

Association of Plainfield Teachers-IEA/IEA

Public Posting Submitted to IELRB

The professional educators of the Association of Plainfield Teachers (APT) are dedicated to the children, parents and community we serve. We are proud of our profession and of our contribution to the district and to the community. The students in Plainfield School District 202 are our highest priority.

We know it takes a commitment of all stakeholders to build the kind of school system that fully supports students and enhances the quality of the community. Maintaining and improving education is an investment in the collective future of our community and state. The quality of the school system is directly linked to the quality of our community.

Our focus in these negotiations has been to offer proposals that protect educational programs, support our current professionals, and create an educational environment that attracts and retains the highest quality professionals to serve the students. Plainfield 202 hires more than 150 new teachers every year. This is not due to student growth, but, instead, is necessary because of the professional vacancies created when teachers leave for higher compensation and better working conditions in competitor school districts. A school district with high turnover of teachers has the potential of becoming a training ground for other school districts rather than a destination district for career teachers. That's not good for students, schools or communities.

District 202 educators started the 2017-2018 school year without a new contract. Representatives of the teachers began negotiations with the Board in November 2016, and have met with the Board twenty-six times since then. The APT and the Board entered into Federal Mediation on August 15, 2017.

A tentative agreement was reached between APT and the Board on Monday, September 18. The tentative agreement was presented to the APT membership, and a ratification vote was held on Wednesday September 27. Over 96% of the APT membership voted to reject the Board of Education's proposal.

The Association presented its final offer to the Board and initiated the public posting process on October 3, 2017.

During the entire negotiations process, the association has presented competitive salary and benefit offers that will allow the school district to attract and retain quality professionals. The APT has consistently offered proposals that are fiscally responsible and that District 202 can afford. Plainfield 202 is the fifth largest school district in Illinois but pays its professional teachers considerably less than other comparable districts.

Plainfield Association Teacher Salary Comparisons 2017-2018

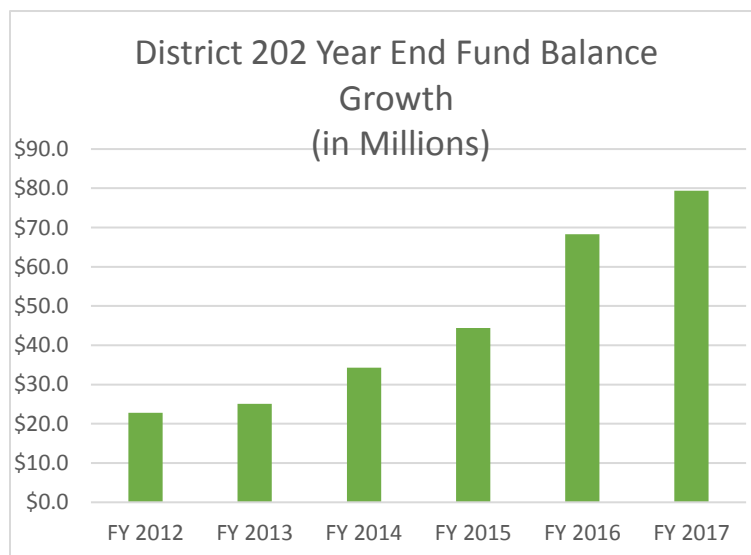
Amounts below reflect a teacher's salary prior to their 9.0% TRS contribution

Unit School Districts with salaries **lower** than PSD202 are highlighted in orange

Unit School Districts with salaries **higher** than PSD202 are highlighted in green.

Districts with 12,000 or more Students**	BA 0-yrs experience with TRS	Masters with 15yrs experience with TRS	Highest Degree / yrs. of experience to reach top step with TRS
** Plainfield CUSD 202-current schedule	41,141	62,562	103,463 (PHD / yr. 28)
** Indian Prairie 204	43,770	75,769	108,453 (PhD / yr. 23)
Lisle 202	46,715	85,956	115,479 (PhD / yr. 20)
**Naperville 203	47,480	80,379	116,768 (MA+54 / yr. 23)
**Oswego 308	40,650	64,956 (MA+13)	108,436 (MS+47 / PhD / yr. 23)
Yorkville 115	45,773	64,465	105,072 (PhD / yr. 32)
**West Aurora 129	42,802	75,082	110,314 (MA+45 / yr. 24)
**East Aurora 131	45,820	64,020 (MA16)	117,106 (MS48 / PhD yr. 35)
** Valley View 365U prior to 2013	49,395	72,387	102,850 (MA+40 / yr. 25)

It's important to note that the APT has historically assisted the district during difficult financial times by agreeing to pay freezes and decreased salary schedule value. Teachers have done their part to help the school district during difficult times. Today the district is in good financial standing. It should be noted that when the district published its 2017-2018 budget, it incorrectly predicted a deficit budget based on inaccurate financial forecasts. Below is a chart of the District's fund balance growth since 2012.



Year	Balance Growth
FY2012	\$22.8m
FY2013	\$25.1m
FY2014	\$34.3m
FY2015	\$44.4m
FY2016	\$68.3m
FY2017	\$79.4m

District 202 fund balances have steadily increased in part because employees have conceded to minimal and non-competitive pay increases.

District officials have often claimed that they are uncertain about the new school funding formula that recently became law. However, the new school funding law contains provisions guaranteeing that no school district will receive less state money than it did in the prior year. It should be noted that the district sets its budget at a 92% state funding rate, but has received 100% of its state funding and all categorical payments from 2016-2017. In addition, the district is slated to receive an additional \$5 million from the state for the 2017-2018 school year.

Plainfield School District #202 is in a healthy financial position. Plainfield teachers are professionals and are not worth less than professionals in competitor school districts. A competitive salary and benefits package, one that mirrors comparable school districts, is not too much to ask in the quest to attract and retain the highest quality teachers for our students and community.

In closing, the teachers of the APT want to reaffirm that the students in Plainfield 202 are our highest priority. We look forward to our work with them, helping them reach their full potential, each and every day. To that end, we offer the following proposals:

APT Re-Opener Salary Proposal

10/3/17

Time: 10:50 AM-Given to BOE

Length of Contract: 3 year (salary and language)

Year One (16-17 TRS salary schedule as a starting point) –

On Schedule Cost: 113.7 M/ including off schedule total cost 118.4M

- Additional 2.75% on the base - new base \$42,272.
- All teachers receive step
- Steps 1-3 re-indexed to 2.3%; Step 4 re-indexed to 2.7%
- Steps 5-25 – 2.9%

Year Two

On Schedule Cost: estimated cost w/o any new hires or retirees 116.5M

- Additional 1% on the base – new base \$42,695
- All teachers receive step

Year Three

On Schedule Cost: estimated cost w/o any new hires or retirees: 114.3

- No % on base – repeating base \$42,695
- All teachers receive step

Continuance Stipends – OTS and RTS

Any teacher who is at MA+ and off schedule for three (3) years or less, shall receive an annual Continuance Stipend of \$3,250 compounding from year one (1) to year three (3).

Once a teacher is at MA+ and begins their fourth (4th) year off schedule, they will receive an additional increase of 3% from their last salary.

Year One - 2017-2018

		3.10%	3.10%	3.10%	3.10%	3.10%	3.10%	3.10%	2.10%	Column Increase Step % Increase
Step	BA	BA 15	BA 30	MA	MA 15	MA 30	MA 45	MA 60	PHD	
BASE	42,272	43,582	44,933	46,326	47,763	49,243	50,770	52,344	53,443	
A	43,244	44,585	45,967	47,392	48,861	50,376	51,937	53,547	54,672	2.30%
B	44,239	45,610	47,024	48,482	49,985	51,534	53,132	54,779	55,929	2.30%
C	45,256	46,659	48,106	49,597	51,135	52,720	54,354	56,039	57,216	2.30%
D	46,478	47,919	49,405	50,936	52,515	54,143	55,822	57,552	58,761	2.70%
E	47,826	49,309	50,837	52,413	54,038	55,713	57,440	59,221	60,465	2.90%
F	49,213	50,739	52,312	53,933	55,605	57,329	59,106	60,938	62,218	2.90%
G	50,640	52,210	53,829	55,497	57,218	58,992	60,820	62,706	64,023	2.90%
H	52,109	53,724	55,390	57,107	58,877	60,702	62,584	64,524	65,879	2.90%
I	53,620	55,282	56,996	58,763	60,585	62,463	64,399	66,395	67,790	2.90%
J	55,175	56,885	58,649	60,467	62,341	64,274	66,267	68,321	69,756	2.90%
K	56,775	58,535	60,350	62,221	64,149	66,138	68,188	70,302	71,778	2.90%
L	58,422	60,233	62,100	64,025	66,010	68,056	70,166	72,341	73,860	2.90%
M	60,116	61,979	63,901	65,882	67,924	70,030	72,201	74,439	76,002	2.90%
N			65,754	67,792	69,894	72,060	74,294	76,597	78,206	2.90%
O			67,661	69,758	71,921	74,150	76,449	78,819	80,474	2.90%
P			69,623	71,781	74,006	76,301	78,666	81,105	82,808	2.90%
Q			71,642	73,863	76,153	78,513	80,947	83,457	85,209	2.90%
R			73,720	76,005	78,361	80,790	83,295	85,877	87,680	2.90%
S			75,857	78,209	80,633	83,133	85,710	88,367	90,223	2.90%
T			78,057	80,477	82,972	85,544	88,196	90,930	92,839	2.90%
U			80,321	82,811	85,378	88,025	90,754	93,567	95,532	2.90%
V			82,650	85,212	87,854	90,577	93,385	96,280	98,302	2.90%
W			85,047	87,684	90,402	93,204	96,094	99,072	101,153	2.90%
X			87,513	90,226	93,023	95,907	98,880	101,946	104,086	2.90%
Y				92,843	95,721	98,688	101,748	104,902	107,105	2.90%

Year Two - 2018-2019

		3.10%	3.10%	3.10%	3.10%	3.10%	3.10%	3.10%	2.10%	Column Increase Step % Increase
Step	BA	BA 15	BA 30	MA	MA 15	MA 30	MA 45	MA 60	PHD	
BASE	42,695	44,019	45,383	46,790	48,240	49,736	51,278	52,867	53,978	
A	43,677	45,031	46,427	47,866	49,350	50,880	52,457	54,083	55,219	2.30%
B	44,682	46,067	47,495	48,967	50,485	52,050	53,664	55,327	56,489	2.30%
C	45,709	47,126	48,587	50,093	51,646	53,247	54,898	56,600	57,788	2.30%
D	46,943	48,399	49,899	51,446	53,041	54,685	56,380	58,128	59,349	2.70%
E	48,305	49,802	51,346	52,938	54,579	56,271	58,015	59,814	61,070	2.90%
F	49,706	51,246	52,835	54,473	56,162	57,903	59,698	61,548	62,841	2.90%
G	51,147	52,733	54,367	56,053	57,790	59,582	61,429	63,333	64,663	2.90%
H	52,630	54,262	55,944	57,678	59,466	61,310	63,210	65,170	66,538	2.90%
I	54,157	55,835	57,566	59,351	61,191	63,088	65,043	67,060	68,468	2.90%
J	55,727	57,455	59,236	61,072	62,965	64,917	66,930	69,004	70,454	2.90%
K	57,343	59,121	60,954	62,843	64,791	66,800	68,871	71,006	72,497	2.90%
L	59,006	60,835	62,721	64,666	66,670	68,737	70,868	73,065	74,599	2.90%
M	60,717	62,600	64,540	66,541	68,604	70,730	72,923	75,184	76,763	2.90%
N			66,412	68,471	70,593	72,782	75,038	77,364	78,989	2.90%
O			68,338	70,456	72,640	74,892	77,214	79,608	81,279	2.90%
P			70,320	72,499	74,747	77,064	79,453	81,916	83,636	2.90%
Q			72,359	74,602	76,915	79,299	81,757	84,292	86,062	2.90%
R			74,457	76,765	79,145	81,599	84,128	86,736	88,558	2.90%
S			76,617	78,992	81,440	83,965	86,568	89,252	91,126	2.90%
T			78,838	81,282	83,802	86,400	89,078	91,840	93,768	2.90%
U			81,125	83,640	86,232	88,906	91,662	94,503	96,488	2.90%
V			83,477	86,065	88,733	91,484	94,320	97,244	99,286	2.90%
W			85,898	88,561	91,306	94,137	97,055	100,064	102,165	2.90%
X			88,389	91,129	93,954	96,867	99,870	102,966	105,128	2.90%
Y				93,772	96,679	99,676	102,766	105,952	108,177	2.90%

Year Three – 2019 - 2020

		3.10%	3.10%	3.10%	3.10%	3.10%	3.10%	3.10%	2.10%	
Step	BA	BA 15	BA 30	MA	MA 15	MA 30	MA 45	MA 60	PHD	Column Increase Step % Increase
BASE	42,695	44,019	45,383	46,790	48,240	49,736	51,278	52,867	53,978	
A	43,677	45,031	46,427	47,866	49,350	50,880	52,457	54,083	55,219	2.30%
B	44,682	46,067	47,495	48,967	50,485	52,050	53,664	55,327	56,489	2.30%
C	45,709	47,126	48,587	50,093	51,646	53,247	54,898	56,600	57,788	2.30%
D	46,943	48,399	49,899	51,446	53,041	54,685	56,380	58,128	59,349	2.70%
E	48,305	49,802	51,346	52,938	54,579	56,271	58,015	59,814	61,070	2.90%
F	49,706	51,246	52,835	54,473	56,162	57,903	59,698	61,548	62,841	2.90%
G	51,147	52,733	54,367	56,053	57,790	59,582	61,429	63,333	64,663	2.90%
H	52,630	54,262	55,944	57,678	59,466	61,310	63,210	65,170	66,538	2.90%
I	54,157	55,835	57,566	59,351	61,191	63,088	65,043	67,060	68,468	2.90%
J	55,727	57,455	59,236	61,072	62,965	64,917	66,930	69,004	70,454	2.90%
K	57,343	59,121	60,954	62,843	64,791	66,800	68,871	71,006	72,497	2.90%
L	59,006	60,835	62,721	64,666	66,670	68,737	70,868	73,065	74,599	2.90%
M	60,717	62,600	64,540	66,541	68,604	70,730	72,923	75,184	76,763	2.90%
N			66,412	68,471	70,593	72,782	75,038	77,364	78,989	2.90%
O			68,338	70,456	72,640	74,892	77,214	79,608	81,279	2.90%
P			70,320	72,499	74,747	77,064	79,453	81,916	83,636	2.90%
Q			72,359	74,602	76,915	79,299	81,757	84,292	86,062	2.90%
R			74,457	76,765	79,145	81,599	84,128	86,736	88,558	2.90%
S			76,617	78,992	81,440	83,965	86,568	89,252	91,126	2.90%
T			78,838	81,282	83,802	86,400	89,078	91,840	93,768	2.90%
U			81,125	83,640	86,232	88,906	91,662	94,503	96,488	2.90%
V			83,477	86,065	88,733	91,484	94,320	97,244	99,286	2.90%
W			85,898	88,561	91,306	94,137	97,055	100,064	102,165	2.90%
X			88,389	91,129	93,954	96,867	99,870	102,966	105,128	2.90%
Y				93,772	96,679	99,676	102,766	105,952	108,177	2.90%

Teacher Step index

Teachers would move from the 16-17 Schedule to the new 17-18 schedule (re-indexed) in these places

2016-2017 Step Placement	2017-2018 Propose Step	Union Step Proposal Steps %	
0	A	1-3	2.3%
1	B	4	2.7 %
2	C	5-25	2.9%
3	C		
4	D		
5	E		
6	F		
7	F		
8	G		
9	H		
10	I		
11	J		
12	K		
13	L		
14	M		
15	N		
16	O		
17	P		
18	Q		
19	R		
20	S		
21	T		
22	U		
23	V		
24	W		
25	X		
26	Y		
27	Longevity/OTS		

APT Reopener Bargaining Topic List

10/3/17

All items marked as CLOSED are settled as of the Tentative Agreement as received through email from Angela Van on 9/20/17 and copied on Thursday 9/22/17 at PEHS and delivered to members on the morning of 9/23/17. Any items marked OPEN are items we are open to discussing due to the failure to ratify the TA that occurred on Wednesday, 9/27/17.

- 7.2 Evaluation Process Overview - CLOSED
- 11.1 Salary Schedule - **OPEN**
 - Appendix A - **OPEN**
 - Appendix B - CLOSED
 - Appendix C - CLOSED
- 11.3 Prior Experience Credit - CLOSED
- 11.9 Supplemental Pay - CLOSED
- 11.10 Positions with Extended Contracts - CLOSED
- 11.13 Retirement/ERO - CLOSED
- 12. 1 Sick Leave - CLOSED
- 12.2 Sick Leave Bank - CLOSED
- 12.5 Child-Care Leave - CLOSED
- 12.7 Association Release Time - CLOSED
- 12.9 FMLA - CLOSED
- 13 Insurance - CLOSED
 - Appendix D - CLOSED
- 14.2 Class Load - CLOSED
- 14.3 Class Size - CLOSED
- 14.6 Plan Time - CLOSED
- 14.11 Internal Substitutes - CLOSED
- 14.13 Length of School Day/Work Year - CLOSED
- 14.16 Conferences - CLOSED
- 14.17b Teaching Assignments - CLOSED
- 14.20 Traveling Teachers - CLOSED
- 14.22 Alternative Education – Plainfield Academy - CLOSED
- 14.23 Probationary Teacher Development Program - CLOSED
- 15.3 Change of Assignment - CLOSED
- 16.3 Affirmation - **OPEN**

Additional Topics:

- Certified School Nurses - CLOSED
- HS Activity Director - CLOSED
- Part Time Teachers - CLOSED
- Continuing Education Compensation – CLOSED