

District 200 – WWEA
Collective Bargaining Tentative Agreement Summary
2015-2018
Board of Education Meeting June 4, 2015

1. Process for the Board of Education
 - a. December 10, 2014 executive session to discuss bargaining process
 - i. Identified bargaining team
 - ii. Identified Board Subcommittee for bargaining
 - iii. Reviewed District's bargaining targets
 - b. January 28, 2015 executive session to established bargaining parameters and review comparable data
 - c. Three executive session meetings in May to review compensation, insurance, and language proposals and provide direction to the bargaining team.
2. Bargaining
 - a. Starting in January 2015, twelve bargaining sessions
 - b. Tentative Agreement reached May 19, 2015
 - c. Teachers ratified tentative agreement on June 2, 2015
3. Highlights
 - a. Three year agreement 2015-16; 2016-17; 2017-18
 - b. New language will allow individual buildings to adjust their starting time for staff to accommodate additional PLC or professional development activities to support student learning
 - c. The step increments associated with the traditional salary schedule will sunset at the conclusion of this agreement
 - d. Beginning in January 2016 the District and the WWEA will convene a committee to create a new and sustainable compensation structure within the parameters of a balanced budget
 - e. Starting in year two of the agreement, the District will no longer be required to allow teachers to retire under the State's Early Retirement Option
 - f. This agreement raises the base salaries to help District 200 be more competitive with other districts, but does so within the fiscal constraints of a balanced budget
 - g. There is a reopener memorandum should the State enact any severe funding or revenue constraints
 - h. Anticipates as much as \$2.8 million of insurance claim concessions including a spousal surcharge and increases in out-of pocket, deductibles, and prescription co-pays
 - i. The parties agree to minimize or eliminate penalty taxes associated with the Affordable Care Act implementation
4. Compensation
 - a. Year 1 2015-2016
 - i. 1.15% CPI (blended CPI for the 2014/15 levies)
 - b. Year 2 2016-2017
 - i. 3.88%
 - c. Year 3 2017-2018
 - i. CPI floor of 2.92% and ceiling of 3.5% (blended CPI for the 2016/17 levies)
 - d. Increases the summer school student contact hourly rate from \$25 to \$30 per hour
 - e. Increases the co-curricular base 2.0% each year