

## FAQ

### New Contract between Classroom Teachers' Council and Board of Education

*Why haven't you released the contract for review?*

The contract has been agreed upon in principle on the major components. Some of the contract language is in draft form, and other parts have yet to be written. The document also needs to be examined by our attorneys to ensure the language properly protects the District and our stakeholders. It would be irresponsible to share a document that is incomplete and not corrected.

And once a final document is agreed upon by both parties, we will gladly share it. We will place it on our website for anyone to view.

This is the same process that has been used in the past. You can view the recording of the June 13, 2012, Board of Education meeting when the last contract was approved. President Millar talks about the major components of the contract in the 48<sup>th</sup> minute, and in the 55<sup>th</sup> minute he indicates that the final document will be shared once it is completed.

[http://ccsd15.granicus.com/MediaPlayer.php?clip\\_id=52](http://ccsd15.granicus.com/MediaPlayer.php?clip_id=52)

*Don't the Daily Herald and Chicago Tribune have a right to the draft documents?*

No. Not only would it be irresponsible to release the document (and against the recommendations of our attorneys), but the Freedom of Information Act directly addresses this issue: The primary statutory exemption is 7(1)(p) (collective bargaining records, other than final agreements); 7(1)(h) (proposals and drafts of agreements, until an award or final selection is made) is a secondary reference.

(p) Records relating to collective negotiating matters between public bodies and their employees or representatives, except that any **final contract or agreement** shall be subject to inspection and copying.

The purpose of this exemption is to prevent incorrect or inaccurate information from being disseminated, which would cause the community and District unnecessary confusion and need for correction.

*Can you explain the retirement incentive?*

Teachers in the previous contracts could retire at any time after they became eligible under the rules of TRS (Illinois Teachers Retirement System). These employees could decide when it was most beneficial for them to retire and access the benefit of 6% increases their final four years.

Under the new contract, teachers must retire the first year they are eligible under TRS rules in order to access the benefit of 6% increases. This is designed to encourage the District's highest compensated employees to retire, affording the

District the opportunity to hire a new teacher at less than half the cost of the retiring teacher.

This retirement incentive is how the Board of Education was able to control the increase in salary cost to an annual average of .9%.

*What are the costs associated with the new agreement?*

Teachers receive increases averaging a total of 2.5% for the first four years; 4% for the last six years. (These increases include step increases.)

The administration has estimated the increase in salary costs to average .9%. This increase of less than 1% annually is achieved by reducing costs through the retirement of the most highly compensated teachers.

*Can you explain the efficiencies associated with increasing the teaching load of elementary PE, art and music teachers?*

Currently, elementary classroom teachers instruct students up to 2.5 hours more per week than their PE, art and music peers. The new contract phases in an increase in teaching responsibilities of those teachers to match their classroom teacher peers. The District will be able to have fewer elementary PE, art and music teachers in the District while offering the same programs to our students.

*How about the efficiencies in PA allocations referenced in the Board materials?*

The current PA (program assistant) allocation formula is rigid and does not allow for educationally sound decisions. PA hours are assigned to buildings regardless of specific needs. The new formula allows for assigning PA hours to schools generated by the needs of the students in those buildings, which will lead to cost efficiencies (savings). We have no plans to reduce full-time PAs currently working in the District.

*Can you explain the Tier 2 schedule and how it works?*

The Tier 2 salary schedule was created for teachers hired after July 1, 2012. It is considerably different than the Tier 1 schedule for teachers hired prior to that date. (Both schedules from the last contract can be viewed at: [http://www.ccsd15.net/pages/CCSD15/Our\\_Services/Personnel\\_Human\\_Services/Docs/CTC\\_Neg\\_Agreement](http://www.ccsd15.net/pages/CCSD15/Our_Services/Personnel_Human_Services/Docs/CTC_Neg_Agreement).) For example, a teacher with 20 years of experience with a bachelor's degree earns a salary of \$68,721. The same teacher on Tier 1 salary schedule BA plus 20 years of experience) would earn \$81,908.

The CTC has heard from its Tier 2 members that they see the schedule differences as intolerable. (The District has also had problems find teachers for difficult to fill positions because of the Tier 2 schedule. It also has lost teachers to other districts because of the pay differential.) The CTC wanted to eliminate the schedule altogether.

The administration knew that it would be cost-prohibitive to eliminate the schedule, and it proposed a compromise. The compromise was to retain the schedule but allow for Tier 2 teachers to move to the Tier 1 schedule after 6 years of service in the District. These teachers move to the cell on the Tier 1 schedule that results in the smallest increase.

For example, a teacher with a Master's degree completing year 6 in the District during the 2018 school year making \$51,068 on the Tier 2 schedule would move to Tier 1 for the 2019 school year earning \$52,238. Thereafter, the teacher would progress on the Tier 1 schedule.