



Illinois Education Association-NEA
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BY FACSIMILE, FIRST CLASS MAIL AND EMAIL

To: Ms. Ellen Strizak, IELRB (ellen.strizak@illinois.gov)
Illinois Educational Labor Relations Board
160 North LaSalle Street, Suite N400
Chicago, Illinois 60601
Facsimile: (312) 793-3369

From: Yvonne Tovar, IEA-NEA UniSery Director Region 23, on behalf of The Prairie Grove Education Support Professionals Association, IEA-NEA (Yvonne.Tovar@ieanez.org)

Date: October 6, 2017

Re: Submission of Last Offer under Section 12(a-5) (2) of the Act

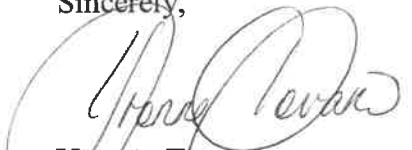
Dear Ms. Strizak

Enclosed you will find the last offer from the Prairie Grove Education Support Professionals, IEA-NEA, of Community Consolidated School District 46.

The Association is currently engaged in negotiations for a collective bargaining agreement with Community Consolidated School District 46. This last offer is being submitted, pursuant to Section 12(a5)(2) of the Illinois Educational Labor Relations Act.

The union estimates the cost of this proposal in new money over the six-year term proposed to be an additional two hundred twenty-nine thousand, nine hundred and thirty-nine dollars (\$229,939) for the current bargaining unit.

Sincerely,



Yvonne Tovar
Uniserv Director IEA-NEA

Cc: By Electronic Mail

Commissioner Thomas K. Jeffery, FMCS (tjeffery@fmcs.gov)

Joe Ricciardi, President of BOE, Prairie Grove Consolidated School District 46
(jricciardi@dist46.org)

Dr. John Bute, Superintendent of CCSD 46 (jbute@dist46.org)

Jennifer A. Dunn, Attorney for CCSD 46 (jad@franczek.com)

Rob Lyons, IEA-NEA Associate General Counsel (Rob.lyons@ieanea.org)

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Trisha Meyers, President of Prairie Grove Education Support Professionals Association,
IEA-NEA (Tm0320@comcast.net)

**Prairie Grove Education Support Professionals (PGESP)
IEA-NEA of Prairie Grove Community School District 46
IELRB Public Posting
Existing Collective Bargaining Agreement expired June 2016**

Overview

We are forty-five members of PGESP. As dedicated bus drivers, secretaries, office assistants, paraprofessionals, and custodians, we see and support your children every day. We work with them. We work for them. We listen, hear, nurture, comfort, advise, teach, encourage, guide, tutor, keep on track, assist, transport safely, and maintain conditions that support quality education. We are dedicated and independent.

Forty nine percent of PGESP employees live within the boundaries of the school district. We have had or now have children who attend Prairie Grove School. We care very deeply about this school district and the students. Some of us have been here for more than twenty years. Some of us are sole providers for our families. We work for wages that can be considered poverty level, yet we take our jobs seriously, and we give one hundred percent every day.

We have been working without a raise since 2016. There are serious inequities among our current employee salaries. Because of these inequities, new employees can and will make more than current, experienced employees who are doing the same work. That is unfair to experienced employees. We have had a number of employees leave the district in search of better wages. Quite a few of these employees had many years with the district and took their experience, knowledge, and dedication with them. We want better for our students and maintaining and keeping talented people on staff can mean a better education.

Our negotiations started in March 2016. We are now in federal mediation. We have been trying to resolve ambiguous current contract language while at the same time updating the contract to reflect today's issues. We have tried to appeal to the board and have answered every request made by them.

Our original intention was to have a three-year contract. The board has continually insisted on a six-year agreement. PGESP has compromised and agreed to a new contract that will be for six-years starting 2016-2017 and ending in 2022.

We have consistently been open to negotiations with the district, but there have been some major hurdles along that way. Major hurdles that prevented us from reaching an agreement were the board's refusal to engage in meaningful discussion regarding language changes.

Many of our benefits that are in the existing contract are at risk of being reduced at the insistence of the board. These are benefits and conditions that have been in place and followed by the employees since the inception of the union. Benefits such as sick leave, personal leave, and vacation leave all have been targeted.

Insurance has been a major stumbling block. The benefits offered toward family, children, and spousal insurance have been taken away and have been reduced to well beyond our

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ability to afford such insurance. The board has refused to acknowledge the true savings of this benefit removal. The savings would nearly negate any new dollars attributed to the new contract in our proposal.

Offers from the board often come with caveats, some of which have never been mentioned or introduced during negotiations, causing more delays and putting up more hurdles toward a feasible, reasonable agreement. The last offer made by the board is somewhat closer to our offer, but still would cause us to make significant concessions. The offer is below what our existing contract affords us.

It is our hope that the community will support us in our efforts to secure a fair and equitable contract. We continue to serve your children every day despite our trials. We do so with the utmost respect, dedication, and care that they so richly deserve.

PGESP's Proposal

1. Starting rates for new employees based on current expired contract that are competitive with surrounding School Districts in McHenry County:

Custodian: \$12.51
Head custodian: \$17.93
Paraprofessional: \$10.81
Paraprofessional with BA: \$11.36
Bus driver: \$14.94
Office assistant: \$11.36
Principal's secretary: \$13.58

2. Salary Compensation/Insurance Savings – District stands to save \$100,000 under current proposal

a. New money to the district for cost of new agreement as proposed by PGESP:

year 1: \$65,270
year 2: \$66,496
year 3: \$25,468
year 4: \$23,639
year 5: \$24,230
year 6: \$24,836
Total: \$229,939 for six years

b. Insurance savings to the district over six years equals \$330,000

c. The board has taken away a 2% contribution to IMRF for 5 out of the six years of the contract.

d. The board has taken away a 5% longevity increase awarded to each employee for every 5 years of service.

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3. Insurance

- a. PGESP has accepted the terms of the insurance as presented by the board. An attempt was made to rectify the removal of current benefits; however, the board filed a ULP against PGESP barring our attempt.
- b. PGESP is in agreement with the insurance language as proposed by the board, however, the board would like two ULPs and one arbitration case to be dismissed.
- c. PGESP was presented with documents providing language regarding the ULPs and arbitration case, however, IEA legal counsel has advised that the paperwork drawn up by the board's legal counsel is incorrect. Therefore, we are currently at a standstill on this issue.

4. Personal Business Leave

- a. PGESP would like a revision of the current language to reflect exactly what this leave was intended for and that is personal business.
- b. There is no request for more days than the current two days that are given each school year.
- c. A 10% threshold was added, per board request, where up to 10% of support staff in any employment category may request a personal day off. However, if more than 10% of support staff in any employment category requests a personal day off, that employee will be denied their request.

5. Hours/Conditions of Work

- a. PGESP originally intended to have their workdays per school year defined in the contract.
- b. The board has insisted that their definition of workdays be accepted.
- c. PGESP had requested to go back to the definition as it exists in the current expired contract. Request denied.
- d. The definition is still on the table.

6. Sick Leave

- a. PGESP had attempted to request equality with PGTA (teachers' union). PGESP requested two additional sick leave days beyond our current ten.
- b. PGESP was told that we do not qualify for equality as we are not as educated or certified as teachers are, thus we are not to be considered equals at the workplace.
- c. The board has offered one additional day to 11-month employees which according to the board's workday definition, there are no 11-month employees. In addition, the board has offered two additional days to 12-month employees, which according to the board's workday definition, there are approximately eight employees who will receive this benefit if it is accepted.