<i>\$1.58</i>	<i>\$1.65</i>	<i>\$1.71</i>
	ISBE Noncertified Salary Study (2016-2017) - McHenry County		\$11.51	\$11.72	\$11.93	\$12.14	\$12.36	\$12.58
	<i>District 46 starting rate compared to ISBE avg. starting rate - McHenry Co.</i>		<i>\$0.13</i>	<i>\$2.60</i>	<i>\$2.68</i>	<i>\$2.75</i>	<i>\$2.84</i>	<i>\$2.93</i>
Transportation Staff	District 46 - Board Compensation Proposal	\$ 14.95	\$15.32	\$16.55	\$16.94	\$17.34	\$17.76	\$18.18
	ISBE Noncertified Salary Study (2016-2017) - State of Illinois		\$16.31	\$16.60	\$16.90	\$17.20	\$17.51	\$17.82
	<i>District 46 starting rate compared to ISBE avg. starting rate - State of Illinois</i>		<i>(\$0.99)</i>	<i>(\$0.05)</i>	<i>\$0.04</i>	<i>\$0.14</i>	<i>\$0.25</i>	<i>\$0.36</i>
	ISBE Noncertified Salary Study (2016-2017) - McHenry County		\$16.50	\$16.80	\$17.10	\$17.40	\$17.71	\$18.03
	<i>District 46 starting rate compared to ISBE avg. starting rate - McHenry Co.</i>		<i>(\$1.18)</i>	<i>(\$0.25)</i>	<i>(\$0.16)</i>	<i>(\$0.06)</i>	<i>\$0.04</i>	<i>\$0.15</i>
Office Support - Secretary	District 46 - Board Compensation Proposal	\$ 13.58	\$ 13.92	\$ 14.55	\$ 14.91	\$ 15.28	\$ 15.65	\$ 16.03
	ISBE Noncertified Salary Study (2016-2017) - State of Illinois		\$13.69	\$13.93	\$14.18	\$14.44	\$14.70	\$14.96
	<i>District 46 starting rate compared to ISBE avg. starting rate - State of Illinois</i>		<i>\$0.23</i>	<i>\$0.62</i>	<i>\$0.73</i>	<i>\$0.84</i>	<i>\$0.95</i>	<i>\$1.07</i>
	ISBE Noncertified Salary Study (2016-2017) - McHenry County		\$12.33	\$12.55	\$12.78	\$13.00	\$13.24	\$13.47
	<i>District 46 starting rate compared to ISBE avg. starting rate - McHenry Co.</i>		<i>\$1.59</i>	<i>\$2.00</i>	<i>\$2.13</i>	<i>\$2.27</i>	<i>\$2.41</i>	<i>\$2.56</i>
Office Support - Assistant	District 46 - Board Compensation Proposal	\$ 11.36	\$ 11.64	\$ 13.77	\$ 14.06	\$ 14.37	\$ 14.68	\$ 15.00
	ISBE Noncertified Salary Study (2016-2017) - State of Illinois (***)		\$13.69	\$13.93	\$14.18	\$14.44	\$14.70	\$14.96
	<i>District 46 starting rate compared to ISBE avg. starting rate - State of Illinois</i>		<i>(\$2.05)</i>	<i>(\$0.17)</i>	<i>(\$0.12)</i>	<i>(\$0.07)</i>	<i>(\$0.01)</i>	<i>\$0.04</i>
	ISBE Noncertified Salary Study (2016-2017) - McHenry County (***)		\$12.33	\$12.55	\$12.78	\$13.00	\$13.24	\$13.47
	<i>District 46 starting rate compared to ISBE avg. starting rate - McHenry Co.</i>		<i>(\$0.69)</i>	<i>\$1.21</i>	<i>\$1.29</i>	<i>\$1.37</i>	<i>\$1.45</i>	<i>\$1.53</i>

(*) In the out years, ISBE Noncertified Salary Study (2016-2017) average starting pay rate are increased annually by the CPI 10 year moving average of 1.789%

(**) 'Head Custodian' position title was not among the 24 positions broken out in ISBE Noncertified Salary; Market Rate Analysis leverages the position grouping of 'Custodian'

(***) 'Office Support - Assistant' position title was not among the 24 positions broken out in ISBE Noncertified Salary; Market Rate Analysis leverages the position grouping of 'Secretary'

Additional Contract Issues

The items presented above are the Board's only remaining open items. The Board proposes no other substantive changes to the current contract language.

Summation

The Board has the greatest respect for its education support staff and wants to compensate them fairly and competitively for their work, while operating within the financial means of the District. The Board takes seriously its responsibility to be a conscientious steward of District finances and remains focused on its primary mission – *to cultivate lifelong learners as they empower themselves to be compassionate, progressive students, citizens and leaders of the world* – for all of the students who are served in prekindergarten through eighth grade.