

# IASPA 8<sup>th</sup> Annual Conference



## Bargaining Basics

Woodridge School

District 68

January 29, 2015

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# Who Are Our Constituents?

Association v. Board-Are we that different?

## BOARD

- Board Members
- Parents
- Students
- Taxpayers/Community Stakeholders
- Administration
- Teachers
- Support Staff

## ASSOCIATION

- Teachers
- Students
- Association Representation
- Parents
- Taxpayers/Community Stakeholders
- Support Staff



# Michael Scott Theories of Negotiation

- Style 1: Lose/Lose
- Style 2: Win/Lose
- Style 3: Compromise
- Style 4: Win/Win
- Style 5: Win/Win/Win



Note #1...You all have to work together after the Agreement is finalized



# Get The Inside Scoop

- Who is on the Association's team
- Association's Chief Spokesperson
- Characteristics of Association bargainers
- Agree with Association on Scattergram before negotiations start
- Survey your Principals and Administrators
- Grievances
- Any Hot Topic Issues? (Merit Pay, Insurance)
- Outside settlements for comparables



# Almost Ready to Negotiate!

Note #2-You better know as a team what your “strike cap” is...



# When Can I Talk to the Press?

## Ground Rules

- How often do we meet
- What is the length of the session
- How many people attend
- Observer status
- Joint or separate press releases
- Caucusing guidelines
- Who produces the final draft
- Where will we meet and when
- Set prior agenda
- What timelines & procedures will be followed
- Who keeps the records and minutes
- WHO IS GOING TO SUPPLY THE FOOD?



# I'm Finally at the Table!

I can't wait to talk!!

- Note #3- A UCLA study indicated that up to 93 percent of communication effectiveness is determined by nonverbal cues. Who is looking for these cues?
- Note#4-Finding the underlying motivation behind a proposal is the key to an effective agreement. Ask a probing question at least 3 times.



# Some Actual Negotiating Tips

- Note #5-No agreement to a proposal has ever been made unilaterally in caucus. You will not be the first.
- Note #6-Never give them what they don't want. They will take it and not be satisfied.
- Note #7-Keep your cool-NO MATTER WHAT. Outbursts should be part of the bargaining plan.





# Some Final Thoughts

- Note #8- Never announce you have an agreement until you have an agreement.
- Note #9- Volunteer to draft the tentative agreements, at least you know what the language was intended to say.
- Note #10- You have an agreement when the Association says you have an agreement.

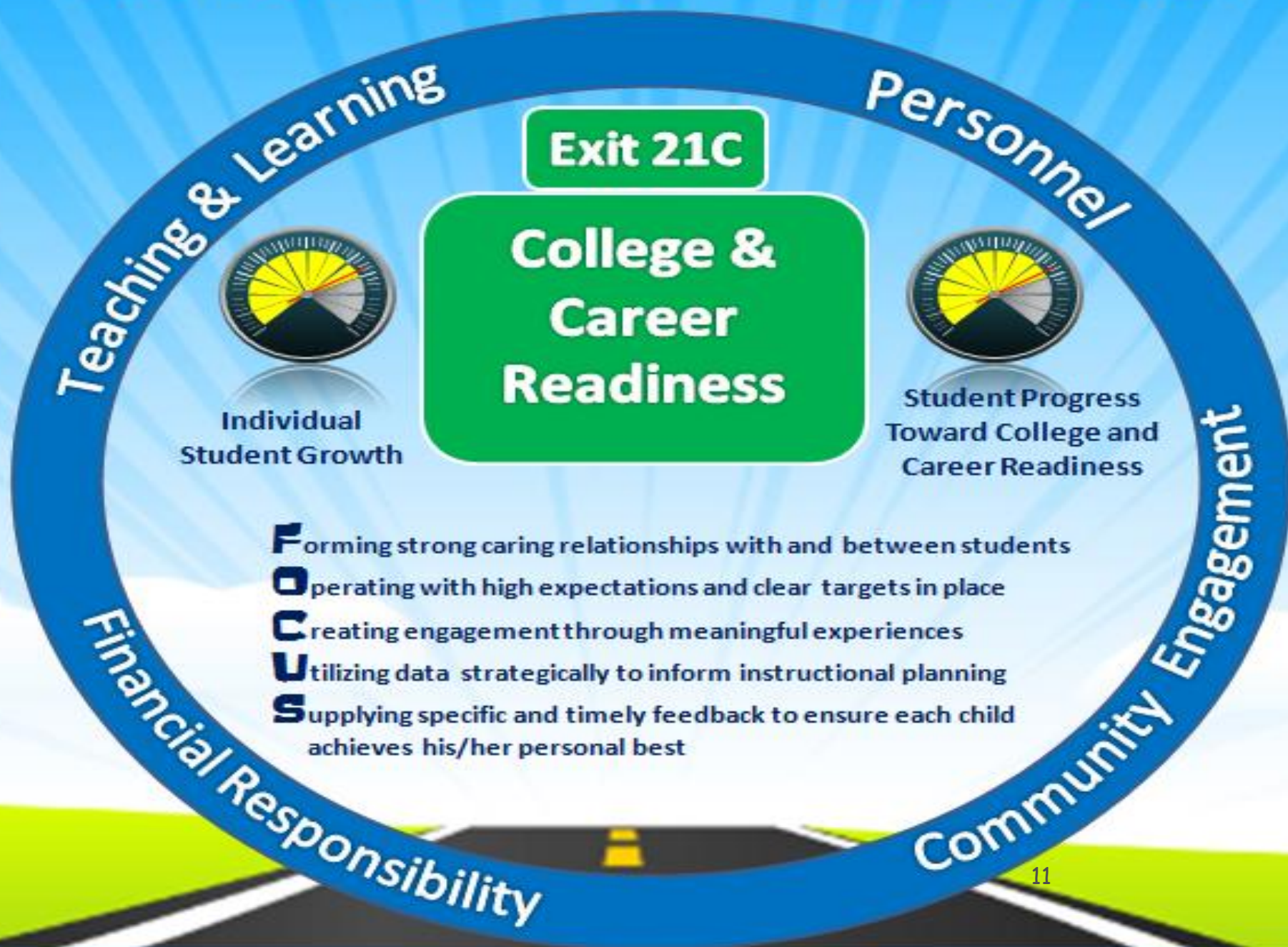


# A Financial Perspective

- Opening Meeting to Level Set Expectations
  - Financial Philosophy
    - Setting a “tone” for the Organization
    - Align Decisions and Financial Commitments with Strategic Goals
- Financial Fundamentals
  - Revenue - Primary Sources
  - Expense - Primary Sources
  - Fund Balance - Impact, Rev. & Exp. Matching
- Salary Negotiations (Are We Talking the Same Language?)
  - Step vs. Total Compensation
  - Retirees (in or out?)
  - Salary Schedules
    - Scatter Gram
    - Lane Changes



# Academic Transformation Plan



# Financial Responsibility

- Filter all resources (e.g. expense, time, energy and effort) through the Academic Transformational Plan
  - Preserve / Maximize Fund Balance
    - Control Cost
    - Streamline Processes
    - Improve Efficiencies

*It's all about the teaching and learning until you run out of money...then it's about the money!*

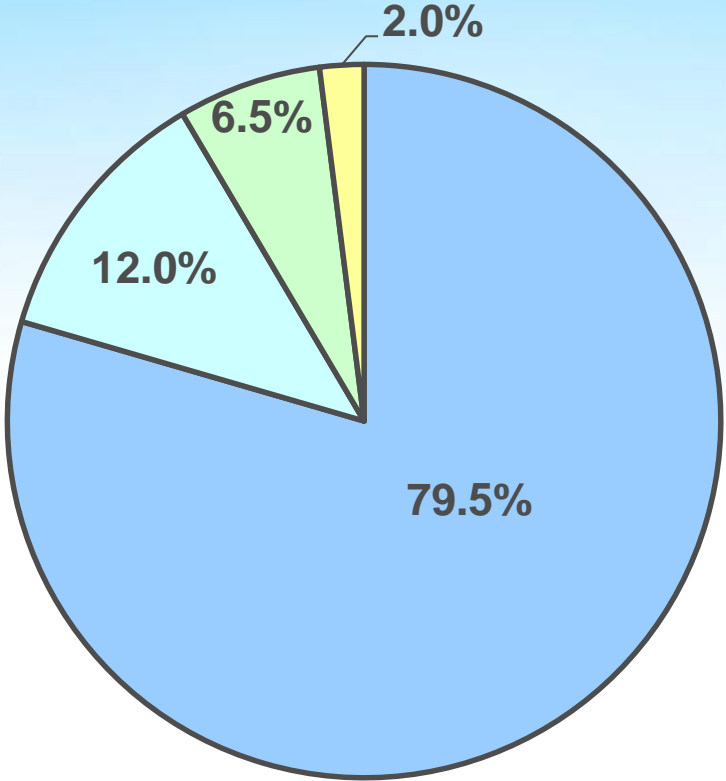
*- Kevin Wegner*



# Financial Fundamentals



# Operating Revenue Sources



■ Property Taxes   ■ State Aid   ■ Federal Aid   ■ All Other

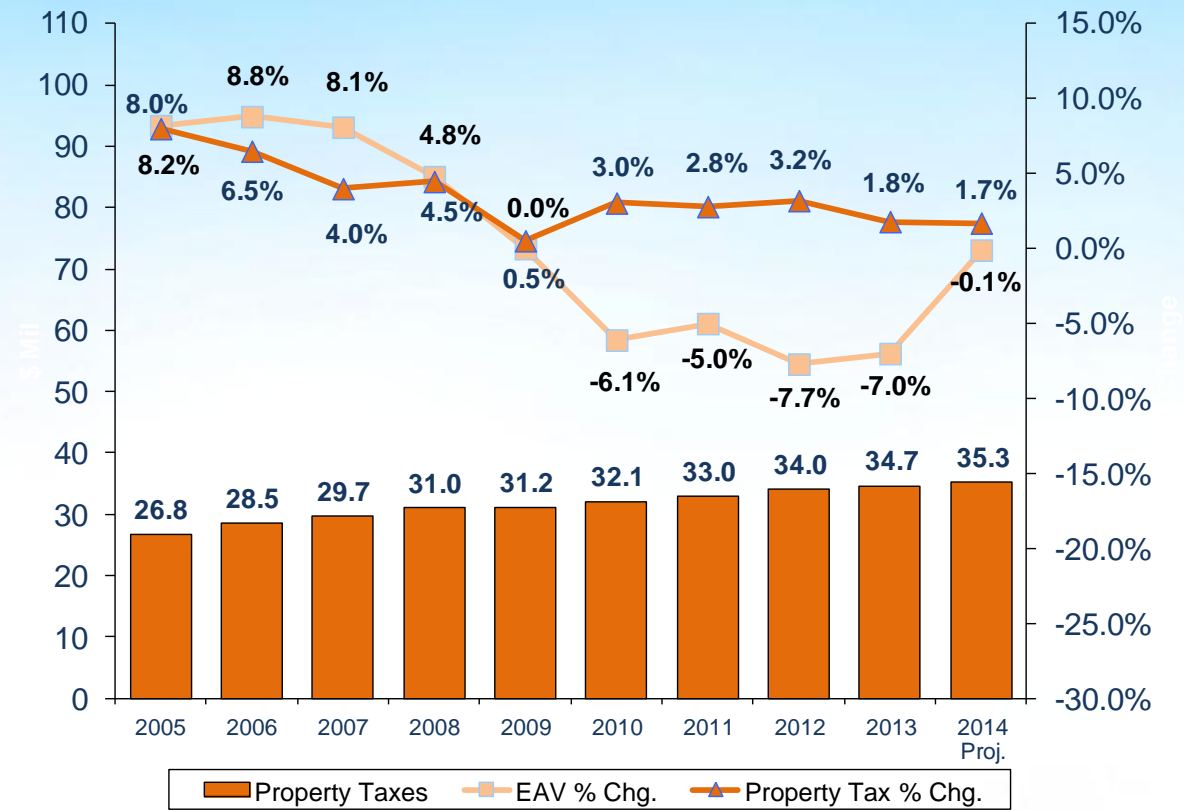


# Property Taxes, Tax Cap and EAV

- Homeowners of the District Pay Property Tax on Equalized Assessed Value (EAV) of Home
- Tax Cap Limits District Tax Extension to CPI or 5% Whichever is Lower
  - Adjustment made for new construction
  - Approved Referendum Allows District To Bypass Tax Cap



# Property Taxes, Tax Cap and EAV Growth



| Year | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|------|------|------|------|------|------|------|------|------|------|------|
| CPI  | 3.3% | 3.4% | 2.5% | 4.1% | 0.1% | 2.7% | 1.5% | 3.0% | 1.7% | 1.5% |





# Total Tax Rate



Note: Includes Debt Service

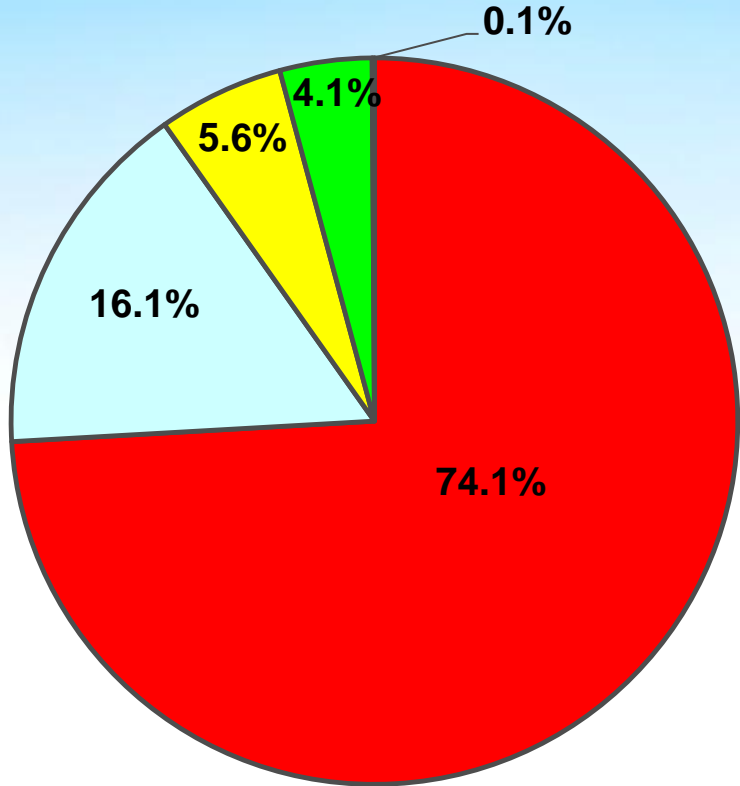


# Challenge

- Increased Scrutiny Driven by Reduced Property Values and Increased Taxes



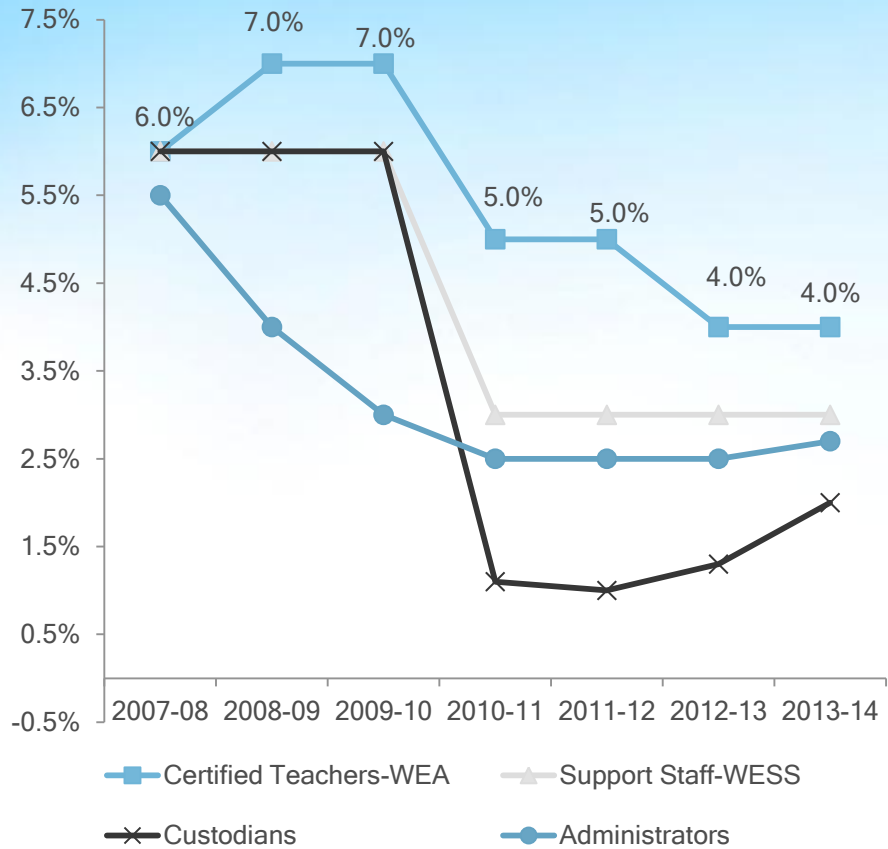
# Operating Expense by Category



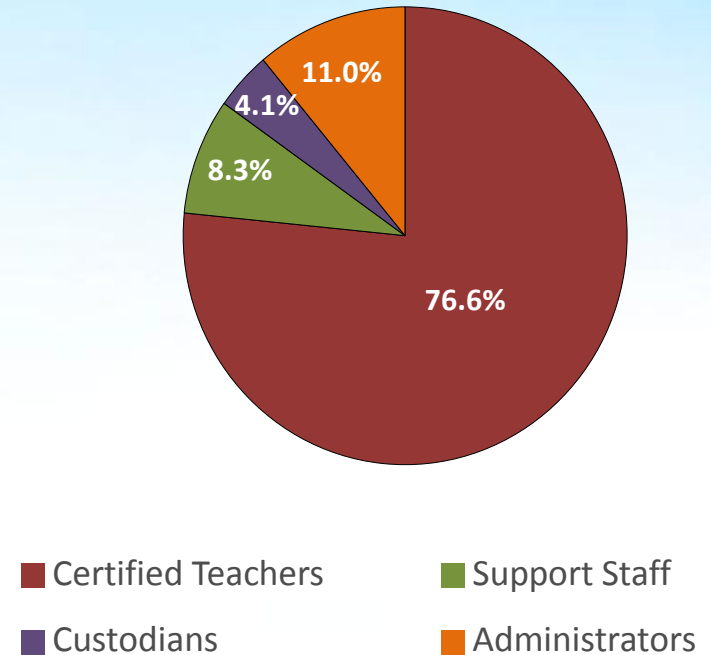
- Salary & Benefits
- Purchased Services
- Supplies & Materials
- Capital
- All Other



## Salary Percentage Increases

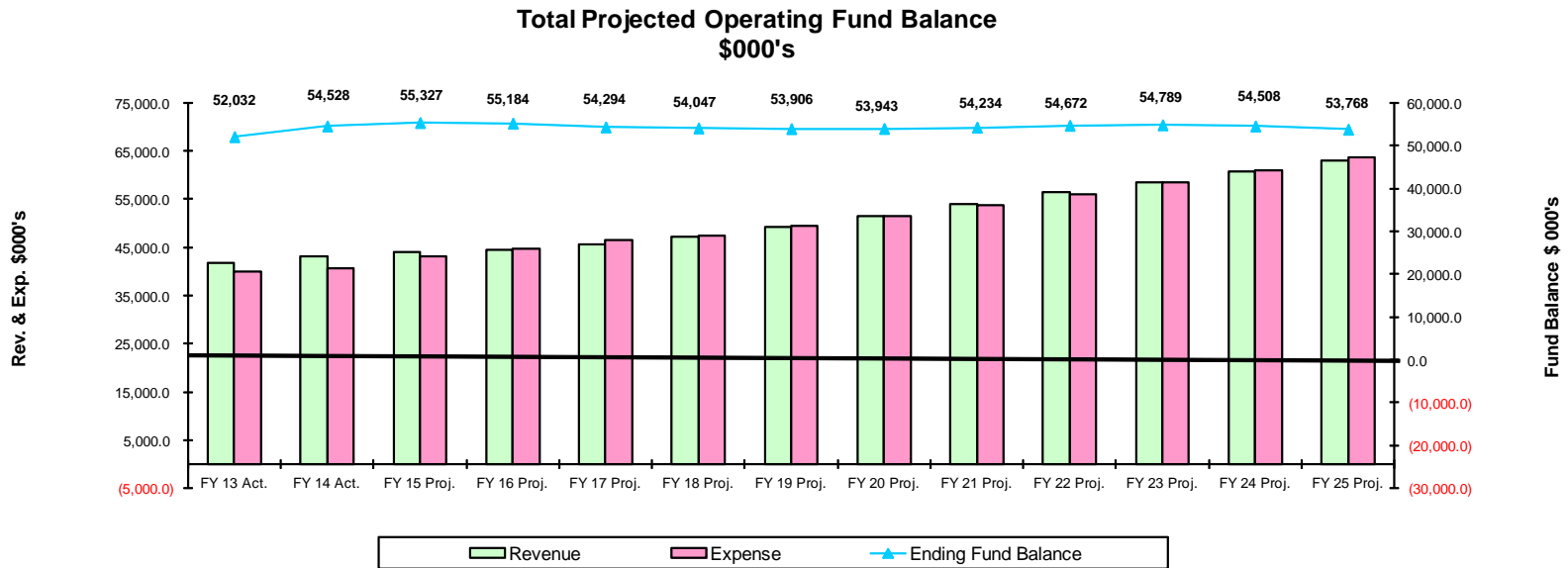


## Salary Percentage of Total Salaries



# Fund Balance Projections

## CPI at 4% Salaries at 4%



| Fiscal Year Projection | FY 13 Act. | FY 14 Act. | FY 15 Proj. | FY 16 Proj. | FY 17 Proj. | FY 18 Proj. | FY 19 Proj. | FY 20 Proj. | FY 21 Proj. | FY 22 Proj. | FY 23 Proj. | FY 24 Proj. | FY 25 Proj. |
|------------------------|------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Revenue                | 41,739.3   | 43,199.9   | 43,916.9    | 44,521.4    | 45,560.8    | 47,249.9    | 49,317.3    | 51,557.1    | 53,977.2    | 56,426.7    | 58,527.9    | 60,679.4    | 62,907.7    |
| Expense                | 40,061.1   | 40,703.8   | 43,118.2    | 44,663.8    | 46,451.4    | 47,496.4    | 49,458.6    | 51,520.0    | 53,686.8    | 55,988.4    | 58,410.6    | 60,960.9    | 63,647.1    |
| Rev +/- Exp            | 1,678.2    | 2,496.1    | 798.7       | (142.4)     | (890.6)     | (246.4)     | (141.3)     | 37.1        | 290.4       | 438.3       | 117.3       | (281.5)     | (739.4)     |
| Ending Fund Balance    | 52,032.1   | 54,528.2   | 55,326.8    | 55,184.4    | 54,293.8    | 54,047.4    | 53,906.1    | 53,943.2    | 54,233.6    | 54,671.9    | 54,789.2    | 54,507.7    | 53,768.3    |

|                        |        |        |        |        |        |        |        |        |        |       |       |       |       |
|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|
| Fund Balance % Expense | 129.9% | 134.0% | 128.3% | 123.6% | 116.9% | 113.8% | 109.0% | 104.7% | 101.0% | 97.6% | 93.8% | 89.4% | 84.5% |
|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|



# History of CPI

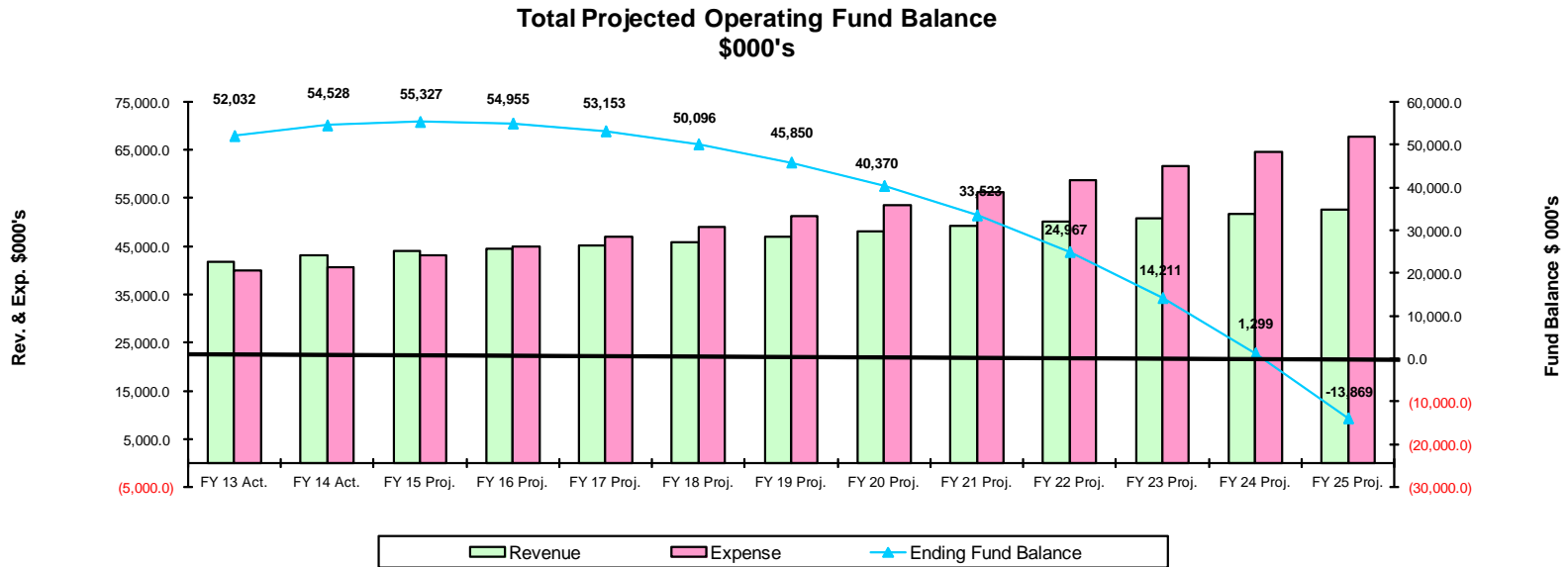
|                 |      |
|-----------------|------|
| 2 Year Average  | 1.2% |
| 3 Year Average  | 1.3% |
| 5 Year Average  | 1.7% |
| 10 Year Average | 2.5% |

|      |             |             |             |             |             |             |             |             |             |             |             |
|------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Year | <u>2005</u> | <u>2006</u> | <u>2007</u> | <u>2008</u> | <u>2009</u> | <u>2010</u> | <u>2011</u> | <u>2012</u> | <u>2013</u> | <u>2014</u> | <u>2015</u> |
| CPI  | 3.3%        | 3.4%        | 2.5%        | 4.1%        | 0.1%        | 2.7%        | 1.5%        | 3.0%        | 1.7%        | 1.5%        | 0.8%        |



# Fund Balance Projections

## CPI at 1.3% Salaries at 4%



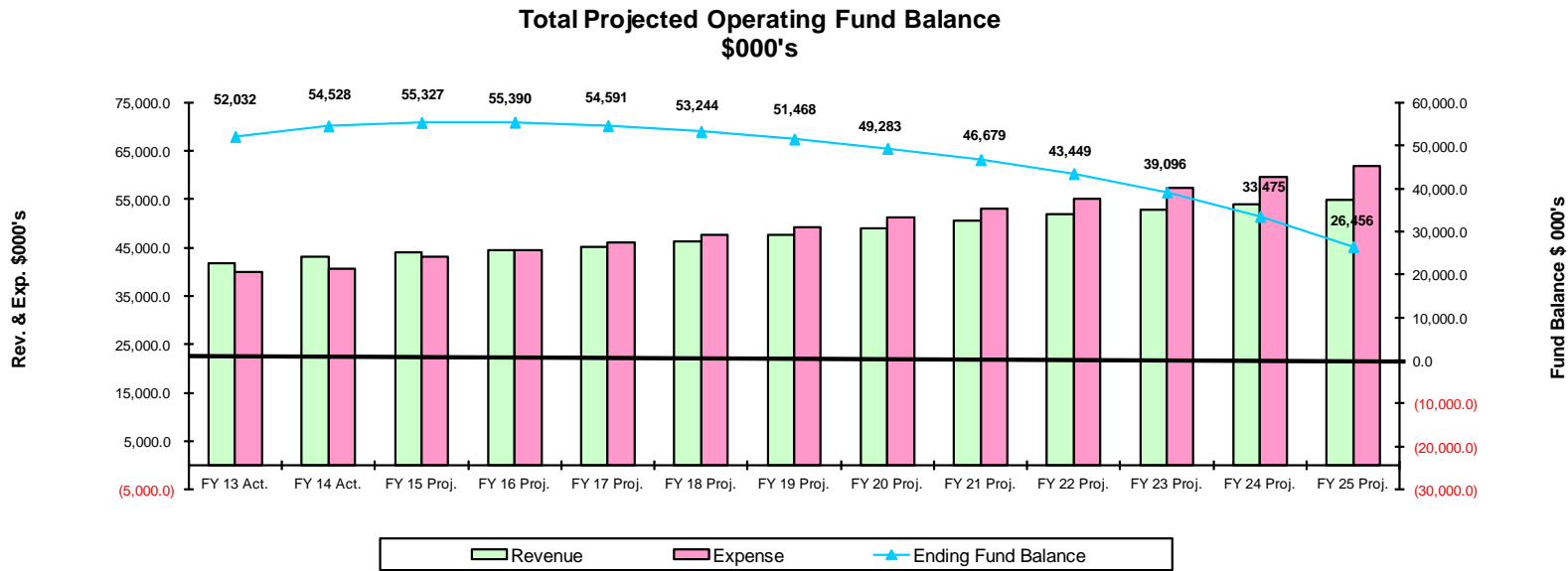
| Fiscal Year Projection | FY 13 Act. | FY 14 Act. | FY 15 Proj. | FY 16 Proj. | FY 17 Proj. | FY 18 Proj. | FY 19 Proj. | FY 20 Proj. | FY 21 Proj. | FY 22 Proj. | FY 23 Proj. | FY 24 Proj. | FY 25 Proj. |
|------------------------|------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Revenue                | 41,739.3   | 43,199.9   | 43,916.9    | 44,521.4    | 45,123.2    | 45,903.6    | 46,978.3    | 48,127.2    | 49,268.7    | 50,222.6    | 50,830.6    | 51,632.7    | 52,497.1    |
| Expense                | 40,061.1   | 40,703.8   | 43,118.2    | 44,892.8    | 46,925.4    | 48,961.0    | 51,224.7    | 53,607.0    | 56,114.9    | 58,779.1    | 61,586.4    | 64,545.3    | 67,665.0    |
| Rev +/- Exp            | 1,678.2    | 2,496.1    | 798.7       | (371.4)     | (1,802.2)   | (3,057.4)   | (4,246.3)   | (5,479.8)   | (6,846.2)   | (8,556.5)   | (10,755.8)  | (12,912.5)  | (15,167.8)  |
| Ending Fund Balance    | 52,032.1   | 54,528.2   | 55,326.8    | 54,955.4    | 53,153.3    | 50,095.9    | 45,849.5    | 40,369.7    | 33,523.4    | 24,966.9    | 14,211.2    | 1,298.7     | (13,869.2)  |

|                        |        |        |        |        |        |        |       |       |       |       |       |      |        |
|------------------------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|-------|------|--------|
| Fund Balance % Expense | 129.9% | 134.0% | 128.3% | 122.4% | 113.3% | 102.3% | 89.5% | 75.3% | 59.7% | 42.5% | 23.1% | 2.0% | -20.5% |
|------------------------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|-------|------|--------|



# Fund Balance Projections

## CPI at 2.5% Salaries at 2.5%



| Fiscal Year Projection | FY 13 Act. | FY 14 Act. | FY 15 Proj. | FY 16 Proj. | FY 17 Proj. | FY 18 Proj. | FY 19 Proj. | FY 20 Proj. | FY 21 Proj. | FY 22 Proj. | FY 23 Proj. | FY 24 Proj. | FY 25 Proj. |
|------------------------|------------|------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Revenue                | 41,739.3   | 43,199.9   | 43,916.9    | 44,521.4    | 45,228.9    | 46,228.2    | 47,544.7    | 48,968.0    | 50,476.8    | 51,900.9    | 52,935.3    | 53,941.1    | 54,939.0    |
| Expense                | 40,061.1   | 40,703.8   | 43,118.2    | 44,457.8    | 46,028.8    | 47,574.9    | 49,320.2    | 51,153.6    | 53,080.7    | 55,130.7    | 57,288.8    | 59,562.1    | 61,957.9    |
| Rev +/- Exp            | 1,678.2    | 2,496.1    | 798.7       | 63.7        | (799.8)     | (1,346.7)   | (1,775.5)   | (2,185.5)   | (2,603.9)   | (3,229.8)   | (4,353.5)   | (5,620.9)   | (7,018.9)   |
| Ending Fund Balance    | 52,032.1   | 54,528.2   | 55,326.8    | 55,390.5    | 54,590.7    | 53,243.9    | 51,468.5    | 49,282.9    | 46,679.0    | 43,449.3    | 39,095.7    | 33,474.8    | 26,455.9    |

| Fund Balance % Expense | 129.9% | 134.0% | 128.3% | 124.6% | 118.6% | 111.9% | 104.4% | 96.3% | 87.9% | 78.8% | 68.2% | 56.2% | 42.7% |
|------------------------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|
|------------------------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|

Note: Cost of Step (no increase to salary schedule) 2.3%





# Salary Negotiations



# Salary Negotiations

- What is Being Negotiated?
  - Salary Index
  - Step
  - Schedule
  - Total Salary
  - Total Compensation
    - Know the Cost of 1% so When Discussing Dollars you Know the Potential Impact
- How is Total Compensation Determined?
  - Salary & Benefits
  - Lane changes
  - Tuition Reimbursement
  - Retirees (on or off the schedule?)
- What is Adequate Compensation?
  - Ability to Pay vs. Willingness to Pay
  - Hire & Retain Great Teachers
  - Salary Schedule Comparison



# FTE Distribution and Step % Change

| Step | BA  |        | BA+8 |        | BA+16 |        | BA+24 |        | MA  |        | MA+8 |        | MA+16 |        | MA+24 |        | MA+32 |        |
|------|-----|--------|------|--------|-------|--------|-------|--------|-----|--------|------|--------|-------|--------|-------|--------|-------|--------|
|      | FTE | % Chg. | FTE  | % Chg. | FTE   | % Chg. | FTE   | % Chg. | FTE | % Chg. | FTE  | % Chg. | FTE   | % Chg. | FTE   | % Chg. | FTE   | % Chg. |
| 1    | 0.0 | N/A    | 0.0  | N/A    | 0.0   | N/A    | 0.0   | N/A    | 0.0 | N/A    | 0.0  | N/A    | 0.0   | N/A    | 0.0   | N/A    | 0.0   | N/A    |
| 2    | 7.0 | 1.0%   | 0.0  | 1.3%   | 1.0   | 1.6%   | 1.0   | 1.5%   | 4.0 | 2.1%   | 0.0  | 2.1%   | 0.0   | 2.0%   | 0.0   | 1.9%   | 0.0   | 1.9%   |
| 3    | 2.0 | 1.2%   | 0.0  | 1.5%   | 0.0   | 1.7%   | 1.0   | 1.7%   | 1.0 | 2.4%   | 1.0  | 2.3%   | 1.0   | 2.2%   | 0.0   | 2.1%   | 2.0   | 2.0%   |
| 4    | 5.0 | 1.3%   | 0.0  | 1.7%   | 0.0   | 2.0%   | 0.0   | 1.9%   | 3.0 | 2.5%   | 1.0  | 2.4%   | 0.0   | 2.3%   | 0.0   | 2.2%   | 4.0   | 2.2%   |
| 5    | 4.0 | 1.4%   | 1.0  | 1.8%   | 1.0   | 2.0%   | 0.0   | 2.1%   | 2.0 | 2.6%   | 0.0  | 2.5%   | 0.0   | 2.4%   | 0.0   | 2.3%   | 1.0   | 2.3%   |
| 6    | 1.0 | 1.5%   | 0.0  | 2.0%   | 0.0   | 2.3%   | 1.0   | 2.2%   | 1.0 | 2.8%   | 1.0  | 2.7%   | 1.0   | 2.6%   | 0.0   | 2.5%   | 2.0   | 2.4%   |
| 7    | 3.0 | 1.7%   | 0.0  | 2.2%   | 0.0   | 2.4%   | 0.0   | 2.3%   | 3.0 | 2.9%   | 1.0  | 2.8%   | 0.0   | 2.7%   | 0.0   | 2.7%   | 0.0   | 2.6%   |
| 8    | 1.0 | 1.8%   | 0.0  | 2.3%   | 0.0   | 2.5%   | 1.0   | 2.5%   | 3.0 | 3.0%   | 1.0  | 2.9%   | 1.0   | 2.8%   | 0.0   | 2.7%   | 1.0   | 2.6%   |
| 9    | 0.0 | 1.8%   | 0.0  | 2.5%   | 1.0   | 2.7%   | 0.0   | 2.6%   | 2.0 | 3.1%   | 1.0  | 3.0%   | 0.0   | 2.9%   | 0.0   | 2.9%   | 2.0   | 2.8%   |
| 10   | 1.0 | 2.0%   | 0.0  | 2.5%   | 0.0   | 2.7%   | 0.0   | 2.8%   | 0.0 | 3.2%   | 2.0  | 3.1%   | 1.0   | 3.0%   | 2.0   | 2.9%   | 4.0   | 2.8%   |
| 11   | 0.0 | 2.1%   | 0.0  | 2.7%   | 0.0   | 2.9%   | 1.0   | 2.8%   | 2.0 | 3.3%   | 2.0  | 3.2%   | 1.0   | 3.1%   | 3.0   | 3.0%   | 3.0   | 2.9%   |
| 12   | 0.0 | 0.0%   | 1.0  | 2.8%   | 0.0   | 3.0%   | 0.0   | 2.9%   | 2.0 | 3.4%   | 4.0  | 3.3%   | 3.0   | 3.2%   | 1.0   | 3.1%   | 8.5   | 3.0%   |
| 13   | 0.0 | 0.0%   | 0.0  | 2.9%   | 0.0   | 3.0%   | 1.0   | 3.1%   | 1.0 | 3.4%   | 2.0  | 3.3%   | 5.0   | 3.2%   | 0.0   | 3.1%   | 4.0   | 3.1%   |
| 14   | 2.0 | 0.0%   | 0.0  | 3.1%   | 0.0   | 3.2%   | 0.0   | 3.1%   | 2.0 | 3.4%   | 0.0  | 3.3%   | 0.0   | 3.2%   | 0.0   | 3.2%   | 1.0   | 3.1%   |
| 15   | 0.0 | 0.0%   | 0.0  | 0.0%   | 1.0   | 3.1%   | 0.0   | 3.2%   | 0.0 | 3.5%   | 1.0  | 3.4%   | 1.0   | 3.3%   | 1.0   | 3.2%   | 5.0   | 3.2%   |
| 16   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 3.2%   | 1.0   | 3.2%   | 3.0 | 3.6%   | 0.0  | 3.5%   | 0.0   | 3.4%   | 0.0   | 3.3%   | 1.0   | 3.2%   |
| 17   | 0.0 | 0.0%   | 1.0  | 0.0%   | 0.0   | 3.3%   | 0.0   | 3.3%   | 1.0 | 3.6%   | 0.0  | 3.5%   | 2.0   | 3.4%   | 1.0   | 3.3%   | 2.0   | 3.2%   |
| 18   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 3.3%   | 0.0   | 3.3%   | 1.0 | 3.5%   | 2.0  | 3.5%   | 2.0   | 3.4%   | 0.0   | 3.3%   | 1.0   | 3.2%   |
| 19   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 3.4%   | 0.0   | 3.3%   | 1.0 | 3.6%   | 0.0  | 3.5%   | 0.0   | 3.5%   | 1.0   | 3.4%   | 4.0   | 3.3%   |
| 20   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 2.4%   | 0.0   | 2.2%   | 3.0 | 1.3%   | 0.0  | 1.3%   | 1.0   | 1.3%   | 0.0   | 1.3%   | 3.0   | 1.2%   |
| 21   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 1.0   | 2.0%   | 0.0 | 1.3%   | 2.0  | 1.2%   | 0.0   | 1.2%   | 0.0   | 1.2%   | 4.0   | 1.2%   |
| 22   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 1.0   | 1.9%   | 1.0 | 1.3%   | 0.0  | 1.2%   | 1.0   | 1.2%   | 0.0   | 1.2%   | 4.0   | 1.2%   |
| 23   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 1.0   | 1.9%   | 0.0 | 1.2%   | 0.0  | 1.2%   | 1.0   | 1.2%   | 1.0   | 1.2%   | 3.0   | 1.1%   |
| 24   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.4%   | 2.0 | 1.2%   | 0.0  | 1.2%   | 0.0   | 1.2%   | 0.0   | 1.2%   | 0.0   | 1.1%   |
| 25   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.3%   | 0.0 | 1.2%   | 0.0  | 1.2%   | 2.0   | 1.1%   | 1.0   | 1.1%   | 3.0   | 1.1%   |
| 26   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.3%   | 0.0 | 1.2%   | 0.0  | 1.2%   | 2.0   | 1.1%   | 1.0   | 1.1%   | 4.0   | 1.1%   |
| 27   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.3%   | 0.0 | 1.2%   | 0.0  | 1.2%   | 0.0   | 1.1%   | 0.0   | 1.1%   | 2.0   | 1.1%   |
| 28   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.3%   | 0.0 | 1.2%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.1%   | 1.0   | 1.1%   |
| 29   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.3%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.1%   | 1.0   | 1.1%   |
| 30   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.3%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 1.0   | 1.1%   | 0.0   | 1.0%   |
| 31   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 1.0   | 1.0%   |
| 32   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 33   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 34   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 35   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 36   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 37   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 38   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 39   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 40   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 41   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 42   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 43   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 44   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 45   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 46   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 47   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 48   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 49   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |
| 50   | 0.0 | 0.0%   | 0.0  | 0.0%   | 0.0   | 0.0%   | 0.0   | 1.2%   | 0.0 | 1.1%   | 0.0  | 1.1%   | 0.0   | 1.1%   | 0.0   | 1.0%   | 0.0   | 1.0%   |

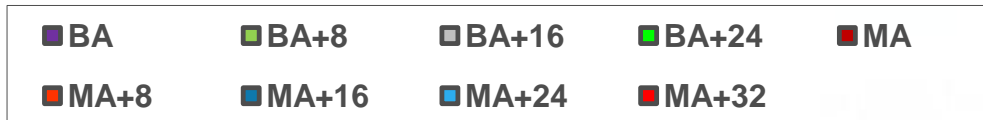
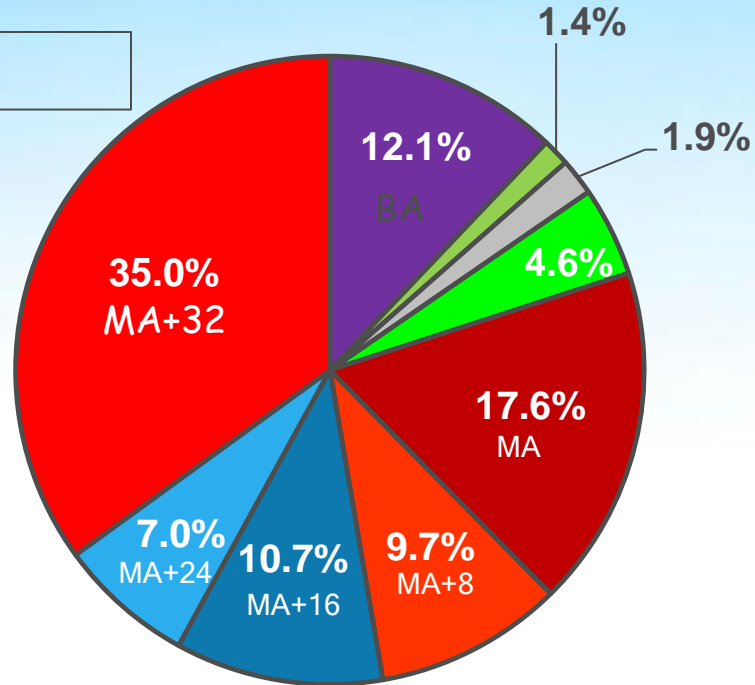
38.7% FTE in Red

23.7% FTE in Yellow



# Woodridge School District 68 Salary Schedule Distribution

Note: 80% MA and Above

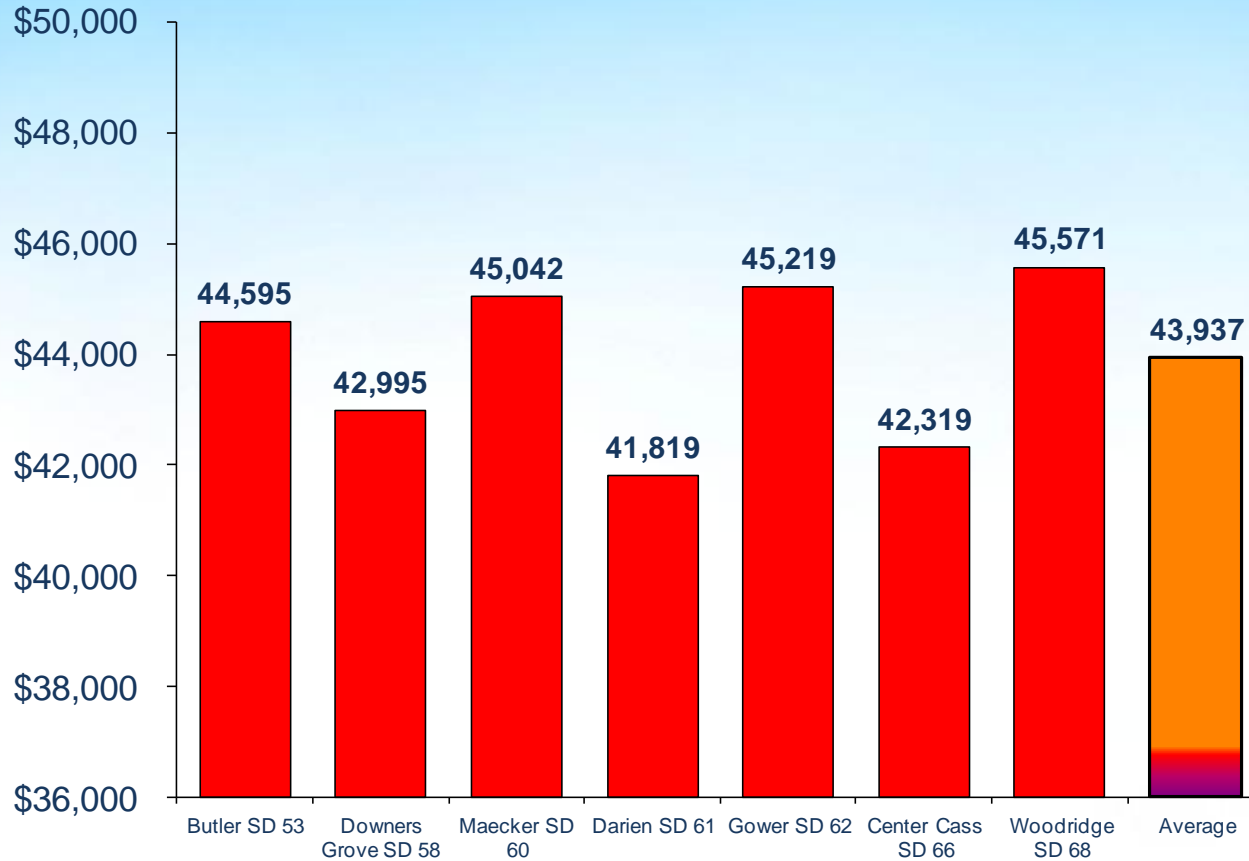


# Lane Changes % Change

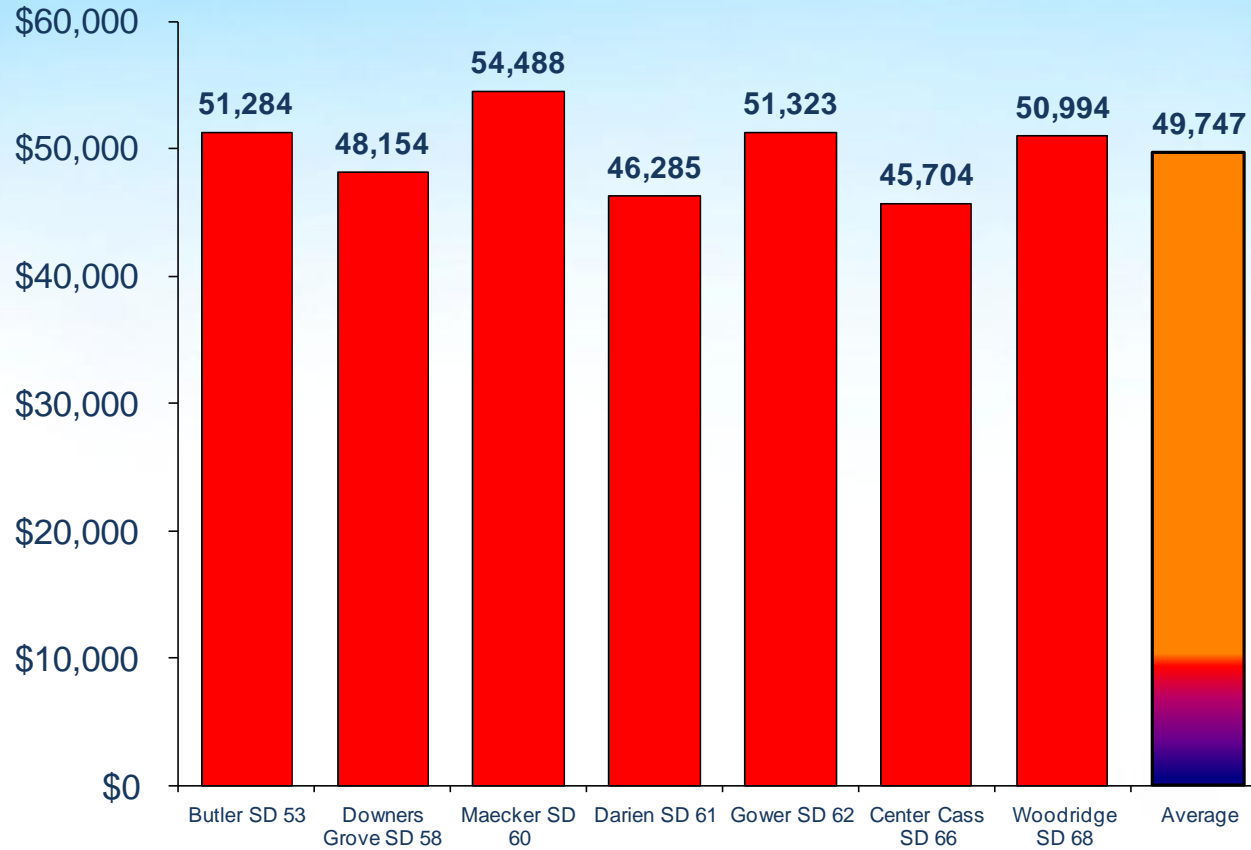
| Step | BA+8<br>% Chg | BA+16<br>% Chg | BA+24<br>% Chg | MA<br>% Chg | MA+8<br>% Chg | MA+16<br>% Chg | MA+24<br>% Chg | MA+32<br>% Chg | DOC<br>% Chg |
|------|---------------|----------------|----------------|-------------|---------------|----------------|----------------|----------------|--------------|
| 1    | 1.3%          | 1.4%           | 3.7%           | 5.1%        | 3.9%          | 3.8%           | 3.6%           | 3.5%           | 4.6%         |
| 2    | 1.6%          | 1.7%           | 3.6%           | 5.7%        | 3.8%          | 3.7%           | 3.6%           | 3.5%           | 4.5%         |
| 3    | 1.9%          | 1.9%           | 3.6%           | 6.5%        | 3.8%          | 3.6%           | 3.5%           | 3.4%           | 4.5%         |
| 4    | 2.3%          | 2.2%           | 3.5%           | 7.1%        | 3.7%          | 3.5%           | 3.4%           | 3.3%           | 4.4%         |
| 5    | 2.8%          | 2.4%           | 3.5%           | 7.6%        | 3.6%          | 3.5%           | 3.3%           | 3.2%           | 4.3%         |
| 6    | 3.3%          | 2.6%           | 3.5%           | 8.2%        | 3.5%          | 3.4%           | 3.3%           | 3.2%           | 4.2%         |
| 7    | 3.8%          | 2.8%           | 3.4%           | 8.9%        | 3.4%          | 3.3%           | 3.2%           | 3.1%           | 4.1%         |
| 8    | 4.4%          | 3.0%           | 3.4%           | 9.4%        | 3.3%          | 3.2%           | 3.1%           | 3.0%           | 4.0%         |
| 9    | 5.1%          | 3.2%           | 3.3%           | 9.9%        | 3.2%          | 3.1%           | 3.0%           | 2.9%           | 3.9%         |
| 10   | 5.7%          | 3.4%           | 3.4%           | 10.4%       | 3.1%          | 3.0%           | 2.9%           | 2.8%           | 3.7%         |
| 11   | 6.3%          | 3.5%           | 3.3%           | 10.9%       | 3.0%          | 2.9%           | 2.8%           | 2.7%           | 3.6%         |
| 12   | 9.3%          | 3.7%           | 3.2%           | 11.4%       | 2.9%          | 2.8%           | 2.7%           | 2.7%           | 3.5%         |
| 13   | 12.5%         | 3.8%           | 3.3%           | 11.8%       | 2.8%          | 2.7%           | 2.6%           | 2.6%           | 3.4%         |
| 14   | 16.0%         | 3.8%           | 3.2%           | 12.2%       | 2.7%          | 2.6%           | 2.6%           | 2.5%           | 3.3%         |
| 15   | 16.0%         | 7.1%           | 3.2%           | 12.6%       | 2.6%          | 2.5%           | 2.5%           | 2.4%           | 3.2%         |
| 16   | 16.0%         | 10.6%          | 3.2%           | 12.9%       | 2.5%          | 2.5%           | 2.4%           | 2.3%           | 3.1%         |
| 17   | 16.0%         | 14.2%          | 3.2%           | 13.2%       | 2.4%          | 2.4%           | 2.3%           | 2.3%           | 3.0%         |
| 18   | 16.0%         | 17.9%          | 3.3%           | 13.5%       | 2.4%          | 2.3%           | 2.2%           | 2.2%           | 2.9%         |
| 19   | 16.0%         | 21.9%          | 3.2%           | 13.8%       | 2.3%          | 2.2%           | 2.2%           | 2.1%           | 2.8%         |
| 20   | 16.0%         | 24.8%          | 3.0%           | 12.9%       | 2.2%          | 2.2%           | 2.1%           | 2.1%           | 2.8%         |
| 21   | 16.0%         | 24.8%          | 5.0%           | 12.1%       | 2.2%          | 2.2%           | 2.1%           | 2.1%           | 2.8%         |
| 22   | 16.0%         | 24.8%          | 7.0%           | 11.4%       | 2.2%          | 2.1%           | 2.1%           | 2.0%           | 2.7%         |
| 23   | 16.0%         | 24.8%          | 9.1%           | 10.6%       | 2.2%          | 2.1%           | 2.1%           | 2.0%           | 2.7%         |
| 24   | 16.0%         | 24.8%          | 10.6%          | 10.5%       | 2.1%          | 2.1%           | 2.0%           | 2.0%           | 2.7%         |
| 25   | 16.0%         | 24.8%          | 12.1%          | 10.3%       | 2.1%          | 2.1%           | 2.0%           | 2.0%           | 2.6%         |
| 26   | 16.0%         | 24.8%          | 13.5%          | 10.2%       | 2.1%          | 2.0%           | 2.0%           | 2.0%           | 2.6%         |
| 27   | 16.0%         | 24.8%          | 15.0%          | 10.1%       | 2.1%          | 2.0%           | 2.0%           | 1.9%           | 2.6%         |
| 28   | 16.0%         | 24.8%          | 16.5%          | 9.9%        | 2.0%          | 2.0%           | 2.0%           | 1.9%           | 2.6%         |
| 29   | 16.0%         | 24.8%          | 18.0%          | 9.8%        | 2.0%          | 2.0%           | 1.9%           | 1.9%           | 2.5%         |
| 30   | 16.0%         | 24.8%          | 19.5%          | 9.7%        | 2.0%          | 1.9%           | 1.9%           | 1.9%           | 2.5%         |
| 31   | 16.0%         | 24.8%          | 20.9%          | 9.6%        | 2.0%          | 1.9%           | 1.9%           | 1.9%           | 2.5%         |
| 32   | 16.0%         | 24.8%          | 22.4%          | 9.5%        | 1.9%          | 1.9%           | 1.9%           | 1.8%           | 2.5%         |
| 33   | 16.0%         | 24.8%          | 23.9%          | 9.4%        | 1.9%          | 1.9%           | 1.8%           | 1.8%           | 2.4%         |
| 34   | 16.0%         | 24.8%          | 25.4%          | 9.2%        | 1.9%          | 1.9%           | 1.8%           | 1.8%           | 2.4%         |
| 35   | 16.0%         | 24.8%          | 26.8%          | 9.1%        | 1.9%          | 1.8%           | 1.8%           | 1.8%           | 2.4%         |
| 36   | 16.0%         | 24.8%          | 28.3%          | 9.0%        | 1.9%          | 1.8%           | 1.8%           | 1.8%           | 2.4%         |
| 37   | 16.0%         | 24.8%          | 29.8%          | 8.9%        | 1.8%          | 1.8%           | 1.8%           | 1.7%           | 2.3%         |
| 38   | 16.0%         | 24.8%          | 31.3%          | 8.8%        | 1.8%          | 1.8%           | 1.8%           | 1.7%           | 2.3%         |
| 39   | 16.0%         | 24.8%          | 32.8%          | 8.7%        | 1.8%          | 1.8%           | 1.7%           | 1.7%           | 2.3%         |
| 40   | 16.0%         | 24.8%          | 34.2%          | 8.6%        | 1.8%          | 1.8%           | 1.7%           | 1.7%           | 2.3%         |
| 41   | 16.0%         | 24.8%          | 35.7%          | 8.5%        | 1.8%          | 1.7%           | 1.7%           | 1.7%           | 2.2%         |
| 42   | 16.0%         | 24.8%          | 37.2%          | 8.4%        | 1.7%          | 1.7%           | 1.7%           | 1.7%           | 2.2%         |
| 43   | 16.0%         | 24.8%          | 38.7%          | 8.4%        | 1.7%          | 1.7%           | 1.7%           | 1.6%           | 2.2%         |
| 44   | 16.0%         | 24.8%          | 40.1%          | 8.3%        | 1.7%          | 1.7%           | 1.7%           | 1.6%           | 2.2%         |
| 45   | 16.0%         | 24.8%          | 41.6%          | 8.2%        | 1.7%          | 1.7%           | 1.6%           | 1.6%           | 2.2%         |



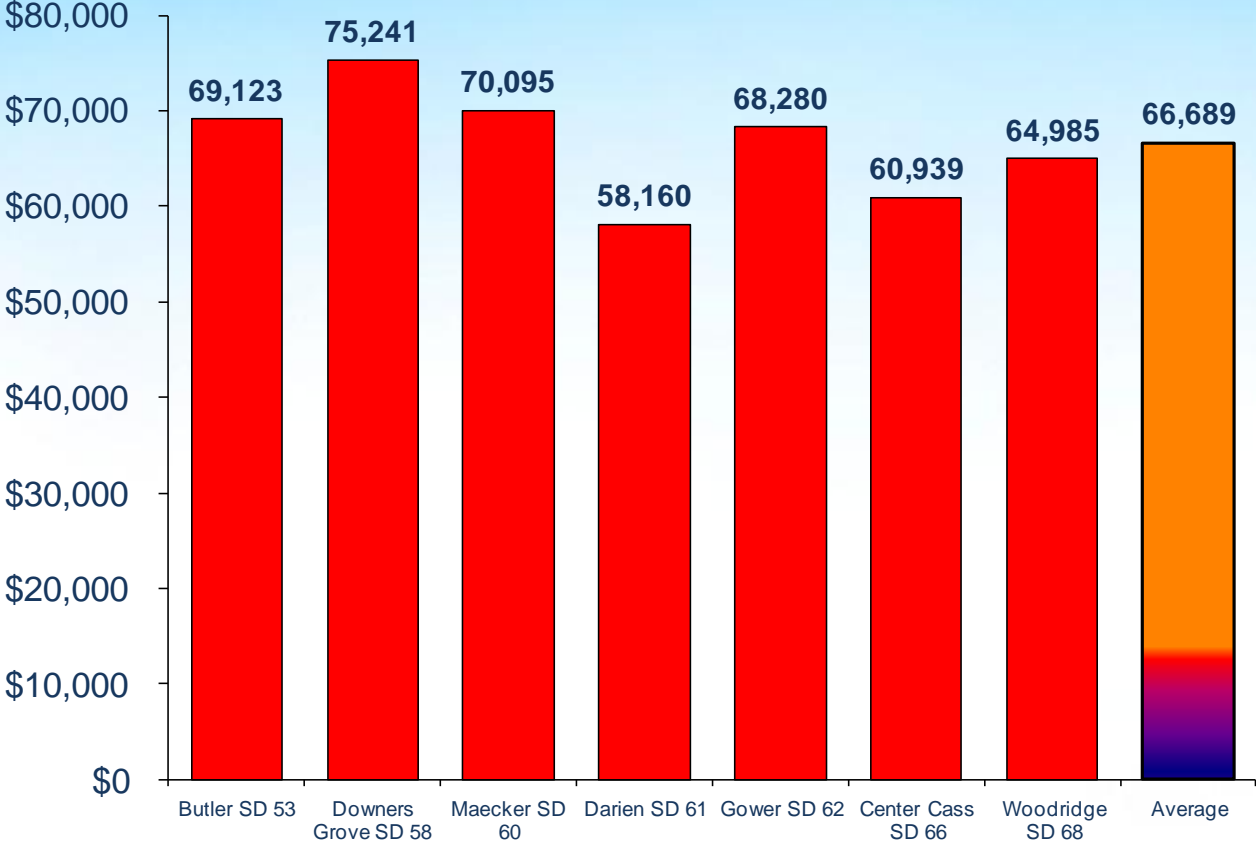
# Salary BA Step 1



# Salary MA Step 1

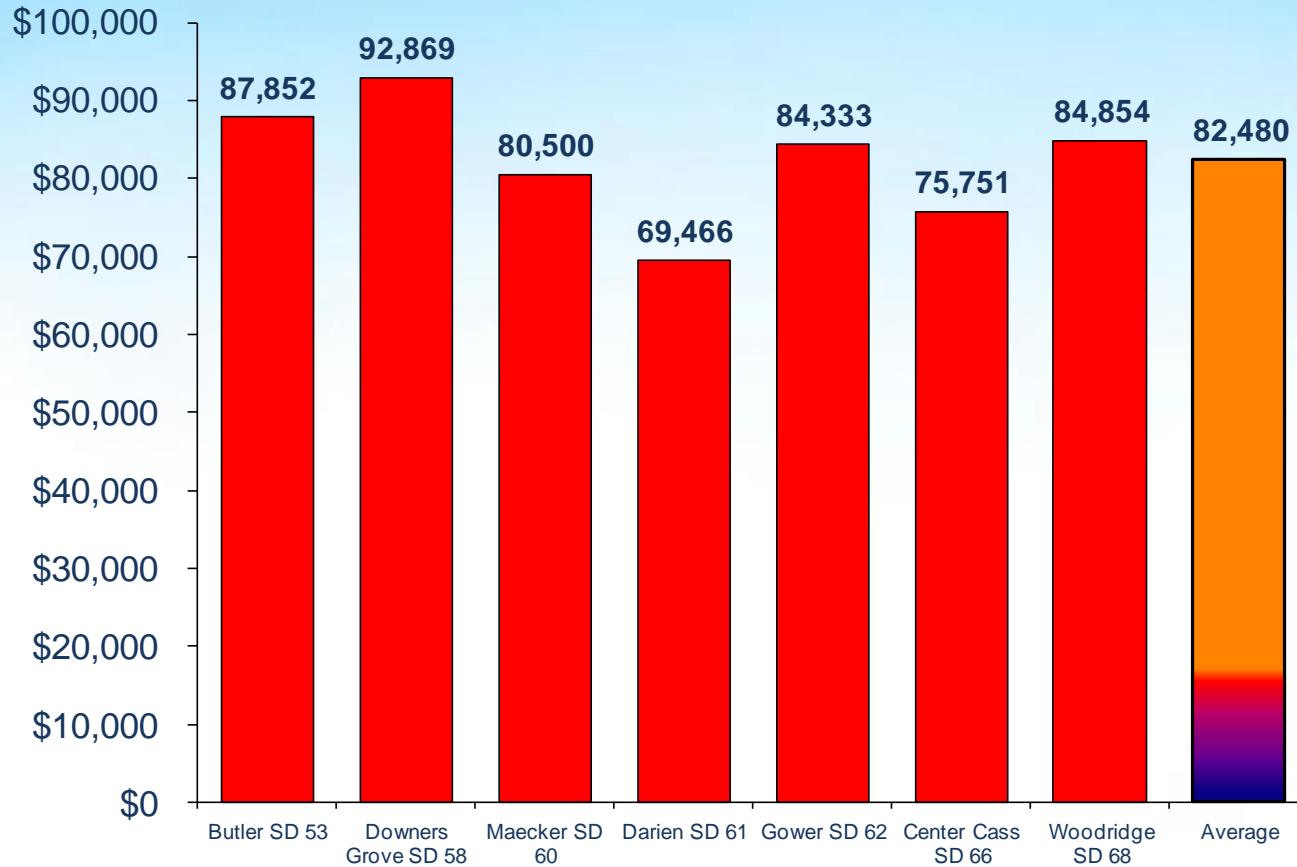


# Salary MA Step 10





# Salary MA +3X Step 15



QUESTIONS?

THANK YOU!

