

Board of Education

Most Recent Offer to NUEA

Submitted to IELH 3
July 29, 2021

UNCLASSIFIED

Status of Negotiations

- The Board of Education has been working with the Naperville Unit Education Association (NUEA) to negotiate a fair multiyear contract that serves the best interests of all stakeholders – our students, parents, teachers, and taxpayer community.
- After regular meetings with the NUEA since January, an independent mediator was engaged last month to help bring the parties closer to an agreement.
- However, the NUEA has initiated the public posting process, in which both the Board and the NUEA submit their most recent offers to the Illinois Educational Labor Relations Board (IELRB) for public posting.



NUEA Response:

Initiating the public posting process was the next step in the legal process in order to conduct a legal strike. The timeline is dictated by the Illinois Labor Relations Board, not NUEA.

Continued Negotiation Efforts

- The Board is committed to continuing negotiations with the NUEA throughout the public posting process and until a fair settlement is reached.
- While the current NUEA contract expired on June 30, 2021, it is common for teachers to return to the classroom without disruption after a contract has expired.
- The first day of student attendance for the forthcoming school year is August 19, 2021. The Board is confident students can return to the classroom this fall while we continue to meet with the NUEA to reach an agreement.



NUEA Response:

It is **not** common for our district to return to the classroom without a settled agreement. In fact, NUEA teachers have never returned to the classroom without an agreement. The district was told this in January and at every session since. The NUEA will follow and has followed all applicable IELRB regulations regarding the posting and implementation of setting a strike date.

Board of Education Priorities



Continue to deliver the excellent education our students and community have come to expect and deserve.



Competitively compensate our teachers and staff at every stage of their career for their excellent work in educating our children.



Ensure the agreement reached is fiscally responsible and allows the Board to preserve the long-term financial health of our District.



NUEA Response:

NUEA shares these priorities with the board. NUEA is committed to compensating teachers for their work without raising taxes.

Snapshot of the Board's Offer: Raises for Every Educator, Every Year

Proposed Educator Salary Schedule Increases	
School Year	Step and Base Increase
2021-2022	3.51% Increase
2022-2023	2.85% Increase
2023-2024	4.37% Increase*
2024-2025	55% CPI-U Plus Step

**Projected increase based on 2020 year-to-date actual Consumer Price Index (CPI-U) of 4.3%*



NUEA Response:

- These numbers reflect their overall salary budget, not individual teachers.
- Year 3 (4.37%) is the district's projection, based on a deceptively high mid-year CPI (inflation rate). The actual CPI is taken in December, and is historically lower.
- This chart is crafted to make their offer seem more generous than it really is.

Snapshot of the Board's Offer: Raises for Every Educator, Every Year

Average Educator Salary Increases		
School Year	Average Raise	Average Salary
2021-2022	3.60%	\$89,064
2022-2023	2.95%	\$91,658
2023-2024	4.43%*	\$95,705*

**Projected based on 2021 year-to-date actual CPI-U of 4.3%*



See Appendix A for individual Year 1 salaries

NUEA Response:

In calculating the average salary, the district assumed no new teachers in a three year span and no retirees in a three year span. By eliminating the lowest paid teachers and expanding the highest paid teachers, the district has presented a dishonest projection of average salary, which is several thousand dollars off. Also, as mentioned on the previous slide, the year 3 percentage is artificially high, making their offer seem more generous than in actually is.

Snapshot of the Board's Offer: Increased Paid Sick Leave

5 More Sick Days in Year 1	Increased Sick Day Accumulation Cap to 365 Days
<p><u>Current Contract:</u> Employees currently receive an annual allotment of 15 sick days.</p> <p><u>Board's Offer:</u> The Board has offered to increase the annual sick day allotment to 20 days in the 2021-2022 school year.</p>	<p><u>Current Contract:</u> Employees may accumulate up to 360 unused sick days. The Union proposes increasing the sick day accumulation cap to 370 days.</p> <p><u>Board's Offer:</u> The Board has offered to increase the sick day accumulation cap to 365 days.</p>

NUEA Response:

- Once an employee reaches the cap, all newly earned sick days are uncompensated and lost forever.
- Compared to other comparable districts, we have the lowest sick day cap. Many districts have no cap and some will even pay for a portion of unused sick days upon retirement.

Snapshot of the Board's Offer: Increased Paid Parental Leave

35 Paid Leave Days In Addition to Medical Leave

Current Contract: 30 days available sick leave for childbirth under the Illinois School Code applies. An employee also may apply accumulated sick leave for incapacity due to pregnancy, childbirth, or recovery therefrom.

Board's Offer: In addition to the 30 days of paid sick leave for childbirth under the Illinois School Code, employees may apply 5 more sick days that are not dependent on the need to recover from childbirth. An employee may apply accumulated sick leave for incapacity due to pregnancy, childbirth, or recovery therefrom.



Commonly Asked Questions

Does the Family and Medical Leave Act (FMLA) require paid parental leave?

No. The FMLA entitles eligible employees up to 12 weeks of unpaid leave for certain qualifying reasons, including the birth of a child.

Are teachers entitled to paid leave after childbirth under Illinois law?

The Illinois School Code states teachers may apply available sick days with no supporting medical documentation required for up to 30 days following the birth of a child.



NUEA Response:

- Current district policy allows us to use 30 initial sick days; these are taken from our accumulated sick days.
- The Board offers the use of 5 additional sick days to bond with your child. NUEA believes that we should be able to use our earned, accumulated sick days for up to 30 additional days.
- **We are not asking for paid parental leave.** We are asking to be able to use OUR earned sick days to recover from childbirth, build strong bonds with our families, and adjust to our growing families.

Snapshot of the Board's Offer: Maintain Health Insurance Benefits and Retirement Incentives

The Board's offer maintains the current health insurance contributions and retirement incentive program:



Maintains Board Payment of 85% Toward Employee Health Insurance Costs



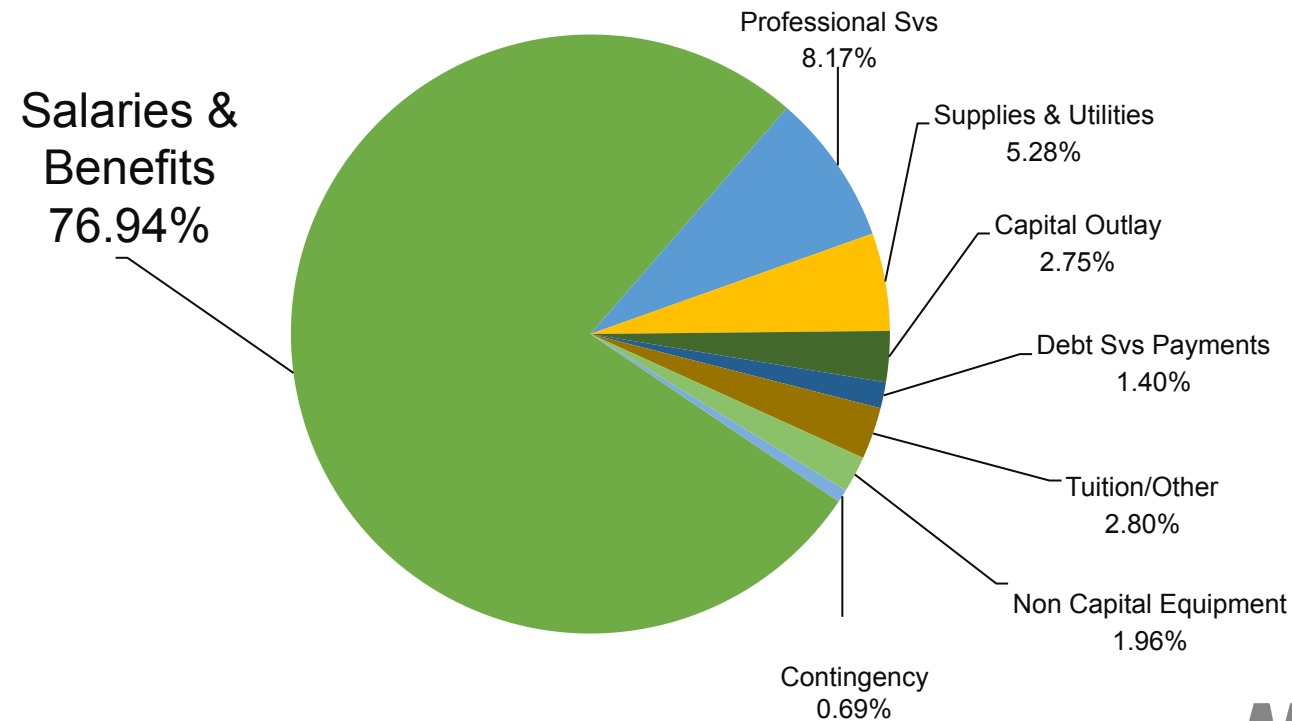
Maintains Retirement Incentives Including Post-Retirement Health Insurance Reimbursement

NUEA Response:

- Neither side has proposed changing this program.
- Our insurance is negotiated through a committee consisting of many unions and administrators, so this is not within the power of NUEA to change.
- Over the past decade, the Insurance Committee has saved the plan millions of dollars. This collaboration has been very successful.

What Percentage of District Funds is Expended on Salaries and Benefits?

FY 2022 Expenditures By Object - All Funds



Naperville 203
Community Unit School District

NUEA Response:

- This chart is typical for any established district (enrollment is fairly steady and there are no new buildings).
- This chart includes ALL employees, including administrators.

How Do Naperville 203 Educator Salaries Compare to Other Districts?

The 2020-2021 salary schedule is consistent with the Board's priority of competitively compensating our educators at every stage of their career.

	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0	49,616	50,509	52,210	55,793	58,527	61,255	63,989	66,682	68,667
1	50,468	51,789	53,489	57,707	60,441	63,170	65,903	68,598	70,583
2	51,318	53,063	54,765	59,623	62,357	65,085	67,819	70,513	72,497
3	52,171	54,339	56,040	61,538	64,272	67,000	69,734	72,428	74,413
4	53,018	55,619	57,321	63,459	66,187	68,915	71,650	74,343	76,327
5	53,872	56,963	58,664	65,547	68,102	70,835	73,565	76,259	78,244
6	55,291	58,313	60,014	67,536	70,086	72,820	75,549	78,249	80,234
7				69,521	72,076	73,565	77,539	80,234	82,217
8				71,505	74,061	75,554	79,524	82,217	84,202
9				73,495	76,045	77,539	81,508	84,206	86,191
10				75,480	78,034	79,524	83,498	86,191	88,175
11				77,609	80,163	81,652	85,626	88,320	90,305
12				79,736	82,292	83,780	87,754	90,449	92,434
13				81,865	84,421	85,909	89,883	92,577	94,562
14				83,993	86,549	88,038	92,008	94,705	96,690
15				86,123	88,672	90,165	94,135	96,834	98,818
16					91,089	92,577	96,552	99,245	101,727
17					93,500	94,988	98,963	101,656	104,138
18					95,912	97,399	101,374	104,067	106,549
19					98,323	99,811	103,786	106,479	108,960
20					100,734	103,219	107,471	110,171	112,651
21					103,146	106,623	111,163	113,857	116,338
22					107,219	111,699	114,849	117,732	122,019

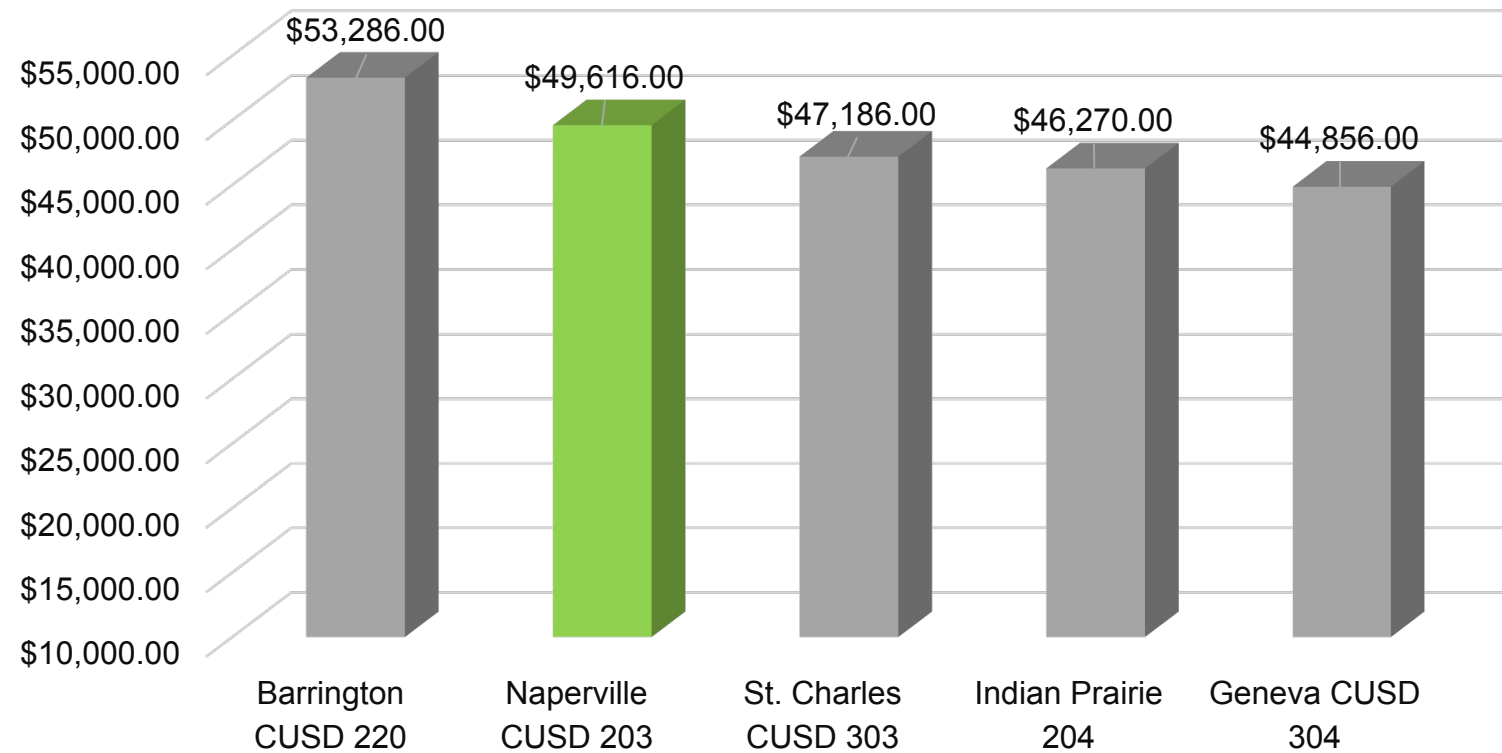


NUEA Response:

- Our salary schedule was developed jointly between the district and NUEA to encourage professional development and attract and retain high-quality, experienced teachers.
- Neither side has proposed changing this structure, except for the addition of a 23rd step.

How Do Naperville 203 Educator Salaries Compare to Other Districts?

2020-2021 School Year: BA+0

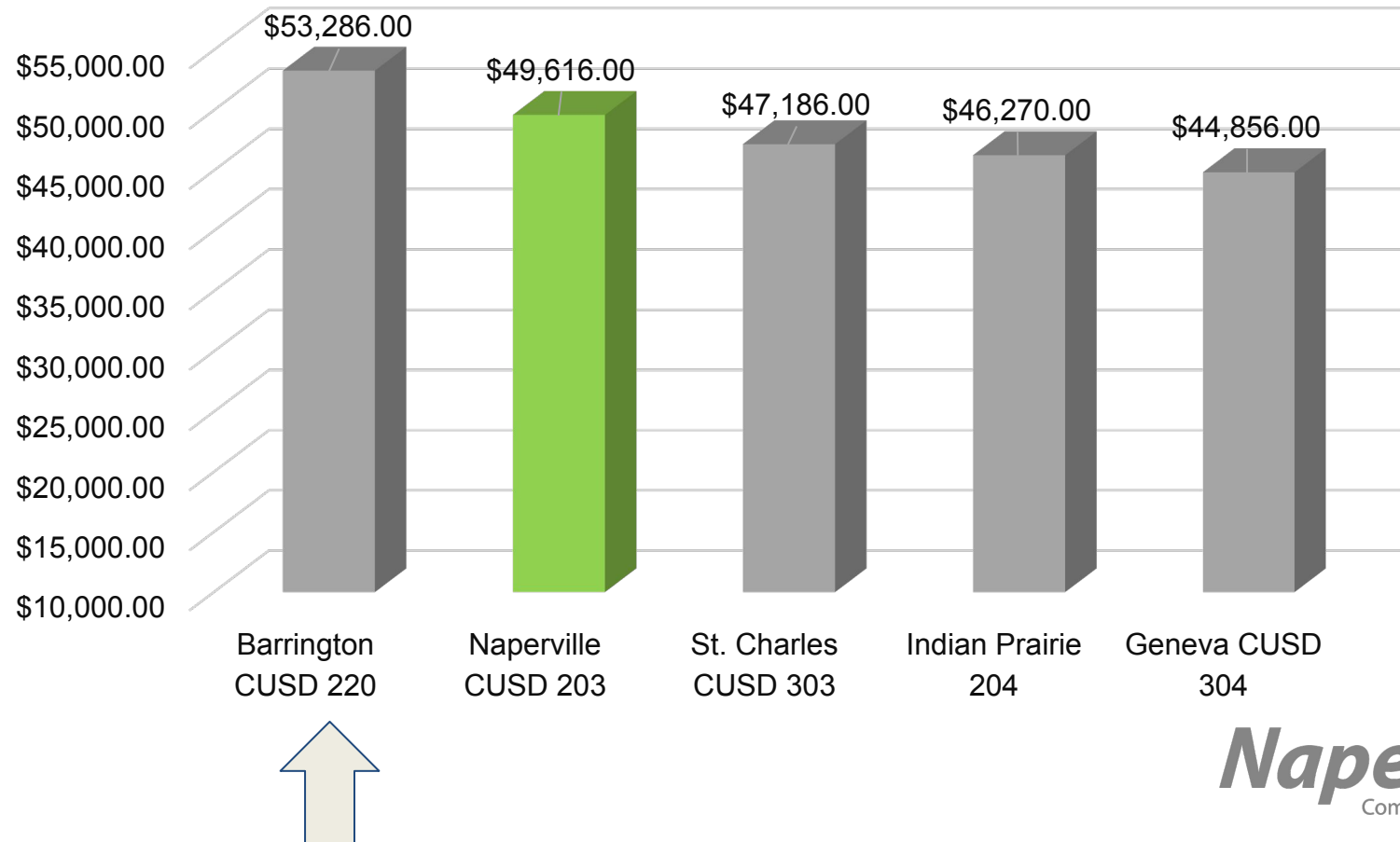


NUEA Response:

- D203 is ranked #1 for quality among unit school districts in the Niche.com rankings, which D203 advertises frequently. D203 is #7 among all school school districts. However, many comparable districts are compensated better.
- The Board did not include non-unit districts in their graphic presentation, yet we compete with them to attract high quality teachers.

How Do Naperville 203 Educator Salaries Compare to Other Districts?

2020-2021 School Year: BA+0



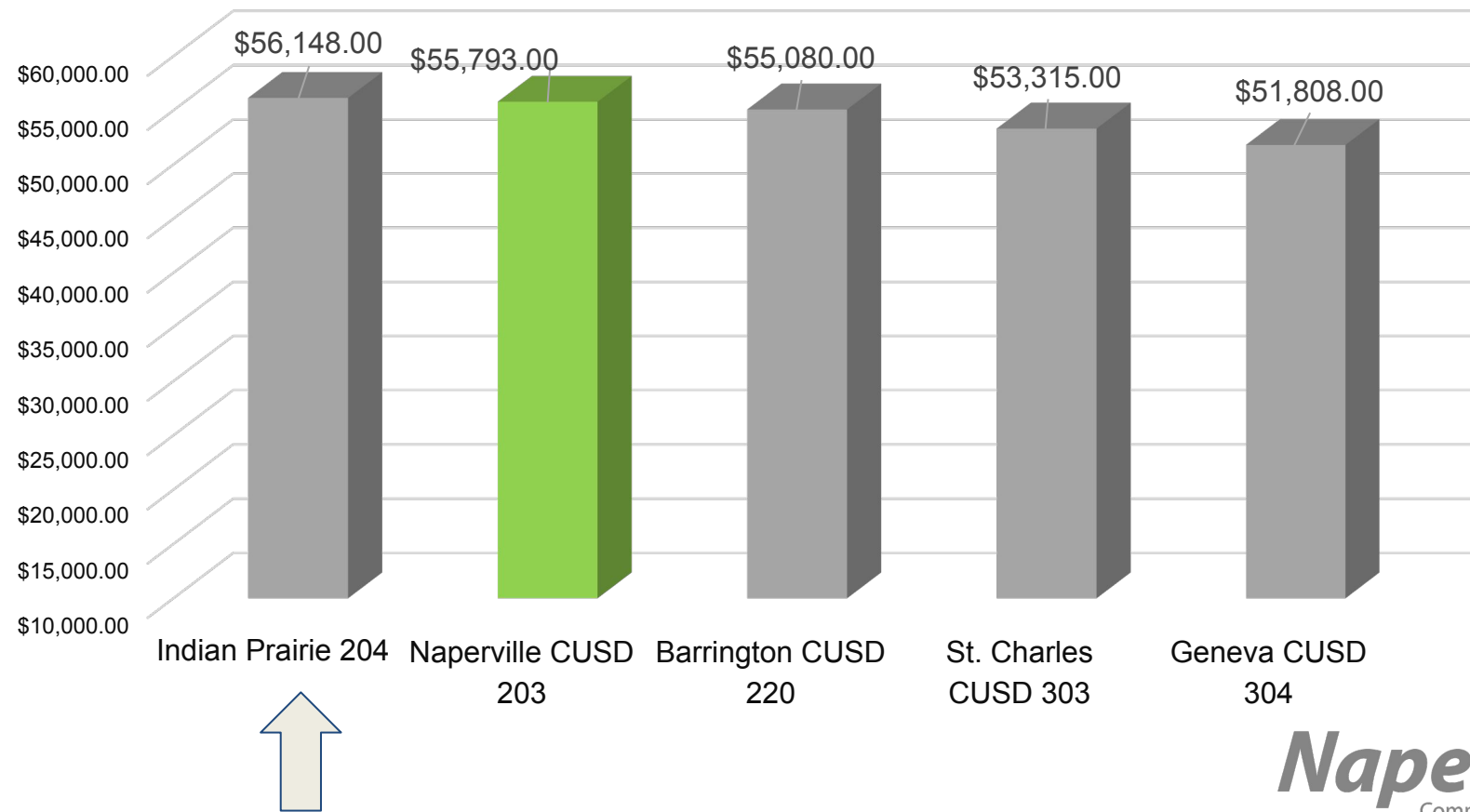
NUEA Response:

Barrington is the #2 unit-district Nich.com school, but has a compensation package much richer than District 203.

Barrington	Board Proposal	NUEA Proposal
70% CPI increases	50-60% CPI increases	85%-100% CPI increases
\$1500 and \$1900 longevity bonuses	\$900 cumulative longevity bonus capped at CPI	\$900 cumulative longevity bonus uncapped
3 personal days	2 plus 1 conditional personal day	3 personal days
Tuition reimbursement	None	None
5.5% retirement incentive in last 4 years	None	None
400 sick day cap	365 sick day cap	370 sick day cap

How Do Naperville 203 Educator Salaries Compare to Other Districts?

2020-2021 School Year: Masters + 0

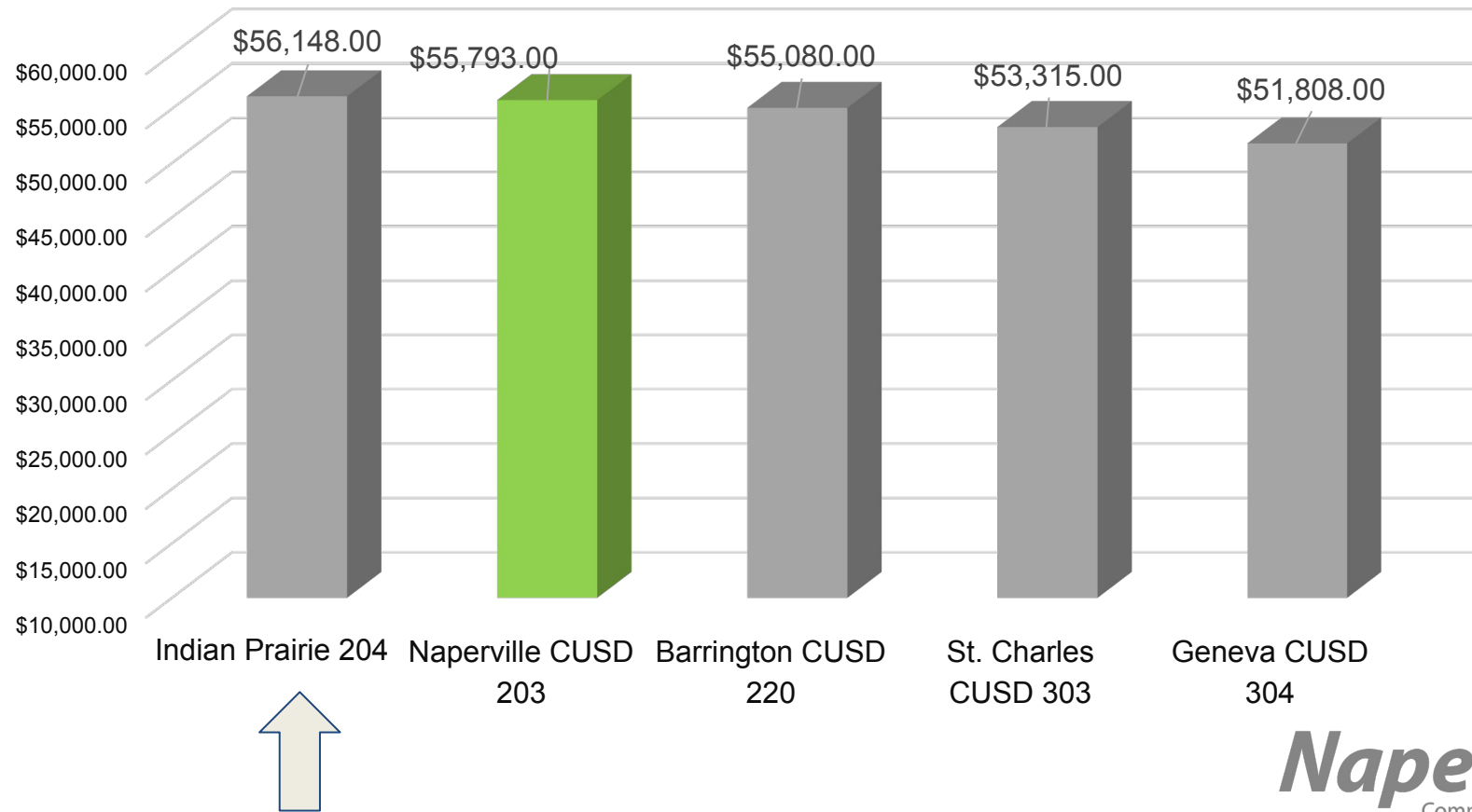


NUEA Response:

District 204 is ranked behind 203 by 2 spots among unit school districts in Niche.com, yet their compensation package is much better than ours.

How Do Naperville 203 Educator Salaries Compare to Other Districts?

2020-2021 School Year: Masters + 0

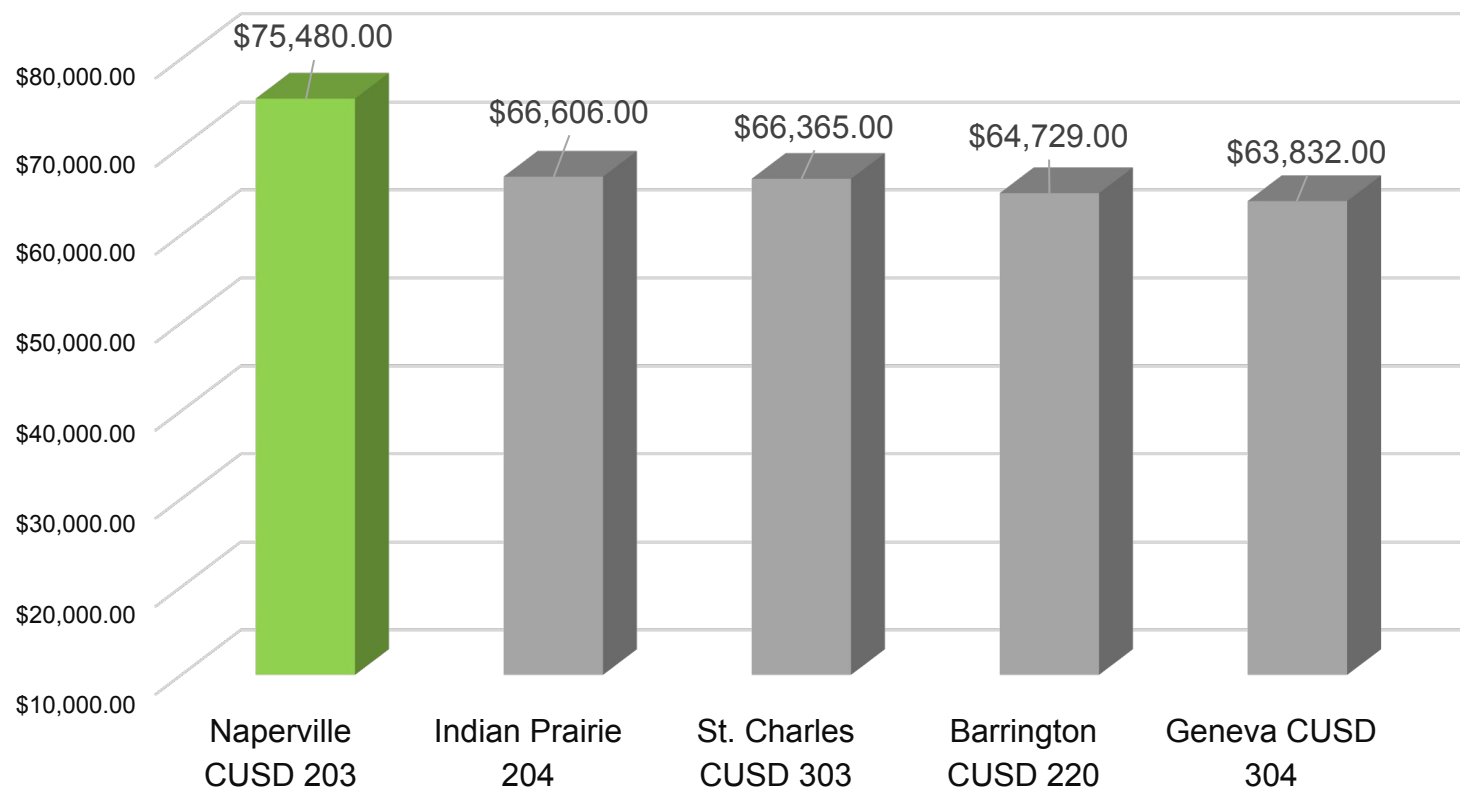


NUEA Response:
 This table compares
 IPSD to D203 and
 NUEA's current
 proposals.

IPSD	Board Proposal	NUEA Proposal
80% CPI increases	50-60% CPI increases	85%-100% CPI increases
Traveling teachers do not have supervision	None	Traveling teachers do not have supervision
3 personal days	2 plus 1 conditional personal day	3 personal days
6% retirement incentive in last 4 years	None	None
Up to \$30k lump sum retirement bonus	None	None
Up to 30 unused sick days are paid upon retirement	None	None
No sick day cap	365 sick day cap	370 sick day cap

How Do Naperville 203 Educator Salaries Compare to Other Districts?

2020-2021 School Year: MA+0 / 10 years of Experience



NUEA Response:

While D203 is the top unit school district, D203 ranks 7th overall.

- #6 (Hinsdale 86) is \$92,045
- #8 (Niles 216) is \$100,635

\$75,480 is also an incorrect salary...MA+0 with 10 years of experience should be \$73,495. They fail to put the two comparables closes to us in the chart.

How Much Do the Board's Proposed Salary Schedules Cost?

To determine the projected cost of salary proposals, the District calculates the total increase in salaries for all employees on the salary schedule based on:

1. **Step Increases:** Each employee's "step" movement at the beginning of the applicable school year; and
2. **Base Increase:** Money added to the "base" salary schedule for the applicable school year.

NUEA Response:

This system recognizes that experience and inflation are both accounted for when determining salary.

Increases to the “Base” Salary Schedule

- An employee’s salary is determined by cells on the salary schedule.
- An employee’s assigned “cell” is based on: (1) years of service; and (2) education level.
- When the parties negotiate an increase to the “base” salary schedule, the salaries in each cell increase accordingly.
- The salary schedule is also used to determine extracurricular stipends (% of BA+0).

2020-2021 Salary Schedule

Years of Service	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54	Starting Salaries Per Education Level
0	49,616	50,509	52,210	55,793	58,527	61,255	63,989	66,682	68,667	
1	50,468	51,789	53,489	57,707	60,441	63,170	65,903	68,598	70,583	
2	51,318	53,063	54,765	59,623	62,357	65,085	67,819	70,513	72,497	
3	52,171	54,339	56,040	61,538	64,272	67,000	69,734	72,428	74,413	
4	53,018	55,619	57,321	63,459	66,187	68,915	71,650	74,343	76,327	
5	53,872	56,963	58,664	65,547	68,102	70,835	73,565	76,259	78,244	
6	55,291	58,313	60,014	67,536	70,086	72,820	75,549	78,249	80,234	
7				69,521	72,076	73,565	77,539	80,234	82,217	“Base” Salary: Years of Service + Education Level
8				71,505	74,061	75,554	79,524	82,217	84,202	
9				73,495	76,045	77,539	81,508	84,206	86,191	
10				75,480	78,034	79,524	83,498	86,191	88,175	
11				77,609	80,163	81,652	85,626	88,320	90,305	
12				79,736	82,292	83,780	87,754	90,449	92,434	
13				81,865	84,421	85,909	89,883	92,577	94,562	
14				83,993	86,549	88,038	92,008	94,705	96,690	
15				86,123	88,672	90,165	94,135	96,834	98,818	
16					91,089	92,577	96,552	99,245	101,727	
17					93,500	94,988	98,963	101,656	104,138	
18					95,912	97,399	101,374	104,067	106,549	
19					98,323	99,811	103,786	106,479	108,960	
20					100,734	103,219	107,471	110,171	112,651	
21					103,146	106,623	111,163	113,857	116,338	
22					107,219	111,699	114,849	117,732	122,019	



NUEA Response:

The Board was instrumental in developing a systematic means for rewarding education level when they developed Career 203 in collaboration with the NUEA.

“Step” and “Lane” Salary Increases

“Step”:
Years of Service 2020-2021 Salary Schedule

- Employees may receive salary increases at the beginning of each school year through a “step” increase.
- Employees move to the next “step” on the salary schedule after a year of service until they reach the last step.
- An employee may also receive a salary increase by moving to the next “lane” based on education level. However, because lane movements are less predictable, the District does not include lane movements in its costing projections.

	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0									
1	1.72%	2.53%	2.45%	3.43%	3.27%	3.13%	2.99%	2.87%	2.79%
2	1.68%	2.46%	2.39%	3.32%	3.17%	3.03%	2.91%	2.79%	2.71%
3	1.66%	2.40%	2.33%	3.21%	3.07%	2.94%	2.82%	2.72%	2.64%
4	1.62%	2.36%	2.29%	3.12%	2.98%	2.86%	2.75%	2.64%	2.57%
5	1.61%	2.42%	2.34%	3.29%	2.89%	2.79%	2.67%	2.58%	2.51%
6	2.63%	2.37%	2.30%	3.03%	2.91%	2.80%	2.70%	2.61%	2.54%
7				2.94%	2.84%	1.02%	2.63%	2.54%	2.47%
8				2.85%	2.75%	2.70%	2.56%	2.47%	2.41%
9				2.78%	2.68%	2.63%	2.49%	2.42%	2.36%
10				2.70%	2.62%	2.56%	2.44%	2.36%	2.30%
11				2.82%	2.73%	2.68%	2.55%	2.47%	2.42%
12				2.74%	2.66%	2.61%	2.49%	2.41%	2.36%
13				2.67%	2.59%	2.54%	2.43%	2.35%	2.30%
14				2.60%	2.52%	2.48%	2.36%	2.30%	2.25%
15				2.54%	2.45%	2.42%	2.31%	2.25%	2.20%
16					2.73%	2.68%	2.57%	2.49%	2.94%
17					2.65%	2.60%	2.50%	2.43%	2.37%
18					2.58%	2.54%	2.44%	2.37%	2.32%
19					2.51%	2.48%	2.38%	2.32%	2.26%
20					2.45%	3.41%	3.55%	3.47%	3.39%
21					2.39%	3.30%	3.44%	3.35%	3.27%
22					3.95%	4.76%	3.32%	3.40%	4.88%

“Lane”:
Education Level

% Raise to Next Step

Cost of the Board's Proposed Salary Schedule Increases

School Year	2021-2022	2022-2023	2023-2024
Step and Base %	3.51%	2.85%	4.37%*
New Cost Step and Base	\$4,356,962 NUEA: \$4,419,804	\$3,668,852 NUEA: \$3,374,445	\$5,780,001* \$4,028,498 (2% CPI) NUEA: \$4,088,101
Total Cost: Step and Base	\$128,534,912 NUEA: \$128,597,754	\$132,203,763 NUEA: \$131,972,199	\$137,983,764* NUEA: \$136,060,300

*Projected increase based on 2021 year-to-date actual CPI-U of 4.3%. Contract Year 4 projected cost dependent on 2022 CPI-U



NUEA Response:

- D203 numbers assume that no one retires and there are no new hires in a three year span, which artificially inflates their projections.
- Year 3 increase of 4.37% is unrealistic and unlikely.
- Corrected NUEA projections based on historical patterns indicated in green.

The Board's Proposed Salary Schedule: 2021-2022 School Year

	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0	50,301	51,206	52,930	56,563	59,335	62,100	64,872	67,602	69,615
1	51,164	52,504	54,227	58,503	61,275	64,042	66,812	69,545	71,557
2	52,026	53,795	55,521	60,446	63,218	65,983	68,755	71,486	73,497
3	52,891	55,089	56,813	62,387	65,159	67,925	70,696	73,428	75,440
4	53,750	56,387	58,112	64,335	67,100	69,866	72,639	75,369	77,380
5	54,615	57,749	59,474	66,452	69,042	71,813	74,580	77,311	79,324
6	56,054	59,118	60,842	68,468	71,053	73,825	76,592	79,329	81,341
7				70,480	73,071	74,580	78,609	81,341	83,352
8				72,492	75,083	76,597	80,621	83,352	85,364
9				74,509	77,094	78,609	82,633	85,368	87,380
10				76,522	79,111	80,621	84,650	87,380	89,392
11				78,680	81,269	82,779	86,808	89,539	91,551
12				80,836	83,428	84,936	88,965	91,697	93,710
13				82,995	85,586	87,095	91,123	93,855	95,867
14				85,152	87,743	89,253	93,278	96,012	98,024
15				87,311	89,896	91,409	95,434	98,170	100,182
16					92,346	93,855	97,884	100,615	103,131
17					94,790	96,299	100,329	103,059	105,575
18					97,236	98,743	102,773	105,503	108,019
19					99,680	101,188	105,218	107,948	110,464
20					102,124	104,643	108,954	111,691	114,206
21					104,569	108,094	112,697	115,428	117,943
22					107,219	111,699	114,849	117,732	122,019
23					109,685	114,268	117,491	120,440	124,825

✓ Average salary: ~~\$89,064~~ **\$88,866**

✓ Average salary increase: ~~3.6%~~ **3.54%**

40% receive at least a 4.0% increase

72% receive at least a 3.6% increase

← New Step 23

 See Appendix A for individual Year 1 salaries



NUEA Response:

- D203 numbers assume that no one retires and there are no new hires, which artificially inflates their projections.
- D203 also assumes that all teachers move a step, which is not true.
- NUEA numbers project 25% of staff earn lane changes and 25 teachers retire (a conservative estimate).
- NUEA Corrected projections are indicated in green.

The Board's Proposed Salary Schedule: 2022-2023 School Year

	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0	50,724	51,636	53,375	57,038	59,833	62,622	65,417	68,170	70,200
1	51,594	52,945	54,683	58,994	61,790	64,580	67,373	70,129	72,158
2	52,463	54,247	55,987	60,954	63,749	66,537	69,333	72,086	74,114
3	53,335	55,552	57,290	62,911	65,706	68,496	71,290	74,045	76,074
4	54,202	56,861	58,600	64,875	67,664	70,453	73,249	76,002	78,030
5	55,074	58,234	59,974	67,010	69,622	72,416	75,206	77,960	79,990
6	56,525	59,615	61,353	69,043	71,650	74,445	77,235	79,995	82,024
7				71,072	73,685	75,206	79,269	82,024	84,052
8				73,101	75,714	77,240	81,298	84,052	86,081
9				75,135	77,742	79,269	83,327	86,085	88,114
10				77,165	79,776	81,298	85,361	88,114	90,143
11				79,341	81,952	83,474	87,537	90,291	92,320
12				81,515	84,129	85,649	89,712	92,467	94,497
13				83,692	86,305	87,827	91,888	94,643	96,672
14				85,867	88,480	90,003	94,062	96,819	98,847
15				88,044	90,651	92,177	96,236	98,995	101,024
16					93,122	94,643	98,706	101,460	103,997
17					95,586	97,108	101,172	103,925	106,462
18					98,053	99,572	103,636	106,389	108,926
19					100,517	102,038	106,102	108,855	111,392
20					102,982	105,522	109,869	112,629	115,165
21					105,447	109,002	113,644	116,398	118,934
22					108,120	112,637	115,814	118,721	123,044
23					110,606	115,228	118,478	121,452	125,874
Longevity 1					111,221	115,868	119,136	122,126	126,573

- ✓ Average salary: **\$91,658**
- ✓ Average salary increase: **2.95%**

35% receive at least a **3.5%** increase

70% receive at least a **3.0%** increase

Longevity increases to Step 23



NUEA Response:

- D203 numbers assume that no one retires and there are no new hires, which artificially inflates their projections.

The Board's Proposed Salary Schedule: 2023-2024 School Year

	BA+0	BA+12	BA+24	MA+0	MA+12	MA+24	MA+36	MA+42	MA+54
0	51,924	52,857	54,637	58,387	61,248	64,103	66,964	69,782	71,860
1	52,814	54,197	55,976	60,389	63,251	66,107	68,966	71,788	73,865
2	53,704	55,530	57,311	62,396	65,257	68,111	70,973	73,791	75,867
3	54,596	56,866	58,645	64,399	67,260	70,116	72,976	75,796	77,873
4	55,484	58,206	59,986	66,409	69,264	72,119	74,981	77,799	79,875
5	56,377	59,611	61,392	68,595	71,269	74,129	76,985	79,804	81,882
6	57,862	61,025	62,804	70,676	73,345	76,206	79,062	81,887	83,964
7				72,753	75,428	76,985	81,144	83,964	86,040
8				74,830	77,505	79,067	83,221	86,040	88,117
9				76,912	79,581	81,144	85,298	88,121	90,198
10				78,990	81,663	83,221	87,380	90,198	92,275
11				81,217	83,890	85,448	89,607	92,426	94,503
12				83,443	86,119	87,675	91,834	94,654	96,732
13				85,671	88,346	89,904	94,061	96,881	98,958
14				87,898	90,573	92,132	96,287	99,109	101,185
15				90,126	92,795	94,357	98,512	101,336	103,413
16					95,324	96,881	101,040	103,860	106,457
17					97,847	99,405	103,565	106,383	108,980
18					100,372	101,927	106,087	108,905	111,502
19					102,894	104,451	108,611	111,429	114,026
20					105,418	108,018	112,467	115,293	117,889
21					107,941	111,580	116,332	119,151	121,747
22					110,677	115,301	118,553	121,529	125,954
23					113,222	117,953	121,280	124,324	128,851
Longevity 1					114,122	118,853	122,180	125,224	129,751
Longevity 2					115,022	119,753	123,080	126,124	130,651

- ✓ Average salary: **\$95,705***
- ✓ Average salary increase: **4.43%***

38% receive at least a 5.0% increase*

72% receive at least a 4.0% increase*

Projected longevity increases to Step 23

*Projected based on 2021 year-to-date actual CPI-U of 4.3%



NUEA Response:

- D203 numbers assume that no one retirees and there are no new hires in a three year span, which artificially inflates their projections.
- Year 3 increase of 4.37% is unrealistic and unlikely.

Example Educator Salary Increases

- John is a teacher at the District and has a Masters Degree. John has completed 14 years of service. Under the Board's proposal, John would receive a total step and base increase of 4.02%. John's salary for the 2021-2022 school year would be \$85,152.
- Sarah is a teacher at the District and has completed 20 years of service. Sarah has a Masters Degree and has received 42 credits toward a Doctorate Degree. Under the Board's proposal, Sarah would receive a total step and base increase of 4.89%. Sarah's salary for the 2021-2022 school year would be \$111,691.




See Appendix A for individual Year 1 salaries

NUEA Response:

- John paid \$12,171 of his own money to a publicly accredited institution for his Master's Degree. John completed his Master's Degree while teaching full time and raising his young son.
- After 20 years of living and working in District 203, Sarah feels deep ties to her community and strives to be the best teacher for her students. In addition to teaching full time and raising her two children, Sarah has spent \$38,000 to earn her doctorate, which includes researching and writing a 200-page dissertation.

Board v. NUEA Most Recent Salary Offers

	Board Proposed Salary Increases		Union Proposed Salary Increases		Corrected NUEA Projections:
	<u>% Raise</u>	<u>New Cost</u>	<u>% Raise</u>	<u>New Cost</u>	
2021-2022 SY	3.51% Increase	\$4,356,962	4.22% Increase	\$5,234,699	\$4,419,804
2022-2023 SY	2.85% Increase	\$3,668,852	3.23% Increase	\$4,180,963	\$3,374,445
2023-2024 SY	4.37% Increase*	\$5,780,001	5.63% Increase*	\$7,527,621*	\$6,700,952

 See Appendix A for Board individual Year 1 salaries

 See Appendix B for NUEA individual Year 1 salaries

Total Projected New Salary Costs School Years 1-3:

Board Salary Proposal	Union Salary Proposal
\$13,805,814	\$16,943,284 \$14,495,200 (4.3% Y3)



NUEA Response:

- Year 3 increases will use December CPI, not 4.37%, which D203 is currently using. The December CPI is likely to be much lower.
- Assuming 4.37% in year 3, the NUEA costing method (projecting retirees and new hires) is approximately \$2.4 million lower than the Board

NUEA Most Recent Offer:

2020-2021 Individual Salary Increases

20% would receive at least a 5.0% increase

45% would receive at least a 4.75% increase

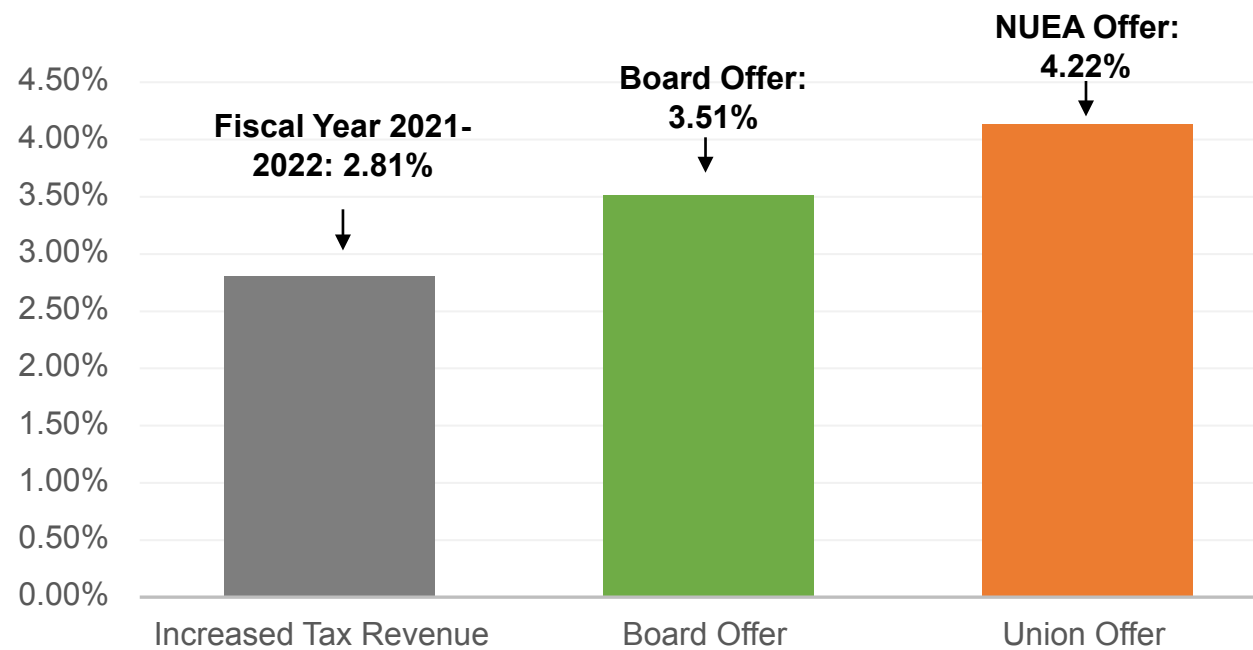
65% would receive at least a 4.5% increase



See Appendix B for NUEA individual Year 1 proposed salaries

Financial Impact of NUEA Offer: 2021-2022 School Year

Property tax extensions are the District's main revenue source. The NUEA's proposed 4.22% salary increase for Year 1 is substantially higher than the District's 2021-2022 increased tax revenue of 2.81%:



NUEA Response:

Their costing method doesn't include any retirees or new hires.

The Board is only including property tax revenue in this illustration. However, as they stated at the May 5 Board meeting...

- D203 will also receive \$5.5 M in federal funding
- Total revenue is going up \$7M in FY22
- Total revenue increases are 3.99%, not 2.81%

Multi-Tiered System of Support (MTSS)

Commonly Asked Questions

What is a Multi-Tiered System of Support (MTSS)?

MTSS is a framework to support educators with implementing responsive and fluid high-quality curriculum and instruction focused on academic and social-emotional learning, including interventions and extensions to ensure the success of all learners. Through the MTSS framework, educators provide all students with access to the core curriculum and high-quality instruction.

Is the MTSS framework new to District 203?

No. The MTSS framework has been in place for years and has evolved to meet the needs of students.

How do educators implement the MTSS framework into the curriculum?

Educators work collaboratively to provide interventions and curricular enhancements for the academic and social-emotional growth and achievement of all students. MTSS programming begins with high quality “Tier 1” classroom instruction to over 85% of students. Intensive interventions that pull students from their classrooms are used to provide additional support for 2-5% of general education students.

NUEA Response:

MTSS has been an expectation for many teachers, especially elementary teachers, for the past few years. We don't disagree that MTSS is beneficial for students, but it requires additional planning. Since the school day does not allow enough planning time required by this model, this work falls well outside of the traditional school day. This time should be compensated.

Multi-Tiered System of Support (MTSS)

Commonly Asked Questions

Will the District use the MTSS framework to support students after returning from remote learning during the COVID-19 pandemic?

Yes. The District has hired 28 new staff members to support students returning from remote learning in the areas of social work, special education, English language acquisition, and math specialists. The District will continue to provide professional development to support all staff through existing and additional support personnel.

Does the Board's offer add time to educators' workdays?

No. The Board has not proposed any additional time to the workday. Instead of providing MTSS interventions to students during regular classroom periods, the Board has proposed carving out time during the existing instructional minutes at the high school to allow educators to focus specifically on these interventions. The Board has not proposed any alterations to class periods at the elementary or junior high schools.

NUEA Response:

- **NUEA welcomes the additional help, but since the Board claims MTSS is not additional work, we question why they felt 28 hires was necessary.**
- **28 new staff can in no way overcome the remote learning challenges of 14,000 students. Teachers will be applying more MTSS implementations to more students, even though the district claims that no additional time is required. This is not a realistic expectation of staff.**

Other Pending Proposals

The following proposals are also included in the Board's and NUEA's most recent offers:

Item	NUEA Most Recent Offer	Board Most Recent Offer
Personal Leave	NUEA proposes increasing personal leave days available to employees from 3 to 4 days per year.	The Board does not propose any increase to the 3 personal leave days available per year.
Appendix B Appendix B.4	NUEA proposes increasing supplemental compensation rates and including base raises beginning the 2022-2023 school year.	The Board proposes increasing supplemental compensation rates. The Board does not propose including base raises.
Economic Contingency Language	NUEA proposes beginning the 2022-2023 school year to terminate the agreement on the last day of teacher attendance during the applicable school year if the Property Tax Extension Limitation is reduced to 0%.	The Board has proposed economic reopener language in the event of an economic change to TRS pension rates, the District's property tax extension authority, health insurance penalties, or referendum reducing the levy extension amount.
Assignments and Posting	NUEA proposes language regarding vacancy posting and interview procedures.	The Board does not propose any changes to vacancy and posting procedures.
Stipend Committee	NUEA proposes revisions to stipend committee duties related to stipend positions and posting.	The Board proposes revising the budget parameters of the stipend committee.
Emergency Days	NUEA proposes language for e-learning and emergency days.	The Board has not proposed language regarding emergency days.
Interest-Free Loans	NUEA is no longer proposing changes to Appendix C.	The Board proposes removing Appendix C.

NUEA Response:

- Personal Leave - NUEA's last proposal asks for 3 personal days per year, not 4. This table should be updated.
- The Board does not offer 3 personal days. They offer 2, plus a third the following year if no personal days are used the previous year.
- The rest of the issues listed are indeed issues, but they are not currently keeping us from reaching an agreement. These items will be bargained once FMLA leave and salaries have been settled.

Conclusion

- The first day of student attendance for the forthcoming school year is August 19, 2021. The Board is confident students can return to the classroom this fall while we continue to meet with the NUEA to reach a fair agreement that serves the best interests of all stakeholders – our students, parents, teachers, and taxpayer community.

NUEA Response:

- The NUEA will follow regulations determined by the Illinois Education Relations Board in determining a strike date.

NUEA Summary:

There are two main issues that are preventing an agreement: FMLA and value-added salary.

FMLA: We are not asking for paid parental leave. We are asking that the district allow employees to use the sick days they have already earned during the final 30 days of their FMLA leave. This would prevent employees from choosing between their paycheck and bonding with their newborn or adopted child. The district has denied the request.

Salary: Over the last five years, the district has simultaneously implemented MTSS, standards-based grading, an entirely new social-emotional curriculum, and formalized Professional Learning Community (PLC) meetings...all without increasing planning time. Employees are increasingly working before school during lunch, and after school to meet the demands of all of the district's initiatives. We believe the increased workload should be compensated. The district believes that the initiatives do **not** require more time or more work. They are wrong.

The NUEA is united toward reaching an agreement. Our requests are reasonable and well within the means of our district.