

October 26, 2017
Quincy Federation, Local 809
IELRB Posting
Existing Collective Bargaining Agreement expired June 30, 2017
2017-2018 School Year began August 17, 2017

OVERVIEW

Quincy Federation, Local 809 represents 850 members which include custodians, food service workers, licensed staff, paraeducators, secretaries, security guards, school support personnel and Transportation/Bus Drivers.

Our issue is about more than compensation; it is about what is best for our students. Our teachers and staff love our students. We spend our own money to build a warm environment and to keep learning fun and engaging. Our negotiating team began these talks in late spring asking for limits on the number of students in each classroom and on caseloads, extended planning time, and less paperwork and meetings taking place outside of the work day. With these items in place, teachers would be able to provide more individual attention to each student, as well as have time to plan and execute quality instruction. These requests would result in better educational outcomes for all students.

Staff teach summer school for less than our hourly rate because we know that kids need the services; bus drivers transport kids in the summer for less than their hourly rates. We are continually asked to take on more responsibilities, but are not compensated. We asked for a fair wage for our hourly employees. Our food service workers pay schedules begin under ten dollars an hour. Our current psychologist ratio is well over 1:500. Our special education classes are over suggested ratios too.

We have shared sacrifices over the last decade with a revolving door of Board members. Unfortunately, this is leading to a revolving door of teachers and other school workers. We seek to stop the revolving door with this contract.

Until the district can show that they value the time and commitment of these staff members, the district will not recruit and retain qualified staff. So, while we may have beautiful buildings, they will lack the quality people needed to provide what your children need. We have shortages in all areas; we can't find enough bus drivers, classrooms have permanent subs because positions have gone unfilled, custodians are being split between two buildings, and the list continues.

In order to be quality educational institutions, our schools must: attract and retain high quality staff, provide access to high quality professional development, improve teaching and learning conditions, ensure racial equity and social justice, allow everyone access to preschool, and provide mental health and behavioral supports to address the needs of the 'whole' child. Our students deserve: licensed staff and support staff that allow diverse learners to achieve their highest potentials.

The board is not listening to the union on these issues, and that is why we still do not have a contract.

All three offers from the board were the same, but they expected different results. There was little movement by the board. It is time for change. This community deserves the best education for its students. We want our community to grow, but without strong schools, families will look elsewhere. And in order to be competitive, we need to attract and retain quality staff.

Our bus drivers need to be paid their hourly rate no matter the reason they are driving: educational field trips, summer, or regular trips. Food service workers need a competitive and living wage of at least \$10 an hour. Custodians need to be present when the building is open to maintain the investment in these buildings. Paraeducators need clear training and supports. Secretaries need consistency in their placement, salary and benefits. Security needs to attract those willing to take risk to protect our kids. Teachers need more time to collaborate and plan with peers, smaller class sizes to meet the increased educational needs of our students, more support services for the increased social emotional needs of our students (more social workers, more psychologists, more special education teachers and case managers). We all need affordable, high quality healthcare.

If, as a community, we want to improve the learning for our kids we need to look at what happens in our schools.

QUINCY FEDERATION PROPOSAL

Two Year Contract

Year 1 2017-2018 2.4%

Year 2 2018-2019 2.0% (a difference of approximately \$149,772 from the QPS Board’s year 2 proposal)

COSTING OUT OF QUINCY FEDERATION PROPOSAL

Quincy Federation cost out figures represent data from all Quincy Federation members. We do not calculate administrator salaries or other staff not represented by the Quincy Federation. It is our understanding that Quincy Public School District Business department does apply proposed percentage increases to all staff including the higher paid administrative staff.

Quincy Federation Salary Cost Out Numbers:

The total dollar amount spent on Union salaries for the 2016-17 school year was: \$29,252,292.

2017-18 2.4% increase estimated cost: \$702,055

2018-19 2% increase estimated cost: \$599,087;
an increase of \$149,772 over the BOE proposed 1.5% increase.

These estimates are conservatively based on current Union employees and does not account for any future retirements or resignations. Any retirements are most likely higher paid employees that are replaced by lower paid new employees.

In the August Quincy Public School Update “Mr. Whicker explained that the tentative budget was prepared with a conservative approach in regards to revenues and expenditures. He said the assumptions for the tentative budget include that a General State Aid Funding Formula is passed and results in a \$300k increase to the district, the district receives the equivalent of a full year’s worth of state mandated categorical payments, and a 2.4% increase in salaries in exchange for \$400k of health insurance premiums to be absorbed by employees.”

The educational funding formula bill has passed and an estimated increase of \$401,965 additional dollars will be provided to the Quincy Public School District. This number is not final, as ISBE has not finished its data verification process. Quincy Public School District # 172 has a preliminary Tier 2 status. The Tier 2 status results in increased state funds than higher tiered school districts; part of the Tier 2 status is because Quincy Public School teachers are among the lowest paid in the state and the extra monies is provided by the state to raise salaries in order to attract and retain qualified teachers.

The members of the Quincy Federation feel extremely privileged to work with the students and families of Quincy, Illinois. We are proud to be a union that is working hard to include, in our contract, a guarantee for school conditions that all Quincy students deserve.

ALL QUINCY STUDENTS DESERVE:

- **A student:teacher ratio that supports teaching and learning.** All students need some one on one or small group learning opportunities; these are less possible with larger class-sizes
- **Focused academic support:** When a student is not learning, what can be done? Are there reading, writing, math and science specialists available for learning support? What is available for my child?
- **Education for the whole child:** mind, body and soul. Being a student is tough! Today, schools educate students about physical health, mental health and everyday social skills.
- **Culturally relevant education:** history and literature are vital to our future. We ask district curriculum leaders to plan instruction and celebrations of under-represented cultures to provide a balance inclusive representation of all cultures.
- **Less testing, more learning:** Standardized testing is taking away from learning. We would like to limit the number of standardized testing days for each grade level.
- **One on One technology:** very few jobs exist without technology as a requirement; if you do not need to operate technology to complete the job, you often need the basics to get the job. Quincy students deserve to be prepared for technology in the workforce.
- **Access to textbooks 24/7:** we are not proposing carrying around 60 pounds of books each day, but textbooks have online editions or the availability to check out a textbook to use at home as needed.
- **Early Childhood Education:** babies are capable of learning! We want all Quincy students to have the best chance of a strong academic foundation and love for learning.
- **To be proud to attend Quincy Public Schools!**
- **Reasonable travel times and space on the bus to and from school.**

We Believe. . .

Great Public Schools focus on:

- Children's well-being
- Powerful learning
- Supporting strong teachers
- Learning environments where all voices are heard
- Fair compensation that attracts and retains highly qualified employees