

FOR IMMEDIATE RELEASE:

Naperville Teachers ask District 203 to Abide by Contract

Naperville, Illinois, May 14, 2011 - The Naperville Unit Education Association filed an Unfair Labor Practice (ULP) against Naperville School District 203 on Monday, May 9, asserting that the District does not intend to honor the collectively bargained agreement that was signed into effect March 2, 2010. Specifically, the District has stated that it will not honor agreed-upon raises for a period of 2 years to 107 teachers that have moved beyond step 22 on the salary schedule.

The District claims that the pay freeze for the 107 teachers was implied in the 2007-2010 contract and presented to the Association at the beginning of the 2010 negotiations process. Although a spreadsheet indicating a pay freeze for these teachers was supplied to the NUEA bargaining team prior to the start of formal negotiations, the pay freeze was never formally presented to the Association by the District, nor did the 2007 language implement any type of pay freeze. The District's recommended pay freeze for the 107 teachers was never discussed verbally or in writing during actual negotiations. Furthermore, the pay freeze for the 107 was never indicated on the tentative agreement, which was signed by both parties.

The negotiations process is a delicate balance of wants and needs. It is common for many proposals to surface prior to negotiations in order to help the negotiations process move more swiftly and effectively. But for any party to state that it meant to include certain language into an agreement several months after the contract has been signed is a clear violation of the sanctity of the contract and the negotiations process.

"We are not asking the District for a penny more than they agreed to during negotiations," said Mark Bailey, NUEA President. "We have no documentation or records indicating that we agreed upon or even discussed a pay freeze for the 107 teachers. When we left the table, we clearly understood that all teachers were to be treated the same." The agreement called for a pay freeze for all teachers in the first year of the contract, and modest raises for the second and third years. This is how the agreement was presented to the membership and subsequently voted on by the membership.

NUEA is very proud to be associated with District 203, and both groups have been working collaboratively on many other issues including innovative educational reform, professional development and fair and equitable funding for student services from the state.

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Naperville Teachers ask District 203 to Abide by Contract, continued

“The District and the teacher’s Association share a very positive and productive relationship. We both are working hard to provide the very best educational experiences for Naperville students possible,” said Bailey.

A ULP may take 12-18 months for resolution. An independent investigation will be launched and the Labor Relations Board will hold a hearing on the merits of the case. Following the hearing, the Labor Relations Board will render its final decision.

“We regret that the District’s position has forced us to take this action. But we are looking forward to an independent review of our case so that we can put this issue behind us and continue the great work that we have started,” said Bailey.

For additional information, please contact:

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