

# ELIMINATION OF THE SALARY SCHEDULE

DISTRICT 41'S STORY

1

# BACKGROUND & BOARD PRIORITIES

- Pre-bargaining work in January of 2011
- Contract expired June 30, 2012
- Interest-based approach
- Bargaining began in February of 2012
- Board and Administration Priorities
  - Financially sustainable salary model
  - Retirement (eliminate pre-retirement increases)
  - Increased Instructional time
  - Increased Insurance Contributions

# TENACITY AND RELATIONSHIP

KEYS TO ACCOMPLISHING THE PRIORITIES

# WHAT WE ACCOMPLISHED

- Four year deal with increases tied to a factor of CPI with a percentage factor for performance
- Flat increase of 3.0% in the first year (2012-13)
- Formula for future increases

$$((0.8 \times \text{CPI}) + 1.5\%)$$

.8 stabilize the increase of insurance, CPI is the cost of living, 1.5% is for the proficient or above evaluation rating

# HOW DOES THIS WORK? LOGISTICS..

- Placement of new teachers without experience
- Placement of new teachers with experience
- Maintenance and application of salary increases
- Tenured teachers who receive a summative rating of Needs Improvement or Unsatisfactory
- If the salary formula provides an increase of less than 1.75%, the teacher's base annual salary shall be increased 1.75%
- If the salary formula provides an increase of more than 5%, the increase shall be 5%

# LESSONS LEARNED

DISTRICT 41

# Lessons Learned

- Educational Advancement
- Leave of absences
- Unsatisfactory ratings
- Maximum number of public school years granted
- Maintenance of data

# First Year Teacher Salaries

BA, first year	\$49,351.00
BA+15, first year	\$50,830.00
MA, first year	\$55,273.00
MA+15, first year	\$57,739.00
MA+30, first year	\$60,206.00
MA+45, first year	\$62,674.00
MA+60, first year	\$67,609.00



# Current Staff Data Maintenance

	A	C	E	N
1	Full Name	Educational Achieveme	Years of Exp 16-17	Position Entered Salary Updated with 2.06%
46		BA	6	\$52,149.00
47		BA	6	\$52,149.00
48		BA+15	6	\$53,713.00
49		BA+15	6	\$53,161.00
50		BA+15	6	\$53,713.00
51		BA+15	6	\$53,712.00
52		MA	6	\$58,406.00
53		MA	6	\$58,406.00
54		MA	6	\$58,406.00
55		MA	6	\$58,406.00
56		MA	6	\$58,406.00
57		MA	6	\$58,406.00
58		MA	6	\$58,406.00
59		MA+15	6	\$61,016.00
60		MA+30	6	\$63,621.00
61		MA+30	6	\$63,567.00
62		MA+30	6	\$63,567.00
63		MA+60/EdD/PhD	6	\$71,300.00

# New Hires Data Maintenance

Name	EAV	FTE	Salary Yrs for 2016-2017	Position	Comparable Teacher	New Rate with 2.06% Correction
	BA	1		0 4th Grade STEAM		\$49,350.00
	MA	1		6 SLP		\$58,406.00
	BA+15	1		0 Extended Day Kindergarten		\$50,829.00
	BA	1		1 8th Grade Science		\$49,351.00
	MA+30	1		15 Math Coach		\$87,087.00
	MA	1		4 Music Teacher		\$56,858.00
	MA	1		11 Math Coach		\$70,894.00
	MA+60	1		13 Psychologist		\$89,694.00

# ELIMINATION OF THE SALARY SCHEDULE

DISTRICT 97'S STORY

11

# BACKGROUND & BOARD PRIORITIES

- Large Bargaining Team (30+ people including full Board)
- Contract expired June 30, 2014
- Contract was signed in February of 2015
- Board and Administration Priorities
  - Collapse salary schedule
  - Compensation tied to Board priorities
  - Increased insurance premium cost sharing
  - Opportunities for teacher leadership (roles)

# COMPONENTS OF COMPENSATION

- Base Salary (reflects teaching experience)
- Educational Recognition, if any
- ISBE Endorsement Recognition, if any
- National Board Certification (or equivalent) Recognition, if any
- Retention Recognition

# Base Salary - p. 20

- Salary Bands - all new teachers
- Transition Levels - teachers who were employed prior to ratification of contract
- CPI+1% Group - most senior teachers
- Retirement Track - Those who declared retirement under the previous or current agreement

# Educational Recognition - p. 25

- Amounts remained fixed for the life of the contract and vary based on transition level and salary band
- Increases are not applied to this portion of compensation
- Transition Level Teachers - three categories (MA/MA+15, MA+30/MA+45, MA+60) but only get one
- Salary Band Teachers - three categories (MA, 2 MAs, Doctorate) can get all three

# ISBE Endorsements - p. 27

- Amounts remained fixed for the life of the contract
- Increases are not applied to this portion of compensation
- \$500 per year for each new endorsement earned after July 1, 2014
- Maximum of two new endorsements during the term of the agreement
- Only one of the endorsements could be based on coursework earned prior to July 1, 2014



# National Board Certification - p. 28 + MOU for NBC Equivalency

- Amounts remained fixed for the life of the contract
- Increases are not applied to this portion of compensation
- \$10,000 per year for NBCCT
- NBC Equivalents \$2000-\$9750 for related service providers (nurse, OT, PT, SLP, SW, Psych)
- Annual stipend

# Retention Recognition - p. 28

- Teachers are eligible after 12 years of continuous service as a permanent District 97 employee
- For each year of service over 12 years, the teacher will receive an additional \$100 in overall salary.
- Any teacher working less than 1.0 FTE receives a prorated amount
- Amounts remained fixed for the life of the contract
- Increases are not applied to this portion of compensation

# WHAT WE ACCOMPLISHED

- Four year deal with increases tied to CPI with a floor (1.5%) and a ceiling (3.0%)
- Compressed salary bands
- Financial incentive for areas of interest to the Board
- Recognition in different ways for teacher longevity
- Reduced (50%) increases for tenured teachers who receive a summative rating of Needs Improvement or Unsatisfactory

# HOW DOES THIS WORK? LOGISTICS..

- Placement of new teachers without experience
- Placement of new teachers with experience
- Annual salary letters
- Lots of education!

# LESSONS LEARNED

DISTRICT 97