



Illinois Education Association-NEA *Sinnissippi Regional Office*

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Kinnikinnick Education Association

Most Recent Offer: December 10, 2014

The Kinnikinnick Education Association is dedicated to our schools and are proud of the work we do to provide an exceptional education to our Kinnikinnick families. We are 106 career educators pre-K-8, who devote our professional lives to children. Education is our chosen profession, our passion and our commitment. We are fully dedicated to maintaining excellence in education.

The Kinnikinnick Education Association upholds and implements the Mission Statement of the Kinnikinnick District: "The mission of the Kinnikinnick Schools is to encourage and empower all students to reach their highest potential." We take great pride in our work, the Kinnikinnick family, and the Roscoe community.

After six months of negotiations, including six mediation sessions, the professional educators of the Kinnikinnick Education Association (KEA) and the Board of Education have reached tentative agreements on all items except for Article X: Salary and Benefits. In order to educate our students to be responsible citizens with the knowledge, character, confidence and skills necessary to achieve personal success and make a positive difference in the world, the KEA is committed to working towards attracting and retaining the most highly qualified educators.

The dedicated teachers of this district have always and will continue to work tirelessly to provide excellence in education by putting the needs of the students, district, and community first while being mindful of the district's financial situation.

1. In 2011, the Association agreed to open up the contract and change their insurance provider, which helped save the district hundreds of thousands of dollars.
2. Then, in an additional effort to aid the district's fiscal responsibility, the Association proposed and the board agreed to salary freezes throughout the duration of the 2011-2014 contract, all of which has saved hundreds of thousands of dollars. This brought salary expenditures back to the 2009 budgeted levels which continued to allow the district to operate efficiently with the lowest operating cost per student compared to other large elementary K-8 districts while still producing high levels of student achievement.*
3. In settling the 2011-2014 contract, the Association agreed to eliminate tuition reimbursement payments for teachers who pursue additional education, another cost saving measure to help the district with its financial responsibilities.
4. The Association also provided both funds and manpower in support of the referendum which passed in 2014.
5. Our teaching staff, which now stands at just over 100, has experienced a loss of over 20 teachers since the 2009-2010 school year.** As a result, teachers have been faced with various challenges such as working with larger class sizes and instructing in additional curricular areas.

*Kinnikinnick CCSD #131 Finances and Referendum Fact Sheet
(http://www.kinn131.org/uploads/1/2/8/5/12857008/factsheetfall2013_1.pdf)

**FAQ: Kinnikinnick Referendum (http://kinncservice.org/ref_faq)

Salary Schedule (Article 10.1)

KEA Proposal:

2014-2015 reflects a 2% increase in the base salary; however, teachers would only be receiving 2/3 of that salary increase (already reflected in the numbers below).

2015-2016 reflects a 0.5% increase in the base salary.

2016-2017 reflects a freeze in the base salary.

2017-2018 reflects a freeze in the base salary.

2018-2019 reflects a 0.5% increase in the base salary.

**Beginning in the 2015-2016 school year, employees who have completed M.A. + 40 hours and achieved step 21 on the salary schedule may elect to be removed from the schedule and be given a 2% raise each year for the duration of this agreement.

<u>KEA Proposal</u>					
<u>2014 - 2015</u>	<u>2015 - 2016</u>	<u>2016 - 2017</u>	<u>2017 - 2018</u>	<u>2018 - 2019</u>	<u>Total New Money</u>
\$6,926,480	\$7,212,224	\$7,360,410	\$7,501,085	\$7,670,834	
\$196,759	\$187,364	\$148,186	\$140,675	\$169,750	\$842,734
<u>Board Proposal</u>					
<u>2014 - 2015</u>	<u>2015 - 2016</u>	<u>2016 - 2017</u>	<u>2017 - 2018</u>	<u>2018 - 2019</u>	<u>Total New Money</u>
\$6,938,366	\$7,087,191	\$7,235,911	\$7,380,780	\$7,530,878	
\$208,645	\$148,825	\$148,720	\$144,869	\$150,098	\$801,157
<u>Difference</u>					
<u>2014 - 2015</u>	<u>2015 - 2016</u>	<u>2016 - 2017</u>	<u>2017 - 2018</u>	<u>2018 - 2019</u>	<u>Total</u>
-\$11,886	\$38,539	-\$534	-\$4,194	\$19,652	\$41,577

Rationale:

The KEA's current proposal uses the salary schedule that has been in place for decades and is financially sustainable. The Board's proposal radically changes the structure of teacher salaries. **If the district cannot offer a salary schedule that is competitive with other local districts, we will not be able to attract and retain the best teachers.** It is important to our students, schools, and community that we do not become a "training ground" for new teachers who come here and then leave for a better situation.

It is also important to note that **28% of the teachers of this district will actually see a smaller raise on the KEA's proposal** versus the board's proposal for the next five years. These more experienced teachers are willing to put their personal interests aside in order to make sure that compensation stays competitive and young, talented teachers stay in our district. We are focused on what is best for the future of this district. The board seems only concerned about our base salary which currently is competitive with other local districts. A quality base salary will attract teachers to this district, but **the board's plan which radically changes the current salary schedule does not stay competitive** in the long term, which will result in increased teacher turnover.

Differential Pay (Article 10.4)

At this point, both the KEA and the board have come to a mutual understanding regarding Article 10.4.

	<u>Year 1-4</u>	<u>Years 5-8</u>	<u>Years 9-12</u>	<u>Years 13-16</u>	<u>Years 16-20</u>	<u>Years 21+</u>
A	\$4,100	\$4,300	\$4,500	\$4,700	\$4,900	\$5,200
B	\$3,000	\$3,200	\$3,400	\$3,600	\$3,800	\$4,000
C	\$2,200	\$2,400	\$2,600	\$2,800	\$3,000	\$3,200
D	\$1,250	\$1,400	\$1,550	\$1,700	\$1,850	\$2,000
E	\$750	\$850	\$950	\$1,050	\$1,150	\$1,250
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	
	AD	Boys Basketball	Cheer	Quiz Bowl	Quiz Master	
		Girls Basketball	Student Council	Yearbook		
		Soccer	Drama	Poms		
		Volleyball	Science Olympiad	Cross Country		
		Cheer Combo	Beginners Band	National Honor		
		Track				
		Band				

Rationale:

Proposed changes allow for increases in pay for those individuals who coach/lead extracurricular programs. It also allows compensation for coaching/leadership positions that are not currently being funded by the district (National Junior Honors Society, Science Olympiad, and Cross Country). Extracurricular programs provide excellent opportunities and experiences for the children of our district. There has not been any change in compensation in this area of the contract for several years. In more recent years, it has been difficult to retain coaches/leaders for some of these positions, so it is important that extracurricular positions are being compensated fairly for the coaches'/leaders' time and commitment to the students.

Insurance (Article 10.5)

The KEA proposed to make **no changes to the benefits currently provided by the district**. The KEA proposes that the district continue to pay for 100% of single coverage for teachers. Those that choose to pay for additional coverage for their families will continue to be provided a \$150 contribution per month by the district toward the cost of dependant coverage. Also, the district would continue to reimburse medical costs applied towards In-Network deductibles that exceed \$500 per insured individual. A maximum of \$500 reimbursement per individual is allowed per calendar year, up to \$1,500 for a family unit.

Rationale:

The KEA is asking the district to maintain what is currently being provided to teachers. The KEA has costed out the last five years of insurance premiums for the district, and although some years the premiums have increased, in other years there has been a decrease in premiums resulting in a 0% average increase. Based upon this trend, the KEA is asking that this benefit continue for its teachers. It is also important to note that currently, even with the board's contribution, family coverage still costs those individuals \$954 per month out of their own pocket. To continue to provide this \$150 per month assistance to the few teachers in the district who pay for dependent coverage is of great help to those people's families and of very little financial impact to the district. The board does not want to continue this assistance to district teachers, yet they have continued to pay the complete expense for family insurance for district administrators.

Retirement (Article 10.9)

The KEA's most recent proposal reverts to the language of this section in our previous contract. Teachers who declare their retirement before November 1st of their retirement year will receive an \$8000 post retirement bonus to be paid out after their last pay from the district. (This is no new cost to the district.)

Rationale:

In previous proposals, we have tried to introduce new language in various ways which would provide pensionable increases in teachers' salaries as allowed by state guidelines to incentivise retirement; however, in the interest of trying to reach an agreement, we recently decided to revert to previous contract language.

Staff Development (Article 10.10)

Teachers may volunteer to participate in training programs scheduled in addition to the contract year. Subject to prior approval of the Superintendent and availability of resources, applicable registration fees for such training will be paid for by the district. Teachers may volunteer to conduct or participate in District sponsored staff development workshops on days scheduled in addition to the contract year. Teachers who participate in such training will be paid twenty-five (\$25) dollars per hour. Teachers who conduct such training will be paid fifty (\$50) dollars per hour.

Rationale:

While the board proposes only to pay teachers who lead staff development outside of their usual contract time, we believe that teachers who attend such staff development should be compensated as well. We feel this is very fair and reasonable compensation for those willing to use time beyond their contract year. Participation in these professional development opportunities helps improve class instruction for the students. Moreover, these payments are only provided if resources are available.

Summer School (Article 10.11)

The KEA is proposing that summer school compensation and language be added to our contract. In this portion of the proposal **there is no increase in the current pay for teaching summer school**. The only change from previous practice would be in providing those teachers who teach summer school one sick/personal day that can only be used if necessary during the summer school session.

Rationale:

Currently the compensation teachers receive for teaching/supervising the summer school program is handled by the district as a separate contract. There is no language about summer school in our current professional agreement. We simply believe that any compensation given by the district for teachers should be included in our main contract. The district does not hire substitutes for summer school. **Therefore, what we are proposing results in no new expenses for the district.**

Internal Sub Pay (Article 10.12)

If there is a lack of substitute teachers, any qualified teacher who accepts a class that requires him/her to forfeit his/her preparation period shall be compensated at the rate of \$20.00 per hour, prorated to the nearest half-hour.

Rationale:

From time to time, the district is unable to find enough substitute teachers to cover classes. When this occurs, other teachers are asked to use their own preparation times to provide coverage for absent teachers and/or administrators when they are out of the building. Currently, no compensation is being paid when this occurs.