

January 24, 2019

Negotiations Update—An Important Message from the Board of Education

Today, the District 66 Board of Education released a formal contract proposal to the Center Cass Educational Association (CCEA). The proposal is a result of several years of discussions between both parties, starting with prior contract negotiations, the Compensation Committee, and over ten months of discussions on the current contract between the two teams.

Throughout the negotiation, members of the Board have received a variety of comments and questions from staff, parents and the community about the progress being made toward reaching an agreement. The Board has welcomed these communications, and truly appreciates the passion that we all share towards making our schools the very best they can be. While there is much information being discussed, most of the people we've listened to have expressed concerns over the amount of communication they've received about the proposals being exchanged. This, in some cases has led to misinformation about the Board's interests in this negotiation. Therefore, the Board would like to take this opportunity to provide people with actual documents that have been shared with the CCEA, including the Board's current proposal that was shared earlier today and the tentative agreements that we have reached during the bargaining process. The Board's most recent proposal, a summary of the tentative agreements, and the actual tentative agreements can be viewed by clicking [here](#). An informational session will be hosted by the Board on January 31st, at 7 p.m., at Prairieview Elementary School in the multipurpose room.

The Board is committed to continuously improving education for each and every student in our district. We believe that this is best accomplished through accelerating the growth of the professional capability of our teaching staff, with the goal of improving student outcomes. That said, the Board's objectives throughout the negotiation process have been as follows:

- To utilize an approach to teacher compensation, that not only rewards our existing teaching staff, but also allows the district to attract the best and brightest educators, who are increasingly looking for ways to grow their careers and incomes in more innovative and creative ways than a traditional salary schedule.
- To increase and accelerate investment in the professional development of our teaching staff, by offering additional compensation to those who set, and meet, one or more professional development goals.
- To increase and broaden the opportunities for growing professional capabilities in ways that are less costly to our teachers, and allow for more rapid movement into the higher earnings period of a teacher's career.
- To ensure that the approach is fiscally responsible and sustainable.

Key features of the Board's proposal include:

- **More Options**. The Board's proposal offers two options to all CCEA members, who can elect to remain on the more traditional salary schedule, or move to a differentiated compensation model. Both models offer similar compensation features, but the latter is designed to accelerate professional capability growth, and faster salary growth earlier in an educator's career, resulting in higher overall career earnings. Election into either model is completely voluntary.
- **Pay Premiums**. New to this contract, the Board has offered pay premiums based on achievement of an annual professional growth goal, as well as a premium to teachers who hold leadership positions in our district.

- **More Professional Development Opportunities.** The Board and the CCEA teams have significant alignment on broadening opportunities for professional development, to help accelerate professional growth and earnings, while at the same time reducing cost to the teacher.

Below is a summary of what the Board has proposed for compensation:

 Summary of Board Proposal to CCEA January 24, 2019												
Option 1 - Traditional Salary Schedule				Option 2 - Differentiated Schedule								
<u>Year 1</u> 1.5%	<u>Year 2</u> 1.0%	<u>Year 3</u> 1.0%	<u>Year 4</u> 1.0%	Annual Increases to Base	Same as Option 1							
* This is one small component of the total salary increase for a teacher. Total annual increases can range from 2.25% to 34.35% depending on position in the salary schedule												
Each teacher works collaboratively with their building principal to set at least one professional growth goal, with the ability to earn additional income.				Performance Premium	Same as Option 1							
<p style="text-align: center;"><u>Performance Premium</u></p> <table border="0"> <tr> <td><u>Year 1</u></td> <td><u>Year 2</u></td> <td><u>Year 3</u></td> <td><u>Year 4</u></td> </tr> <tr> <td>\$250</td> <td>\$250</td> <td>\$250</td> <td>\$250</td> </tr> </table> <p style="text-align: center;">Does not add to base salary</p>					<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	\$250	\$250	\$250	\$250
<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>									
\$250	\$250	\$250	\$250									
District identifies and compensates teachers for leadership				Systems Leader	Same as Option 1							
<p style="text-align: center;"><u>Systems Leader</u></p> <table border="0"> <tr> <td><u>Year 1</u></td> <td><u>Year 2</u></td> <td><u>Year 3</u></td> <td><u>Year 4</u></td> </tr> <tr> <td>\$1,000</td> <td>\$1,000</td> <td>\$1,000</td> <td>\$1,000</td> </tr> </table> <p style="text-align: center;">Adds to base salary</p>					<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	\$1,000	\$1,000	\$1,000	\$1,000
<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>									
\$1,000	\$1,000	\$1,000	\$1,000									
Existing salary schedule IMPROVED to allow for more professional development opportunities, and more ways to advance professional classification (lanes).				Professional Development Opportunities	Professional development opportunities and professional classification advancement the same as Option 1							
Fixed per traditional salary schedule				Base Salary	Can increase more rapidly than the traditional salary schedule							
Based on traditional salary schedule multipliers				Base Salary Increases	Enhanced multipliers, with additional emphasis on years 1 thru 9.							
Completely Voluntary				Enrollment	Completely Voluntary Annual Enrollment beginning in 2019-2020 school year Option to return to the salary schedule during the term of the contract							

Additionally, the Board has offered and the CCEA has tentatively agreed to:

- Paid Time Off Flexibility
 - Increasing bereavement days from 1 to 3 and allowing the use of sick days in certain situations.
 - An additional personal day through the use of a sick day increasing annual personal days from 2 to 3.
- Improved accommodations for nursing mothers which were extended to all staff.

The Board and the administration are extremely sensitive to the amount of time this process is taking, and the impact it may have on our teaching staff. Therefore, the Board has re-iterated an offer originally made to CCEA on August 29th, 2018, to give a 2.4% increase to all members being impacted by the negotiations. If accepted by CCEA, checks will be issued by February 1, 2019. The amount of this payment would be retro-active to the beginning of this school year and any additional salary owed once an agreement is finalized would also be paid retro-active to the beginning of the school year.

We will hold our next mediation session with the CCEA on February 4 and we thank everyone for supporting both teams as we continue working towards an agreement that will benefit our students and staff for years to come.