



WINNEBAGO COMMUNITY UNIT SCHOOL DISTRICT 323
304 East McNair Road
Winnebago, Illinois 61088

John Schwuchow
Superintendent
T: 815-335-2456
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Ronald Gruber
High School
T: 815-335-2336
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Cathy Finley
Middle School
T: 815-335-2364
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Scan Monahan
McNair Elementary
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Ben Hickerson
Simon Elementary
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Rationale for the Board's 2 Year Offer

It is the Board's goal to fairly compensate, as well as attract and retain teachers in the Winnebago Community Unit School District #323. To that end, the Board has made a very fair wage proposal that provides District teachers an average salary increase of 3.04% for FY 2018 and a 4.74% average salary increase for FY 2019. **The Board's proposal affords District teachers a 7.78% salary increase over a two (2) year period.** The Board's proposal, as detailed below, will cost District taxpayers \$512,018.77.

Nonetheless, the union rejected the Board's proposal because it wants more money from District taxpayers. From the beginning of negotiations, the Board has listened to and fairly addressed the issues presented by the union, while still being fiscally responsible. The instability of the State of Illinois and fiscal uncertainty have made balancing these competing interests increasingly difficult.

The Board's most recent formal offer and its rationale for the offer are included in these materials. These documents and the Board's actions at the bargaining table show its sincere desire to compromise with the union on these important economic items. Additional compromise by the Board is limited by the District's finances and potential threats to State funding, such as property tax freezes, a pension shift from the State to the School District, reductions to State funding formulas, and funding for maintaining technology.

Board's Proposal on Salaries

- a) FY 2018 – .5% increase on the base plus Steps and Lanes (\$185,322.40 increase)
- b) FY 2019 - 2.5% increase on the base plus Steps and Lanes (\$297,636.10 increase)

“Step” and “Lane” Advancement on the Salary Schedule

When talking about teacher pay, base salary is only part of the story. In addition to base salary, a teacher salary schedule contains two other components: (1) “Steps” and (2) “Lanes”. “Step” salary increases are automatic salary increases given to teachers each year based on how many years a teacher has been teaching, regardless of whether there is any increase in base pay. In other words, even if a teacher receives no increase in base salary, the teacher still receives a significant salary increase each year based on step movement.

The salary schedule also contains “Lanes,” which allow teachers to receive salary increases based on a teacher's level of education. This is a great benefit for teachers because the District contributes to the cost of a teacher's higher education, and then pays the teacher more money based on attaining the degree and extra credit hours that the District has helped pay for. In the



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District, the "Lanes" are named Bachelor's and Master's with graduate hours earned beyond the degree labeled numerically.

To summarize, each year a teacher receives an annual "Step" salary increase and can also earn salary increases by shifting "Lanes". A "Step" represents between a 2.1% and 4% increase, and a shift in "Lanes" is equal to between a 2.1% and 4.2%, increase as well. This is all on top of increases in base salary, as demonstrated in the following charts:

Board Proposed Winnebago Salary Schedule Statistics

School Year	Average Increase	Base Salary	Highest Schedule Salary
FY 2018	3.04%	\$37,259	\$79,513
FY 2019	4.74%	\$38,191	\$81,500

Total Cost over 2 years: \$482,958.50.

The Board feels this offer provides the teachers a fair increase in uncertain times for educational funding.

Payroll Checks

Payroll checks shall be issued every two (2) weeks, on Fridays starting July 2018. We currently issue checks on the first and the third Friday of each month.

Total Cost over 2 years: \$4,524

Planning Time

The Board has offered a \$3.00 increase from \$12.00 to \$15.00 per class period for teachers to supervise students during their planning time.

Total Cost over 2 years: \$2,610

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.



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Salary Increase Related to Retirement

The Board has offered a 1% increase for a teacher who qualifies to be retirement eligible and states intent to retire within the next four years. Each teacher eligible for retirement will be removed from the salary schedule and receive an annual increase of 3% on his or her prior year's salary each year for four years.

In addition, the two existing teachers that have put in for retirement will move from 2% to 3% increase on their prior year's salary.

Total Cost over 2 years: \$21,926.27

Total Cost to the District for the Boards Proposal: \$512,018.77

Board Proposed Individual Teacher Salaries

	2016-2017 (Current Contract)			2017-2018 School Year				2018-2019 School Year			
	Lane	Step	Current	2017-18 Lane	2017-18 Step	.5% on the Base		2018-19 Lane	2018-19 Step	2.5% on the Base	
							% Increase				% Increase
Teacher 1	M40	9	\$66,224.86	M40	10	\$68,243.00	3.05%	M40	11	\$71,676.00	5.03%
Teacher 2	M24	18	\$75,854.00	M24	18	\$76,233.00	0.50%	M24	18	\$78,139.00	2.50%
Teacher 3	M16	6	\$57,684.00	M16	7	\$59,705.00	3.50%	M16	8	\$62,971.00	5.47%
Teacher 4	M16	9	\$59,541.00	M24	10	\$63,118.00	6.01%	M24	11	\$66,376.00	5.16%
Teacher 5	M24	18	\$75,854.00	M24	18	\$76,233.00	0.50%	M24	18	\$78,139.00	2.50%
Teacher 6	M16	18	\$74,223.00	M16	18	\$74,594.00	0.50%	M16	18	\$76,459.00	2.50%
Teacher 7	M40	14	\$72,592.00	M40	15	\$74,594.00	2.76%	M40	16	\$78,139.00	4.75%
Teacher 8	B8	7	\$47,529.00	B8	8	\$49,257.00	3.64%	B8	9	\$52,016.00	5.60%
Teacher 9	B	5	\$43,006.00	B	6	\$44,711.00	3.96%	B	7	\$47,357.00	5.92%
Teacher 10	B	1	\$18,537.00	B	1	\$18,630.00	0.50%	B	2	\$19,859.00	6.60%
Teacher 11	B24	14	\$61,988.00	B24	14	\$62,298.00	0.50%	B24	14	\$63,855.00	2.50%
Teacher 12	M	5	\$49,680.00	M	6	\$51,530.00	3.72%	M	7	\$54,461.00	5.69%
Teacher 13	M	5	\$49,680.00	M8	6	\$53,095.00	6.87%	M8	7	\$56,065.00	5.59%
Teacher 14	M40	16	\$80,068.11	M40	17	\$82,202.00	2.67%	M40	18	\$86,032.00	4.66%
Teacher 15	M40	3	\$54,648.00	M40	4	\$56,560.00	3.50%	M40	5	\$59,655.00	5.47%
Teacher 16	M40	10	\$66,067.00	M40	11	\$68,036.00	2.98%	M40	12	\$71,418.00	4.97%
Teacher 17	M16	6	\$56,166.00	M16	7	\$58,133.00	3.50%	M16	8	\$61,313.00	5.47%
Teacher 18	B8	3	\$41,597.00	B8	3	\$41,805.00	0.50%	B8	4	\$44,378.00	6.15%
Teacher 19	M	7	\$52,868.00	M8	8	\$56,299.00	6.49%	M8	9	\$59,350.00	5.42%
Teacher 20	B8	7	\$47,529.00	B16	8	\$51,083.00	7.48%	B16	9	\$53,926.00	5.57%
Teacher 21	B	1	\$37,074.00	B	2	\$38,750.00	4.52%	B	3	\$41,246.00	6.44%
Teacher 22	B8	5	\$44,563.00	B8	6	\$46,276.00	3.84%	B8	7	\$48,961.00	5.80%
Teacher 23	M32	8	\$61,173.00	M32	9	\$63,118.00	3.18%	M32	10	\$66,376.00	5.16%
Teacher 24	M32	16	\$74,223.00	M32	17	\$76,233.00	2.71%	M32	18	\$79,819.00	4.70%
Teacher 25	M	5	\$49,680.00	M	6	\$51,530.00	3.72%	M	7	\$54,461.00	5.69%
Teacher 26	M16	13	\$66,067.00	M16	14	\$68,036.00	2.98%	M16	15	\$71,418.00	4.97%
Teacher 27	B16	7	\$49,309.00	B16	8	\$51,083.00	3.60%	B16	9	\$53,926.00	5.57%
Teacher 28	M40	7	\$61,173.00	M40	8	\$63,118.00	3.18%	M40	9	\$66,376.00	5.16%
Teacher 29	B	7	\$45,972.00	B	8	\$47,692.00	3.74%	B	9	\$50,412.00	5.70%
Teacher 30	M	9	\$56,056.00	M	10	\$57,939.00	3.36%	M	11	\$61,030.00	5.33%
Teacher 31	M8	14	\$65,585.00	M16	15	\$69,676.00	6.24%	M16	16	\$73,098.00	4.91%
Teacher 32	M40	13	\$70,960.00	M40	14	\$72,955.00	2.81%	M40	15	\$76,459.00	4.80%
Teacher 33	M32	15	\$72,592.00	M40	16	\$76,233.00	5.02%	M40	17	\$79,819.00	4.70%
Teacher 34	M24	6	\$56,279.00	M24	7	\$58,200.00	3.41%	M24	8	\$61,335.00	5.39%
Teacher 35	B	1	\$37,074.00	B	1	\$37,259.00	0.50%	B	2	\$39,719.00	6.60%
Teacher 36	M	7	\$52,868.00	M8	8	\$56,299.00	6.49%	M8	9	\$59,350.00	5.42%
Teacher 37	M32	7	\$59,541.00	M32	8	\$61,479.00	3.25%	M32	9	\$64,696.00	5.23%
Teacher 38	B16	6	\$47,789.00	B24	7	\$51,343.00	7.44%	B24	8	\$54,232.00	5.63%
Teacher 39	B	3	\$40,040.00	B	4	\$41,731.00	4.22%	B	5	\$44,302.00	6.16%
Teacher 40	M	8	\$34,311.06	M	9	\$35,492.00	3.44%	M	10	\$37,414.00	5.42%
Teacher 41	B24	4	\$46,417.00	M	5	\$49,928.00	7.56%	M	6	\$52,819.00	5.79%
Teacher 42	M16	3	\$49,754.00	M16	3	\$50,003.00	0.50%	M16	4	\$52,933.00	5.86%
Teacher 43	M16	8	\$57,910.00	M16	9	\$59,839.00	3.33%	M16	10	\$63,016.00	5.31%
Teacher 44	B	2	\$38,557.00	B	2	\$38,750.00	0.50%	B	3	\$41,246.00	6.44%
Teacher 45	B	1	\$37,074.00	B	1	\$37,259.00	0.50%	B	2	\$39,719.00	6.60%
Teacher 46	M	4	\$48,085.00	M	5	\$49,928.00	3.83%	M	6	\$52,819.00	5.79%
Teacher 47	B	1	\$37,074.00	B	2	\$38,750.00	4.52%	B	3	\$41,246.00	6.44%
Teacher 48	M24	12	\$66,067.00	M24	13	\$68,036.00	2.98%	M24	14	\$71,418.00	4.97%
Teacher 49	M	7	\$52,868.00	M	8	\$54,734.00	3.53%	M	9	\$57,745.00	5.50%
Teacher 50	M16	9	\$59,541.00	M16	10	\$61,479.00	3.25%	M16	11	\$64,696.00	5.23%
Teacher 51	M40	8	\$62,804.00	M40	9	\$64,757.00	3.11%	M40	10	\$68,057.00	5.10%
Teacher 52	M40	14	\$72,592.00	M40	15	\$74,594.00	2.76%	M40	16	\$78,139.00	4.75%
Teacher 53	B	5	\$43,006.00	B8	6	\$46,276.00	7.60%	B8	7	\$48,961.00	5.80%
Teacher 54	M24	16	\$76,624.89	M24	17	\$78,742.00	2.76%	M24	18	\$82,484.00	4.75%
Teacher 55	M16	8	\$57,910.00	M16	9	\$59,839.00	3.33%	M16	10	\$63,016.00	5.31%
Teacher 56	M8	7	\$54,425.00	M8	8	\$56,299.00	3.44%	M8	9	\$59,350.00	5.42%
Teacher 57	M	2	\$44,897.00	M8	3	\$48,288.00	7.55%	M8	4	\$51,138.00	5.90%
Teacher 58	M32	18	\$77,485.00	M40	18	\$79,513.00	2.62%	M40	18	\$81,500.00	2.50%
Teacher 59	M16	8	\$57,910.00	M24	9	\$61,479.00	6.16%	M24	10	\$64,696.00	5.23%
Teacher 60	M24	13	\$67,698.00	M24	14	\$69,676.00	2.92%	M24	15	\$73,098.00	4.91%
Teacher 61	B	6	\$44,489.00	B	7	\$46,202.00	3.85%	B	8	\$48,885.00	5.81%
Teacher 62	M40	10	\$66,067.00	M40	10	\$66,397.00	0.50%	M40	11	\$69,737.00	5.03%
Teacher 63	M32	18	\$77,485.00	M40	18	\$79,513.00	2.62%	M40	18	\$81,500.00	2.50%
Teacher 64	M16	11	\$62,804.00	M16	12	\$64,757.00	3.11%	M16	13	\$68,057.00	5.10%
Teacher 65	M	12	\$60,839.00	M	13	\$62,745.00	3.13%	M	14	\$65,956.00	5.12%
Teacher 66	M40	18	\$79,117.00	M40	18	\$79,513.00	0.50%	M40	18	\$81,500.00	2.50%
Teacher 67	B	7	\$45,972.00	B	7	\$46,202.00	0.50%	B	8	\$48,885.00	5.81%
Teacher 68	B	4	\$41,523.00	B	4	\$41,731.00	0.50%	B	5	\$44,302.00	6.16%
Teacher 69	B24	14	\$61,988.00	B24	14	\$62,298.00	0.50%	B24	14	\$63,855.00	2.50%
Teacher 70	M40	18	\$79,117.00	M40	18	\$79,513.00	0.50%	M40	18	\$81,500.00	2.50%

Teacher 71	M40	18	\$79,117.00		M40	18	\$80,699.00	2.00%		M40	18	\$82,313.00	2.00%
Teacher 72	M40	18	\$79,117.00		M40	18	\$79,513.00	0.50%		M40	18	\$81,500.00	2.50%
Teacher 73	M	13	\$62,433.00		M	14	\$64,347.00	3.07%		M	15	\$67,599.00	5.05%
Teacher 74	M	9	\$56,056.00		M8	10	\$59,504.00	6.15%		M8	11	\$62,634.00	5.26%
Teacher 75	B	4	\$29,066.10		B	5	\$30,255.00	4.09%		B	6	\$32,080.00	6.03%
Teacher 76	M8	16	\$68,773.00		M16	17	\$72,955.00	6.08%		M16	18	\$76,459.00	4.80%
Teacher 77	M40	7	\$61,173.00		M40	8	\$63,118.00	3.18%		M40	9	\$66,376.00	5.16%
Teacher 78	M40	12	\$69,329.00		M40	13	\$71,315.00	2.86%		M40	14	\$74,779.00	4.86%
Teacher 79	B	1	\$37,074.00		B	2	\$38,750.00	4.52%		B	3	\$41,246.00	6.44%
Teacher 80	M40	18	\$85,710.08		M40	18	\$86,136.00	0.50%		M40	18	\$88,289.00	2.50%
Teacher 81	M40	18	\$79,117.00		M40	18	\$79,513.00	0.50%		M40	18	\$81,500.00	2.50%
Teacher 82	M	10	\$57,651.00		M	11	\$59,541.00	3.28%		M	12	\$62,672.00	5.26%
Teacher 83	B24	14	\$61,988.00		B24	14	\$62,298.00	0.50%		B24	14	\$63,855.00	2.50%
Teacher 84	B8	5	\$44,563.00		B8	6	\$46,276.00	3.84%		B8	7	\$48,961.00	5.80%
Teacher 85	M	13	\$62,433.00		M	14	\$64,347.00	3.07%		M	15	\$67,599.00	5.05%
Teacher 86	B24	2	\$43,303.00		B24	3	\$45,084.00	4.11%		B24	4	\$47,815.00	6.06%
Teacher 87	M16	13	\$66,067.00		M16	14	\$68,036.00	2.98%		M16	15	\$71,418.00	4.97%
Teacher 88	B	1	\$37,074.00		B	2	\$38,750.00	4.52%		B	3	\$41,246.00	6.44%
Teacher 89	M40	18	\$79,117.00		M40	18	\$79,513.00	0.50%		M40	18	\$81,500.00	2.50%
Teacher 90	B	8	\$47,455.00		B	9	\$49,183.00	3.64%		B	10	\$51,940.00	5.61%
Teacher 91	M	1	\$43,303.00		M	2	\$45,121.00	4.20%		M	3	\$47,892.00	6.14%
Teacher 92	M	3	\$46,491.00		M	4	\$48,325.00	3.94%		M	5	\$51,177.00	5.90%
Teacher 93	M	1	\$43,303.00		M	2	\$45,121.00	4.20%		M	3	\$47,892.00	6.14%
Teacher 94	M40	12	\$69,329.00		M40	13	\$71,315.00	2.86%		M40	14	\$74,779.00	4.89%
Teacher 95	B	2	\$38,557.00		B	2	\$38,750.00	0.50%		B	3	\$41,246.00	6.44%
Teacher 96	M	7	\$52,868.00		M	8	\$54,734.00	3.53%		M	9	\$57,745.00	5.50%
Teacher 97	M40	8	\$62,804.00		M40	9	\$64,757.00	3.11%		M40	10	\$68,057.00	5.10%
Teacher 98	M40	18	\$79,117.00		M40	18	\$79,513.00	0.50%		M40	18	\$81,500.00	2.50%
Teacher 99	M8	7	\$54,425.00		M16	8	\$58,200.00	6.94%		M16	9	\$61,335.00	5.39%
Teacher 100	M	7	\$52,868.00		M	8	\$54,734.00	3.53%		M	9	\$57,745.00	5.50%
Teacher 101	B24	14	\$61,988.00		B24	14	\$62,298.00	0.50%		B24	14	\$63,855.00	2.50%
Teacher 102	M40	18	\$79,117.00		M40	18	\$79,513.00	0.50%		M40	18	\$81,500.00	2.50%
Teacher 103	B	1	\$37,074.00		B	2	\$38,750.00	4.52%		B	3	\$41,246.00	6.44%
Teacher 104	B	1	\$37,074.00		B	2	\$38,750.00	4.52%		B	3	\$41,246.00	6.44%
Teacher 105	M	8	\$54,462.00		M	9	\$56,336.00	3.44%		M	10	\$59,388.00	5.42%
Teacher 106	M40	18	\$80,699.34		M40	18	\$82,313.00	2.00%		M40	18	\$83,960.00	2.00%
Teacher 107	B	1	\$37,074.00		B	2	\$38,750.00	4.52%		B	3	\$41,246.00	6.44%
			\$6,098,934.44				\$6,284,254.00	3.04%				\$6,581,916.00	4.74%