

**Warren Township High School Federation of Teachers  
Lake County Federation of Teachers, Local 504  
IFT-AFT/AFL-CIO**

**February 27, 2019**

**IELRB Public Posting**

The Warren Township High School Federation of Teachers (WTHSFT) has been bargaining with the Board of Education over a successor agreement since January 24, 2018. As of February 27, 2019, the parties will have met formally on 29 separate occasions, including several sessions with a federal mediator and numerous meetings with bargaining sub-committees. Unfortunately, we have yet to secure a new contract with the Board.

To attract and retain the high-quality teachers and staff that Warren Township High School (WTHS) students deserve, District 121 should bargain a fair contract that values educators and school staff and maintains our high standard of academic excellence.

The primary outstanding issues include student supports, insurance, working conditions, salary and other economic and non-economic items. The WTHSFT believes that all of the outstanding items are critical to student learning and achievement.

**Warren Township teachers and support staff work hard to prepare students for success, and it shows.** WTHS students perform among the highest in Lake County. Annually, our school receives awards and commendations from national publications like the *Washington Post* and *Newsweek Magazine* that identify WTHS as being in the top 10% of high schools in the nation. The College Board has awarded WTHS for having Advanced Placement test scores that rank among Lake County's most competitive high schools. WTHS students have high rates of academic accolades including National Merit Finalist, Illinois State Scholar, Perfect ACT/SAT score, AP Scholar, and Seal of Bi-literacy recognition.

Despite having the lowest paid coaches and sponsors in Lake County, our athletic and competitive activity teams, bands, theatre programs, and clubs are among the most prestigious and highest award-winning and respected in Lake County and Illinois. Our coaches and sponsors dedicate long hours to working with student athletes, musicians, actors, artists, future business leaders, engineers, and doctors, and retaining them is critical for our students' continued participation and success.

We are proud to celebrate and support our diverse student population with clubs that strive to create an informed and unified school culture. Of the 55 clubs and groups sponsored by Warren staff, several are inclusive student groups that work to build a stronger community of acceptance, while celebrating the diversity that makes Warren unique. The ongoing sponsorship of new student groups allows students to participate in clubs, activities, and events that add value to the

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District, as well as the greater Warren community. Nearly 3,000 students participate in at least one sport, club or activity due to the mentorship of our staff.

**We care about our students and community, so we have sacrificed in the past.** In past negotiations, we have agreed to concessions and give-backs due to difficult economic realities. Over the last several years, we have endured pay freezes for coaches and sponsors. Recent layoffs have increased class sizes and caseloads, which is detrimental to students. Teachers and staff have worked hard to maintain an excellent academic and extracurricular environment despite the District's actions. School counselor, social worker and school psychologist caseloads exceed national recommendations by 50%-200%. Our schools are losing the ability to attract and retain high quality educators and staff who should view Warren Township High School as a place to stay, not a temporary career choice.

At the same time, WTHS parents pay the highest participation fees (\$240 per student per sport/activity) in the area. The WTHSFT has asked the District numerous times to lower the fee because it prevents many of our students from joining a sport or club. The District insists that the fees are necessary despite not disclosing how those fees are used for the benefit of students and programs.

**WTHS educators and school support staff earn less than those in similar districts.** To attract and retain the best professionals for District 121 students, salaries must be competitive at every level. Public school employees don't enter the profession to become wealthy, but they expect to be treated and paid fairly. Compensation for teachers with master's degrees are in the bottom half compared to comparable districts. Starting salaries for new teachers are also in the bottom half and our coaches and sponsors are the lowest paid in the county. In a District which had a total fund balance of \$25 million last school year, there is no need for this. Fund balances are monies left over after all of the bills have been paid, including staff salaries and benefits. Additionally, the District is receiving approximately \$400,000 in new money each year as a result of the new state funding legislation. **Crucially, no tax increase will be required to fund the WTHSFT's proposals.**

**We have significant concerns with the District's spending practices and prioritization of funds.** WTHSFT believes that the District's most valuable asset—its teachers and staff—has taken a back seat to costly projects that do not benefit students. For example, the District chose to prioritize construction of a \$7.8 million solar project before concluding negotiations with teachers and support staff. Over the last decade, the District has also purchased property which appears to sit vacant and unused. Lastly, delaying resolution of a new contract has also led to a delay in resolution of a legally significant health insurance dispute that began in 2016. Taken

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together, the WTHSFT has no choice but to question whether the Board is serious about reaching a fair contract for teachers and support staff.

We have initiated the public posting process, which details the WTHSFT's priorities, proposals and rationales, because we want the community to understand the urgency in settling this contract for our teachers, support staff and students. Teachers and staff have been working without an agreement since July 1, 2018. In the history of negotiations between the WTHSFT and the District 121 Board of Education, we have never started a school year without a contract, and we have never needed federal mediation to help us reach a settlement.

The Warren Township High School Federation of Teachers is comprised of 350 educational professionals who serve with pride and commitment. Our staff is dedicated to the students and families of District 121. We are not only the coaches and sponsors you see after school hours and on weekends, but also your neighbors, voters, community members and tax payers. Our bargaining unit is comprised of teachers, school counselors, social workers, psychologists, speech and language pathologists, clerical staff, paraprofessionals, technology staff, licensed nurses, maintenance staff and grounds keepers.

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**ARTICLE VII  
TEACHER WORKING CONDITIONS—CERTIFIED**

**B. School Day/Teacher Load**

2. One-half (1/2) supervisory period for the full year, or one (1) supervisory period for one (1) semester. ~~For core teachers, this~~ Supervision may will be in a resource room for students as determined by the Administration and subject to the constraints of building facilities and student scheduling and enrollment ~~For non-core teachers, this supervision or may be include~~ cafeteria duty, study halls or other duties as needed within the school day. Supervision ~~but~~ shall not include activities that require prior planning.

9. ~~Guidance~~ School Counselors and Post Secondary Counselors will receive Ten (10) days for use during the summer, which will be jointly scheduled by the Supervisor and School Counselor/Post Secondary Counselor. ~~Guidance Lead Counselors and the Administration.~~ School Counselors and Post Secondary Counselors may use all or none of these days. School Counselors and Post Secondary Counselors will be paid pro-rata, and will receive payment at the current summer school rate of pay.

10. School Nurses will receive Ten (10) days for use during the summer, which will be jointly scheduled by the Supervisor and Nurses. Nurses may use all or none of these days. Nurses will be paid pro-rata

11. Case Managers will receive Eight (8) days for use during the summer, which will be jointly scheduled by the Supervisor and Case Managers. Case Managers may use all or none of these days. Case Managers will be paid pro-rata.

12. Program Case Managers (i.e. case managers who teach) will not have a duty or supervision.

13. Social Workers and School Psychologists will receive three (3) days for use during the summer which will be jointly scheduled by the Social Worker/School Psychologist and Special Education Supervisor. Social Workers and School Psychologists may use all or none of these days. Social Workers and School Psychologists will be paid pro-rata.

14. School Counselors and Post-Secondary Counselors, Case Managers, School Psychologists, Speech and Language Pathologists, Social Workers, Nurses and other related service providers will not have a supervisory period per Article VI.B.2.

15. The goal of the district will be to assign a caseload size for School Counselors that does not does not exceed the best caseload size recommended by the American School Counselor

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**Association (ASCA), which in the 2017-2018 school year is a case load of 250 students or less per School Counselor. The School Counselor caseload will not exceed 300 students.**

**16. The goal of the district will be to maintain a School Psychologist to student ratio of 1:750. The School Psychologist to student ratio will not exceed 1:1200. The goal of the District will be to maintain a Social Worker to student ratio of 1:400. The Social Worker to student ratio will not exceed 1:550.**

**17. School Counselor and Post Secondary Counselors will work two (2) evening events outside contractual hours as part of professional duties for no additional compensation. Any evening event beyond these two that requires School Counselor or Post Secondary Counselor attendance, will be compensated according to the summer school rate of pay. Post Secondary Counselors may opt to be compensated in the form of compensatory (comp) time in lieu of payment.**

**18. Any event, other than Open House nights, held outside of contractual hours that requires teacher attendance will be compensated according to the summer school rate of pay.**

*UNION RATIONALE: National research proves that lower caseload sizes for school counselors, psychologists and social workers lead to better academic, social, and emotional outcomes. Lower caseloads provide more individualized support for students as they navigate increasingly complex post-secondary choices. As the social-emotional needs of our students become more complex, national mental health experts recommend prioritizing mental health support in the schools. Finally, mental health support for students is linked to school safety. Fortifying our schools from within by providing comprehensive emotional support should be a high priority for the district. WTHS ranks among the bottom of area schools in all staffing areas listed below:*

- ❖ *American School Counselor Association recommends 250 students per school counselor*
- ❖ *WTHS school counselors: 350 students per school counselor*
- ❖ *National Association of School Psychologists recommends 750 per school psychologist*
- ❖ *WTHS school psychologists: 1900 students per school psychologist*
- ❖ *School Social Work Association of America recommends 250-400 per school social worker*
- ❖ *WTHS school social workers: 550 students per school social worker*

**ARTICLE VIII  
LEAVES OF ABSENCE**

*Currently in bargaining subcommittee*

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**ARTICLE VIII-X**

**TEACHER COMPENSATION AND FRINGE BENEFITS**

**B. Insurance and Other Benefits**

**Amount of Contribution and Policies of Insurance**

**1. Amount of Contribution and Policies of Health Insurance**

Beginning July 1<sup>st</sup>, ~~2014~~, **2018**, ~~The~~ **the** Board shall contribute for each full-time teacher and for each regular full-time and regular part-time classified employee one hundred percent (100%) of the cost of the premium for individual coverage for a group hospital/major medical policy of insurance. **PPO 500 is the base plan.** The Board shall also contribute:

**PPO 500**

**Single: 100% premium of the total annual single premium covered by the district the Board**

**Employee + Spouse: 75% of the total annual dependent premium covered by the Board Single premium + \$100 per month**

**Employee + Children: 75% of the total annual dependent premium covered by the Board Single premium + \$160 per month**

**Family: 75% of the total annual dependent premium covered by the Board Single premium + \$600 per month**

**PPO 750**

**Single: 100% premium of the total annual single premium covered by the district the Board**

**Employee + Spouse: 75% of the total annual dependent premium covered by the Board Single premium + \$90 per month**

**Employee + Children: 75% of the total annual dependent premium covered by the Board Single premium + \$135 per month**

**Family: 75% of the total annual dependent premium covered by the Board Single premium + \$565 per month**

**HMO Illinois**

**Single: 100% premium of the total annual single premium covered by the Board at HMO Illinois premium rate**

**Employee + Spouse: 75% of the total annual dependent premium covered by the Board The Board will contribute an amount equal to the monthly single premium for PPO 500**

**Employee + Children: 75% of the total annual dependent premium covered by the Board The Board will contribute an amount equal to the monthly single premium for PPO 500**

**Family: 75% of the total annual dependent premium covered by the Board The Board will contribute an amount equal to the monthly single premium for PPO 500 + \$200 per month**

**HMO Blue Advantage**

**Single: 100% premium of the total annual single premium covered by the Board at HMO Blue Advantage premium rate**

**Employee + Spouse: 75% of the total annual dependent premium covered by the Board The Board will contribute an amount equal to the monthly single premium for PPO 750**

**Employee + Children: 75% of the total annual dependent premium covered by the Board The Board will contribute an amount equal to the monthly single premium for PPO 750**

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~~Family: 75% of the total annual dependent premium covered by the Board~~ The Board will contribute an amount equal to the monthly single premium for PPO 750 + \$175 per month

**Dental Insurance**

**The Board shall provide one hundred percent (100%) of the cost of the premium for individual and seventy five percent (75%) dependent tiers coverage for a group dental plan. Such dental policy shall provide no less coverage than that in effect during the 2017-2018 school year.**

**Vision Insurance**

**The Board shall provide one hundred percent (100%) of the cost of the premium for individual and seventy five percent (75%) dependent tiers coverage for a group vision plan. Such vision policy shall provide no less coverage than that in effect during the 2017-2018 school year.**

**Life Insurance**

The Board shall also contribute for such employees the cost of the premium for ~~thirty thousand dollars (\$30,000)~~ **fifty thousand (\$50,000)** of group life insurance and individual coverage under a group dental policy of insurance. Such dental policy shall provide no less coverage than that in effect during the previous insurance year. Except as otherwise provided herein, such coverage shall be for twelve (12) month periods commencing September 1.

**{New employee 30 calendar day language copied from language on adjacent page}**

Except as otherwise provided herein, such coverage shall be for twelve (12) month periods commencing July 1, **provided that for new employees coverage shall commence as soon as the carrier shall permit but in no event more than thirty (30) calendar days following acceptance of the application by the carrier.** Such group hospital/major medical, ~~dental and vision~~ policies of **health** insurance **as described in Article X, Section B.1 above** shall provide no less coverage than the policies selected by the Board and Union for the 2004-05 insurance year ~~except with respect to changes that are required to be made at the initiation of the insurance carrier.~~

~~Teachers~~ **Employees** who are leaving the District for reasons other than retirement shall have insurance provided by the District through June 30th.

Premiums and costs shall be allocated to the year in which the coverage or event occurs and without regard to billing date or date of presentation of invoice.

Anything in the Agreement to the contrary notwithstanding, the Board's obligation to continue any insurance coverage or other program hereunder shall cease thirty (30) calendar days after termination of employment.

**{Struck because appears to contradict, in part, previous language on plan year}**

~~All insurance coverage shall be for twelve (12) calendar months commencing as nearly as practicable to the beginning of the school term, provided that for newly employed teachers~~

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~~coverage shall commence as soon as the carrier shall permit but in no event more than thirty (30) calendar days following acceptance of the application by the carrier.~~

~~Employees shall be eligible for a one-time \$500 cash incentive for movement from HMO single to PPO single insurance coverage.~~

**Section 125 Plan**

a. The Board shall establish an IRS Section 125 Plan. The purpose of this plan is to tax shelter employee premiums, non-reimbursed medical expenses and dependent day care costs. **Employees will be allowed up to the maximum allowable deduction.**

b. The Board shall pay any upfront fees and costs incurred in initiating this plan. Each employee who chooses to participate shall pay any monthly fees required for such participation.

**c. Per IRS rules and regulations, employees will be allowed to carry over up to \$500 of unused funds to the following plan year, or under the grace period option an employee has until two and a half months after the end of the plan year to incur eligible expenses.**

**Insurance Advisory Committee (IAC)**

The Insurance Advisory Committee shall be comprised of three (3) members to be appointed by the Superintendent and three (3) members to be appointed by the Union President. The IAC shall meet not less than quarterly. The IAC shall advise the Board and the Union on issues related to **all above** ~~the Group Medical and Dental Insurance Plans (“GMDIP”)~~, including:

- 1) risk and premiums;
- 2) coverage;
- 3) carrier/vendor/Third Party Administrator;
- 4) available options;
- 5) structure of insurance coverage;
- 6) other issues related to **all above insurance plans** ~~the GMDIP.~~

b. The IAC shall receive from the District and Union all information necessary to adequately study these issues: **including, but not limited to:**

**1) All iterations of the annual premium renewal projections pertaining to all above insurance plans, including all preliminary drafts or estimates exchanged with brokers, providers and any third party administrators. This information must be provided to IAC members within three (3) days of the exchange or receipt of the exchange.**

**2) All email communications to and from insurance brokers, providers, or any third party administrators must copy all IAC members.**

**3) All financial information pertaining to insurance cooperatives.]**

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**4) A copy of the Benefit Program Application (BPA) fifteen (15) days before the BPA is submitted to the medical insurance provider. Any and all changes to the Benefit Program Application must be approved by the Insurance Advisory Committee.**

**5) Etc.**

- c. An agenda of matters to be discussed by either party shall be provided to the other, in writing, no less than three (3) workdays prior to an IAC meeting.
- d. Any recommendation of the IAC shall be negotiated by both the Board and the Union prior to implementation.
- e. The IAC shall initiate its meetings by October 1<sup>st</sup> each year. It shall submit its recommendation to the Board no later than April 30<sup>th</sup>. If no recommendation is made to the Board by April 30<sup>th</sup>, then the parties shall proceed to abide by the provisions of paragraph (d) of this subsection. If either party rejects the recommendation in part or in whole or fails to take action within thirty (30) days of the recommendation, then the parties shall proceed to abide by the provisions of paragraph (d) of this subsection.

**8. 4. National Health Care Reform**

- a. For purposes of this Paragraph, fringe benefit shall be defined as any compensation other than direct wages that are received by an employee under the terms of this Agreement which are financed either wholly or in part by the employer, or by means of a salary reduction agreement between the employer and the individual employee.
- b. If a change in applicable federal or state statute causes a previously untaxed fringe benefit to become a portion of an employee's taxable compensation, then the parties agree to reopen the Agreement for renegotiations; the Agreement shall be reopened for negotiation only to the extent necessary to deal with the specific fringe benefit(s) which has heretofore been untaxed but which may have become taxable. The sole purpose of reopening portions of this Agreement for renegotiations as described herein shall be to reduce, insofar as possible, any additional tax liability which an employee might suffer as a result of the change in applicable federal or state statute.

**{Discuss below with Board. Pending discussion, Union may propose changes to the below paragraph}**

- c. If a change in applicable federal or state statute causes a substantive change in the benefit level, structure, or delivery system of a fringe benefit, then the parties agree to reopen the Agreement for renegotiations; the Agreement shall be reopened for negotiation only to the extent necessary to deal with the specific fringe benefit which is subject to a change as described herein. The sole purpose of reopening portions of this Agreement for renegotiations as described herein shall be to bring applicable provisions of the Agreement in compliance with applicable federal or state statute.

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~~d. Nothing in this Section shall be construed to require any increase in the Board's contribution as provided for in Subsection B. 1. above, except that if any change in applicable federal or state statute requires a change in such contributions, then the parties agree to reopen this Agreement for renegotiations on that issue.~~

**5. Domestic Partner**

~~Warren recognizes domestic partnerships for health care benefits as per applicable laws. Should the laws change to no longer recognize domestic partnerships, Warren reserves the right to maintain these benefits.~~

*UNION RATIONALE: The WTHSFT believes that fair and competitive salary and benefits will help the district retain high-quality teachers and staff. WTHS currently ranks among the bottom compared to area high schools in insurance benefits for staff on child, spouse, and family insurance plans. In November of 2016, the Union alleged that the district had been in violation of the collective bargaining agreement regarding insurance for several years. The WTHSFT was forced to file both a contract grievance and an Unfair Labor Practice with the Illinois Education Labor Relations Board. Despite using the services of an arbitrator to mediate the issue last year, the parties were not able to arrive at a solution. The parties agreed then to hold the matter in abeyance, with the hope of resolving the issue through contract negotiations. Specifically, the Union believes the school district:*

- Artificially shifted the district's share of yearly insurance premiums onto staff with child, spouse, and family coverage for 4 years.*
- Violated the Insurance Advisory Committee terms of the collective bargaining agreement.*
- Bargained in bad faith during contract negotiations in April 2014.*

**C. TRS Contributions**

The Board shall remit **two point zero percent (2.0%) of the teacher's required nine percent (9.0%) employee TRS contribution for each teacher that pays into the Teacher's Retirement System.** the full employer percentage required by law.

*UNION RATIONALE: Currently, the district pays the full 9% contribution of the required employee share for administrators, but nothing for teachers. While we acknowledge the financial implications of this benefit, the Board and the WTHSFT recognize the above-average churn of teacher turnover in District 121 and shortage of teachers statewide. This proposed benefit would help attract and retain the quality teachers our students deserve.*

**E. Compensation and Wages for New Teachers**

All new teachers will be hired at BA 1 or MA 1 depending upon positions **the step and lane that best reflects experience (per ELIS system) and education. All counselors and social workers will be hired at no less than MA 30, Step 1. All Psychologists will be hired at no less than MA 30, Step 1. However, in no case will a new teacher be initially placed higher than step 5.**

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*UNION RATIONALE: Illinois is experiencing a severe teacher shortage, and teachers are leaving WTHS for other districts that pay fair and competitive wages. To attract and retain high-quality teachers and staff, District 121 must do the same. Currently, teachers that have experience are put at the starting base salary. In addition, the District does not recognize additional education for any new teachers. This has deterred many potential candidates from working at WTHS. It has been difficult to find and keep excellent school psychologists, math teachers, and potential head coaches in our District.*

**I. National Board Certification Differential [NEW LANGUAGE]**

**Any bargaining unit member who earns a National Board Certification (e.g., teachers), or who earns a nationally recognized certification in their field (e.g., NCSC, NCSP, LCSW, CCC, etc.), or any other educational specialist, shall receive an additional \$2,000 stipend per year.**

*UNION RATIONALE: National Board Certification is a rare and difficult achievement which indicates a professional has reached the highest standards of knowledge and skills in the teaching profession. The WTHSFT believes attracting and retaining National Board Certified staff will benefit students and should be a priority for the school district.*

**K. H. Service Recognition Teachers**

**L. I. Retire Insurance or Post Retirement Bonus Payment**

**Q. P. DISTRICT 121 RETIREMENT INCENTIVES — OPTION A (Non-ERO) AND OPTION**

*The WTHSFT and the Board continue to bargain retirement language and benefits*

**K. Appendix B-2: Extra Duties**

**L. Appendix B-1: Co-Curricular**

*Currently in bargaining subcommittee*

**N. M. Longevity Pay**

**Teacher Longevity Master Lane or Beyond:**

Each teacher ~~on the Master lane or beyond~~ who has received salary plus longevity ~~on or before the 2007-2008 school year~~, or any teacher who is newly eligible for longevity (having spent a school year on the last step ~~of the Master lane or beyond~~ of the salary schedule), shall receive a salary increase of 3.5% of the teacher's prior year's salary. Longevity shall no longer appear on the salary schedule. **Teachers on longevity shall make no less than the amount equal to the last step in their educational lane.**

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Hires during or after the 2011-2012 school year will receive longevity of 2.25% of the teacher's prior year's salary.

**Horizontal Movement for Teachers on Longevity—~~Master Lane or Beyond:~~**

If a teacher on longevity moves horizontally to a higher lane, for the year that the horizontal move is made, that teacher shall receive their prior year's salary, plus the difference at **the last step in their lane** ~~Step 16~~ between the old and new lanes for that year, plus the 3.5% longevity increase. For the years following, the teacher shall receive the standard 3.5% longevity salary increase, ~~of 3.5% of the teacher's prior year's salary (inclusive of the difference at Step 16 amount and the prior year's 3.5% increase) as before the horizontal move was made by the teacher.~~

*UNION RATIONALE: Research proves that experienced teachers are good for students and learning. The WTHSFT believes a longevity increase allows high-quality educators the opportunity to remain competitive with area high schools that compensate their teachers with more competitive salaries earlier in their careers. For those who are in the 16th year of their career and beyond, teacher salaries at WTHS rank in the lower half of area high schools. Maintaining this cost of living increase incentivizes WTHS teachers to complete their careers at Warren Township High School.*

**M. Lead Teacher Positions**

**T. Teacher Leadership Positions**

Seventeen (17) **Teachers shall be hired for the position of Lead Teacher and shall receive an annual stipend per school year. The amount of the stipend shall be based on the number of teachers for whom the Lead Teacher is responsible, excluding themselves, but including Special Education and ELL teacher they are responsible for, as specified below:**

**The departments of Fine Arts, Business and Industrial Technology will have one lead teacher each. All other departments will have two lead teachers each (one at each campus); ELL teachers are included in the English department. Lead Guidance Counselors (one at each campus) and Special Education Lead Teachers (one at each campus) shall be paid according to the Lead Teacher stipend.**

**Non-Core Lead Teachers**

10 teachers or fewer	<del>\$6,500</del>
11-15 teachers	<del>\$7,000</del>
16-20 teachers	<del>\$7,500</del>
21 or more teachers	<del>\$8,000</del>

**Core Lead Teachers**

<b><u>1-5 Teachers</u></b>	<del>\$7,000</del> <b><u>\$9,000</u></b>
<b><u>6-10 Teachers</u></b>	<del>\$7,500</del> <b><u>\$10,000</u></b>
<b><u>11-15 Teachers</u></b>	<del>\$8,000</del> <b><u>\$11,000</u></b>

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**16 or more Teachers \$8,500 \$12,000**

**Lead Teachers shall not be assigned a supervision and shall teach four academic classes instead of the normal teacher load of five academic classes. An Assistant Lead Teacher will be hired to assist each Core Lead Teachers, and the Foreign Language and Physical Development Lead Teachers. Each Assistant Lead Teacher will be paid a stipend of \$1,500.**

**The job descriptions of the Lead Teacher, Assistant Lead Teacher, Lead Guidance Counselor and Lead Special Education Teacher Liaison shall be filed under separate cover.**

**The Lead Nurse shall receive a stipend of \$9,000.**

**PLT Leaders shall receive a stipend of \$1,200.**

*UNION RATIONALE: The District has enjoyed the benefits of a Lead Teacher-based departmental leadership structure for the past 14 years, but the stipend for this extra duty has not been increased in many years. This structure has generated significant cost savings for the school district because WTHS is alone in the lead teacher model and places many administrative duties on certified WTHSFT staff. All department leaders serve critically important roles that include managing departmental budgets and staffing assignments. Further, department leaders are vital to school improvement. Student academic outcomes are improved through the continuous curriculum alignment and integration process promoted by the departmental leadership structure. The WTHSFT recognizes the value of stability in departmental leadership and proposes fair and competitive compensation for those who accept the responsibility.*

**ARTICLE VIII-XI**

**CLASSIFIED COMPENSATION AND FRINGE BENEFITS**

**NOTE REGARDING XI.B THROUGH XI.L BELOW**

Most of the language below is existing 2013-2018 contract language moved from one area of the existing contract to a different area of the proposed new contract. In other words, much of the **bold and underlined** “new” language below is actually not new, but copied and pasted old language from one area of the contract to another. As such, the WTHSFT is mainly proposing with the below to maintain or increase existing language or benefits rather than proposing brand new language or benefits

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**B. Insurance and Other Benefits**

**Classified insurance benefits shall be identical to and exactly the same as the benefits in Article X, Section B (Teacher Compensation and Fringe Benefits/Insurance and Other Benefits). The intent of the foregoing is that the classified insurance and other benefits will be identical to and mimic exactly teacher insurance and other benefits.**

**Less than Full Time Service**

- a. **Regular part time classified employees employed less than full time shall receive an allowance pro rata based upon the percentage of employment.**
- b. **Employees working less than a full year (based upon a one hundred eighty two (182) day calendar shall receive an allowance pro rata.** ~~Any insurance coverage shall be effective as soon as possible after initial employment.~~

*UNION RATIONALE: The WTHSFT believes that fair and competitive salary and benefits will help the district retain high-quality support staff. WTHS currently ranks among the bottom compared to area high schools in insurance benefits for staff on child, spouse, and family insurance plans. In November of 2016, the Union alleged that the district had been in violation of the collective bargaining agreement regarding insurance for several years. The WTHSFT was forced to file both a contract grievance and an Unfair Labor Practice with the Illinois Education Labor Relations Board. Despite using the services of an arbitrator to mediate the issue last year, the parties were not able to arrive at a solution. The parties agreed then to hold the matter in abeyance, with the hope of resolving the issue through contract negotiations. Specifically, the Union believes the school district:*

- *Artificially shifted the district's share of yearly insurance premiums onto staff with child, spouse, and family coverage for 4 years.*
- *Violated the Insurance Advisory Committee terms of the collective bargaining agreement.*
- *Bargained in bad faith during contract negotiations in April 2014.*

**C. D. Compensation and Wages for New Classified Employees**

*Currently in bargaining subcommittee*

**G. E. Job Classifications for Classified Employees**

*Currently in bargaining subcommittee*

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**H. F. Classified Employee Wages**

~~The hourly wage rate for returning classified Classification I, III, IV, and VII employees, and the annual salary for technology technicians, shall be increased by 3% each year respectively for five years starting with the 2018-2019 school year. The hourly wage rate for returning Classification VI A-D Employees shall be increased by 2.25% each year respectively for three years.~~  
**The hourly wage rate for returning classified Classification I, III, IV, and VII employees, and the annual salary for technology technicians, shall be increased by 6% each year respectively for five years starting with the 2015-2016 school year. The hourly wage rate for returning Classification VI A-D Employees shall be increased by 2.25% each year respectively for three years.**

*Also, currently in bargaining subcommittee*

**I. G. Shift Differential**

**In addition to the regular hourly wage rate, Classification IV VI classified employees shall receive a shift differential of fifty cents (\$0.50) twenty cents (\$0.20) per hour for each non-overtime actual shift hour worked between the hours of 5:00 p.m. and 7:00 a.m.**

**D. H. Service Recognition**

**Classified Staff**

**A service recognition payment shall be made to any classified employee retiring from School District 121 who makes application for retirement benefits from the Illinois Municipal Retirement Fund. Such payment shall be determined by multiplying the unused accumulated sick leave days of the classified employee in excess of those days attributable toward retirement credit by thirty dollars (\$30) fifteen dollars (\$15). This payment shall be made after retirement so as not to be considered creditable earnings.**

**J. I. Classified Longevity Pay**

~~Each classified employee hired after July 1, 2011 will not receive longevity pay but will be eligible for stipends for additional job-related training.~~

Each classified employee hired before July 1, 2011, **except paraprofessionals and Technology Technicians**, paid on an hourly rate who has completed at least seven (7) consecutive years of employment as determined by the employment anniversary date shall receive twenty (\$0.20) per hour in addition to the regular rate of pay. Each classified employee hired before July 1, 2011, paid on an hourly rate who has completed at least fourteen (14) consecutive years of employment as determined by the employment anniversary date shall receive forty-five cents (\$0.45), (i.e., \$0.25 plus the initial \$0.20) per hour in addition to the regular rate of pay.

**Paraprofessional and Technology Technician Longevity (hired before July 1, 2011)**

Each paraprofessional and technology technician hired before July 1, 2011, who has completed at least ten (10) consecutive years of employment as determined by the employment anniversary date shall receive one thousand dollars (\$1,000) in addition to the regular annual salary. Each paraprofessional and technology technician hired before July 1, 2011, who has completed at least fifteen (15) consecutive years of employment as determined by the employment anniversary date shall receive one thousand five hundred dollars (\$1,500) in addition to the regular annual salary.

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Each paraprofessional and technology technician ~~hired before July 1, 2011~~, who has completed at least twenty (20) consecutive years of employment as determined by the employment anniversary date shall receive two thousand dollars (\$2,000) in addition to the regular annual salary. The aforementioned amounts shall not be cumulative.

**E. K. Tax Sheltered Annuities**

**At the request of any employee, the Board shall make a payroll deduction to be forwarded to a tax sheltered annuity of the employee's choice. The board shall make every effort to include low-cost 403(b) options.**

**L. Classified Staff Retirement Incentive**

**Upon written irrevocable retirement notice to the Superintendent or designee, no later than September 1st (or within thirty calendar days following execution of this or a successor Collective Bargaining Agreement, whichever is later) of the fourth school year prior to the one at the end of which the employee shall retire, the District shall increase the regular compensation for that employee to a total amount equal to ~~six~~ five percent (65%) greater than the compensation amount earned by that employee during the preceding school year, plus longevity, for four (4) consecutive years. That is, the employee shall receive the Retirement Incentive increase of ~~six~~ five percent (65%) in place of any other raise, and not in addition to any such raise**

*UNION RATIONALE: Regarding the above proposals, XI.B through XI.L, the WTHSFT believes that attracting and retaining high-quality support staff is beneficial to the management and success of WTHS. The above proposals will better guarantee that fair and competitive wages and benefits better correspond to support staff job responsibilities. The proposal is fair and competitive when compared to area schools.*

**ARTICLE XIII**

**DURATION AND RELATED TECHNICAL CLAUSES**

**A. Duration**

This Agreement shall be effective on [AND RETRO-ACTIVE TO] July 1, 2018 ~~May 13, 2014~~ and shall continue in effect until June 30, 2023 ~~May 13, 2018~~.

*UNION RATIONALE: Retroactive pay and a multi-year, competitive contract will best serve all WTHS District 121 stakeholders. Without retroactivity, teachers and support staff would receive almost no raise for the 2018-2019 school year, and some may experience substantial pay cuts, pending resolution of insurance, among other matters.*

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**APPENDIX A (TEACHER SALARY SCHEDULES)  
2018-2019, 2019-2020, 2020-2021, 2022-2023**

A 4.00% INCREASE TO THE BASE IN YEAR 1;  
A 3.50% INCREASE TO THE BASE IN YEAR 2;  
A 3.25% INCREASE TO THE BASE IN YEAR 3;  
A 2.00% INCREASE TO THE BASE IN YEAR 4; AND,  
A 1.25% INCREASE TO THE BASE IN YEAR 5,  
WITH THE CONSEQUENT INCREASES TO ALL OTHER CELLS.

**Teachers on longevity shall make no less than the amount equal to the last step in their educational lane.**

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<u>18</u>							

*UNION RATIONALE: The WTHSFT believes that retaining and attracting high-quality educators is crucial to the success of WTHS. The WTHSFT’s proposal is fair and competitive, requires no tax increase, and allows the district to maintain fiscal responsibility. We are proposing to extend the salary schedule by two steps to better align with area high school salary schedules. This fair incentive also allows the District to align more closely to what is offered by our closest competitor, Mundelein High School, in the race to retain and attract the best educators. Furthermore, the District offers very competitive compensation packages for all administrators and the WTHSFT believes that teacher salary should be commensurate.*

**Appendix B & C (Extra Curricular Pay Schedules)  
2018-2019, 2019-2020, 2020-2021, 2021-2022, 2022-2023**

*Currently in bargaining subcommittee*

**Appendix D (Support Staff Pay Schedules)  
CLASSIFIED STAFF SALARY SCHEDULE**

**COMPENSATION FOR NEW CLASSIFIED STAFF**

*Currently in bargaining subcommittee*

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**Appendix E**  
**CLASSIFIED STAFF ANNUAL RAISES**

**2018-2019 Wage Increase**

**The wage for each returning classified staff employee shall be increased by 6%.**

**2019-2020 Wage Increase**

**The wage for each returning classified staff employee shall be increased by 6%.**

**2020-2021 Wage Increase**

**The wage for each returning classified staff employee shall be increased by 6%.**

**2021-2022 Wage Increase**

**The wage for each returning classified staff employee shall be increased by 6%.**

**2022-2023 Wage Increase**

**The wage for each returning classified staff employee shall be increased by 6%.**

*UNION RATIONALE: The WTHS believes that retaining and attracting hard-working, outstanding employees is crucial to the success of WTHS. This proposal is fair and competitive with area schools and will help us attract and retain these essentials workers.*

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**COST SUMMARY**

<b>\$511,732</b>	<b>2018-2019</b>
<b>\$998,515</b>	<b>2019-2020</b>
<b>\$1,275,262</b>	<b>2020-2021</b>
<b>\$1,515,469</b>	<b>2021-2022</b>
<b>\$714,449</b>	<b>2022-2023</b>

There are other nominal costs associated with some language and economic items that are part of standard district operation, which include yearly variance, and thus cannot be estimated.