



## **Community Unit School District 200 – WWEA**

### **Collective Bargaining Tentative Agreement Summary - 2023-2027**

#### **Board of Education Meeting April 12, 2023**

#### **Process for the Board of Education**

1. July 13, 2022 (Identified District bargaining team members, Timeline and Process for bargaining)
2. October 12, 2022 (Reviewed timeline, bargaining team, and market comparisons)
3. January 25, 2023 (5 Year Forecast and Financial Picture)
4. February 22, 2023 (Bargaining Update and parameters review)
5. March 8, 2023 (Market Comparisons Update)
6. April 12, 2023 (Review of TA)

#### **Bargaining**

1. Began January 26, 2023
2. Eight sessions
3. Tentative agreement reached April 6, 2023

#### **Highlights**

1. Four Year Agreement - July 1, 2023 through June 30, 2027
2. Elementary Schedule - Extends the Elementary instruction day by 10 minutes. This means that all elementary schools will have a start time of 9:05am (effective in the 2023-24 school year). This equates to 4.67 additional days of instruction over a full school year (175 student days). Additionally, we have shifted our elementary specials schedule to consistent time increments (30 PE, 30 Music, 45 Art) allowing schools to maximize their academic instructional time through uninterrupted academic blocks. The new schedule combined with the additional time in the day will maximize learning opportunities for our students.
3. Jefferson ECC – Planning days are on Monday's. When there is no staff attendance on a Monday, staff loses their planning day that week. Moving forward, if there is no staff attendance on a Monday, Tuesday will become the planning day and there will be no student attendance.

#### **Compensation**

1. Salary
  - a. Year 1 (2023-2024) – 6.00% across the board increase - Base Salary is \$51,097
  - b. Year 2 (2024-2025) – 6.00% across the board increase - Base Salary is \$53,907
  - c. Year 3 (2025-2026) – 6.00% across the board increase - Base Salary is \$56,872
  - d. Year 4 (2026-2027) – Blended (Levy years 2024, 2025) Cost of Living (CPI) across the board increase. Floor 3.50% - Ceiling 4.50% - Base Salary will range from \$58,578 to \$59,146

2. Micro Credentials

- a. Current - Stacks (\$500 per stack - three (3) Micro's per stack), capped at two (2) stacks, or \$1,000 per year. Added to annual salary after percent increase
- b. New - Converting to individual Micros. Micro's capped at five (5) per year, \$200 per Micro for no more than \$1,000 per year. Added to annual salary after percent increase
- c. After base salary reaches \$145,000, Micro's available, but the employee will not be compensated monetarily.

3. Extracurricular

- a. The stipend base will be 95% of the base salary each year (current 92.5%)
- b. Middle School Athletic Director moved to 1.5 Category B (all year) from 1.0 Category B (all year)
- c. High School esports added to Category B
- d. High School Activities Director moved from one Category C (all year) to one per season (three in total).
- e. High School Department Chairs/Department Heads move to Category C from 8% of salary plus \$100/FTE teacher.
- f. Middle School Band, Orchestra and Chorus added to Category F
- g. Lunch supervision for HS Deans and Transition Certified Staff added to Appendix C - 8% of base salary
- h. Mentor stipend added to Appendix C - 4% of base salary for 1:1 or 6% of base salary for 1:2
- i. The extra duty stipend committee will perform a full audit of positions by the end of the contract

4. Retirement – This retirement program shall be available to Teachers who meet the applicable general eligibility requirements and submit an irrevocable letter of intent to retire to the Superintendent or designee as set forth below:

- For retirement at the close of the 2023-2024, 2024-2025, 2025-2026 and 2026-2027 school years, notification will be no later than July 15, 2023.
- For retirement at the close of the 2027-2028 school year, notification will be no later than June 30, 2024.
- For retirement at the close of the 2028-2029 school year, notification will be no later than June 30, 2025.
- For retirement at the close of the 2029-2030 school year, notification will be no later than June 30, 2026.
- For retirement at the close of the 2030-2031 school year, notification will be no later than June 30, 2027.

If a Teacher performs activities that would cause the Teacher to incur earnings in excess of 6.00% in any year during the contract period, the Teacher shall have the choice of either a) not performing the activity, or b) having their annual earnings increase reduced to 6% in that year.