

**Prospect Heights Education Association (PHEA) Final Proposal**  
**IEA-NEA**  
**August 13, 2015**

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Prospect Heights School District #23 is a great place for students to receive an excellent education delivered by highly qualified professionals. According to local, state, and national assessments, students continue to meet and exceed educational expectations. Prospect Heights Education Association (PHEA) is proposing a contract that will attract and maintain highly qualified and motivated professionals that will continue to maintain educational excellence for all students.

1. Language item dealing with extra duties:
  - a. Article XV.K A teacher required to attend, on a non-scheduled working day as a function of a job related duty that is not covered by extra duty, will be paid a stipend of \$32.50 per hour worked.  
**Rationale: PHEA wants highly qualified staff to be compensated for work which extends beyond the regular work day that benefits students, parents, and the community.**
  - b. Article V.F. Teachers employed to provide home/hospital bound tutorial services for District 23 students shall be paid not less than \$32.50/hour and receive mileage reimbursement at the rate annually established by the Board.  
**Rationale: PHEA wants highly qualified, caring professionals for those students who are homebound and unable to attend school in a regular classroom setting.**
  - c. New language for committee work: The District will schedule committee work after the normal work day. Such committee work will begin no later than thirty (30) minutes after students are dismissed, and will last no longer than two (2) hours. Committee participants will be paid \$35/hour, and will be paid in (15) minute increments. All committee participation is voluntary. Non-tenured and probationary employees will participate in no more than one (1) committee per year.  
**Rationale: PHEA believes students deserve highly qualified and consistent classroom instruction delivered by their regular classroom teacher. We acknowledge that sometimes committee work interferes with consistent classroom instruction. For this reason, the PHEA proposes language which allows committees to meet and work outside the regular student attendance day. Allowing committees to work outside scheduled school hours also addresses the substitute teacher shortage. Teachers are willing to extend their work day beyond contractual hours to complete committee work which benefits student learning.**
  - d. New language for substitute duties: A teacher or educational support professional who provides substitute teaching services or who is required to supervise students because a substitute is unavailable, will be paid a stipend of \$0.59/minute for substitute teaching or supervision duties.

**Rationale: District 23 has a systemic problem in attracting and maintaining an adequate substitute teaching pool. Over the past few years, there have been many documented instances when no substitutes have been available. The District has a practice of not only reassigning regular classroom specialty teachers to substitute teaching duties, but also reassigning substitute teachers away from specialty classrooms to perform duties in regular education classrooms. The end result of this detrimental practice is students do not consistently receive instruction in the areas of special education, reading, music, art, library/media, and physical education.**

2. Wages.

- a. PHEA has offered no salary or wage schedule.
- b. PHEA has offered no wage increases based on CPI.
- c. PHEA has offered a three year contract.
- d. PHEA has offered the following wage increases for all employees:
  - 1) 2015-2016 5.5%
  - 2) 2016-2017 5.0%
  - 3) 2017-2018 5.0%
- e. PHEA has offered continuing education additional wage increase for eligible employees (formerly known as “lane movement”)
  - 1) BA+12 3%
  - 2) BA+24 3%
  - 3) MA 3%
  - 4) MA+15 3%
  - 5) MA+30 3%
- f. PHEA has offered the following language for starting wages: If at any time the parties agree the beginning salary will increase, then each employee’s salary will first be increased by percentage equal to increase to base salary, and then the annual increase will be applied.
  - 1) 2015-2016 \$41,819
  - 2) 2016-2017 \$41,819
  - 3) 2017-2018 \$41,819
- g. PHEA has offered the following language for new hires: New hires with experience will be compared with existing employee with similar experience/credit.
- h. PHEA has offered the following language for stipends:
  - 1) 2015-2016 5.5%
  - 2) 2016-2017 5.0%
  - 3) 2017-2018 5.0%

**Rationale: For the past five years District 23 has failed to maintain fair and equitable salaries/benefits for both certified and non-certified staff. This practice has placed our school district’s educational excellence and student achievement at risk due to the real and continuing loss of highly qualified staff to surrounding school districts.**