



CHAMPAIGN COMMUNITY UNIT SCHOOL DISTRICT #4
BOARD OF EDUCATION
OFFER TO CHAMPAIGN FEDERATION OF TEACHERS,
LOCAL 1925, IFT/AFT/AFL-CIO
October 31, 2018

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I. INTRODUCTION & SUMMARY

The following information is offered pursuant to Section 12 of the Illinois Educational Labor Relations Act by the Board of Education of Champaign Community Unit School District #4 to the Champaign Federation of Teachers, Local 1925, IFT/AFT/AFL-CIO.

Since May 16, 2018, the Board and CFT have been engaged in negotiations for a successor collective bargaining agreement. Since the previous Agreement expired on June 30, 2018, teachers continue to be paid at the rate they were paid under the previous Agreement, the District continues to provide health, dental and life insurance, and pension contributions as it had under the previous Agreement, and the language of the previous Agreement continues to control the interactions between the District and CFT members. The Board will continue to abide by the previous Agreement until a new Agreement is reached, and the Board has agreed that changes that result from a new Agreement (including salary) will be applied retroactively to July 1, 2018.

The Board's proposals to CFT for changes in the Agreement reflect a few key goals:

- Accelerate achievement for underperforming groups of students.
- Provide high quality professional development to help teachers improve outcomes for all students.
- Limit lost instructional time by providing options so teachers may remain in the classroom instead of using substitute teachers.
- Compensate teachers at a rate above other districts in the area (and many districts across the State).
- Minimize the effects of recent State legislation that could result in significant financial penalties to the District if teachers' annual

compensation increases exceed 3% near the end of their careers (even if increases are simply the result of a teacher taking on additional duties).

The Board is currently offering average raises of 3.8% for all teachers on the salary schedule and a 2.5% increase for those off schedule (for each of the next three years). But salary increases are just one component of total compensation paid to teachers so the Board is also increasing its contributions to both single and family insurance. As a result, employees should continue to have 100% of their single insurance premium paid by the Board and the amount the Board pays toward Employee+1 or Family coverage will increase by 50%. Employees will also be able to enroll in a fully Board paid vision plan.

CFT has made no movement and has not changed its salary demand, which calls for average raises of 5.25% for teachers on the salary schedule and 3% for those off schedule.

The pages that follow contain additional detail about the status of individual items currently being negotiated as well as projected costs of the Board's proposals.

II. PROPOSALS OVERVIEW

A. Formal Tentative Agreements

The Board and CFT have signed eight formal Tentative Agreements addressing a variety of language items. The last Tentative Agreement between the parties was signed on June 20, 2018.

The Board estimates the total cost (“new money”) of these Tentative Agreements to be \$54,888 over the three year term of the Agreement.

B. Informal Agreements

The Board and CFT have reached informal agreements on many language items. These items include:

- Hard-to-Fill position bonuses and tuition payments
- Three-year stipends for staff at buildings with high turnover
- Adding \$1,500 annual National Board stipends for Occupational Therapists, Speech-Language Pathologists, and Guidance Counselors
- ESL/Bilingual Records preparation time and additional compensation
- KIDS assessment data entry time and additional compensation
- Protocols for communicating with teachers during a crisis
- Teacher Supervision guidelines
- Supports for nursing mothers
- Enrichment guidelines
- Adding compensation for Archery coaches and assistant coaches
- Preparation time during field trips
- Reducing the number of guaranteed interviews for teachers whose contracts were non-renewed
- Revising the payroll schedule for coaches

- Removing fair share language from the Agreement and providing for voluntary dues deduction

To channel our efforts toward resolving the few challenging issues that remain, at the October 24 bargaining session the Board offered to formally sign off on these fourteen items. The Board's offer to formalize agreement on these items remains.

The Board estimates the total cost ("new money") of these Informal Agreements to be \$560,138 over the three year term of the Agreement.

C. Near-Agreements

The Board and CFT are very close to agreement on a few outstanding items. These items include:

- Board-paid insurance contributions. Under the current proposal the parties have been discussing, the Board would:
 - continue to pay 100% of each CFT member's individual health insurance premium in 2018-2019 (currently up to \$605 per month).
 - pay up to \$645 per month in 2019-2020 and up to \$655 per month in 2020-2021.
 - continue to pay \$100 per month toward each CFT member's Employee+1 or Family health insurance premium in 2018-2019.
 - pay \$150 per month toward each CFT member's Employee+1 or Family health insurance premium in 2019-2020 and 2020-2021.
 - continue to pay 100% of the cost of each CFT member's single-member dental insurance premium (up to \$35) for the duration of the Agreement.

- continue to pay 100% of the cost of a \$25,000 term life insurance policy for each member of CFT.
- add a fully Board-paid individual vision insurance plan.

The only part of this proposal that currently remains unresolved is the amount of the Board's contribution in Year 3 of the Agreement. The parties have not agreed on whether the contract will be in effect for 2 years or 3 years. Once the parties have agreed on that, the contribution for Year 3 should be resolved.

- Compensation and logistics for upcoming classroom moves related to construction. The parties have agreed to increase the amount of paid time teachers will be compensated for packing, but have not reached final agreement on the increase. CFT is currently insisting on guaranteed timelines for construction completion so teachers can access their classrooms, but the Board is unable to offer such guarantees due to the nature of construction schedules.
- Incorporating other existing language from Memoranda of Agreements (MOAs) that live outside the contract into the contract for clarity.

The Board estimates the total cost ("new money") of these Near-Agreements to be \$1,060,448 over the three year term of the Agreement.

Each side has also expressed a willingness to withdraw some of its proposals. The Board has offered to withdraw the following from its initial proposals:

- Modifying the New Teacher Mentor Program
- Adding an additional required faculty meeting each month

- Eliminating contract language that would require the Board to hire a full time Librarian at each elementary school
- Offering Teachers additional compensation in lieu of release time (resulting in lost instruction) for Special Education Teachers to prepare IEPs

CFT has offered to withdraw the following from its initial proposals:

- Raising the extra duty rate from \$32.50 per hour to \$35 per hour
- Offering automatic, additional lane raises to certain employees and allowing all employees to “bank” college transcript hours toward additional lane raises
- Release time for some members to earn Continuing Education Units (CEUs) needed for license renewal during the school day
- Allowing each teacher one day each year (or accumulating up to five banked days) to attend a professional development activity of their own choosing, regardless of substitute availability

D. Sticking Points

The Board and CFT are struggling to reach agreement on a few outstanding items. Additional detail about these items can be found below.

Salary

Prior to reviewing the parties’ specific offers, the Board wants to provide an explanation of some of the terminology used to describe salary increases.

- The District salary schedule is comprised of individual cells arranged in horizontal rows referred to as “steps” and vertical columns referred to as

“lanes” (which indicate level of educational attainment). For illustrative purposes, the first three steps of each lane of the 2017-2018 salary schedule are below.

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 60	PhD
1	40,404	41,508	42,750	44,119	45,649	47,306	49,100	51,034
2	41,950	43,078	44,348	45,889	47,442	49,136	50,969	52,944
3	42,599	43,727	44,998	46,667	48,221	49,916	51,748	53,724

- A base raise is an increase in the dollar amounts in the individual cells on the salary schedule.
- A step raise occurs when a member advances one row down on the salary schedule, usually because he or she has returned for another year of service to the District. The value of a step to an individual member varies based on the compounded effects of previous contract negotiations. The Board calculates the average value of a step to be 1.75%. For illustrative purposes, the percentage increase for the first three steps of each lane of the 2017-2018 salary schedule are below.

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 60	PhD
1								
2	3.83%	3.78%	3.74%	4.01%	3.93%	3.87%	3.81%	3.74%
3	1.55%	1.51%	1.47%	1.70%	1.64%	1.59%	1.53%	1.47%

A teacher with a Bachelor’s degree and no experience when they entered the District last year (at BA Step 1) would automatically receive a 3.83% (\$41,950/\$40,404) raise simply by returning for a second year of service to the District.

A teacher with a Master’s degree and no experience when they entered the District last year (at MA Step 1) would automatically receive a 4.01%

(\$45,889/\$44,119) raise simply by returning for a second year of service to the District.

- Once a member reaches the last step (Step 21), he or she moves “off-schedule” and gets a flat percentage raise that is negotiated for each year.
- A lane raise is advancement to the right on the salary schedule for completing additional coursework or professional development hours. All members, including those off-schedule, are eligible for lane raises.

The Board also wants to ensure the community understands the impact of recent legislation on the structure of the salary schedule and the financial penalties that could result if the Board is not thoughtful in this regard.

As a result of the legislation that took effect in June 2018, a financial penalty will be imposed on school districts who have collective bargaining agreements that provide members with earnings increases in their last four years of employment that exceed 3% per year. The limit before this new legislation was 6% per year. (The penalty is equal to the present value of the increase in benefits resulting from the portion of the salary increase in excess of 3% and can be significant.)

Creditable earnings include more than salaries—they also include extracurricular pay, stipends, differentials and extra duties, among other payments. Examples include:

- Annual salary increases greater than 3% (including both base and step raises)
- Lane raises
- Stipends

- Differentials
- Internal substitution (which is a serious concern given the current substitute shortage)
- Extra duties (currently paid at \$32.50/hour)
- Teacher moves to Novak Academy or an extended contract
- Summer school
- Advancement from an assistant to head coach

Employees are not required to provide advance notice to the District of when they intend to retire, and most do not do so. Consequently, the District does not necessarily know when an employee's salary may trigger a penalty because it will be used for the pension calculation. Because the limit had been set at 6%, few employees exceeded that amount. The new legislation makes it likely that the vast majority of members will exceed the 3% threshold given the District's salary structure and number of opportunities for teachers to increase their creditable earnings by taking on additional duties.

Although the Board is willing to exceed the 3% threshold in some instances, it has structured its proposals during these negotiations to limit the potential exposure to penalties.

Board Proposal & Rationale: As noted previously, salaries for CFT members are virtually unmatched in the area and are very competitive with others throughout the State. The Board values its educators and wants to continue to attract and retain high quality teachers with its proposal.

For this reason, the Board is proposing a total average increase of 3.8% for all teachers on the salary schedule (which includes a base raise of 2.05% and a step raise of an average of 1.75%), and all applicable lane raises. For

employees who are no longer on the salary schedule, the Board proposes a 2.5% raise and all applicable lane raises.

Teachers would receive these increases in each of the 2018-2019, 2019-2020, and 2020-2021 school years. Due to compounding, over the three-year Agreement, teachers on schedule would receive an 11.8% average increase in pay and teachers off schedule would receive a 7.7% increase in pay. (In 2019-2020, teachers would also receive an additional \$700 if two additional work days are added to the calendar, taking the total average raises to 5.1% for those on schedule and 3.5% for those off schedule.)

Under the Board's proposal, no teacher who is within four years of being eligible for retirement as defined by the Teacher's Retirement System (TRS) shall be permitted to receive in excess of a 3% aggregate annual increase in TRS creditable earnings (this cap is 6% in the existing Agreement). To incentivize teachers near the end of their careers to give notice of their intent to retire and reward them for their dedicated service to the District, the Board is offering a post-retirement severance payment equivalent to 10% of the teacher's final base salary. Such an incentive will reduce the "3% penalties" the District would incur since post-retirement payments are not subject to the 3% limitation.

CFT Proposal: In its two year proposal, CFT is proposing a total average increase of 5.25% for all teachers on the salary schedule (which includes a base raise of 3.50% and a step raise of an average of 1.75%), and all applicable lane raises. For employees who are no longer on the salary schedule, CFT proposes a 3% raise and all applicable lane raises. These raise amounts would apply to both the 2018-2019 and 2019-2020 school years. Due to compounding, over the two-year Agreement, teachers on schedule would receive a 10.8% average increase in pay and teachers off schedule would receive a 6.1% increase in pay.

Cost Implications: Based on the existing salary schedule and the base raises and step raises offered by the Board, the District calculates the total increased cost of the Board’s proposal (including the increase in differential costs) for the three year Agreement to be \$12,313,690. This does not include lane raises for which members qualify or the cost of the Board’s proposal to add two additional work days to the calendar.

Kindergarten Class Size

CFT Proposal: CFT is proposing that the Board must hire a Teacher Aide (TA) for all Kindergarten classes that have 22+ students for thirty days or longer.

Board Proposal & Rationale: The Board agrees that kindergarten class size should be addressed, but does not believe that adding a TA to a classroom is necessarily the best way to do so. Instead, it has proposed to engage a broad group of stakeholders to review, during this school year, ways to best address current District enrollment trends, which includes Kindergarten class size. The Board added an additional Kindergarten section for the 2018-2019 school year and is considering adding additional classrooms for the 2019-2020 school year, which will lower class sizes across the District. The stakeholders can address whether additional classrooms are a preferred option instead of adding a TA, or if another option might be best.

Although research on the effects of class size on student achievement is mixed, the Board has been providing additional staff to support some larger classrooms for the past several years (after analyzing what is feasible from a staffing perspective). The District currently has difficulty filling all of its TA positions—in fact, there are nine unfilled TA positions currently advertised on the District’s vacancies page. Under the CFT proposal, the Board would be required to add at least thirty-two additional TA positions based on current

enrollment. In addition to being costly, the Board questions whether this is the best solution to solve class size growth and fluctuations. That is why the Board has extended an offer to CFT to study this issue during the current school year and come up with more collaborative solutions.

Cost Implications: The cost of CFT's current proposal to add 32 TAs is at least \$2,259,368 over the three year term of the Agreement. In contrast, it would cost approximately \$147,726 over the three year term of the Agreement to add one additional classroom in the District.

Existing Professional Development Days

CFT Proposal: CFT is proposing to eliminate organized professional development activities for staff during half of each Institute/School Improvement (SIP) Day. Instead, CFT is proposing "self-directed time" for teachers during each of these days.

Board Response & Rationale: For the past several years, administration and teachers have worked together closely to provide meaningful professional development activities. The availability of high quality, paid professional development opportunities is one of the District's key recruiting messages and a review of the data shows that most sessions receive positive feedback from 90%+ of teachers each year. The Board believes this time is critical for furthering the District's work around equity and boosting achievement of underperforming groups of students. For these reasons, the Board has rejected CFT's proposal. It should also be noted that teachers are currently allotted "self-directed time" during two of the Institute/SIP Days and the Board is not proposing any changes to this.

Cost Implications: Minimal

Additional Paid Professional Development Days

Board Proposal & Rationale: The Board is proposing to add two additional District-coordinated teacher professional development days designed to further the District's work around boosting achievement of underperforming groups of students. Given the positive feedback it has received from teachers regarding the quality of its existing professional development offerings and the impact additional professional development could have on furthering the District's work around equity and boosting achievement of underperforming groups of students, the Board is willing to devote significant resources to increasing its teachers' capacity in this regard. Therefore, in exchange for working two additional days, each teacher's salary would be increased by \$700 (in addition to the negotiated percentage raise) during the 2019-2020 school year. This would also permanently boost the value of the teacher salary schedule.

In response to the Board's current proposal, CFT has stated that they believe additional time added to the work calendar should be spent with students. In 2016, during negotiations for the recently-expired Agreement, the Board proposed increasing the length of the school day to boost student contact time. Teachers would have received additional compensation for the added time. CFT was opposed. Since additional contact time with students was rejected, the Board has been exploring additional ways to boost student achievement, which led to the current proposal.

CFT Proposal: After agreeing to add these additional days and compensation, CFT reversed course and insisted that half of each day be allotted for "self-directed time."

Cost Implications: Adding these two additional days to members' work calendars beginning in 2019-2020 would cost \$1,516,862 over the remainder of the three year Agreement.

Elementary Collaboration Agendas

CFT Proposal: CFT is proposing that all Elementary Collaboration agendas be jointly created by teachers and administration.

Board Proposal & Rationale: The Board agrees with CFT's proposal but wants to ensure the majority of each meeting is used to further the District's work around boosting achievement of underperforming groups of students.

Cost Implications: Minimal

Home Visits

CFT Proposal: CFT proposed the following on May 16, 2018:

"Members who choose to do home visits outside the regular school day shall receive one additional day added to their accumulated personal leave time for each six (6) visits they make to a home, church, community center, or other community space for the purposes of family outreach. Eligible members shall participate in a training provided by the Union. If members choose to coordinate the visit with another trained member of the bargaining unit, both members shall be compensated equally. To receive this increase in personal leave, the members must document the visit with their building principal, noting the time, location and the name(s) of the parents or guardians they met with. Such personal leave shall accumulate without limit. Personal leave days earned under this section are exempt from the limits set in Section D of Article VII." [Note: This article limits the number of teachers who may use Personal Leave on any given day.]

On October 24, CFT modified the requirement to seven visits per day of additional leave and added a yearly cap of three extra Personal Leave days.

Board Proposal & Rationale: The Board agrees that outreach to families can be an important and effective method to improve outcomes for students, but the Board also does not want to lose valuable instructional time because of home visits. That is why the Board cannot support a proposal that could result in the equivalent of approximately 2,400 days of lost student instruction plus over 300 lost days of services such as Speech, Social Work and Counseling per year. Instead, the Board proposed to add a day to the school year for teachers to participate in home visits, in exchange for additional compensation. The CFT rejected the Board's proposal.

Cost Implications: In addition to significant lost instruction and services, CFT's proposal is projected to cost \$440,033 over the three year term of the Agreement.

Length of Agreement

CFT Proposal: CFT is proposing a two-year term for a successor Agreement.

Board Proposal: The Board is proposing a three-year term for a successor Agreement.

Board Rationale: A three-year Agreement would allow the Board to engage in more strategic long-term planning and more closely focus its energy on its core mission of educating all the students of our community in an equitable manner.

Cost Implications: Minimal

III. PROJECTED 3-YEAR INCREASED COST ("NEW MONEY") OF BOARD PROPOSAL AND ALL TENTATIVE AGREEMENTS

Salary & Associated Differential Increases	\$12,313,690
Insurance Increases	\$1,001,432
Formal Tentative Agreements	\$54,888
Informal Agreements	\$560,138
Near-Agreements (excluding insurance)	\$59,016
2 Additional Professional Development (PD) Days	\$1,459,088
<u>Added Differential Cost due to \$700 for 2 PD Days</u>	<u>\$57,774</u>
TOTAL	\$15,506,026

IV. CONCLUSION

The Board has a strong belief in and respect for its teachers. The Board also understands the vital importance of accelerating achievement of students from underperforming groups, limiting lost instructional time by reducing the number of days teachers are absent from the classroom and substitutes are used, and increasing the professional capacity of its educators.

The Board wants to continue to compensate its teachers at a rate above other districts in the area (and many districts across the State) while minimizing the effects of recent legislation that penalizes districts financially when teachers' annual compensation exceeds 3% near the end of their careers.

In FY2018, local taxpayers provided the District with almost 70% of the revenue to operate its educational program. The Board recognizes this significant and important contribution and is committed to maximizing the reach of those dollars to benefit our students, staff, and community in an equitable manner.