

# Northwest Suburban Teachers' Union, Local 1211

## Union/Board Joint Proposal Rationale June 23, 2014

### **Base Salary Increases**

#### ***Why are the base-salary increases not the full CPI?***

Base Salary increases are a percentage of the Consumer Price Index (CPI-Urban) for all four years of the agreement as a result of advancements made in areas impacting working conditions. As more demands are placed on schools and staff, part of our focus needs to shift towards the acquisition of professional time and on professional development. As a result, there are several provisions in this agreement that provide time to staff, along with improvements to the athletic and activity schedules available for salary enhancement.

### **Supervisory Assignment Releases**

#### ***Why were supervisory assignment releases addressed in these contract negotiations?***

- The demands of the New Millennial Teacher require more time during the day to accomplish tasks that were not required in the past.
- There will be 28 (new) additional supervisory assignment releases per building for teachers as a result of two additional Teacher Assistants being hired per building.
- We were able to get supervisory release-time for those members of each department who can assist in training and troubleshooting with the district's iPad initiative.
- Supervisory release-time was negotiated for other areas requiring special attention from our membership (i.e., certification/licensing, building support, etc.).

### **Record Days**

#### ***What are these and why do we need them?***

As a result of the infusion of technology, staff time during the school day is diminishing rapidly. In the past, professional development was delivered by the district on established Institute Days, while department meetings, department chair meetings, and faculty meetings (i.e., revolving, "all-volvers", after school, etc.) were strictly used for communication purposes. Currently, institute days, department meeting, faculty meetings, department chair meetings, morning work sessions, and the GCN videos are being used to deliver professional development. The result of this shift is a disappearance of time for staff during the day, and in some cases, out of school as well.

The Records Day is designed to allow teachers time to complete their grades prior to the end of the first and third quarters. These days will not have agendas, however, remain a condition of employment (i.e., you must be in attendance).

### **Department Chair Position**

#### ***Why was the department chair position a necessary part of contract negotiations?***

The responsibilities and roles of department chairs across the district were reviewed to assess the ability of chairs to provide support to department members and to accommodate recent state and district initiatives. As a result of Senate Bill 7, the new evaluation document, and the number of meetings now required of the department chair position, increased release time has been provided with some additional compensation.

### **Teacher Assistant Salary Schedule**

#### ***Why was the Teacher Assistant Salary Schedule modified?***

Teacher Assistants will be recognized (i.e., number of steps) for years of experience, which mirrors the Teacher Schedule.

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## Tuition Reimbursement

### *Why was a change in the tuition reimbursement provision necessary?*

- The tuition reimbursement program currently offered limits employees to only 6 online credit hours.
- The Joint Proposal provides 18 hours of online coursework in order to keep up with current technology and the expansion of online courses offered at most colleges and universities.

## Teacher Assistant Year End Longevity Bonus

### *What was the reason to review this Teacher Assistant benefit?*

- The final paycheck that Teacher Assistants receive at the end of the year will be increased (see table) to reflect their employment longevity.
- This compensation benefit has not been reviewed in the past three contract negotiations (i.e., 12 years).

## Teacher Assistant Coaches' Summer Compensation

### *What was the purpose of this proposed benefit?*

Teacher Assistants employed as coaches by District 211 during the previous school year were not being compensated as a District 211 employee for summer employment (i.e., summer school, summer athletic/activity camps, etc.). This provision provides for them to be paid as in-district employees.

## Nurses Salary Schedule

### *Why was the Nurses Salary Schedule modified?*

- The salary schedule for nurses was modified to match the Teacher Salary Schedule.
- Nurses will be recognized (i.e., number of Steps) for years of experience; same as the Teacher Schedule.

## Librarian Assistant

### *Why was this change and/or distinction within the Teacher Assistant position necessary?*

- Libraries in CHS and HEHS currently have only one certified Librarian.
- The second Librarian position was replaced with a Teacher Assistant as a result of retirement.
- The Librarian Assistant position requires additional skills/certification justifying an increase in compensation.

## Class Size

### *Why are we discussing class size again in this contract, and what did it cost us?*

- Class size needs to be addressed in every contract negotiated going forward if teachers and teacher assistants are to be provided the time to accomplish the additional tasks that are being required of the New Millennial Teacher by the District and the State.
- Class sizes were not lowered at the expense of other contractual improvements.
- Class sizes will continue to be monitored via the Class Size Liaison.
- Music staffing numbers are now included in the contract in a way that positively affects the Band, Choir, and Orchestra programs; previously, all music courses were excluded from the Class Size portion of the contract.

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## Restructured Activity Schedule

### *What was the goal of restructuring the Activity Sponsor Schedule?*

The goal of the new schedule was to significantly increase the amount of money that experienced sponsors make. The new schedule does this by giving a 15-27% raise for those sponsors that have 8+ years of experience. The percentage increase depends on the group in which each sponsor position is currently placed.

### *Doesn't the Restructured Activity Schedule require sponsors to work longer to finally realize the maximum stipend amount for their respective activities?*

Yes, it is true that it will take longer to get to the top of the schedule. The 3<sup>rd</sup> lane of the new schedule, which is reached in 6 years, is the 4<sup>th</sup> lane of the old schedule, which is reached in 4 years. Nevertheless, the majority of our sponsors in the district are long-term employees in that activity. The new schedule gives those long-term sponsors a substantial increase when viewed cumulatively over the length of their sponsorship.

### *Will the Restructured Activity Schedule take money away from sponsors currently employed?*

No, all current employees will also be held harmless with the new schedule. In other words, if next year is your 4<sup>th</sup> year sponsoring an activity, you will not be penalized by the new schedule. You will make the equivalent of the 4<sup>th</sup> year of the current schedule.

## Proposed Changes in Extracurricular Activities

### *The rationale for the proposed changes for the following activities:*

#### **BPA/DECA**

- The Business Team Sponsor will replace the Business Club title in order to accurately represent the competitive nature of the activity.
- Group 6/7 on the activity schedule will be used as the minimum stipend.
- Prior to the start of the school year, the new activities committee will evaluate each building's needs in order to decide on movement up the schedule and/or providing additional assistant sponsor positions.

#### **Speech, Debate, Scholastic Bowl, Science Olympiad**

Prior to the start of the school year, the new activities committee will evaluate each building's needs in order to decide on the placement on the Activity Schedule and/or providing additional assistant sponsor positions.

#### **Newspaper and Yearbook Assistant**

Assistants will be moved to Group 4 on the activity schedule as a result of the additional work that is currently being required of both the head and assistant positions.

#### **Math Team**

- Performing as a competitive activity requires more preparation and competition time, which warrants a Group level change.

#### **Junior Class Assistant**

- Currently, several of the buildings have two people splitting one activity stipend.
- The work required has grown to warrant an increase in compensation.

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## **Hip Hop/Latin Dance Group**

Prior to the start of the school year, the new activities committee will evaluate each building's needs in order to decide on the placement on the Activity Schedule and/or providing additional assistant sponsor positions.

## **District Activities Committee**

This committee will be formed to address the needs of the activities in each of the buildings. Activities will be addressed in regards to what group they are in and how many sponsors they are allotted. Some activities may be affected district-wide. Others will be addressed at an individual building. A process will be developed so all activity concerns can be addressed on a quarterly basis throughout the year instead of just during contract negotiations. The first activities to be addressed will be those listed in the proposal.

## **Proposed Changes in Athletics**

*The rationale for the proposed changes for the following athletics:*

### **Experience Stipend for all coaches/sponsors**

This stipend recognizes coaches/sponsors that have dedicated their careers to their sport/activity (See Table)

### **Pom Pons**

- The season was extended to incorporate an IHSA competitive state series.
- The extra time required for the state series necessitates a Group change.

### **Flags**

- The Flags Season commitment was extended to accommodate a Spirit and a Competitive series.
- The extra time required for the state series necessitates a Group level change.

### **Lacrosse**

- Lacrosse is an emerging sport by the IHSA, which extends the length of season and number of contests.
- The size of the program, in terms of the number of athletes and the size of the budget, along with student safety concerns, warrants a Group level change.

### **Varsity Football Offensive and Defensive Coordinators**

- Discrepancies in time currently exist between the varsity offensive and defensive coordinators and all other assistant football coaches in terms of game/practice planning and scouting/film work.
- The aforementioned changes necessitate a Group level change.

### **Badminton, Bowling, Golf, and Water Polo**

All head coaching positions should be compensated at Group D.

### **Baseball and Softball**

The number of contests in a season necessitates a Group level change.

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## PERA Committee

### *What is the PERA Committee?*

Senate Bill 7 and PERA have fundamentally changed the way teachers are evaluated, how the summative evaluation of each teacher impacts his/her grouping, and has altered the dismissal process in the case of a Reduction in Force (RIF). In order to ensure the equitable implementation of these laws, union committee members meet on a weekly basis to prepare for joint committee meetings. Because the next few years are critical to the development of a fair and understandable evaluation process, a considerable amount of time is needed to get acquainted with the 16 different departments and their unique concerns, and to devise a fair assessment model that preserves the spirit of the evaluation document (one that is focused on professional development) and the requirements of the law.

## National Board Stipend

The evaluation document is divided into four domains that focus on different aspects of our profession. For instance, Domain 4 focuses primarily on professional development – reflection, contributions to the school and community, and growing and developing professionally. The National Board certification process focuses on these components specifically, and the rigor associated with this certification, should be appropriately recognized by the Board.

## ANOR/ASOU Department Chair Position

### *Why are department chairs needed at the Academies?*

The evaluation process relies on multiple measures in order to determine a teacher's summative rating. One key component of these measures is peer evaluation. In other words, all other teachers in the district get evaluated by a department chair, who is a fellow unit member, and who has passed the Growth Through Learning Modules that were created by the state. In order to facilitate the same conditions for the evaluation process at the academies and to provide teachers with a peer advocate, these positions need to be created.

## Health Insurance effective 01/01/15

### **1. Changes to the PPO Plan Offerings**

- a. Name Changes - *no change to benefits or structure*
  - PPO-2 will become PPO-300 (300 reflects the deductible amount)
  - PPO-3 will become PPO-500 (500 reflects the deductible amount)
- b. Additions to the PPO Plan Offerings
  - New PPO-750 plan
  - Structured very similar to current PPO-500 except includes a higher deductible (\$750)
- c. Reduction to the PPO Plan Offerings
  - PPO-1 will no longer be offered due to overall cost
  - District and CBC to work with impacted employees to find a plan that will meet their needs

### **2. Changes to the HMO Plan Offering**

- a. HMO - Illinois will become HMO - Blue Advantage
  - This network covers approximately 95% of what HMO/Illinois currently covers.
  - Employees currently on the HMO are encouraged to look up their current doctor to anticipate any potential impact as a result of the change.
- b. Of the test cases run by the Union - ZERO employees reported any change in doctor coverage as a result of this change.

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## 3. Wellness Incentives

- a. Wellness Incentives of \$600 for single and \$1620 for family shall be provided in lieu of current shared savings and applied as a credit toward employee premium costs for all plans:
  - To qualify for this incentive employees must participate in the new wellness screening through Interactive Health - the rationale is that if health related challenges can be detected earlier rather than later- this should lead to lower claim experience for everyone and possibly lead to the potential for lower premiums across the board.
    - Employees who choose NOT to participate will pay the FULL employee share of premium with no Wellness Incentives (i.e., \$600 or \$1620) applied
    - Employees who participated in May/June 2014 already qualify for the 2015 plan year incentive.
    - Fall blood draws will be scheduled at each location to capture any employee who chose not to participate and would like to in order to ensure a premium discount for 2015.
  - These incentives increase at the rate our insurance increases each year and will never be lower than the amounts specified above - even if premiums decrease.
- b. HSA participants will get their deductible covered in addition to the incentives.

## 4. Target Plans become PPO-750 and HSA

- These plans carry and contain the most incentives.
- The two plans shift more of the burden to the employee in terms of deductible dollars thus the district will pay out less money.
- It makes sense for the district to incentivize these plans to encourage movement to higher deductible plans.

## Retirement Insurance Change Under Article XVIII - Part D

The language stating "Retired certificated unit members will not be eligible for health insurance benefits through District 211" will be modified to state the following:

- A retiree may stay on the plan if he/she has a working D211 spouse who has elected and pays for family coverage. The D211 retiree moves off the plan once the spouse retires or the retiree is Medicare eligible (whichever occurs first)
- If the retiree chooses to stay on the plan under these terms, the retiree will enter a contract with the district to receive a modified insurance buyout reflective of when the retiree anticipates being off of the district insurance in a lump-sum payment.
- The retiree has the option to forego the above and receive the \$3000/year until Medicare-eligible, if he/she so chooses in a lump-sum payment.
- Retirees, who do not have a working D211 spouse who elects and pays for family coverage, are not eligible for health insurance benefits through District 211.

The Affordable Care Act (ACA) will provide for preventive services in a number of areas at no cost or co-payment for employees. Thus, with insurance providers having to cover the cost of these services premiums across the nation, overall costs have risen. District 211 is not exempt from this impact. Premiums for 2015 will be "reset" and then capped going forward at the current cap rate of 5%. With the shift in focus on prevention and wellness, it is not anticipated that this cap will be reached in the near future.