



WINNEBAGO COMMUNITY UNIT SCHOOL DISTRICT 323
304 East McNair Road
Winnebago, 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

In an effort to reach an agreement, the Board has given the WEA two options for salary contract proposals.

Option A provides the teachers with an average salary increase over a two year period of approximately 7.78%. This will cost the District **\$482,958.50**. The union has rejected this proposal because it wants a larger salary increase for a group of veteran teachers.

In order to address the union’s desire to provide this group of veteran teachers a larger salary increase, the Board has offered Proposal B.

Board’s Salary Proposal B

Proposal B includes a salary offer with the following percentage increases to the base salary and educational advancement increases for each respective year, as well as moving 36 teacher’s base salary to match their years of service. Under this proposal, teachers will not be placed on a salary schedule with traditional “Steps” and “Lanes” increases.

Base Salary and Educational Advancement Increase	
FY 2018	2.50%
FY 2019	2.40%

FY 2018 – 2.5% increase in base salary and educational advancement, plus moving 36 teacher’s base salary to match their years of service (\$332,927.81 increase)

FY 2019 – 2.4% increase in base salary and educational advancement (\$153,596.02 increase)

Total Salary Increase: \$486,523.83

To summarize, the District will increase the salaries of 36 teacher’s base salaries to match their years of service and all teachers will receive an increase in base salary and educational advancement for the FY18 and FY 19 school year, as demonstrated in the following chart:



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	2016-2017 Base Salary	Percentage Increase to the Base	2017-2018 Base Salary	Percentage Increase	2018-2019 Base Salary
Teacher 1	\$49,680.00	2.5%	\$50,922.00	2.4%	\$52,144.12

	2016-2017 Base Salary	Percentage Increase to the Base	Percentage Increase for Educational Advancement	2017-2018 Base Salary	Percentage Increase	2018-2019 Base Salary
Teacher 2	\$77,485.00	2.5%	2.5%	\$81,407.68	2.4%	\$83,361.46

	2016-2017 Base Salary	New Base Salary matching Years of Service	Percentage Increase to the Base	Percentage Increase for Educational Advancement	2017-2018 Base Salary	Percentage Increase	2018-2019 Base Salary
Teacher 3	\$52,868.00	\$56,056.00	2.5%	2.5%	\$58,893.84	2.4%	\$60,307.29

Providing this group of 36 teachers with comparatively larger salary increases has been one of the union’s primary objectives in these negotiations. The Board has made this Proposal B to help the union meet this objective while still being fiscally responsible.

The Board is hopeful that one of these two proposals will settle the contract.

Winnebago Community Unit School District #323 Financial Picture

Due to limited or reduced State funding, the Winnebago School District’s financial picture has shown deficit spending in the Education Fund. Throughout negotiations on salaries, the BOE and the WEA have had multiple meetings, and both sides have reached the conclusion that the District is deficit spending in the Education Fund. During the 2016–17 school year, the Winnebago School District had a negative Education fund balance of **-\$193,457**, which resulted in the School District having a total fund balance of \$4,151,245. During the 2017–18



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school year, the Winnebago School District had a negative Education fund balance of - **(\$151,482)**, which resulted in the School District having a total fund balance of \$3,999,803. This current deficit does not include the FY 2018 BOE-proposed (Option A) .5% (\$185,322.40) increase on the base for certified staff. The FY2018 and FY2019 BOE proposed (Option A) increases will take our certified base salaries from \$6,098,934.44 to \$6,581,892.94.

While the Winnebago Community Unit School District #323 has reserves within other funds that make up our school budget, a School District must maintain adequate financial reserves to demonstrate solid financial planning and sound fiscal management. This planning is vital for a School District when, for example, repairs are needed for a building, when a District needs to fix or replace school buses, or in the event adequate state funding is not provided to our District.

The Board is committed to providing a contract that is fair to our teachers, while also maintaining fiscal accountability to our taxpayers. The BOE remains willing to meet with the WEA to discuss any reasonable means of resolving their collective bargaining negotiations while remaining fiscally responsible to the taxpayers of this school district.



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7/24/2018

BOE Proposal (Proposal A)

Article VIII – Salary and Fringe Benefits

A. Compensation

Salary Schedule – Keep the current salary schedule with a base increase of

.5% with Step and Lanes in 2017/2018

2.5% with Step and Lanes in 2018/2019

All salary increases will be retroactive to the beginning of the 2017/2018 school year and paid in a lump sum within 15 business days of final ratification.

It is agreed that the WEA and the BOE shall form a joint committee consisting of three members each (the BOE may appoint administrators to serve) to study and make a recommendation for a new salary schedule for negotiations occurring at the end of the contract.

Payroll checks shall be issued every two (2) weeks, on Fridays starting July 2018.

Article IX – Working Conditions

A. Planning Time

Each full-time teacher in the district shall have no less than 225 minutes planning time each school week. During this period the teacher may not be required to supervise students without additional compensation of fifteen dollars per class period.

E. Teacher Work Day

The Superintendent will evaluate the length of all Staff Meetings, and the number of additionally required meetings. In August 2018 the WEA President and Superintendent will form a committee of two to review the outcome of the evaluation.

Article X - Retirement

B. Eligible Teacher

An eligible teacher is any full-time teacher:

1. Is in the MA24 lane of the salary schedule



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2. A teacher who qualifies will be removed from the salary schedule and receive an annual increase of three percent (3%) on his or her prior year's salary each year for four years. No teacher will be able to receive more than 3% increase in any one year.
3. The two existing teachers that have put in for retirement will receive a 3% increase on their prior year's salary. They will not be able to receive more than 3% in any one year.

Proposal 7/24/2018		
	17/18	18/19
Total in salaries	\$6,284,256.84	\$6,581,892.94
Difference from prior year	\$185,322.40	\$297,636.10
Payroll Checks	\$2,262	\$2,262
Planning Time	\$1,305	\$1,305
Retirement	\$1,598.16	\$20,328.11
Total	\$190,487.56	\$321,531.21
2 Year Total	\$512,018.77	



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7/24/2018

BOE Proposal (Proposal B)

Article VIII – Salary and Fringe Benefits

B. Compensation

The highlighted teachers will be placed on their adjusted step (Appendix Y). (Contingent on approval of all terms contained herein)

All teachers will receive an increase in base salary for each respective year of this Agreement as follows:

2017-18	2.50%
2018-19	2.40%

Salary will be paid according to this payment schedule. There are no step increases.

The Board has discretion to hire new teachers for the 2017-18 through the 2018-19 school years within the following salary ranges based upon their educational achievement.

BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32	MA40
\$37,074	\$38,631	\$40,189	\$41,746	\$43,303	\$44,860	\$46,491	\$48,123	\$49,754	\$51,285
-	-	-	-	-	-	-	-	-	-
\$44,489	\$46,046	\$47,789	\$49,531	\$51,274	52,831	\$54,648	\$56,279	\$57,910	\$59,541

Salary Increase for Educational Advancement

The following educational levels are recognized for purposes of granting a salary increase for educational advancement:

BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32	MA40
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The salary increase for educational advancement for each respective year of this Agreement as follows:



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2017-18	2.50%
2018-19	2.40%

All salary increases will be retroactive to the beginning of the 2017/2018 school year and paid in a lump sum within 15 business days of final ratification.

It is agreed that the WEA and the BOE shall form a joint committee consisting of three members each (the BOE may appoint administrators to serve) to study and make a recommendation for a new salary schedule for negotiations occurring at the end of the contract.

Payroll checks shall be issued every two (2) weeks, on Fridays starting July 2018.

Article IX – Working Conditions

C. Planning Time

Each full-time teacher in the district shall have no less than 225 minutes planning time each school week. During this period the teacher may not be required to supervise students without additional compensation of fifteen dollars per class period.

E. Teacher Work Day

The Superintendent will evaluate the length of all Staff Meetings, and the number of additionally required meetings. In August 2018 the WEA President and Superintendent will form a committee of two to review the outcome of the evaluation.

Article X - Retirement

D. Eligible Teacher

An eligible teacher is any full-time teacher:

4. Is in the MA24 lane of the salary schedule
5. A teacher who qualifies will be removed from the salary schedule and receive an annual increase of three percent (3%) on his or her prior year's salary each year for four years. No teacher will be able to receive more than 3% increase in any one year.
6. The two existing teachers that have put in for retirement will receive a 3% increase on their prior year's salary. They will not be able to receive more than 3% in any one year.



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Proposal 7/24/2018		
	17/18	18/19
Total in salaries	\$6,431,862.20	\$6,585,458.25
Difference from prior year	\$332,927.81	\$153,596.02
Payroll Checks	\$2,262	\$2,262
Planning Time	\$1,305	\$1,305
Retirement	\$1,598.16	\$20,328.11
Total	\$338,093.00	\$177,491.13
2 Year Total	\$515,584.13	