



**AGO COMMUNITY UNIT SCHOOL DISTRICT 323**  
**McNair Road**  
**Chicago, Illinois 61088**

John Schwuchow Superintendent T: 815-335-2456 F: 815-335-7574	Ronald Gruber High School T: 815-335-2336 F: 815-335-7548	Cathy Finley Middle School T: 815-335-2364 F: 815-335-1437	Sean Monahan McNair Elementary T: 815-335-1607 F: 815-335-7574	Ben Hickerson Simon Elementary T: 815-335-2318 F: 815-335-3127
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### **Negotiations Update**

The Board's and the WEA's most recent salary offers both have the following same overall percentage increase to base salary:

#### **Board's Proposal on Salaries**

FY 2018 – .5% increase on the base plus Steps and Lanes  
FY 2019 - 2.5% increase on the base plus Steps and Lanes

#### **WEA's Proposal on Salaries**

FY 2018 – 1% increase on the base plus Steps and Lanes  
FY 2019 - 2% increase on the base plus Steps and Lanes

#### **Why Isn't the Contract Settled?**

Despite being in basic agreement on an increase to base salary, the WEA wants something more for a small group of veteran teachers. At this time, the WEA has refused to reach agreement on a new contract because it wants 33 veteran teachers to receive salary increases above and beyond what the rest of the teachers in the union would receive.

In previous contract negotiations, the WEA agreed to modify the teacher salary schedule in exchange for the Board agreeing to an increase in base salary along with moving from years teaching to step salary increases. Now, the WEA wants to undo the modification to the salary schedule and move 33 veteran teachers halfway towards where they would have been had the WEA and the Board not reached the previous agreement.

The Board does not view this to be fair, especially because the WEA's proposal gives a small group of teachers much larger salary increases as compared to the rest of the teachers in the District, as demonstrated in the following chart:



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**Boone County, Illinois 61088**

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	2016-2017 Current Contract	2017-2018 School Year with .5% on the Base	Percentage Increase	2018-2019 School Year with 2.5% on the Base with half movement matching their years of service	Percentage Increase
Teacher 1	\$69,329.00	\$71,315	2.86%	\$78,139	9.57%
Teacher 2	\$57,910	\$59,839	3.33%	\$66,376	10.93%
Teacher 3	\$59,541	\$61,479	3.25%	\$68,057	10.70%

Giving a small group of District teachers a potential 10% salary increase, without a corresponding savings elsewhere in the contract, is not fiscally responsible in these uncertain economic times. Therefore, the Board has not been able to reach an agreement on a new contract at this time. However, the Board continues to negotiate in good faith.

**Base Salary Comparison**

The Board’s salary proposal grants every teacher an increase in salary for the proposed 2 year agreement. The Board feels due to the potential threats to State funding and the following comparison to neighboring School Districts that the current base salary proposal reflects a fair compensation offer.

**Winnebago and Boone County Base Salary Comparison**

<b>District</b>	<b>FY18 Base Salary</b>
Hononegah School CHD #207	\$42,388
South Beloit CUSD #320	\$38,298
Rockton SD #140	\$37,733
Kinnikinnick School CCSD #131	\$37,575
<b>Winnebago CUSD #323</b>	<b>\$37,259* BOE Base Salary Proposal</b>
Prairie Hill CCSD #133	\$36,969
Harlem School CUSD #122	\$36,524
Shirland School CUSD #321	\$36,044
Durand CUSD #322	\$35,125