



The Board's Most Recent Offer to Teachers and Staff

BOARD OF EDUCATION

WARREN TOWNSHIP HIGH SCHOOL DISTRICT 121

COST SUMMARY OF THE BOARD'S CURRENT PROPOSAL



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Introduction

The Board of Education (“Board”) and the Warren Township High School Federation of Teachers, Lake County Federation of Teachers, Local 504, Illinois Federation of Teachers / AFL-CIO (“Union”) are currently involved in contract negotiations.

On February 13, 2019, the Union initiated a statutory “public posting process.” This process requires both parties to submit, and ultimately release to the public, a written copy of their most recent offer and a summary analyzing and explaining the costs related to its most recent offer.

Under the law, within 7 days of the initiation of the public posting process, the Board and Union are required to exchange copies and cost summaries of their most recent offers and to also furnish copies to both the federal mediator and the Illinois Educational Labor Relations Board. Thus, the Parties were required to exchange copies on February 20, 2019. The Illinois Educational Labor Relations Board is then required to hold the copies for at least another 7 days, or until at least February 27, 2019. During this period, the Parties are continuing to meet and negotiate. Therefore, at the time this document is released to the public, it will not reflect any proposals made after February 19, 2019.

This document is submitted by the Board to meet its statutory requirement.



History of Current Negotiations

The existing contract, which covers approximately 272 teachers and 78 support staff, expired on June 30, 2018.

Negotiations for a new contract began with an introductory meeting and the setting of ground rules in January of 2018. The Parties did not complete the presentation of their initial proposals until May 16, 2018. It is not typical for it to take nearly five months for initial proposals to be presented. However, both parties recognized from the beginning that several factors would lead to a long bargaining process. First, the Parties have not participated in a front-to-back review of contract language for many years, during which a number of changes have occurred in the District and multiple state laws have been enacted that apply to educational employers and their employees. Second, although the teachers and support staff belong to a single bargaining unit, they have been covered by separate contracts. The Parties agreed at the outset to consolidate the two contracts into a single, unified document. These two factors resulted in well over 200 contract proposals being brought to the table for discussion and negotiation. Fortunately, these complications will not be present in future contract cycles.

The parties have met for a total of 27 bargaining sessions. Most of the 27 meetings have been approximately 3 hours in length. In November of 2018, the parties began meeting for all-day bargaining sessions.

The Board and the Union mutually agreed to involve the assistance of a federal mediator for the bargaining session on December 3, 2018. The parties met 7 times since December 3, 2018, with the mediator joining for 6 of those bargaining sessions. The parties last met on February 19, 2019 and have scheduled another all-day bargaining session with the mediator for February 22, 2019. More dates will be scheduled if necessary.



Parties are Not at Impasse

Mediation and the public posting process are normally invoked when the parties reach an impasse (*i.e.*, neither party has any room for further movement). Throughout the negotiation process, the Board team has been open in letting the Union team know it still has some room for movement. It is the Board team's belief that the Union team continues to have room for movement as well.

As mentioned previously, the Parties have been in mediation since December 3, 2018. These mediation sessions have been proceeding smoothly. Both Parties are pleased with the progress and the tenor at the bargaining table is mutually respectful and positive.



Acknowledging Employee Contributions

The Board recognizes and appreciates the many contributions made by teachers. Teachers at Warren Township High School District 121 do an exceptional job educating students. WTHS has a high graduation rate and our graduates demonstrate a strong readiness for their post secondary endeavors.

The Board also recognizes and appreciates the many contributions made by the District's classified staff. Whether serving as clerical staff, nurses, paraprofessionals and aides, technology technicians, or in maintenance, each employee helps make WTHS function and create the conditions for student success.



Board Objectives

As the Board proceeds through these negotiations, it is committed to:

- Maintaining an exceptional learning community by continuing to provide comprehensive academic and extra-curricular programming to a diverse student population
- Providing an outstanding work environment for its teachers and staff
- Continuing the practice of providing teachers and students reasonable class sizes
- Maintaining a balanced budget to ensure the District's annual expenditures do not exceed its annual revenues
- Offering a competitive compensation package that recognizes the important contributions made by teachers and classified staff while also ensuring the compensation package is both affordable and sustainable

WTHS DISTRICT 121 ECONOMIC PROFILE



Salaries and Benefits at District 121

The Board believes it has consistently provided its teachers a competitive pay and benefit package. Warren maintains a 95% teacher retention rate and the District has not experienced difficulty in filling positions.

During the 2017-2018 school year, full-time teachers in District 121 earned between \$45,894 and \$148,880, in addition to receiving a generous benefits package.

The average salary paid to a full-time teacher in the 2017-2018 school year was \$83,621.

Some of the current benefits include, but are not limited to:

- 100% Board-paid Single Medical and 60% Board-paid Dependent Medical coverage
- \$30,000 Paid Life Insurance
- Dental and Visions Insurance
- Retirement Incentives
- 12 paid sick days
- 3 paid personal days
- Tuition reimbursement
- Professional development



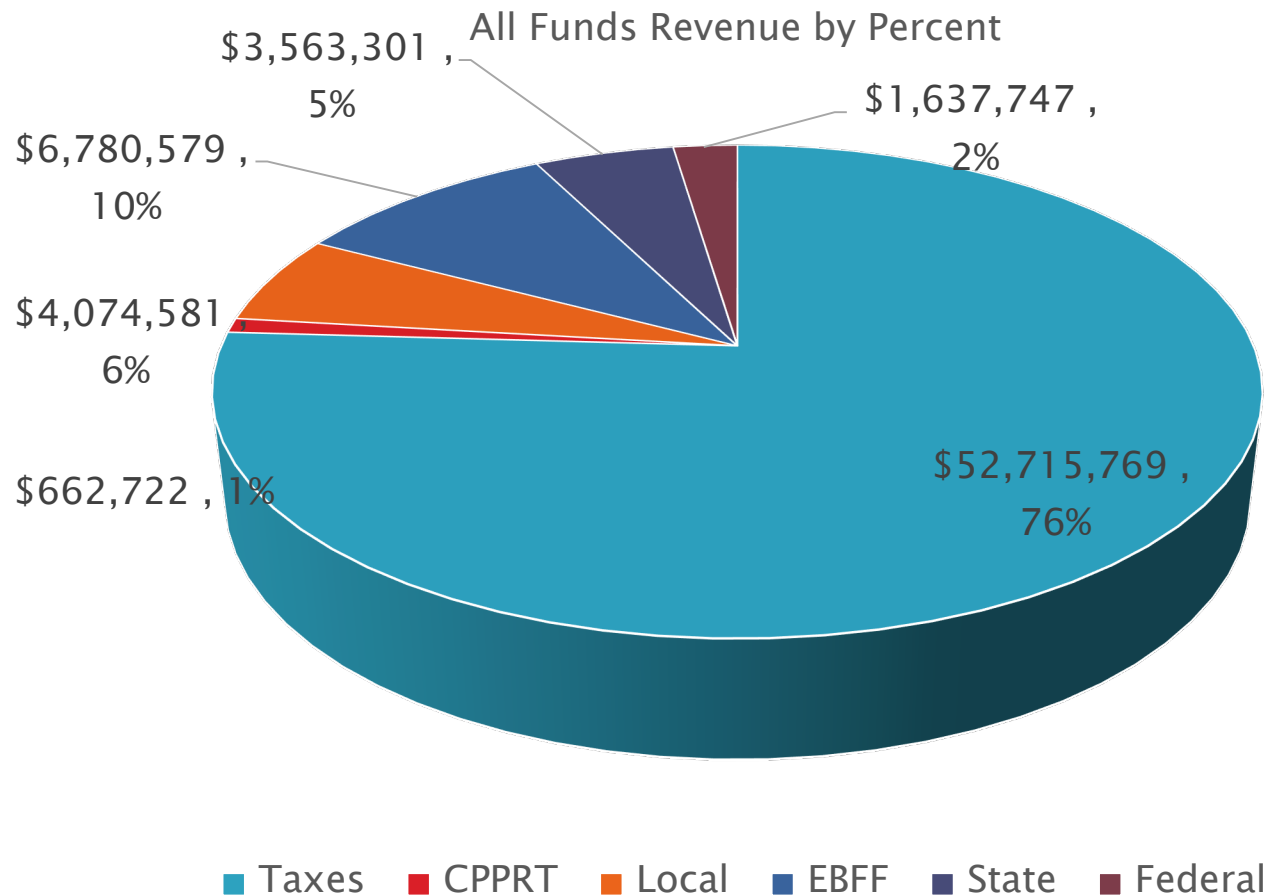
Managing Limited Resources: Factors Influencing Pay and Benefits

As detailed in the pages that follow, several factors significantly influence the pay and benefits structure in the District:

- Reliance on local property taxes as a main source of revenue
- Property Tax Cap linked to a relatively flat Consumer Price Index (CPI)
- Increasing expenses
- Deficit spending by the Board to make ends meet
- Declining balances in the Education Fund



Sources of District Revenue



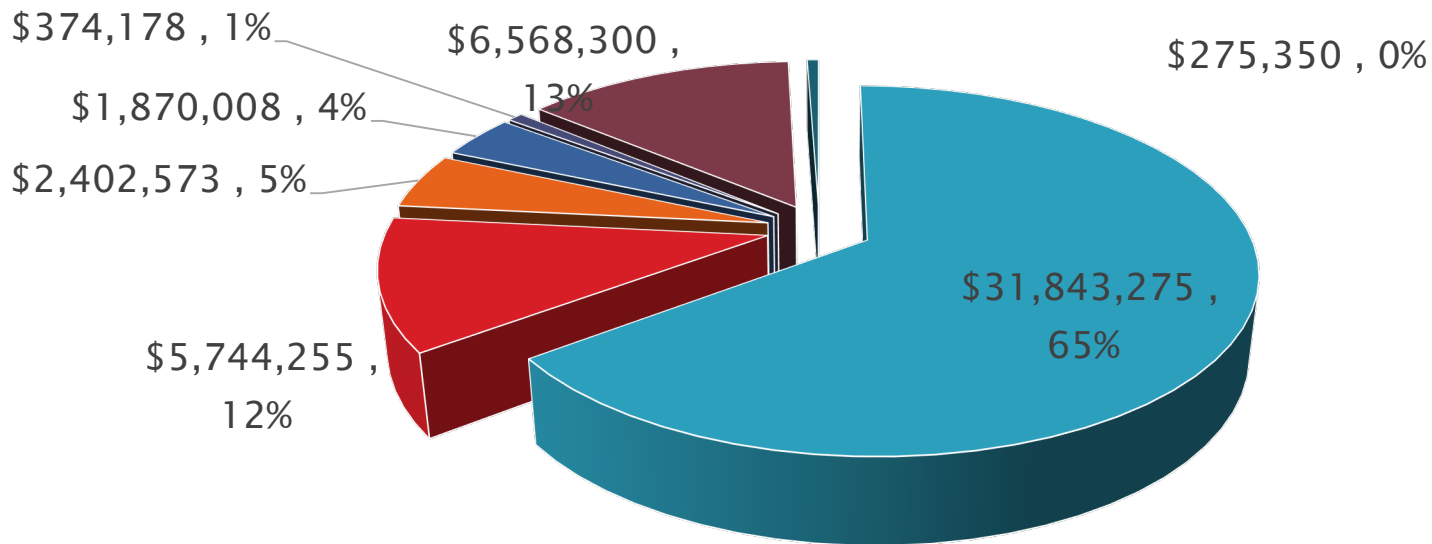
Reliance on local property taxes as main source of revenue:

A significant percentage of the District's annual revenue is derived from local property taxes. However, the District, like all school districts in Lake County, is subject to a "tax cap" which severely limits its ability to raise revenues through property tax increases.



Breaking Down the District's Budget

The District operates with a \$69 Million annual budget. Salary and benefits make up 77% of the Education Fund budget.



- Salary
- Benefits
- Purchase Services
- Supplies
- Capital Outlay
- Dues Fees
- Non-Capital Outlay

Property Tax Cap linked to Consumer Price Index (CPI):

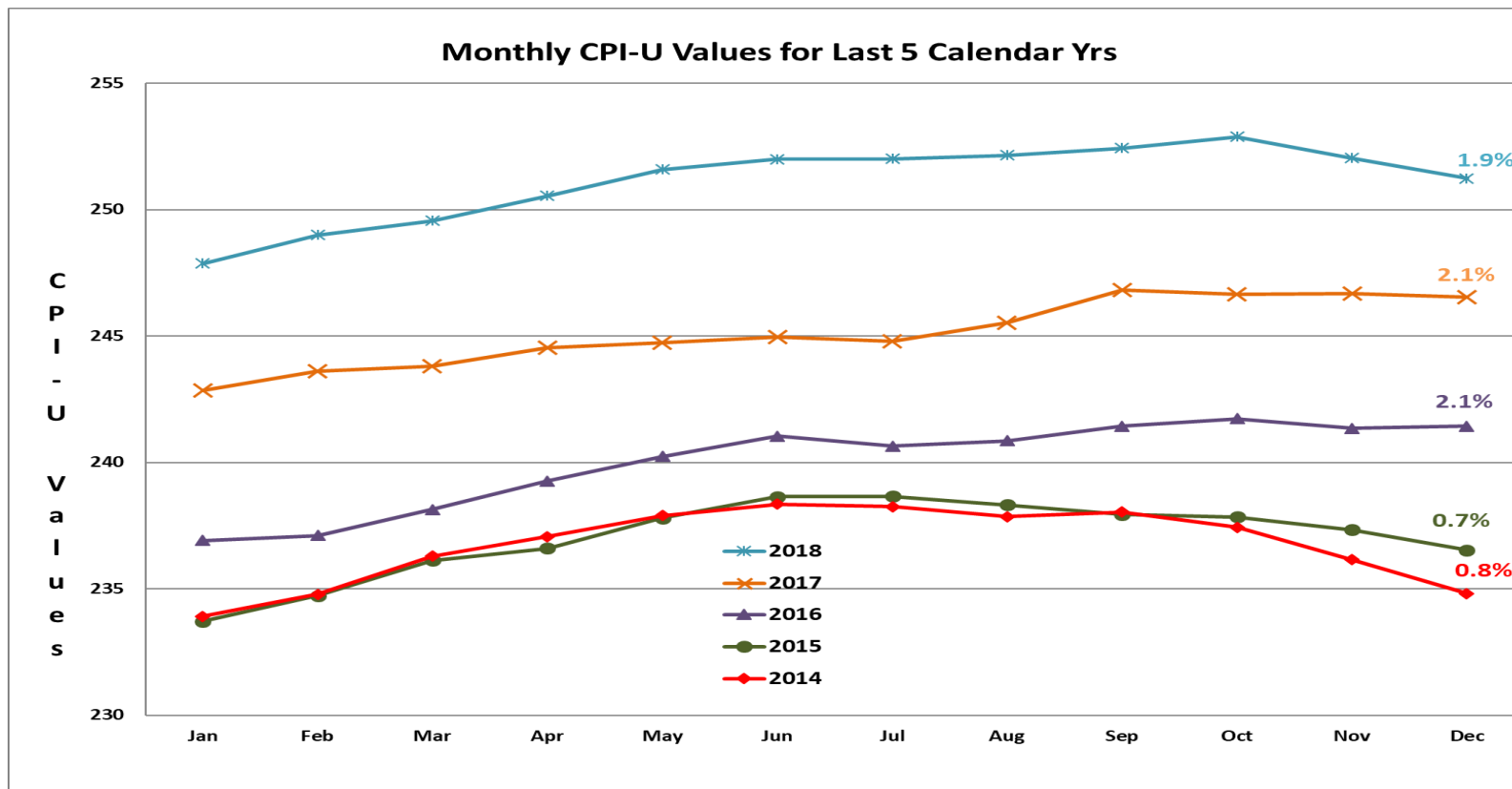
Generally, the District is limited to increasing the tax levy - its major source of revenue - by the increase in the Consumer Price Index - 12 month All Urban ("CPI"), or 5%, whichever is less.

Over the last 5 years, the average increase in the CPI has been 1.5%. Most recently the CPI increased by only 1.9%; well below the increases in the economic package the District is offering. The negligible rate of increases in the CPI has resulted in the District having to deficit spend to meet its expenses.



WTHS Teacher Salaries vs. CPI

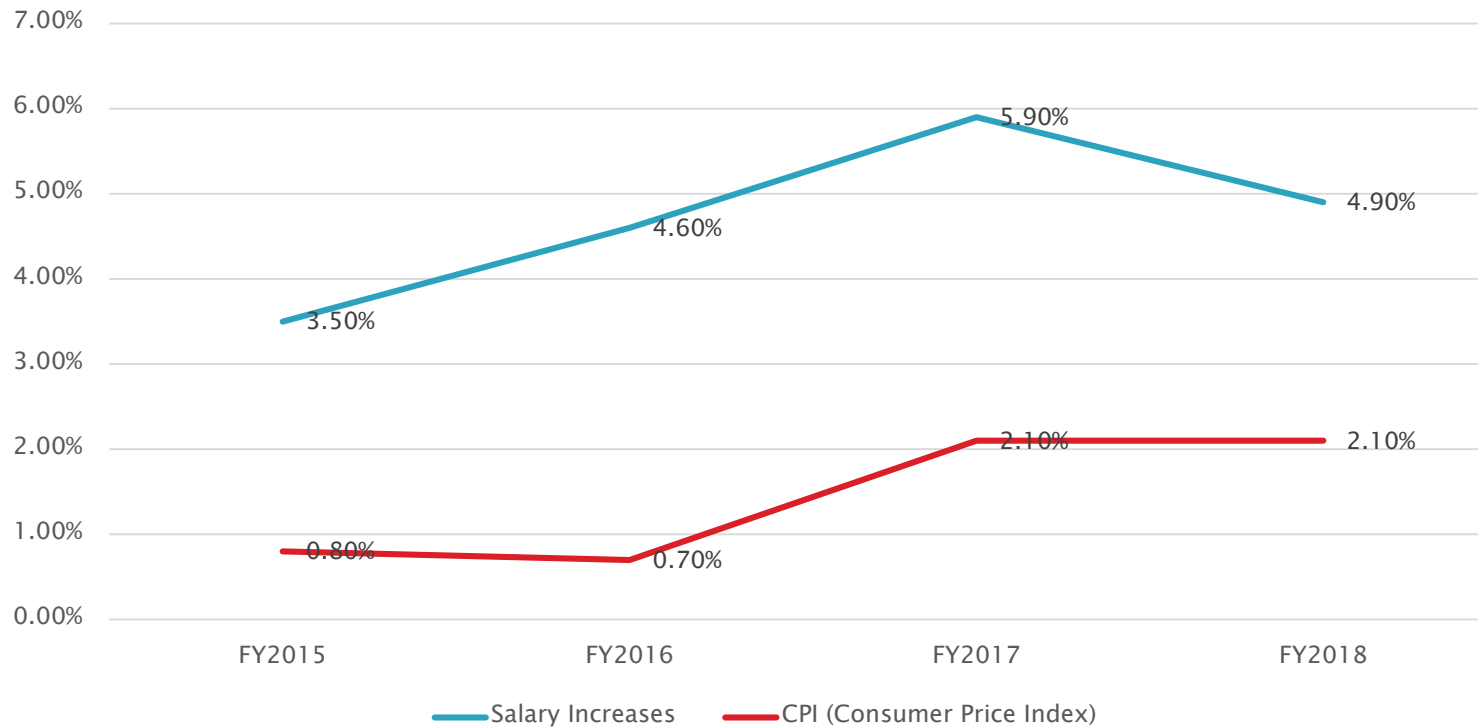
Approximately 87% of the money in the Education Fund (which is used to pay salary and benefits) is tied to CPI (see budget). The Board cannot sustain cost increases in salary and benefits that are above CPI while maintaining reasonable class sizes or existing programs and staffing levels.





WTHS Teacher Average Salaries vs. CPI

WTHS Teacher Average Salaries vs. CPI



Increasing Expenses:

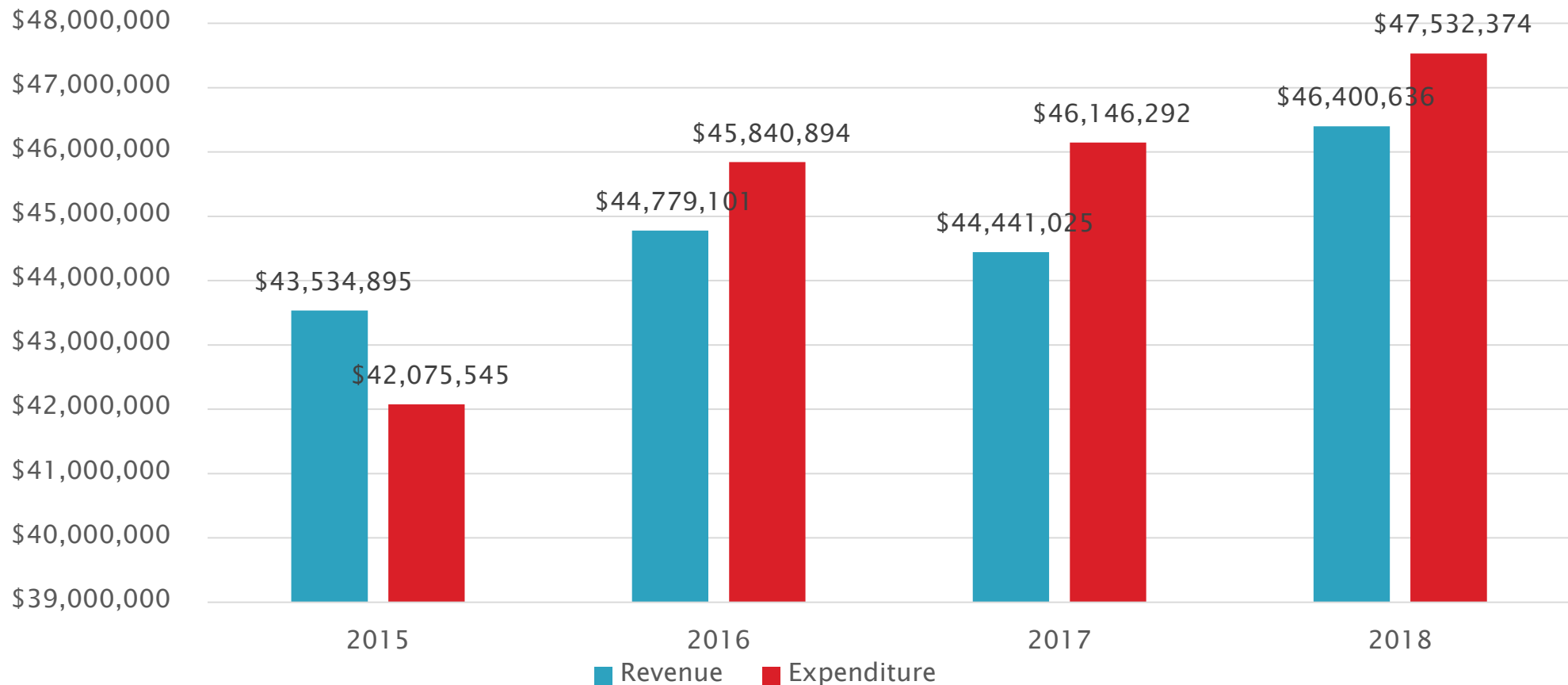
The cost of maintaining district salaries increased by 16.2% over four years; the District was limited to increasing revenue only by 6.5% for the same period.

The Board of Education believes maintaining such course of action year over year is unsustainable.



History of District Spending to Revenue

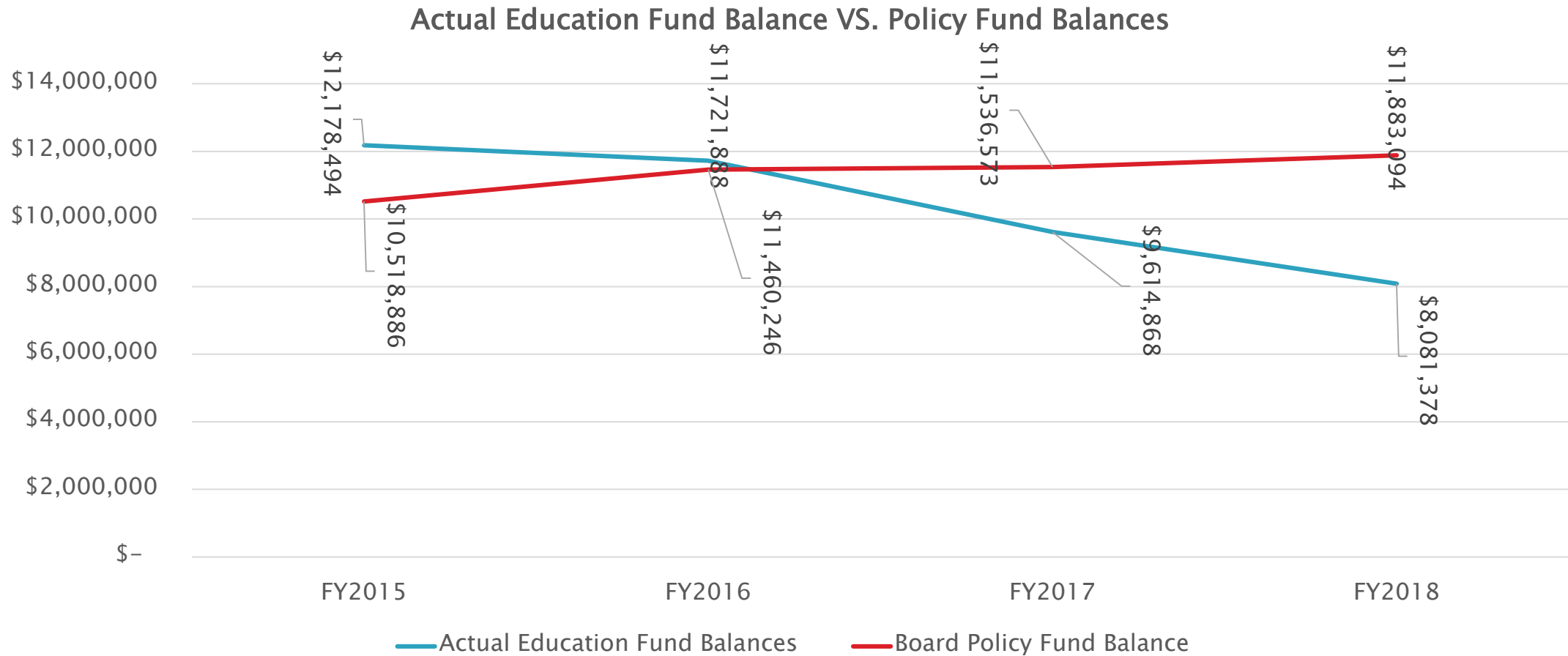
Since FY 2015, the expenditures increased 13%, but the revenue increased only by 6.5%, creating a need for deficit spending.





Declining Reserves and Making Ends Meet

District 121 no longer can maintain required 25% fund balance reserves in Education Fund





Managing Limited Resources: Controlling Costs

In the simplest terms, the Board can address declining reserves by either controlling costs or raising revenues.

Controlling Costs

- We have limited our Non-Union staff (employees not covered under the CBA) salary increases to an average of 3.5%
- We have reallocated some facility-related costs to our capital projects budget to free up annual operating costs
- We have refinanced outstanding debt at lower interest rates to save \$
- We have adopted energy efficiencies – LED lighting
- We are in the process of changing to a new health insurance cooperative to save the cost of employee health insurance
- We have created a staffing plan aligned with our declining district enrollment, which has allowed the reduction of staff



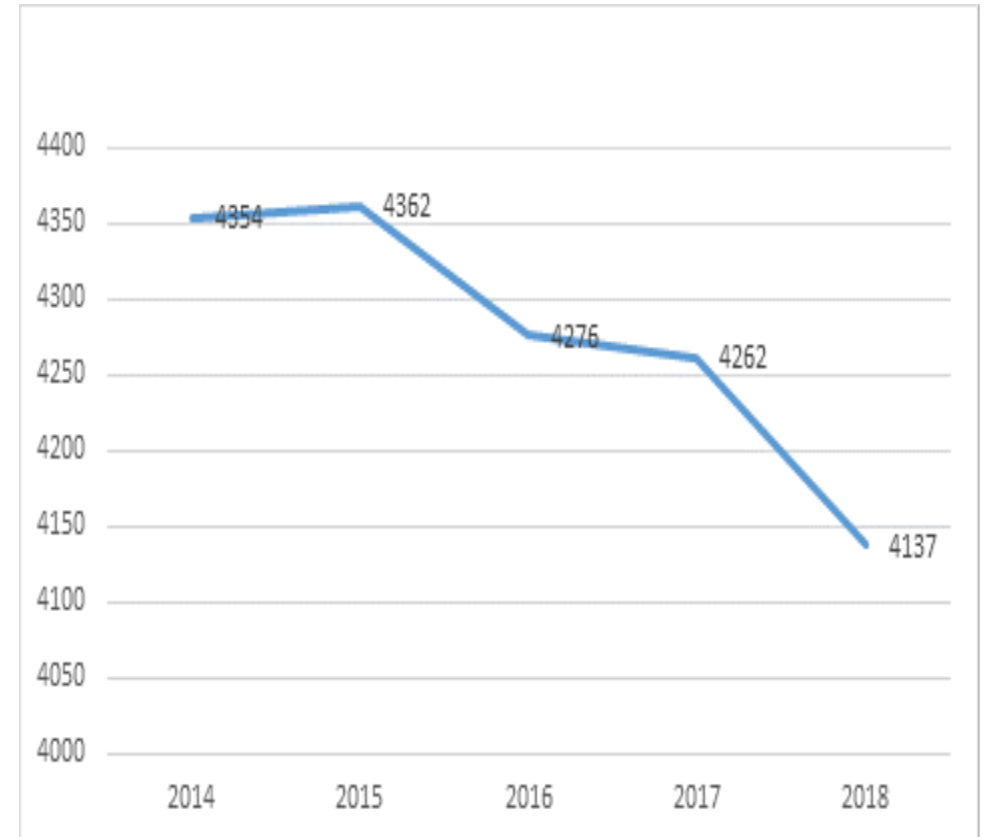
Declining Enrollment Trends

Over the past seven years, Warren’s enrollment has decreased by nearly 500 students. We have been very careful about how we addressed this decline and the its impact on staffing.

We have been utilizing an *Enrollment and Staffing Plan* which was put into place during the 2015-16 school year as we knew then that many of the reductions in staff would take place at the end of the 2017-18 school year. Fortunately, we were able to better align our staff and student populations through a natural attrition process, which resulted from a significant number of retirements and some internal promotions at the end of the 2017-2018 school year.

As we move forward in preparing for the 2018-2019 school year and beyond, we do anticipate our enrollment will continue to decline at an annual rate of 80-100 students for at least the next five years. Our ability to modify our staffing plan to align with our enrollment is critical for the development of a sustainable financial plan for the district.

We are still in a downward trend for enrollment and staffing. However, maintaining all programming options available for our students continues to be a high priority. We anticipate we will continue to be creative in our staffing assignments and resource allocation to ensure we continue to provide excellence for our WTHS community.





Economic Uncertainties

In addition to the District's own finances, the Board must factor other economic uncertainties into its decision-making:

- Possible reductions in State revenue
 - Possible reduction of Evidence Based Funding Formula (formerly General State Aid)
 - Possible reduction of reimbursement for transportation costs
 - Possible reduction in reimbursement for special education
 - Possible elimination of state funding for textbooks and other grant programs
- Increase of unfunded mandates
- The State's substantial unfunded pension debt and likely cost shift to school districts
- Possible property tax freeze

MOST RECENT BOARD PROPOSAL

MOST RECENT BOARD PROPOSAL AS OF FEBRUARY 19, 2019



A Competitive and Sustainable Contract

Throughout the negotiations, the Board has endeavored to provide a competitive and sustainable package of pay and benefits for teachers and support staff, while still honoring its commitment to the public to maintain an annual balanced budget. The Board's record of proposals demonstrates its commitment to offering a fair contract by:

- Offering competitive salary increases
- ✓ Reducing the Cost of Employee Premiums for Dependent and Family Insurance Coverage
- ✓ Maintaining Existing Value for Teacher Retirement Benefits
- ✓ Expanding Access to Longevity Pay to All Teachers While Maintaining Longevity Pay Rates
- ✓ Improving Compensation and Retirement Benefits for Classified Staff
- ✓ Committing to a Five Year Agreement
- ✓ Increasing, significantly, the pay it provides to employees who, in addition to their regular teaching/work assignment, coach and sponsor numerous extra-curricular academic and athletic opportunities for our students



Summary of Tentative Agreements

As previously mentioned, the Parties brought well over 200 proposals to the bargaining table. We are not listing them all here. However, over the course of these negotiations, the parties have reached tentative agreement on a number of individual contract terms, including, but not limited to:

- General Provisions, including Management Rights
- Negotiation Procedures
- Union Rights, including dues deduction, yearly staff surveys, and new employee orientation
- Employee Rights
- Teacher Evaluations and Personnel Files
- Classified Staff Job Descriptions, Probationary Periods, Discipline, Personnel Files, and Evaluations
- Classified Employee Working Conditions, including workday, overtime, work year, and holidays
- Payroll Procedures
- Teacher Overload Compensation
- Grievance Procedure

KEY OPEN ECONOMIC ITEMS

*AS OF FEBRUARY 19, 2019



Key Open Economic Items

Significant progress has been made in defining the contract terms related to the following key economic items. However, to avoid overspending on one key economic item before another key economic item has been decided, the Parties have been making “package proposals” and having “off-the-record, what-if” discussions. This is necessary because there is a single pool of dollars to address all economic items. Consequently, for most of the key economic items below, the Board and the Union are either very close to an agreement, or we have already reached an agreement which is contingent on reaching agreements on the remaining terms:

- **Health Insurance for All Employees**
- **Compensation for Teachers**
 - Scheduled Salary Increases
 - Longevity
 - Retirement Benefits
- **Compensation for Classified Staff**
 - Hourly Wage Increases
 - Starting Wage Rates for New Hires
 - Longevity/Shift Differential
 - Retirement Benefits
- **Extra Duty Stipends (i.e., coaching, activities, and sponsorships, etc.) for all Employees**

HEALTH INSURANCE BENEFITS

BOARD PROPOSAL AS OF FEBRUARY 19, 2019



Health Insurance Benefits

The Board provides its full-time teachers and regular full-time and regular part-time support staff employees with generous health insurance benefits including single, dependent, and family coverage.

The Board proposes to maintain the current insurance benefit structure for the remainder of the current school year, which includes the Board paying 100% of the cost of single coverage and a set dollar amount toward dependent coverage which is equivalent to 60% of the cost of the premium.

Board Increases the % it Pays Toward Dependent Health Insurance and Establishes Wellness Program

Effective July 1, 2019, the Board proposes to continue to pay 100% of the cost of the single coverage and to increase its contribution to 70% of the cost of dependent coverage for those employees who choose to participate in a new Wellness Program. There would be a slight additional cost to employees who choose not to participate in the Wellness Program.



A Commitment to Wellness

To help control future increases in the cost of health insurance, the Board proposes to implement a Wellness Program effective July 1, 2019. As part of the Wellness Program, the Board would continue to pay 100% of the cost for single coverage and would increase its current contribution toward the cost of dependent coverage to 70% for those employees who participate in the Wellness Program. As mentioned previously, employees who choose not to participate in the Wellness Program would pay a slight additional amount toward their health insurance coverage.

It is expected that the District's joint Insurance Advisory Committee would meet in the upcoming months to determine the components that will make up the Wellness Program.



Cost Summary for Insurance Benefits

The Board proposes to continue offering four insurance plans. Most employees have elected the PPO \$500 Deductible Plan. The chart below depicts the cost to the employee for different coverage levels in the current school year and the 2019-2020 school year after the Board's new 70/30% cost sharing comes into effect, using PPO \$500 and assuming participation in the wellness program.

Monthly Insurance Premium Costs to Employee 2018-2019 School Year	
Single	\$0
Employee + Spouse	\$649.70
Employee + Children	\$617.19
Family	\$1,039.52
*Proposed Monthly Insurance Premium Costs to Employee 2019-2020 School Year	
Single	\$0
Employee + Spouse	\$417.98
Employee + Children	\$367.06
Family	\$668.76
*Based on preliminary 2019-2020 tentative rates.	



Employee Savings for 2019-2020

The Board's most recent proposal for insurance would result in a monthly savings of \$370.76 for employees who are enrolled in the PPO \$500 Deductible Plan with Family Coverage.

The average teacher salary at WTHS is \$83,621. For a teacher compensated at that level, the Board's insurance proposal alone represents an increase in net take-home pay that is the equivalent of a 5.3% salary increase.

COMPENSATION FOR TEACHERS

BOARD PROPOSAL AS OF FEBRUARY 19, 2019



An Explanation of Teacher Compensation

Approximately 173 of our teachers are compensated according to a salary schedule, which is a matrix that includes columns (or lanes) based on education degree and credits (Bachelors, Masters, etc.) and rows (or steps) based on years of teaching service to the District. The salary schedule permits teachers to achieve a salary increase by virtue of their annual step increase and by moving from one lane to the next by completing additional education. The salary schedule is premised on a “base salary” from which all of the other salaries on the schedule are derived. Although there are a few variations in the schedule (based on a teacher’s educational attainment) most teachers will progress through the entire schedule after 16 years.

Once a teacher with a Master’s Degree progresses through the salary schedule, he/she is no longer eligible for base and step increases, but is instead eligible for longevity and lane increases.

The Union proposed expanding the salary schedule to include two more steps. The Board believes two additional steps are not necessary and unsustainable.



Salaries for Teachers

Schedule

The Board's current proposal for teachers who are paid on the schedule is as follows:

School Year	Current Proposal	Overall Increase
2018-2019	2.5% increase to base, plus a step increase which ranges from 2.5% to 4.5%	5% to 7% increase
2019-2020	2.0% increase to base, plus a step increase which ranges from 2.5% to 4.5%	4.5% to 6.5% increase
2020-2021	1.25% increase to base, plus a step increase which ranges from 2.5% to 4.5%	3.75% to 5.75% increase
2021-2022	1.25% increase to base, plus a step increase which ranges from 2.5% to 4.5%	3.75% to 5.75% increase
2022-2023	1.25% increase to base, plus a step increase which ranges from 2.5% to 4.5%	3.75% to 5.75% increase

Longevity

Subject to the parties reaching agreement on related provisions, the Board has agreed to provide **longevity increases of 3.5% to all eligible teachers** and to eliminate a two-tier system from the current collective bargaining agreement under which teachers hired before the 2011-2012 school year receive a 3.5% longevity increase, while teachers hired during or after the 2011-2012 school year receive a 2.25% longevity increase.

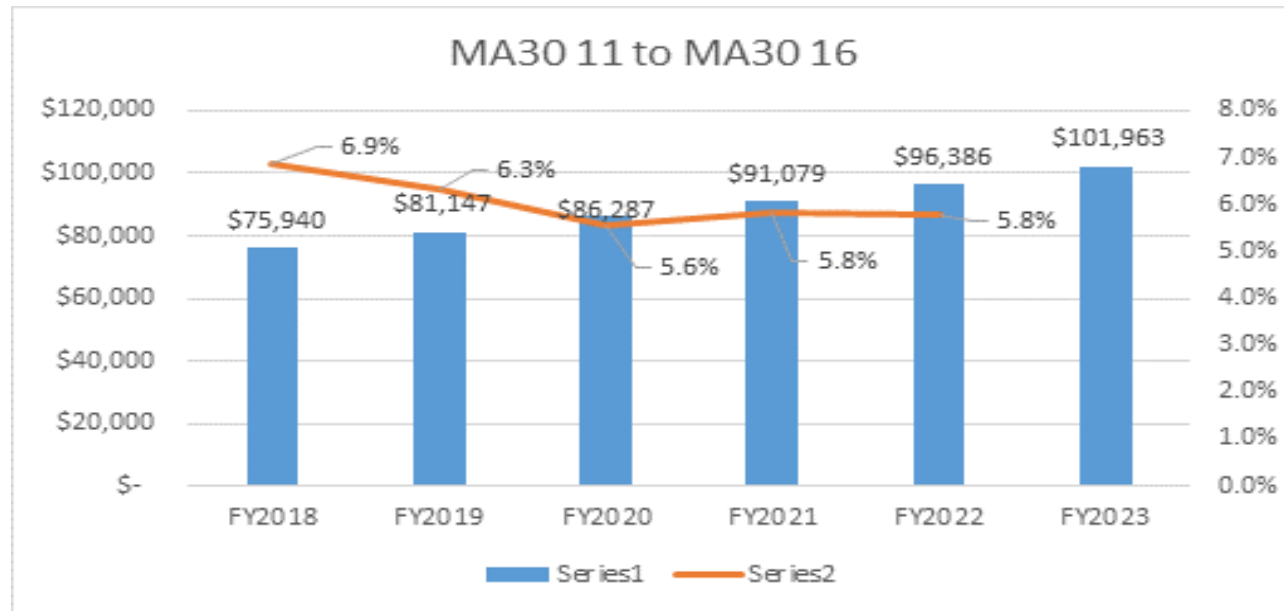
Lane

Teachers would also have the opportunity to receive additional compensation for furthering their education. Lane increases range from 3.7% to 4.7%.



Salaries for Teachers

Under the Board's most recent proposal, a teacher currently compensated at MA+30 Step 11 would see his or her annual salary increase from \$75,940 to \$101,963 over the duration of this contract.



For the teacher in the above example, the Board's most recent proposal would constitute an overall compensation increase of 34.3% over five years.



Retirement Benefits for Teachers

The Board continues to reject the Union's demand for the Board to start to pay a portion of the teachers' required contributions to the Teachers' Retirement System ("TRS"). The Union initially demanded that the Board pay 100% of the teachers' contributions to TRS, which amounted to an almost 10% annual increase in take-home-pay on its own. The Union has gradually reduced its demand to 2%. The Board has consistently rejected the Union's proposal. The Board believes it is unsustainable in the long run.

Nevertheless, the Board's current proposal includes a generous retirement benefit that is designed to mitigate the impact of recent legislative changes to lower salary "caps" from 6% to 3%. The Board has proposed to both extend the notice period for retirement from four to six years, increase the retirement incentive payments to account for the change in law, and increasing the post-retirement severance bonus to \$250 per year for each year of completed service to the District. The Board's proposal retains the existing Post-Retirement Insurance Benefit and increases the Post-Retirement Unused Sick Leave Payment from \$50 per unused accumulated sick leave day to \$65 per unused accumulated sick leave day.

COMPENSATION FOR CLASSIFIED STAFF

BOARD PROPOSAL AS OF FEBRUARY 19, 2019



Wages for Classified Staff

The Board's most recent proposal includes an annual across-the-board general increase to the hourly wages of all classified staff as follows:

- 2018-2019 **6.0%** general increase
- 2019-2020 **5.0%** general increase
- 2020-2021 **5.0%** general increase
- 2021-2022 **4.5%** general increase
- 2022-2023 **4.5%** general increase

The Board's most recent proposal for teacher salaries amounts to a **25%** over the five year term of the agreement.

The Board's proposal for wage increases is retroactive to July 1, 2018.



Longevity Pay/Shift Differential for Classified Staff

Longevity Pay

The current collective bargaining agreement permits some classified personnel hired before July 1, 2011 who have completed seven years of service to receive a longevity increase of \$0.20 per hour above their base hourly wage, and for those classified employees who have completed fourteen years of service shall receive \$0.45 per hour above their base hourly wage.

The Board's most recent proposal opens up the longevity increase to all classified employees instead of only those hired before July 1, 2011 and removes the grandfathering for longevity pay for paraprofessionals and technology technicians hired before July 1, 2011.

Increase to Shift Differential

The Board's most recent proposal also includes an increase in shift differential from \$0.20 per hour to \$0.50 per hour for non-overtime work performed between 5:00pm and 7:00am.



Retirement Benefits for Classified Staff

Retirement Incentive for Classified Staff

The Board's most recent proposal includes a retirement incentive for classified staff, which includes four consecutive years of 5% wage increases as well as a post-retirement severance payment equal to \$150 for every year of completed service to the District.

Increase to Service Recognition Payments

To recognize the contributions of long serving classified personnel, the Board's most recent proposal includes increasing the service recognition for unused accumulated sick leave days for retiring classified staff from \$15 per unused sick day to \$25 per unused sick day.

EXTRA DUTY STIPENDS (APPENDIX B)

BOARD PROPOSAL AS OF FEBRUARY 19, 2019



Extra Duty Stipends

Early in the negotiation process, the Board and the Union agreed to submit the question of revisions to Appendix B/C of the contract, which governs extra duty stipends, to a special bargaining sub-committee.

The Board's current proposal is structurally consistent with modifications recommended by the subcommittee to create a more competitive pay structure within our Appendix B/C schedule, and recognize the significant contributions of our staff who work students in our extra curricular program. The enhancements to Appendix B/C account for an annual increase from approximately \$1.3 million to \$1.7 million.

However, it is the Board's position that the increases to extra duty stipends must be considered as part of the overall cost of the contract. Increasing the extra duty stipends as proposed by the Union constitutes a significant investment in limited financial resources which could instead be allocated elsewhere.

The Board's most recent proposal also includes clarification that permits the Board to discontinue extracurricular activities for lack of student involvement, as well as other factors.



Key Economic Points of Board's Offer

<p><u>Teachers on Salary Schedule</u></p> <p>2018-2019 2.5% increase to the base; 5% to 7% overall increase 2019-2020 2.0% increase to the base; 4.5% to 6.5% overall increase 2020-2021 1.25% increase to the base; 3.75% to 5.75% overall increase 2021-2022 1.25% increase to the base; 3.75% to 5.75% overall increase 2022-2023 1.25% increase to the base; 3.75% to 5.75% overall increase</p>	<p><u>Teachers on Longevity</u></p> <p>2018-2019 3.5% increase 2019-2020 3.5% increase 2020-2021 3.5% increase 2021-2022 3.5% increase 2022-2023 3.5% increase</p>
<p><u>Teachers Retirement</u></p> <p>Six Year Notice Period (7%/ 7%/3%/3%/3%/3%) Post-Retirement Insurance Benefit: \$10,000 lump (or 2 x \$2,400) Post-Retirement Severance: \$250 per year of service Service Recognition: \$65 per unused sick day</p>	<p><u>Appendix B/C</u></p> <p>2018-2019 30% increase 2019-2020 2% increase to the Appendix B schedule 2020-2021 2% increase to the Appendix B schedule 2021-2022 2% increase to the Appendix B schedule 2022-2023 2% increase to the Appendix B schedule</p>
<p><u>Classified Staff Compensation</u></p> <p>2018-2019 6.0% general increase 2019-2020 5.0% general increase 2020-2021 5.0% general increase 2021-2022 4.5% general increase 2022-2023 4.5% general increase</p>	<p><u>Classified Staff Retirement</u></p> <p>Retirement Incentive: 5% increases for four years Post-Retirement Severance: \$150 per year of service Service Recognition: \$25 per unused sick day</p>
<p><u>Leaves for Teachers</u></p> <p>13 Sick Days and 3 Personal Days</p>	<p><u>Leaves for Classified</u></p> <p>15 Sick Days (12 mo), 13 Sick Days (10 mo), and 3 Personal Days</p>



Summary of Board's Estimated New Salary and Extra-Duty Costs

	Teachers	NEW \$		Appen B	NEW \$		Classified	NEW \$
Base Year	\$23,435,000	NA		\$1,300,000	NA		\$3,000,000	NA
18-19	\$24,756,000	\$1,321,000		\$1,700,000	\$400,000		\$3,180,000	\$180,000
19-20	\$26,366,000	\$2,931,000		\$1,734,000	\$434,000		\$3,339,000	\$339,000
20-21	\$27,432,000	\$3,997,000		\$1,768,680	\$468,680		\$3,505,950	\$505,950
21-22	\$28,572,000	\$5,137,000		\$1,804,054	\$504,054		\$3,663,718	\$663,718
22-23	\$30,014,000	\$6,579,000		\$1,840,135	\$540,135		\$3,828,585	\$828,585
TOTAL		\$19,965,000			\$2,346,868			\$2,517,253
				GENERAL COST OF SALARIES IN PROPOSAL				
				\$24,829,121				

OTHER OPEN ECONOMIC ITEMS

BOARD PROPOSAL AS OF FEBRUARY 19, 2019



Additional Teacher Compensation

The Parties have already reached a tentative agreement on increased pay for additional teacher compensation, as follows:

Homebound Instruction	\$60 (per hour)
Visual Recording	\$30 (per hour)
Industrial Arts Instruction	\$50 (per hour)
Substitute Teacher	\$55 (per hour)
Curriculum Writing	\$40 (per hour)
Bridges Evening Program-Teacher & Counselor	\$50 (per hour)
Bridges Evening Program-Supervisor	\$35 (per hour)
Summer School	\$45 (per hour)

In addition to these increases, the Union has also requested increases to lead teacher stipends. The Board is unable to agree to the specific amount requested by the Union, but the Board's most recent proposal increases lead teacher stipends as follows:

<u>Number of Teachers</u>	<u>Lead Teacher Stipend</u>
1-5 Teachers	\$7,500
6-10 Teachers	\$8,500
11-15 Teachers	\$9,500
16 or More	\$10,500

The Board's proposal includes increasing the Lead Nurse stipend to \$7,500. As part of increasing the stipend for lead teachers, the Board has proposed eliminating Assistant Lead Teachers.



Working Conditions for Teachers

The Board's most recent proposal concerning teacher working conditions includes a "package" proposal. The package includes, but is not limited to:

- Clarification of contract language concerning "supervisory periods" which may consist of assignment to a resource room, cafeteria duty, library, study halls, testing center, or other duties as needed, but such assignment shall not include activities that require prior planning.
- Revised language concerning scheduling work days during the summer vacation for school counselors, college counselors, licensed school nurses, case managers and program case managers, psychologists and social workers.
- Clarification that college counselors, case managers, school psychologists, speech language pathologists, licensed school nurses, and program case managers who also teach will not have a supervisory period.
- Commitment that any event, other than Open House nights, held outside of contractual hours that requires teacher attendance will be compensated at the summer school rate of pay, except that post-secondary counselors will receive compensatory (comp) time in lieu of additional pay.

LEAVES OF ABSENCE

BOARD PROPOSAL AS OF FEBRUARY 19, 2019



Leaves of Absence – Sick Leave Days

Early in the negotiation process, the Board and the Union agreed to submit the parties' proposed revisions to language concerning leaves of absence to a joint sub-committee. The joint sub-committee worked on the language throughout the summer of 2018. The Board's most recent proposal is consistent with the report of the subcommittee, and also includes the following items:

- Increases the annual number of sick days for teachers from 12 to 13.
- Increases the annual number of sick days for 10 month classified staff from 12 to 13.
- Increases the annual number of sick days for 12 month classified staff from 14 to 15.
- Grants employees the ability to use of up to 30 accumulated sick days within 42 calendar days of the birth or adoption for, with the ability to use additional sick leave if determined necessary by a qualified medical professional. Prior to the delivery of the child, grants employees the ability to use as much of the employee's accumulated sick leave as a qualified medical professional determines as necessary as a result of the employees' disability related to the pregnancy.



Leaves of Absence – Other Leaves

The Board's most recent proposal also includes the following proposals (non-exhaustive):

- Continuing the current contractual benefit of providing employees with three personal leave days, but expanding the ability of employees to enjoy that benefit by permitting employees to use personal leave on three consecutive work days with supervisory approval. The Board has also proposed expanding the employee's ability to use partial leave days in half-day increments with supervisory approval.
- Increasing religious leave from one to two days.
- Granting all employees, teacher and classified staff, the ability to utilize professional leave.
- Revising contractual language concerning jury duty and court leave, accident leave, and various unpaid leaves, as well as language concerning medical documentation for disability leave.
- The Board's proposal also includes language clarifying the impact of lengthy leaves of absence on the acquisition of tenure for non-tenured teachers and the completion of probation for probationary classified employees.



Board Does Not Agree to Extend Bonus Sick Leave Days

The expired collective bargaining agreement provided “bonus” paid sick leave days. Teachers received 5 additional paid sick leave days each year as a bonus for reporting to work on Mondays and Fridays or on the day before or after a holiday or institute day and an additional 5 paid sick leave days if teachers did not use any in the previous school year. Teachers also received up to 8 additional sick leave days each year based on years of service and sick leave usage. Thus, a teacher could receive up to 18 new paid sick leave days each year, in addition to their annual allotment of 12 days, for a total of up to 30 paid sick leave days per year. Both provisions expired with the expiration of the prior collective bargaining agreement, and specifically “sunset.”

The Board is concerned about the high cost of these programs, both as it relates to the “buy back” provision upon retirement and substitute costs. Therefore, the Board believes the bonus days and increased sick leave day accumulation represent unsustainable benefits.

Regardless, the Board’s most recent proposal included increasing sick leave days for teachers from 12 to 13 days per year. The Board believes this proposal is fair and reasonable, especially in light of the other generous benefits provided to teachers by the Board in its most recent proposal.

MISCELLANEOUS NON-ECONOMIC ITEMS

BOARD PROPOSAL AS OF FEBRUARY 19, 2019



Miscellaneous Non-Economic Items

5 Year Duration

The Board's most recent proposal covers a term of five years, effective from July 1, 2018 through June 30, 2023. Both parties are currently proposing a five year agreement, but have not officially agreed to the final length of the contract.

Complete Understanding

The Board's most recent proposal includes a proposal to clarify the existing language regarding the parties' complete understanding. The provision is technical in nature but is common in collective bargaining agreements to prevent misunderstandings in the future. The Board's new language would state, in essence, that neither the Union nor the Board could be bound by any requirement which is not specifically stated in the agreement or bound by any past practice or understanding not specifically stated in the agreement.

Reopener

The Board's most recent proposal includes language allowing the parties to renegotiate economic terms of the agreement if the Illinois legislature enacts legislation imposing a property tax freeze or otherwise limiting or constraining the District's ability to meet its financial obligations.



Conclusion

The Board of Education is committed to continuing its practice of providing a competitive pay and benefit package to the District's teachers and support staff. The District is well-respected, not only for the academic and extra-curricular opportunities it provides to students, but for the work environment and overall compensation it provides to employees. The District does not experience issues with employee turnover. In fact, the District continues to attract and retain high quality staff, with a significant number of employees remaining at Warren Township High School District throughout their entire career in education.

The Board is also committed to be good stewards of the District and of the limited financial resources within the community. Therefore, the Board must ensure that the collective bargaining agreement, is sustainable and that the District's long-term financial readiness continues to improve without imposing greater and greater burdens on our taxpayers.

The Board's proposal of February 19, 2019, continues its tradition of providing a competitive pay and benefit package to its teachers and support staff. And, although the Board has nearly reached its budgetary limit, it has not made its last, final, or best proposal. The Board has some room for additional movement, and the Board expects that soon the parties will reach agreement on a contract that is beneficial for all involved.