



ILLINOIS
EDUCATION
ASSOCIATION
www.ieane.org

Minooka Region Office

106 Ridge Road, Unit 100
Minooka, IL 60447-9052
815.255.2534 • 800.919.7446
815.828.5759 Fax

SENT VIA E-MAIL

Mr. Victor E. Blackwell
Ms. Ellen Strizak
Executive Director
Illinois Educational Labor Relations Board
160 North LaSalle St.
Suite N-400
Chicago, Illinois 60601-3103

Re: Contract Negotiations Between the Streator Education Association
And Streator Elementary School District No. 44

Dear Mr. Blackwell,

In accordance with 15 ILCS 5/12(a-5(1)), contained herein is the final offer, including a cost summary of said offer, sent to the Streator Elementary School District No. 44, from the Streator Education Association.

If this notice, or the included documents are found to be insufficient in any way, please contact me as soon as possible so I may make the necessary corrections.

Respectfully,

Stacie Walton

Stacie Walton

Cc: Richard Murphy, Commissioner, Federal Mediation and Conciliation Service
Dr. Lisa Parker, Superintendent, Streator Elementary School District 44
Todd Hayden, Robbins Schwartz
Cardina Johnson, Esq., IEA/NEA
Mitch Roth, Esq., IEA/NEA

Background and Cost Analysis

To understand the Association's proposal in its entirety, one must look back to the pivotal year of 2013 and how the actions and decisions made by the Superintendent and School Board steered the Streator school community into a spiral of loss, low morale, employee turnover, and student behavior issues. The recovery from those decisions and actions has yet to begin, but it is our belief that the proposal contained herein will begin that healing and help not only the school district to move forward with its retention of quality employees, but the community as a whole as they experience the improvement in service to the children who are the cornerstone and heart of all we do.

Prior to 2013, Streator School District No. 44 had approximately fifty-five Support Staff employees who kept the buildings clean, maintained the mechanical systems, worked individually with struggling students, ran the school offices, and assisted the teachers and Administration in countless other ways. They were a veteran work force who reported each day not only to do their job, but to make sure the students they served were in a safe and nurturing environment. The schools were an extension of their homes and these Support Staff took great personal pride in the physical environment, culture, and achievement of the District as a whole. Many of these staff had been in their positions for fifteen years or longer and there was little to no thought of going elsewhere for employment. The benefits of having such a veteran and committed workforce in a school cannot be exaggerated or over rated and the Streator teachers, students and families recognized this on a daily basis.

Unfortunately, in Spring 2013, Superintendent Matt Wilkinson encouraged and persuaded his school board to unilaterally, in the middle of a contract, reduce all of those dedicated employees to only twenty-nine hours of employment per week. This move was calculated to reduce their pay by ten hours per week, and make each of them ineligible for the contractual benefits tied to full time employment. In one Board vote, these employees, most of them citizens of Streator, found themselves in a part time job with no health insurance or benefits. Matt Wilkinson and the school board had with cold intention and surgical precision, decimated the lives of the Support Staff who had served them so loyally for so long. The long term destruction of that Board vote can only be told in individual stories as each family struggled to survive with no health insurance and only two-thirds of their pay, but for the school district, the consequence has been that only approximately fifteen of those employees still work for Streator Elementary and the turnover rate for custodians, teacher aides, and others is at a crisis level. The District has admitted that they cannot attract and retain the high quality Support Staff employees they need and that many positions are filled by people who stay for sixty days or less. The District has also seen a rise in the cost of maintaining the building sites as issues or repairs that were previously taken care of by maintenance and custodial workers must now be outsourced.

Superintendent Wilkinson repeatedly proclaimed in meetings with the Association, that the cuts to the Support Staff hours and the rescission of their health insurance would save Streator Elementary \$650,000. It became known as the “magic number”. Despite repeated requests, the Association has never received any documentation showing such savings were realized.

2013 was also the year Superintendent Matt Wilkinson proposed that the School Board close one of their elementary schools. The Board agreed and students and staff from that building were then packed into the remaining sites and a beloved neighborhood school closed its doors forever. Teachers scrambled to find physical space for the new students. Hallways and closets became teaching and learning spaces for students who were already displaced and for those who required extra assistance to learn. No supports were put in place to help teachers as they struggled under the weight of having overloaded classrooms, aides who were only available twenty-nine hours a week, a turnover rate in Support Staff that made it impossible to form working relationships, a lack of materials, scheduling nightmares for the Arts, and a crippling low morale that pervaded the District. In meetings with the Association to discuss these issues, Wilkinson repeatedly stated that closing the elementary building would save the District \$600,000. Despite repeated requests, the Association has never received any documentation showing such savings were realized.

The years since have seen the closing of another elementary school that was supposed to save \$600,000 and the transition of those staff and students into already overloaded and ill equipped sites. Art is now offered by a highly talented veteran teacher who travels from room to room with a cart and services the remaining three schools while worrying about the students she can't give enough attention to, a music teacher who does the same and wishes she had time to truly develop the talent she sees in children, a Physical Education teacher who can only offer P.E. to certain students during a national health trend toward childhood obesity, and a Band program that begs and borrows each year for the funding it needs to exist despite the strong correlation that has been drawn between participation in Band and educational success that crosses all socioeconomic levels.

As the teachers, support staff, and children of Streator Elementary District have been forced into these circumstances, there has been a drastic increase in inappropriate and violent behavior in students. That violence has been directed toward fellow students and at employees. Students who qualified through IEP's, previously received services for behavior in special education classrooms that were staffed to help them learn. Matt Wilkinson and the Board eliminated those rooms approximately three years ago. The result is regular classroom teachers trying to provide services to those students who have been forcibly integrated, while also attempting to teach, interact, respond to, and guide the other children who count on them to provide an education that prepares them for the next level.

The compensation offered to teachers and Support Staff over the past five years has been meager and a poor reflection of the increased pressure, work load, and expectations. The expression 'do more with less' has been exhausted and in no way quantifies what has been

happening in Streator. As teachers and Support Staff continue to flee this environment, those who have chosen to stay bear an even greater burden to fulfill the obligation of caring and providing for the next generation of leaders, the children of Streator.

The Association approached bargaining with the intention and mission of promoting a positive work environment that restored what was lost for the Support Staff and fairly compensating the teachers and others who have carried the weight of short sighted decision making and reactionary policies that put this community in peril. The District has recently discovered through the diligence of new Superintendent Dr. Lisa Parker, that they are receiving state funding and payments they were not anticipating and will have a balanced budget for the next two years at least. It is the position of the Association that the District can well afford our financial proposal (approximately \$4.5 million for salaries with the current proposal of a 5% increase to the schedule for all teachers and Support Staff), and the insurance proposal of covering our Support Staff at their previous benefit of Single insurance (approximately \$630,000). It is our belief that if these proposals are granted, there will be a dramatic increase in retention of employees and in the morale and reputation of the District, benefitting all involved.

Stacie Walton

UniServ Director IEA/NEA

Streator Education Association

Contract Proposal

February 18, 2018

JOINT PROVISIONS	
Article 2 – Association and Employee Rights	
D.	The Board shall place on the agenda of each regular Board meeting for consideration under "New Business" any matters brought to its attention by the Association so long as these matters are made known in writing to the Superintendent at least five (5) business days prior to the regular meeting, provided in his discretion the Superintendent may waive such notice. Upon the request of the Superintendent, Association representatives will meet with him promptly to review and discuss such matters. <u>If correct procedures are followed, the board will be required to award the union time in closed session to speak.</u>
Article 6 – Group Health Insurance	
A.	The Board shall provide a group health insurance plan subject to the following: 1. Single (Employee only) coverage shall be provided as follows: Effective 7/1/14-6/30/17 : <u>7/1/17</u> Current PPO plan 100% Board paid. 2. Family coverage shall be provided as follows: Effective 7/1/14-6/30/17 : <u>7/1/17</u> : Current PPO plan, Board pays amount equal to premium cost of single coverage plus 80% of difference between premium cost of single and family coverage. Employee pays remaining 20% of difference.
B.	The group plan provided by the Board shall have the following deductibles during the term of this agreement: PPO Plan: \$325(single)/\$325x3(family)
C.	b. Employee may change enrollment status annually during the open enrollment period <u>or if there is a qualifying event of June 1-June 30. November 15-December 15.</u>
E.	Eligible Employees new to the district shall be covered by all Board provided insurance on the first working day of employment.
J.	<u>Board will pay 6 months of medical insurance for any full time employees that are dismissed by a RIF.</u>
Article 9 – Negotiation Procedures	
G.	Negotiations shall begin no later than May 15 January 15 , unless both parties agree to an alternate date. The Association shall notify the Board at least 30 days in advance of the date the Association would prefer to commence negotiations and suggest a date for an initial meeting. Subsequent meetings shall be held as necessary at times and places agreed to by both parties.

TEACHER PROVISIONS

Article 14 – Pupil Discipline

A. A Teacher shall be responsible for the control of his/her class and for maintaining discipline and order in his/her presence, in the school building, on the school grounds during the normal Teacher duty day, or at other times the Teacher has such responsibility outside the normal day. The Board also recognizes its responsibility to give reasonable support and assistance to the Teacher with respect to the maintenance of control and discipline in the classroom, and that it is sound practice that an Administrator should first consult with a Teacher before superseding a Teacher's discipline of a student except in extraordinary situations. When students are removed from the classroom by the classroom teacher, the Student Discipline Matrix will be activated.

Article 17 – Vacancies, Transfers, and Promotions

C. When it is necessary to involuntarily transfer or reassign Teachers in a school or within a school district, to the extent possible, all volunteers shall be considered first. Teachers involuntarily transferred may request to be relieved from duty for the purpose of moving their classroom on the last and first contractual day of the school year ~~depending on when the teacher was notified of the involuntary transfer, and an additional day at a stipend rate~~ their per diem. A teacher aide will be provided to assist with this move. The teacher's classroom aide will have first choice of the assignment. If the teacher aide declines the assignment, it will be offered based on seniority in the building and posted electronically in District email for three (3) work days. If not accepted, the Administrator shall assign an aide.

Article 18 - Leaves

A. Each Teacher shall be entitled to sick leave days per school year as follows:
Years 1-10: 15 sick days
Years 11-20: ~~16~~ 18 sick days
Years 21+: ~~17~~ 20 sick days

Article 20 – Professional Compensation and Related Provisions

I. All special education Teachers may have an extended year of one hundred eighty-five (185) days. The additional days may be any workdays of seven (7) hours of work and that work can be performed on days of each special education Teacher's choosing, either non-school days or outside the school year, and may be performed away from school, if the work can be effectively performed there. The administration will develop means to document the extra work. The special education Teacher will be paid the Teacher's per diem for the first three (3) extra days (21 hours). The remaining two (2) days (14 hours) will be paid at a rate of ~~\$20/hr~~ \$25 per hour.

A full plan period all licensed teachers whose administrator approved schedules will not allow for planning time comparable to that received by regular classroom Teachers within the same attendance center shall receive an additional yearly stipend (1/2 in Dec., 1/2 in May) per the following schedule: Any teacher missing a plan period will be compensated at a rate of \$25 a plan period.

Lost plan periods:	1/wk	2/wk	3/wk	4/wk	5/wk
	\$375	\$475	\$575	\$675	\$775
	<u>\$1,080</u>	<u>\$2,160</u>	<u>\$3,240</u>	<u>\$4,320</u>	<u>\$5,400</u>

I.	All special education Teachers may have an extended year of one hundred eighty-five (185) days. The additional days may be any workdays of seven (7) hours of work and that work can be performed on days of each special education Teacher's choosing, either non-school days or outside the work can be effectively performed there. The administration will develop means to document the extra work. The special education Teacher will be paid the Teacher's per diem for the first three (3) extra days (21 hours). The remaining two (2) days (14 hours) will be paid at a rate of \$20 \$25 per hour. <u>Any teacher's caseload that exceeds 20 students will be awarded 2 extra 7 hour days at the \$20 per hour rate.</u>
K.	Teachers will be compensated \$20/hr. \$25/hr. for any curriculum planning meeting, district appointed meeting, or special education meeting such as an IEP, 504, or domain meeting, where attendance is required after contractual time, or on non-contractual days. (This does not include events such as parent-Teacher conferences, open house, and family reading nights, or any meeting already covered by a stipend.) Teachers are responsible for submitting a timesheet to their building administrator for payment.
O.	1. Eligibility: To be eligible for the district Retirement Incentive Program a Teacher must: (a) Have at least fifteen (15) <u>eighteen (18)</u> years of full-time creditable TRS service within the district by the last day of service in the district: <u>The board can waive the fifteen year requirement on a case by case and non-president setting basis.</u>
Article 21 – Teaching Conditions, Professional Dress Code, and Staff Facilities	
D.	<u>Professional Dress Code</u> <u>The personal dress and appearance of Teachers has an influence on the attitude and conduct of students as well as having a decided effect on how people in the community view our school and the teaching profession. It is important, therefore, that the entire staff maintain a professional appearance and demeanor. Jeans, yoga pants, pajama pants, leggings worn as pants, hoodies/sweatshirts, and casual T-shirts aside from spirit wear, are not appropriate. Shorts, provided they are knee-length, are acceptable. Footwear should mirror your professional dress and be safe and appropriate for your position. Flip-flops are not appropriate.</u>
Article 23 – District Steering Committee	
4.	Committee meetings will take place during contractual time or an hourly stipend of \$20 \$25 will be paid.
SUPPORT STAFF PROVISIONS	
Article 24 - Definitions	
A1	1. <u>Full-time.</u> Support Staff shall be considered full-time if his/her work year and regular hours are at least any of the following: <ul style="list-style-type: none"> • 12-month secretary (fiscal year): exclusive of weekends and school-observed holidays, and 37.5 hours per regularly-scheduled full workweek. • District library secretary: 200 days, being the 180 day school year, plus 15 days before and 5 days after, including institute/in-service/PT conference day and excluding weekends and school-observed holidays

	<p>and 37.5 hours per regularly-scheduled full workweek.</p> <ul style="list-style-type: none"> • 10-month secretary: 200 days, being the 180 day school year, plus 15 days before and 5 days after, including institute/in-service/PT conference day and excluding weekends and school-observed holidays and 37.5 hours per regularly-scheduled full workweek. • Northlawn-library clerk secretary: 200 days, being the 180 day school year, plus 15 days before and 5 days after, including institute/in-service/PT conference day and excluding weekends and school-observed holidays and 37.5 hours per regularly-scheduled full workweek. • Full-day teacher aide, RTI Interventionist, and LAC Supervisor: days students are in the classroom (do not work report card day). Teacher aides work orientation day and 37.5 hours per regularly-scheduled full workweek. <u>All teacher aides, RTI Interventionists, and LAC Supervisor will be employed to work full time (37.5 hours per week).</u> • Nurse: 186 days, excluding weekends and school-observed holidays and 37.5 hours per regularly scheduled full workweek. • <u>All custodians will be employed to work full time at 40 hours per week. Custodians regularly-scheduled to work 40 hours per week.</u> • Other support personnel regularly scheduled to work 40 hours per week.
A2	Part Time. Support Staff not listed in Article 24. A.1 are part-time Support Staff. Their workdays and work hours shall be established by the Board of Education.
C	<p><u>Custodial Duties</u> The duties of the custodians shall be as follows: Duties of all custodians include items 1 and 7 below. Items 2 through 6 are the duties of the head custodian. There will be one head custodian at each elementary building during the day. <u>Each elementary building will have a head custodian on duty during the daytime and Northlawn will have one head custodian on duty during the day time and one head custodian on duty during the evening shift.</u></p>
Article 25 – Support Staff Rights	
A3	Final Paycheck. A terminated Support Staff member’s final paycheck will be adjusted for any unused, earned vacation credit or vacation time taken that was not earned, sick days, and personal days. Support Staff are paid for all earned vacation days, sick days, and personal days. Terminated Support Staff will receive their final paycheck on the next regularly scheduled paycheck date following their last day of work.
F.	<u>Professional Dress Code</u> The personal dress and appearance of Support Staff has an influence on the attitude and conduct of students as well as having a decided effect on how people in the community view our school and the teaching profession. It is important, therefore, that the entire staff maintain a professional appearance and demeanor. Jeans, yoga pants, pajama pants, leggings worn as pants, hoodies/sweatshirts, and casual T-shirts aside from spirit wear, are not appropriate. Shorts, provided they are knee-length, are acceptable. Footwear should mirror your professional dress and be safe and appropriate for your position. Flip-flops are not appropriate.

Article 26 – Working Conditions	
E1	One (1) day of pay for every year (12 months) completed from date of hire will be paid for all full-time school secretaries (10 and 12 month), and the School Nurse. The maximum number of holidays for which these Support Staff will receive pay is fifteen (15). <u>No deduction shall be made from the time or compensations of a school employee on account of any legal or special holiday.</u>
Article 27 – Leaves of Absence	
A1	<p><u>Sick Leave</u> Support Staff employees shall be entitled to sick leave days at full pay each year according to the following schedule:</p> <p style="padding-left: 40px;">Years 1-10: 15 sick days Years 11-20: 16 <u>18</u> sick days Years 21+: 17 <u>20</u> sick days</p>
B5	<p><u>Sick Leave Bank</u> <u>Accumulation</u></p> <ol style="list-style-type: none"> 1. The Sick Leave Bank will have a maximum of 340 days available. 2. Upon the first year of enrollment in the bank, new Support Staff Employee members will donate 1 day of sick leave. 3. Should the number of days available in the bank fall below 75 at the end of any given year, an additional day will be deducted from each Support Staff Employee’s available sick leave. 4. If the bank is decreased to fifty (50) days or less during any given year, the Sick Leave Committee may make a request for additional contributions. 5. <u>Any person retiring with unused sick days may donate the days to the sick leave bank by informing the association and the district office in writing of the number of days they wish to donate.</u>
D1	Paid vacation leave shall be provided to secretaries, <u>teacher aides, RTI Interventionists, and LAC Supervisor</u> ; full-time maintenance personnel, and 12 month part-time custodians in the manner set forth below:
D5	<p>Part-time 12 Month Employees</p> <ol style="list-style-type: none"> a. <u>Five (5)Three (3) paid vacation days during the summer for custodians.</u> b. <u>After five (5) years of continuous employment custodians receive three (3) weeks vacation.</u> c. Part-time head custodians and part-time custodians may work on non-student attendance days or holidays for their regularly scheduled hours and rate of pay subject to prior approval by the building principal. d. <u>Aides receive 5 (five) paid vacation days.</u> e. <u>After five (5) years of continuous employment aides receive three (3) weeks paid vacation.</u>

Article 29 – Other Fringe Benefits

C Board-paid contribution of both the Employer and the Support Staff Employee portion of IMRF, shall be paid for by the board. ~~continue for those Support Staff Employees who received this Board paid contribution prior to July 1, 2001. For Support Staff Employees who did not receive this Board paid contribution prior to July 1, 2001, the Board shall pay the Employer portion of IMRF and the Support Staff Employee shall pay the Support Staff Employee portion of IMRF.~~

D Streator Elementary District #44 will provide the following early retirement package with the following provisions:

1. The individual support staff member employed must have a minimum of fifteen (15) years of service to Streator Elementary School District #44 immediately preceding retirement to qualify for the early retirement plan.
2. The individual support staff member must be fifty-five (55) years old or older, prior to the first legal school day of the retirement school year.
3. The individual support staff member must meet all IMRF requirements.
4. The individual support staff member shall submit to the Board of Education a letter of their intent to retire stating the date of intended retirement.
5. Upon written notification of retirement, the Board shall increase the annual salary of each early retirement participant six percent (6%) over the previous year's earnings for the remaining years of service, not to exceed four (4) years.
6. Notification shall be submitted to the Superintendent no later than February 1st of the school year preceding the beginning year of the retirement incentive.

Article 31– Duration of Agreement

This Agreement shall be effective retroactive to July 1, 2014 ~~17~~, and shall continue in effect until 11:59 p.m. on June 30, 2017 ~~20~~.

This Agreement is signed this ~~19th~~ day of ~~January, 2016~~.

Appendix A – Teacher Salary

Remove Steps A and B on the salary schedule beginning 2017-2018.

2017-2018 - 3% increase on the base salary (step 1) plus step

2018-2019 - 3% increase on the base salary (step 1) plus step

2019-2020 - 3% increase on the base salary (step 1) plus step

Longevity

3% longevity payment will be made to teachers who have reached the maximum step AND who have also been in the District for 13 years or more. The 3% increase will be calculated annually on the previous years' creditable earnings.

Appendix B – Support Staff Salary

2017-2018 - see salary schedule below

2018-2019 - 5% over the hourly wage from 2017-2018 salary

2019-2020 - 5% over the hourly wage from 2018-2019 salary

Salary steps for Aides, LAC, RTI, Behavior Interventionist, ELL Tutor translator

<u>2016-2017</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
1 st year probationary-\$14.53	\$15.26	\$16.02	\$16.82
2 nd year (B pay) - \$15.53	\$16.30	\$17.11	\$17.96
3 rd year (A Pay) - \$16.53	\$17.36	\$18.23	\$19.14
Grandfathered those hired before 2001			
- \$19.77	\$20.76	\$21.80	\$22.89

Library clerk

<u>2016-2017</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
1 st year probationary-\$10.53	\$11.05	\$11.60	\$12.18
2 nd year (B pay) - \$11.53	\$12.10	\$12.71	\$13.34
3 rd year (A pay) - \$ 12.53	\$13.15	\$13.80	\$14.49

Part time Head Custodian

<u>2016-2017</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
1 st year probationary-\$16.35	\$17.16	\$18.02	\$18.92
2 nd year (B pay) - \$17.35	\$18.22	\$19.13	\$20.09
3 rd year (A pay) - \$18.35	\$19.27	\$20.23	\$21.24
Grandfathered those hired before 2001			
- \$31.34	\$32.91	\$34.55	\$36.27

Head of Maintenance

<u>2016-2017</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
Starting Wage-\$24.76	\$26.00	\$27.30	\$28.67

Maintenance Worker

<u>2016-2017</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
Starting wage-\$17.23	\$18.10	\$19.00	\$19.95

Nurse

<u>2017-2018</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
Starting wage-\$32.30	\$33.92	\$35.62	\$37.40

Part time Custodian

<u>2016-2017</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
1 st year probationary-\$13.64	\$14.32	\$15.04	\$15.79
2 nd year (B Pay) - \$14.64	\$15.37	\$16.14	\$16.95
3 rd year (A Pay) - \$15.64	\$16.42	\$17.24	\$18.10
Grandfathered-those hired before 2001			
- \$16.35	\$17.16	\$18.02	\$18.92

Health Care Provider

<u>2016-2017</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
1 st year probationary -\$17.23	\$18.09	\$18.99	\$19.40
2 nd year (B Pay) - \$18.23	\$19.14	\$20.10	\$21.10
3 rd year (A Pay) - \$19.23	\$20.19	\$21.20	\$22.26

12 month secretary

<u>2016-2017</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
Starting wage-\$13.63	\$14.31	\$15.03	\$15.78

10 month secretary

<u>2016-2017</u>	<u>2017-18</u>	<u>18-19</u>	<u>19-20</u>
Starting wage-\$13.63	\$14.31	\$15.03	\$15.78

Appendix E – Support Staff Evaluation Form

		<u>DNM</u>	<u>M</u>	<u>E</u>			<u>DNM</u>	<u>M</u>	<u>E</u>
1	Punctuality and Attendance				7	Support of School and District			
2	Initiative and Need for Supervision				8	Confidentiality			
3	Knowledge and Skills *Completes Required Professional Development				9	Policies, Rules, Regulations, Procedures *Performs Mandated Screenings *Maintains Accurate Student Health Records * Completes State Medical Reports			
4	Quality of Work Produced *Provides Nursing Service *Medication Administration and Record Keeping				10	Interpersonal Skills			
5	Use of Time During Work Hours				11	Communication Skills Communicates Effectively with Staff, Students, and Parents *Communicate Health Needs			
6	Personal Appearance and Habits				12	Flexibility			