

**Professional Agreement between The Board of
Education #10 DuPage County, Itasca, Illinois and
The Education Association of Itasca, Illinois
Education Association, National Education
Association**

Mr. Craig Benes, Superintendent

Topics



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Contract Process



- Negotiations occurred from February-May, with a Federal Mediation and Conciliation Service following an IBB, Interest Based Bargaining Model. That service is free. We met every 2-4 weeks and worked primarily on identifying shared interests and non-economic language through March.
- Both teams also met with a sub-committee to share economic information. Brian did some stellar work with creating salary calculators.

Timelines




- April 18th we had a 6 hr. session that reached a tentative agreement pending further review
- April 27th session was to review language and wrap up small details
- Between April 19th-April 28th lawyers worked on contract language
- May 2nd, the Union presented the tentative agreement to their members
- May 5th Union voting closes, “The agreement is accepted by EAI”

Non-Economic Updates



- A few that are updated in regards to laws
- Others that clarify:
 - Teacher Substitutes - Using current teachers to sub during off periods
 - Collaborative Planning Time - Application process for additional teacher collaboration time

Economic - Stipend Pay



- All went up by small increments over time
- We have been and continue to be average to generous with both rates and time compared to neighboring districts
- Core supervisory and student after school activities are protected
- Other allocations are budget dependant

Economic - Professional Development, Tuition & Lane Changes



- Increased the salary bump from \$3,000 to \$3,500 for MA and MA +30 credits
- Also applied to a new lane of MA +45 credits
- 6% TRS protections apply for those who are retirement track
- Superintendent/Asst. Supe has control over which credits so it is tied to a district need for MA +30 and beyond
 - Math, ELL, Sped, etc.
- The tuition reimbursement amount remains at \$30,000.00 and anything allocated above that is set by administration

Economic - Attendance Bonus



- Rather than all (perfect attendance) or nothing (100% present for \$300 bonus)
 - It is altered to a formula that caps at 5 days plus the 2 personal days, for a \$100-\$300 bonus \$100/trimester for 0-1 days
- Not to exceed \$300/year if 5 days or less. This keeps a 97.5% attendance threshold.

Economic - Health Insurance



- The status quo plans continued
- We still offer a comprehensive package of plans which is unique
 - D10 is one of a very few districts that still offers 100% paid PPO for single employees
 - The 100% paid plan is set to a low deductible plan which is unique
 - Participating in Marketplace we uniquely offer 7 PPO and HMO plans
- Other districts that may subsidize family plans more, only offer single payer plans where employees pay 10% or more of the cost or may have additional fees for family members

Economic - Retirement

- There is strong language to prevent TRS penalties and limit to 6% raises for retirement eligible employees
- The post-retirement benefit that is \$15,000-\$20,000 based on years of service, was sunset after Yr. 2 of the contract
- For a bridge period of 2 years it exists fully for Yr. 1 and at 50% for Yr. 2 with a mandatory irrevocable declaration of retirement for those years by June 8th, 2023 to access the benefit
- The retirement benefit otherwise is then restructured to a declaration of retirement that triggers 4 years of 5%
- The sick day post-retirement payout caps on time and rate remain the same

Economic - Salary

- Year 1
 - 4% + \$2,250 Market rate adjustment
- Year 2
 - 4% + \$1,000 Market rate adjustment
- Years 3-5
 - 4%, 4%, 4%

Further Analysis



- The entry points for a new BA teacher is \$48,162.89 for 2023-2024 and \$50,506.91 for 2024-2025
- This helps us stay competitive with neighboring districts

Total Package:

- Veteran teachers are commensurate with feeder districts
- New teachers salary and health benefit package is very competitive with other districts
- Overall Health Benefit Design and options exceeds most districts
- The commitment to extended pay and tuition reimbursement exceeds virtually all districts

Economic - Length



- 5 years
- School Years: 2023-2024, 2024-2025, 2025-2026, 2026-2027, 2027-2028

Endorsement



- The IEA endorsed this contract through Union vote on Friday May 5th, 2023
- The Itasca Board of Education votes to ratify the contract, Wednesday, May 10th, 2023

Press Release and D10 Family Communications



- D10 Family Letter
- Press Release Letter
- A complete contract is posted on the D10 website by June 1st, 2023
- Hard copies are distributed to employees and kept for public record at the District Office

NDSEC & Additional Information



- As NDSEC Governing Board President, I chaired the negotiations at NDSEC and we also have an agreement that their Union approved last week
- On May 8th the Governing Board (superintendents) will recommend the acceptance of the 5 year contract to the Operational Board (School Board Members, Tina for D10).
- The Operational Board will then ratify it
- The contract design is similar to ours and other feeder districts



Questions ?