



Illinois Education Association-NEA
Sinnissippi Region Office

7029 Rote Road
Rockford, IL 61107-2610
815/398-0995 • 800-447-0995
Fax 815.398.1007

May 3, 2018

Via First Class Mail, Email, and Fax (312-793-3369)

Ms. Ellen Strizak, Esq.
Illinois Educational Labor Relations Board
160 N. LaSalle, Suite N-400
Chicago, Illinois 60601-3103

Re: Collective Bargaining Negotiations between Winnebago Education Association and
Winnebago Community Unit School District #323

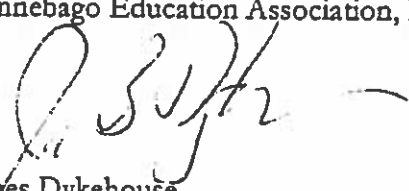
Dear Ms. Strizak:

Enclosed please find a copy of the public posting document prepared by the Winnebago Education Association, pursuant to Section 1130.35(c) of the IELRB rules and regulations, which represents the most recent proposal of the WEA and its cost summary. The parties' collective bargaining agreement expired August 15, 2017; the scheduled date of the forthcoming school year is August 22, 2018. A copy of this document is also being sent to the employer and to its counsel, Mr. Scott Nemanich, and to the FMCS mediator, Mr. Randy Larson.

Should you have any questions or concerns regarding this material, please do not hesitate to contact me at your earliest convenience.

Very truly yours,
Winnebago Education Association, IEA-NEA

By:


James Dykehouse
UniServ Director, IEA-NEA Region 22
jim.dykehouse@ieane.org
312-213-3773 cell/text

Cc: Ms. Sarah Meador, WEA President/Bargaining Chair
Mr. Scott Nemanich, Board of Education counsel
Dr. John Schwuchow, District Superintendent
Mr. Randy Larson, FMCS Mediator
Mr. Rob Lyons, IEA Legal
Ms. Kim Trader, IEA Legal



Winnebago Education Association, IEA-NEA
IELRB Public Posting Document, May 3, 2018

All members of the Winnebago Education Association (WEA) are dedicated to the students, parents and community we serve. We are proud to be a part of the district, and strive to provide the highest quality education for all students. We are passionate about the profession that we have chosen, and proud of the contribution we make both to the district and to the community.

The WEA began negotiations with the Winnebago School Board in April 2017 for the successor collective bargaining agreement. As the previous contract expired at the end of the 2016-17 school year, the teachers have now worked without a contract since the beginning of the school year. In January, after being unable to come to an agreement, the parties called for the services of a federal mediator. Since that time the parties have met with the federal mediator on seven or so occasions.

Despite the frustrations of such an extended negotiations process, the dedicated teachers of the WEA have continued to serve the students and their families who attend our schools. We are proud of our district and of our community. We continue to remain hopeful that the Board will bargain in good faith in order to come to an agreement that ensures the district can attract and retain quality teachers for all of our students, both present and future.

During negotiations tentative agreements (TAs) have been achieved regarding language and procedures on many working conditions topics under discussion, including: staff handbooks; sick leave reserve; voluntary transfers; horizontal advancement on salary schedule; part-time teachers; personal leave; supervision schedule; non-academic after school activities.

In addition, during the course of just the past several days, since the WEA's initiation of the IELRB's public posting process, through the exchange between the parties of updated "supposal" offers, and through the active assistance of the federal mediator, the parties would now appear to be in agreement on the following remaining issues: 1) payroll check issuance schedule; 2) retroactivity of 2017-18 salary increases; 3) planning time; 4) arrangement for superintendent and WEA president to evaluate and review administratively required activities beyond the contractually agreed upon work day; 5) agreement to step and lane movement on the current salary schedule for the current 2017-18 school year and upcoming 2018-19 school year; and 6) creation of a joint Board and WEA committee to study the parties' current contractual salary schedule in preparation for resumption of negotiations for a successor collective bargaining agreement early in 2019.

Therefore, the remaining open issues as of May 3, 2018 consist of the following:

Article VIII – Salary and Fringe Benefits

A. Compensation: both parties: maintain current salary schedule:

Board: 2017-18: 0% base increase, with step and lane movement (soft freeze)

2018-19: 2% base increase, with step and lane movement

WEA: 2017-18: 1% base increase, with step and lane movement

2018-19: 2% base increase, with step and lane movement

Article X – Retirement

B. Eligible Teachers: Board: annual increase to eligible teachers of 3%

WEA: annual increase to eligible teachers of 3.5%

BOE Offer 6/1	17/18	18/19
Total in salaries	\$6,253,803	\$6,518,834
Difference from prior year	\$201,152	\$265,031
Payroll Checks	\$2,262	\$2,262
Planning Time	\$1,305	\$1,305
Teacher Workday	Not part of proposal	
Retirement	\$0	\$18,682
TOTAL	\$204,719	\$287,280
2 year Total	\$492,000	

\$118,287

Difference	WEA 5/2/18 Counter-Offer	17/18	18/19
Total Salary	\$6,315,984	\$6,634,007	
Difference from prior year	\$263,333	\$318,023	
Payroll Checks	\$2,262	\$2,262	
Planning Time	\$1,305	\$1,305	
Teacher Workday	\$0	\$0	
Retirement	\$0	\$21,796	
TOTAL	\$266,900	\$343,386	
2 year total	\$610,286		

	BOE
VII.B Personal Leave	TA'ed
VIII.A Compensation	0% - 2%
	step/lane
	no language
	retroactive, paid within 15 days
	joint committee to recommend salary sched
	pay every two weeks/Fridays
VIII.B Advancement	no language, but step each year inferred
VIII.D Non/Academic	TA'ed
VIII.F Extra Duty	\$36,347 base pay for both years
VIII.N Ed Assistance	\$100/hour
	up to \$1800 over 3 years
IX.A Planning Time	
	MOU
	compensation \$15/hour
IX.E Work Day	
X.B Retirement	MA24 eligibility
	3% on prior year's salary

	WEA
	TA'ed
	1% - 2%
	step/lane
	half 1/2 adjusted steps in year 2
	retroactive, paid within 15 days
	joint committee to recommend salary sched with majority decision
	pay every two weeks/Fridays
	step each year
	TA'ed
	\$36,347 base pay for first 2 years
	\$100/hour
	up to \$1800 over 3 years
	MOU
	compensation \$15/hour
	MA24 eligibility
	3.5% on prior year's salary with vertical movement if applicable

ARTICLE VIII – SALARY AND FRINGE BENEFITS

A. COMPENSATION

Salary Schedule - Keep the current salary schedule with a base increase of
1% in 2017/2018
2% in 2018/2019

Salary schedule will include step and lane movement. At the start of the 2018/2019 school year, all teachers will be placed on a step in accordance with Appendix X.

Payroll checks shall be issued every two (2) weeks, on Fridays starting July 2018. Any and all salary increases will be retroactive to the beginning of the 2017/2018 school year and paid in a lump sum within 15 days of final ratification.

It is agreed that the WEA and 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. Any recommendation will only be given to the WEA and BOE negotiating teams by majority decision on the committee.

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 (\$15.00) per class period.

E. TEACHER WORK DAY

The Superintendent will evaluate the length and frequency of required activities outside of the regular contract day. 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 who:

1. Is in the MA24 lane of the salary schedule;
2. A teacher who qualifies will receive an annual increase of three and a half percent (3.5%) on his or her prior year's salary, including vertical movement where applicable on the salary schedule, each year for four years. No teacher will be able to receive more than 6% increase in any one year.