





Driver Education

Behind-the-Wheel Instruction



Level Leaders

New Wellness Department
Media Level Leader



New Student Services Article

Counselors, Psychologists, Social Workers

Data in District 211: AS OF November 28, 2018

	Palatine	Fremd	Conant	Schaumburg	Hoffman
% of Free/Reduced	54.4%	16%	22.5%	32%	51%
# of 504s	207	225	155	156	103
SPED students	310	164	161	181	192
Risk/Safety Assessments	93	28	59	71	28
DCFS cases	28	3	3	1	6
Homeless	83	6	26	20	45
Hospitalizations	44 to date. 107 total last year.	24 to date. 50 total last year	18 to date.	33 to date. 74 total last year.	25 to date. 68 total last year.



Proposals

- Follow national guidelines: 250 students per counselor (**Rejected**)
- Hire an additional administrator at Palatine (**Rejected**)
- Hire additional Social Workers (**Rejected**)
- Hire additional Psychologists (**Rejected**)
- Lower the caseload for the College and Career Counselor (**Rejected**)



FINANCIAL PRESENTATION

Tuition Reimbursement

- Tuition Reimbursement is a great benefit.
- It is used by the District to attract excellent teachers.
- The Union recognizes that the cost has gone up.
- We have worked with the district to reduce those costs.
- According to the District website, the District currently funds tuition reimbursement at 100%. **THIS IS COMPLETELY FALSE!**

% of Tuition Paid Per Union and Board Proposals

	Current Contract	Union Proposal	Board Proposal 18-19	Board Proposal 19-20	Board Proposal 20-21	Board Proposal 21-22
Depaul	49%	39%	49%	36%	35%	34%
Loyola	51%	41%	51%	38%	36%	35%
Roosevelt	59%	47%	59%	43%	42%	41%
UIUC	82%	66%	82%	60%	58%	56%
Northern	100%	86%	100%	78%	76%	74%

Money Saving Proposals

- Encourage the district to create cohorts.
- Allow our members to use more online coursework. This will save the district money!

Teacher Assistants

- TA's are extremely valuable and should be paid accordingly.
- TA's are asked to do more every year.
- Many of our classrooms and schools could not function without them.
- Their average salary is \$28,065

Teacher Assistants

- TA longevity Stipend increase of an average of \$150 a year.
- TA's that teach summer school repeatedly will finally be recognized as being district 211 employees and paid more than teachers from outside our district.
- Our proposal allows TA's with a teaching certification to be paid an additional stipend.

History of Pay Raises

Base Raise Increase Last Contract

School Year	CPI - year	CPI	Raise
17-18	2016	2.1	0.84
16-17	2015	0.7	0.5
15-16	2014	0.8	0.36
14-15	2013	1.5	0

History of
Raises
Compared
to Other
Like
Districts

Base Raise Percentages						
District	4 Year Total	4 year Average	8 Year Total	8 year Average	11 Year Total	11 year Average
95	10.65	2.66	17.45	2.18	22.05	2.00
202	10.30	2.58	17.30	2.16	27.70	2.52
219	4.44	1.48	13.14	1.88	21.24	2.12
225	5.90	1.48	13.90	1.74	24.05	2.19
128	5.40	1.35	12.90	1.61	26.30	2.39
220	4.60	1.15	15.60	1.95	26.00	2.36
214	4.60	1.15	13.50	1.69	21.50	1.95
203	4.25	1.06	11.05	1.38	22.05	2.00
87	4.10	1.03	11.50	1.44	19.00	1.73
204	4.00	1.00	10.30	1.29	18.60	1.69
108	4.00	1.00	8.80	1.10	17.30	1.57
113	4.00	1.00	8.50	1.06	17.20	1.56
200	3.45	0.86	9.45	1.18	22.45	2.04
125	3.11	0.78	9.76	1.22	19.26	1.75
115	3.10	0.78	8.00	1.00	17.60	1.60
86	2.80	0.70	9.00	1.13	21.20	1.93
100	2.50	0.63	14.20	1.78	24.40	2.22
211	1.70	0.43	10.15	1.27	17.50	1.59
CPI						
	5.10	1.28	14.00	1.75	20.70	1.89

Average
Step
Increase
Compared
to Other
Like
Districts

Average Step Increase				
District	BA-0 to BA-7	MA-9 to MA-16	MA+30-12 to MA+30-19	Steps End Year
200	3	3.1	2.88	30
100	2.39	3.01	2.3	27
220	1.7	4.23	4.15	25
214	2.51	3.4	3.27	25
203	3.48	3.18	2.8	22
125	4.6	3.25	2.53	21
202	3.19	2.97	2.58	20
225	4	3.04	2.67	20
87	4.23	3.45	3.16	20
108	4.38	3.39	2.89	20
115	4.53	3.34	3.03	20
86	3.35	3.29	3.32	20
219	3.53	3	3.08	19
211	4.05	3.24	3.06	19
128	4.61	3.46	3.57	18
204	3.59	3.52	3.02	18

Starting
Salary
Compared
to Other
Like
Districts

District	Starting Salary
225	\$ 57,905.00
202	\$ 57,342.00
219	\$ 56,861.00
200	\$ 56,844.00
204	\$ 56,700.00
203	\$ 55,603.00
100	\$ 55,372.00
208	\$ 55,000.00
214	\$ 54,922.00
86	\$ 53,897.00
125	\$ 53,672.00
128	\$ 53,401.00
113	\$ 52,995.00
211	\$ 52,795.00
87	\$ 52,358.00
115	\$ 51,814.00
95	\$ 48,839.00
220	\$ 48,178.00
108	\$ 47,829.00

District Financial Status

Education Fund Status

	Education Fund Balance	Education Fund Surplus	Education Fund Transfer History
07-08	\$ 74,098,944.00	\$ 9,671,173.00	\$ -
08-09	\$ 79,862,612.00	\$ 3,709,327.00	\$ -
09-10	\$ 94,549,847.00	\$ 15,319,438.00	\$ -
10-11	\$ 100,937,605.00	\$ 7,121,757.00	\$ -
11-12	\$ 110,693,543.00	\$ 10,543,227.00	\$ -
12-13	\$ 119,424,006.00	\$ 8,730,463.00	\$ -
13-14	\$ 111,241,309.00	\$ 9,269,125.00	\$ 16,554,143.00
14-15	\$ 93,432,198.00	\$ 5,084,024.00	\$ 22,153,382.00
15-16	\$ 100,598,636.00	\$ 10,738,503.00	\$ 2,590,484.00
16-17	\$ 93,455,824.00	\$ 6,143,356.00	\$ 13,437,103.00
17-18	\$ 78,698,843.00	\$ 9,876,872.00	\$ 25,137,103.00

Educational Fund Transfers Used for Capital Projects

<u>Capital Projects</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>Total</u>
Swimming Pools	2,501,120	8,852,111	13,483,279	9,249,366		34,085,876
PHS Kitchen	3,262,321	7,904				3,270,225
Higgins Education Center		5,145,164	1,498,212			6,643,376
Media Centers		755,321	1,083,686	985,381	606,937	3,431,325
Sports Fields			350,430	814,049	2,457,569	3,622,048
SHS Locker Rooms				811,924	8,083,781	8,895,705
SHS Kitchen				517,320	6,168,223	6,685,543
Student Athletic Playing Field and Track Replacement					180,908	180,908
CHS Culinary Arts Room					654,068	654,068
FHS Classroom Doors	-	-	-	-	500,000	500,000
	<u>5,763,441</u>	<u>14,760,500</u>	<u>16,415,607</u>	<u>12,378,040</u>	<u>18,651,486</u>	<u>67,969,074</u>

District Financial Status

Operating Fund Summary of Projected Revenue and Expenditures 2019-2023

Cash Basis - rounded \$000's	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Projected	% +(-)	Projected	% +(-)	Projected	% +(-)	Projected	% +(-)	Projected	% +(-)
BEGINNING FUND BALANCE	\$ 115,111,000		\$ 119,402,000		\$ 118,951,000		\$ 113,067,000		\$ 107,340,000	
LOCAL REVENUE	232,337,000	2.8%	239,069,000	2.9%	242,495,000	1.4%	246,911,000	1.8%	250,220,000	1.3%
STATE AID	16,085,000	(1.7%)	16,147,000	0.4%	16,208,000	0.4%	16,271,000	0.4%	16,333,000	0.4%
FEDERAL AID	7,059,000	1.5%	7,165,000	1.5%	7,273,000	1.5%	7,382,000	1.5%	7,493,000	1.5%
TOTAL DIRECT REVENUE	255,481,000	2.5%	262,380,000	2.7%	265,976,000	1.4%	270,564,000	1.7%	274,046,000	1.3%
SALARIES AND BENEFITS	200,946,000	2.6%	204,832,000	1.9%	209,268,000	2.2%	213,598,000	2.1%	218,137,000	2.1%
OTHER	47,013,000	16.4%	46,000,000	(2.2%)	47,592,000	3.5%	47,693,000	0.2%	48,806,000	2.3%
TOTAL DIRECT EXPENDITURES	247,959,000	5.0%	250,832,000	1.2%	256,859,000	2.4%	261,291,000	1.7%	266,942,000	2.2%
BUDGET SURPLUS/ (DEFICIT)	7,522,000		11,548,000		9,117,000		9,272,000		7,103,000	
SPECIAL PAYMENT TO IMRF	(10,200,000)		(2,000,000)		(2,000,000)		(2,000,000)		(2,000,000)	
Net Gain on Assets	20,400,000									
TRANSFERS OUT (NET)	(13,431,000)		(10,000,000)		(13,000,000)		(13,000,000)		(13,000,000)	
FUND BALANCE	\$ 119,402,000		\$ 118,951,000		\$ 113,067,000		\$ 107,340,000		\$ 99,443,000	

Base Raises Requested

- 2% for this year and CPI for the remaining year.
- These raises are respectful to all parties involved.
- These allow the district to maintain:
 - A health budget surplus
 - Money on capital projects
 - Competitive compensation package to like districts