

IELRB Posting

Pinckneyville Elementary Education Association (PEEA)

The professional teachers of Pinckneyville Elementary School District #50 are proud of our community, our students, and the quality of education we provide. We work hard every day to ensure that the students of Pinckneyville District #50 receive an educational foundation that will serve them for a lifetime.

Over the last six months, we have been working diligently to come to a reasonable agreement with the Board of Education. We have worked to develop creative ways to balance the concerns of the Board with the needs of the Teachers. No agreement has been reached. Even with the help of a federal mediator, the Board and the Teachers have not come to a mutually acceptable agreement.

The source of the dispute is concessions demanded by the Board. The Board, along with their attorney Shane Jones, have worked for the last six months to undermine the language of the existing contract and reduce teacher pay and benefits. The language, benefits, and salary are contract elements that have been negotiated over many years through sacrifice and hard work. We, the Teachers, do not understand the Board's motivation for requesting such extreme reductions to the contract. The Teachers of Pinckneyville District #50 are willing to work with the Board, but giving up benefits that have been previously negotiated is unacceptable.

This year, the Teachers are working harder than ever to maintain the high standards for which the district is known. Over the last four years, the student enrollment has dropped 11% while the teaching staff has dropped 17%. This results in larger class sizes and less time for the one-on-one instruction that our students deserve.

It is the position of the Board that a lack of funding is at the heart of this disagreement. If there is a lack of funding:

- Why was the superintendent given a \$7,400 raise this year while maintaining a \$21,384 benefit for full family insurance coverage?
- Why was one principal given a \$1,400 raise this year while maintaining a \$21,384 benefit for full family insurance coverage?
- Why was the other principal given a \$1,300 raise this year while maintaining a \$21,384 benefit for full family insurance coverage?
- Why was the bus contract extended without taking competitive offers?
- Why did the Board hire an attorney and pay him \$230 an hour plus a \$50 monthly retaining fee, including driving time back and forth to the St. Louis area, for the sole purpose of negotiating this contract?
 - Attorney Shane Jones has a history of bad bargaining behavior. In 2011, he was involved in the SIU bad faith bargaining Unfair Labor Practice, which led to a \$2.4 million loss to SIU when they were found to be guilty of bargaining in bad faith.

Although SIU had to pay millions for their bad behavior, Attorney Shane Jones was paid tens of thousands of dollars for his role in the catastrophe.

- As of September 30, 2016, Attorney Shane Jones has been paid \$15,683.96.

Our proposal is modest when compared to raises other professionals in the district have recently received. We believe those professionals who are closest to the children on a daily basis, those who provide the quality instruction every day, those who directly serve the students, parents and community, deserve raises that are at least comparable to those who administer the district. That is only fair.

Throughout the entire negotiation process the Teachers have bargained in good faith. We strive to do our best for our District. We want to feel respected, appreciated, and maintain the integrity of our contract.

Proposal

Duration: One-year (2016-2017)

Salary - The Teachers have proposed

- 0.25% raise
- Our scheduled experience step
- A step added to the salary schedule
- Total cost: \$38,975 new money

Rationale - Despite increased workload, more students in the classroom, and less aide time, the Teachers are only asking for a 0.25% raise in order to settle negotiations amicably.

Insurance - The Teachers have asked to maintain the current level of benefits.

Grievance Procedure - Correct contract language to be in compliance with the Illinois Educational Labor Relations Act.