

5/8/25

**Tentative Agreement:**

- Provide the original context
  - Be competitive within a framework
  - Positive comparison with typical (LUDA) peers
- 3-Year Contract
  - 7/1/25 - 6/30/28
- Medical Insurance
  - Effective Plan Year 9/1/25
  - HMO
    - ALL Full-Time employees (30 or more hours per week) and Full-Time Jefferson Licensed Teaching Assistants (LTA)
      - Board Share – 80%
      - Employee Share – 20%
  - PPO
    - Current PPO Language remains the same with one (1) exception. The additional language will impact current “school term” Full-Time employees working less than 205 days per year.
    - Full-Time employees (30 or more hours per week) and Full-Time Jefferson Teaching Assistants (LTA) working less than 205 days per year who are currently enrolled in the CUSD200 PPO plan as of March 1, 2025.
      - Board Share – 60%
      - Employee Share – 40%
- Salary and Compensation Changes
  - Salary Grade Changes
    - Attendance Secretaries will be moved from Grade C to Grade C1.
    - Hourly wage will be adjusted to account for seniority.
  - Behavior Technician - Differential
    - An LTA who has successfully completed a 40-hour Registered Behavior Technician Certification program, and who is working in an Instructional High Needs Self-contained classroom will receive \$4.00 for BTech plus \$2.00 for a high needs instructional classroom for a total of \$6.00 over base salary. This increase will be classified as extra duty.
    - Note: Sped. programs may move between buildings or may be reduced in number. CUSD200 holds the discretion of the assignment and LTA/BT are not required to accept an assignment when offered. If an LTA/BT is not assigned to an eligible classroom, they will not be eligible for the additional \$4.00.
  - High School Maintenance DFS
    - An annual stipend of \$1500 for High School Maintenance employees who choose to serve as backup to District Maintenance (EFS) and operate on an “on-call” status.

- The Director of Facilities and each High School Facility Supervisor will coordinate schedules and responsibilities.
- 2025-2026 Salary Increases
  - All returning employees in 2025-2026 will receive an increase over their 2024-2025 base hourly wage.
  - Final hourly rate adjustments were determined through a compensation model that was developed by the CEA and Administration
  - \$0.75/hour LTA (Teaching Assistants)
  - \$1.00/hour Employees in all Grades other than LTA and C2 including Attendance Secretaries.
  - \$1.25/hour Grade C2
- 2026-2027
  - A fixed increase of not less than 3.00% (floor) and not more than 4.00% (ceiling) over the base hourly wage earned by each CEA member in the 2025-2026 school year.
  - A blended CPI will be used to determine the annual increase. The CPI used for Levy 2024 and Levy 2025 will be averaged.
- 2027-2028
  - A fixed increase of not less than 3.00% (floor) and not more than 4.00% (ceiling) over the base hourly wage earned by each CEA member in the 2026-2027 school year.
  - A blended CPI will be used to determine the annual increase. The CPI used for Levy 2025 and Levy 2026 will be averaged.
- Equity Adjustments
  - The District and the Association have agreed to annually issue equity adjustments to certain bargaining unit classifications/salary grades as calculated by an evenly divided committee of Association Members and Administrative members.
  - Each year, the committee will distribute an equity bank consisting of 0.5% of the total bargaining unit gross salaries as of 12/31 of each year.
  - If the Committee determines that no targeted adjustments are needed or if the majority of the Committee cannot agree how to distribute the funds by ?????, the funds shall be equally distributed to all returning employees in the form of an hourly wage increase for the upcoming fiscal year.
  - Longevity Stipend
    - Employees in the district will receive the longevity stipend listed below based on the years of district service calculated by seniority. Seniority is defined and calculated per the terms of the CEA Bargaining Agreement. For purposes of determining the longevity stipend, the years of service will be based on the seniority that is listed under the District Seniority column in the current school year seniority book.
    - In order to be eligible for the longevity stipend the employee must be actively employed in a CEA bargaining unit position through the last scheduled day of their work calendar.
    - This stipend will be paid on the last payroll of June of each year.
    - District years of service based on CEA Seniority

- 10.00 -14.99 \$500.00
- 15.00 -19.99 \$600.00
- 20.00 -24.99 \$700.00
- 25.00+ \$900.00

■ Language Changes

- Middle School Head Custodians will be renamed and called a Middle School Facility Supervisor.
- Contract Language will be updated and will include language ratified in 2023.

■ Committee Recommendations

- BOE and CEA agree to convene a committee annually to investigate the financial and hiring impact of changes in BOE share percentages during the life of this contract. The committee will provide a report to the



## Projection Summary - Operating Funds

Educational | O & M | Transportation | Working Cash  
CUSD 200 | FY24 Tax Levy - 5 Year Financial 2nd Draft

	BUDGET FY 2025	PROJECTED FY 2026	PROJECTED FY 2027	PROJECTED FY 2028	PROJECTED FY 2029	PROJECTED FY 2030					
REVENUE											
Local	\$180,539,475	\$188,861,600	4.6%	\$194,282,296	2.9%	\$199,045,500	2.5%	\$205,068,604	3.0%	\$211,300,520	3.0%
State	\$21,528,933	\$22,104,880	2.7%	\$22,154,880	0.2%	\$22,204,880	0.2%	\$22,254,880	0.2%	\$22,304,880	0.2%
Federal	\$11,479,807	\$10,595,622	-7.7%	\$10,345,622	-2.4%	\$10,095,622	-2.4%	\$10,095,622	0.0%	\$10,095,622	0.0%
Other	\$0	\$0		\$0		\$0		\$0		\$0	
TOTAL REVENUE	\$213,548,214	\$221,562,102	3.8%	\$226,782,798	2.4%	\$231,346,002	2.0%	\$237,419,106	2.6%	\$243,701,022	2.6%
EXPENDITURES											
Salaries	\$132,580,325	\$137,925,321	4.0%	\$140,730,596	2.0%	\$143,007,452	1.6%	\$146,896,194	2.7%	\$150,900,144	2.7%
Benefits	\$22,266,852	\$23,554,433	5.8%	\$24,656,238	4.7%	\$25,800,724	4.6%	\$27,030,233	4.8%	\$28,319,749	4.8%
Purchased Services	\$29,810,215	\$30,775,928	3.2%	\$31,779,432	3.3%	\$32,822,404	3.3%	\$33,906,605	3.3%	\$35,033,878	3.3%
Supplies And Materials	\$10,487,233	\$10,739,578	2.4%	\$11,001,229	2.4%	\$11,272,800	2.5%	\$11,554,957	2.5%	\$11,848,426	2.5%
Capital Outlay	\$352,888	\$40,530	-88.5%	\$40,530	0.0%	\$40,530	0.0%	\$40,530	0.0%	\$40,530	0.0%
All Other Objects	\$11,952,060	\$12,496,510	4.6%	\$12,857,682	2.9%	\$13,229,689	2.9%	\$13,612,857	2.9%	\$14,007,520	2.9%
TOTAL EXPENDITURES	\$207,449,574	\$215,532,300	3.9%	\$221,065,707	2.6%	\$226,173,599	2.3%	\$233,041,377	3.0%	\$240,150,247	3.1%
SURPLUS / DEFICIT	\$6,098,641	\$6,029,802		\$5,717,091		\$5,172,403		\$4,377,729		\$3,550,775	
OTHER FINANCING SOURCES / USES											
Other Financing Sources	\$0	\$0		\$0		\$0		\$0		\$0	
Other Financing Uses	(\$9,000,000)	(\$7,475,000)		(\$7,850,000)		(\$7,850,000)		(\$7,200,000)		(\$7,200,000)	
TOTAL OTHER FIN. SOURCES / USES	(\$9,000,000)	(\$7,475,000)		(\$7,850,000)		(\$7,850,000)		(\$7,200,000)		(\$7,200,000)	
SURPLUS/DEFICIT INCL. OTHER FIN. SOURCES	(\$2,901,359)	(\$1,445,198)		(\$2,132,909)		(\$2,677,597)		(\$2,822,271)		(\$3,649,225)	
BEGINNING FUND BALANCE	\$76,526,034	\$73,624,675		\$72,179,477		\$70,046,568		\$67,368,971		\$64,546,700	
AUDIT ADJUSTMENTS TO FUND BALANCE	\$0	\$0		\$0		\$0		\$0		\$0	
PROJECTED YEAR END BALANCE	\$73,624,675	\$72,179,477		\$70,046,568		\$67,368,971		\$64,546,700		\$60,897,475	
FUND BALANCE AS % OF REVENUES	34%	33%		31%		29%		27%		25%	
FUND BALANCE AS # OF MONTHS OF REVENUES	4.14	3.91		3.71		3.49		3.26		3.00	