



# East St. Louis School District 189

**Arthur R. Culver**  
Superintendent of Schools

---

## **MOST RECENT OFFER WITH COST SUMMARY** **(Submitted September 8, 2015)**

- **Introduction**

Pursuant to Section 12(a-5) of the Illinois Educational Labor Relations Act (115 ILCS 5/12(a-5)) and Section 1130.35 of the Rules of the Illinois Educational Labor Relations Board (IELRB) (80 Ill. Adm. Code 1130.35), East St. Louis School District No. 189 (the “District”) submits this Most Recent Offer with Cost Summary to the East St. Louis Federation of Teachers, Local 1220, IFT-AFT (“Union”) and the IELRB for public posting. The District and the Union have been collectively bargaining over salary, benefits, and general language for a successor agreement to a 2012-2014 Collective Bargaining Agreement that expired on August 13, 2014 for certified bargaining unit members and June 30, 2014 for non-certified bargaining unit members. In addition to its bargaining sessions, the District and the Union have participated in three mediation sessions with a Federal Mediation and Conciliation Mediator, with another scheduled for September 10, 2015. The 2015-16 school year commenced on August 13, 2015.

- **Background**

The District is a unit school district located in St. Clair County with approximately 6,000 pre-kindergarten through twelfth grade students. There are thirteen facilities in the District: one (1) high school, one (1) ninth grade center, two (2) middle schools, six (6) elementary schools, one (1) alternative center, one (1) pre-school facility, and one (1) administrative facility. The 2015 General State Aid Claim reflects 100% low income student population in the District. The 2013 Census shows that the median value of owner-occupied housing for the District is \$60,600 as compared to \$182,300 for the State, the median household income for the District is \$19,191 as compared to \$56,797 for the State, and persons below the poverty level in the District is 46.7% as compared to 14.1% for the State.

The District experiences one of the highest tax rates in the State, with the second highest 2012 unit school district total tax rate of 10.8352 and the highest 2012 unit school district operating tax rate of 9.0152. This is due to the District’s low equalized assessed valuation (EAV) per pupil of \$17,715. By comparison, the 2012 State average EAV per pupil for unit school districts is \$123,874, while the St. Clair County 2012 EAV per pupil is \$66,342.

The District realizes approximately 21% of its revenue from restricted grants. These grants are for supplemental services and new programs and are not to be used for day-to-day operations. In most instances, additional staff is required to be hired and the grants do not sustain the whole cost of the

supplemental services or new programs. Therefore, more funding is diverted from basic educational costs to cover the supplemental programs.

In addition to the foregoing District background, further consideration must be given to the District's history, including both its governance structure and financial condition in order to provide the proper context for the District's Most Recent Offer with Cost Summary.

- *District Governance Structure*

The District was under its first Financial Oversight Panel (FOP) from October 1994 through June 2004. At the dissolution of the first FOP, the District had a cash balance of \$32.3 million (or the equivalent of 137 days) cash on-hand with each operating fund realizing an operational surplus. In April 2012, after the District's cash balance had declined to \$8.8 million (or the equivalent of 35 days) based upon an average annual operational deficit of \$2.6 million since FY 2005, the Illinois State Board of Education (ISBE) instituted a second FOP for the District. Furthermore, following low academics and noncompliance with federal and State Special Education Focused Monitoring, ISBE intervened in the governance of the District, initially by Intergovernmental Agreement in April 2011 and ultimately by Consent Decree in St. Clair County Circuit Court in May 2013. Accordingly, the District is currently governed by the District Board of Education subject to comprehensive oversight of District operations by ISBE and the continuation of financial oversight by the District FOP.

- *District Financial Condition*

For school years 2011 through 2015, the District's enrollment has declined by more than 1,400 students. Due to the declining enrollment and prorated General State Aid payments, the District's General State Aid claim for 2015 was \$16.5 million less than the 2011 claim. It is expected that the enrollment will continue to decrease 250 students in school year 2016 and by 175 students in each school year from 2017 through 2019. Since ISBE intervention, in an attempt to counter-balance its revenue shortfall, the District has incorporated several budgetary reductions:

- Two schools were closed prior to the 2012 school year;
- Five schools were closed prior to the 2013 school year;
- 469 positions have not been hired (or 40% of the staff);
- salary freeze for Union and Administration employees for the 2012-15 school years.

Still, despite these budgetary reductions, the District is being sustained financially by temporary funding through isolated legislative appropriations and occasional supplemental funding from ISBE. Considering that such temporary funding sources are unreliable for long-term District spending, the District's financial condition remains dire and its future uncertain.

- **District's Most Recent Offer With Cost Summary**

- *Economic Issues*

- Salary

The District proposes the following revisions to the salary structure in the CBA (with deletions struck and additions underlined), incorporating the new salary schedules in Exhibits A and B for certified and non-certified bargaining unit members, respectively:

---

A. Certified Salary Schedules

1. The ~~2012-2014~~2014-2015 school year (FY2015) certified salary schedule shall reflect a zero percent (0%) increase above the ~~2011-2012-2014~~2014 school years (FY2013-2014) certified salary schedule, with no vertical but with horizontal increments (lane changes), and certified bargaining unit members' step-placement shall remain frozen and shall not advance any steps on the salary schedule.
2. The 2015-2018 school years (FY 2016-18) certified salary schedules are attached as Exhibit A, and certified bargaining unit members shall advance both vertically (one step in each school year 2015-2016, 2016-2017 and 2017-18 (FY 2016-2018), subject to conversion placement on the appropriate salary schedule within Exhibit A) and horizontally (lane changes as earned and documented).

Doctorate degrees receive \$1,000.00 per year.

B. Certified Longevity

Incremental longevity steps for certified employees are as follows:

1. An additional \$650.00 per year at the beginning of the ~~16<sup>th</sup>~~2<sup>nd</sup> year ~~of service in School District #189~~at the top step of the appropriate salary schedule.
2. An additional \$650.00 per year at the beginning of the ~~21<sup>st</sup>~~3<sup>rd</sup> year ~~of service in School District #189~~at the top step of the appropriate salary schedule.
3. An additional \$650.00 per year at the beginning of the ~~26<sup>th</sup>~~4<sup>th</sup> year ~~of service in School District #189~~at the top step of the appropriate salary schedule.
4. An additional \$650.00 per year at the beginning of the ~~31<sup>st</sup>~~5<sup>th</sup> year ~~of service in School District #189~~at the top step of the appropriate salary schedule.

C. Payment for extra classes shall be as follows:

1. Middle School Teachers, seventeen dollars and 50 cents (\$17.50) per hour.

2. Senior High School Teachers, seventeen dollars and 50 cents (\$17.50) per hour.

D. Non-Certified Salary Schedule

1. The ~~2012-2014~~2014-2015 school year (FY2015) non-certified salary schedule shall reflect a zero percent (0%) increase above the ~~2011-2012-2014 school years (FY2013-2014)~~ non-certified salary schedule, with no vertical ~~or horizontal~~ increments, and non-certified bargaining unit members' step-placement shall remain frozen and shall not advance any steps on the salary schedule.
2. The 2015-2018 school years (FY2016-2018) non-certified salary schedules are attached as Exhibit B, and non-certified bargaining unit members shall advance vertically (one step in each school year 2015-2016, 2016-2017 and 2017-18 (FY2016-2018), subject to conversion placement on the appropriate salary schedule within Exhibit A).

E. Non-Certified Longevity

Incremental longevity steps for non-certified employees are as follows:

1. An additional \$425.00 per year at the beginning of the ~~17<sup>th</sup>~~ 2<sup>nd</sup> year ~~of service in School District #189 at the top step of the appropriate salary schedule.~~
2. An additional \$425.00 per year at the beginning of the ~~22<sup>nd</sup>~~ 3<sup>rd</sup> year ~~of service in School District #189 at the top step of the appropriate salary schedule.~~
3. An additional \$425.00 per year at the beginning of the ~~27<sup>th</sup>~~ 4<sup>th</sup> year ~~of service in School District #189 at the top step of the appropriate salary schedule.~~
4. An additional \$425.00 per year at the beginning of the ~~32<sup>nd</sup>~~ 5<sup>th</sup> year ~~of service in School District #189 at the top step of the appropriate salary schedule.~~

F. All salaries are retroactive to July 1 of each year of the Agreement.

G. All salaries are base and do not include longevity.

---

The District proposes the expanded salary schedules for certified bargaining unit members in order to address the untenable salary increases between the steps on the current salary schedule. Indeed, while the current 11-step schedule has an average step-increase of 5.1%, the proposed expanded salary schedules has an average step-increase of 2%. And the proposed salary schedules are consistent with other area unit school districts in both length and amounts. (See Exhibit C).

The District proposes the expanded salary schedules for non-certified bargaining unit members in order to align starting salaries with current market rates. However, most salary schedules had steps added to the beginning of the schedules, so current non-certified bargaining unit members remain unaffected by these proposed changes as same will only apply to future non-certified employees.

Again, the District salary proposal contemplates step-movement in each of school years 2015-16, 2016-17 and 2017-18, with each step constituting an average 2% annual salary increase for certified bargaining unit members who have not reached the top step of the schedule and an average 1.5% annual salary increase for non-certified bargaining unit members who have not reached the top step of the schedule.

Furthermore, because a certified bargaining unit member's current salary may not match exactly with a step on the proposed expanded salary schedule, the District will hold harmless any non-conforming certified bargaining unit member in converting from the current salary schedule to the expanded salary schedule by placing them on the nearest step with a higher dollar amount from their current salary (and without losing longevity pay already accrued, provided that no certified bargaining unit member shall receive more than four (4) longevity steps/payments). This means that some certified bargaining unit members will receive more than the average 2% increase in salary for the 2015-16 school year.

Moreover, non-certified bargaining unit members shall not lose longevity pay already accrued, provided that no non-certified bargaining unit member shall receive more than (4) longevity steps/payments.

Accordingly, the District's projected additional cost for its salary proposal is \$692,459 per year<sup>1</sup>, or \$2,119,203 compounded for the 2015-2018 school years, for bargaining unit members. (See Exhibit D).

- Severance Pay

The District proposes the following revisions to Section 5 (Accumulated Sick Leave) of Article XIV (Welfare Benefits and Leave) of the CBA (with deletions struck and additions underlined):

---

5. Accumulated Sick Leave:
  - a. There shall be unlimited accumulated number of sick days at a rate of twelve (12) days per year. For all twelve (12) month employees, the same shall be at the rate of twelve (12) days per year.

---

<sup>1</sup> The District notes that a 1% salary increase for bargaining unit members bears a cost of approximately \$350,000, so in evaluating the Union's proposals seeking a percentage increase in addition to step based upon the current salary schedule, the additional percentage sought plus the average annual step increase of 5.1% must be multiplied by \$350,000 to determine the approximate cost.

- b. Out of those sick leave days ~~for which that~~ a person ~~is-has~~ not ~~paidused~~, they shall be added to longevity for retirement purposes as prescribed by law (~~service credit~~); provided, however, that any such addition shall be limited to the maximum amount permitted without the requirement/imposition of an employer contribution, penalty and/or additional liability/obligation of the School District to the Illinois Teachers Retirement System (TRS) under Illinois law and/or TRS Administrative Rules.
- c. The sick leave herein above awarded the teachers in the amount of twelve (12) days at full pay in each school year, shall be awarded in accordance with the provisions of the school code. There shall be no loss of days accumulated before this agreement.

~~Accumulated sick leave shall be paid in severance pay when a teacher retires or leaves the system in accordance with this subparagraph c. Severance pay shall be equal to 25% of the accumulated sick leave up to a maximum of 180 days for those teachers with 11 to 15 years of service to the School District; 50% of the accumulated sick leave up to a maximum of 180 days for those teachers with 16-19 years of service to the School District; and 75% of the accumulated sick leave up to a maximum of 180 days for those teachers with 20 or more years of service to the School District. This means that the maximum number of days paid to a bargaining unit member as defined in Article III, Section 1a shall be 135 days. The rate of pay for each day shall be the employee's daily rate of pay on the date of the letter announcing their retirement or resignation.~~

~~Bargaining unit members defined in Article III, Section 1a who submit an irrevocable letter of retirement may elect to receive some of the severance pay in amounts over 36 or less months immediately preceding their retirement; provided, however, that such severance payments shall not result in an increase of a member's annual compensation in excess of six percent (6%) from the previous year. For example, in each of the last three (3) school years preceding the announced date of their retirement, such members may elect to have severance pay added to their base pay in amounts that increase regular pay to make total pay exactly equal to a 6% increase over the prior year's salary (providing that the bargaining unit member has sufficient funds available). Any remaining severance pay not paid prior to retirement as outlined above shall be paid to a retired employee no more than thirty (30) days after last regular pay after retirement. This subparagraph c shall not be interpreted and/or construed to require the School District to make any severance payment resulting in a salary increase in excess of six percent (6%) in the bargaining unit member's final average salary for purposes of calculating retirement benefits from the Illinois Teachers Retirement System. To the extent that any provision of this subparagraph c would result in the requirement/imposition of an employer contribution, penalty and/or additional liability/obligation of the School District to the Illinois Teachers Retirement~~

~~System (TRS) under Illinois law and/or TRS Administrative Rules, such provision shall be construed to avoid any such employer contribution, penalty and/or additional liability/obligation of the School District to TRS under Illinois law and/or TRS Administrative Rules. [Effective July 2006]~~

~~d. Persons exercising the option outlined in subparagraph c above shall forfeit those accumulated sick days used as a basis for determining the amount of severance pay. Said employees exercising the option of this provision shall have available only those days in which no compensation was received and those granted as per this agreement for the remaining period of their employment.~~

~~e. Accumulated sick leave shall be paid in severance pay when a non-certified employee represented by Local 1220 retires in accordance with the following provisions:~~

~~1) The employee has worked for District 189 for twenty (20) years and is going to draw Illinois Retirement Benefits. The employee has attained age sixty five (65), has worked for District 189 for fifteen (15) years and is going to draw Illinois Retirement Benefits.~~

~~2) Severance pay shall be 75% of accumulated sick leave days with the employee's scheduled number of work days being the maximum total of days that may be multiplied by the 75% factor.~~

~~3) The 75% of the scheduled number of work days would be added to the employee's base salary the last 24 or less months preceding the announced date of their retirement.~~

~~Persons exercising this option shall receive in equal payments an amount equal to 100% of their total payment for unused sick leave available at the time that the official letter of retirement is received. Payments shall commence the first month following the submission of the Letter of Retirement. Said persons shall forfeit those accumulated sick days used as a basis for determining the amount of severance pay. Employees exercising the option of this provision shall have available only those days in which no compensation was received and those granted as per this agreement for the remaining period of their employment.~~

~~The employee shall notify the Board in writing at least one month prior to exercising the option in 5e (3) above.~~

---

The District proposes the elimination of the payment for accumulated sick leave as severance because the cost of same is not sustainable. Indeed, since the 2011-12 school year, the District has paid \$6,055,393 in severance for accumulated sick leave, and projected costs of continuation of

such severance payments for 2015-2018 would be \$1,208,084. (See Exhibit E). Accordingly, the District simply cannot afford such severance payments. Of course, bargaining unit members can still realize the value of such accumulated sick leave through the subject retirement systems for up to two (2) years of service credit.

- *Non-Economic Issues*

- Professional Workday

The District proposes the following revisions to Section 3 of Article IV (Working Conditions) of the CBA (with deletions struck and additions underlined):

- 
- 3. Teachers are encouraged to participate in co-curricular activities. They may participate on a voluntary basis as outlined in Article V, Section Five (5). The professional workday for teachers shall begin twenty (20) minutes before their school's start time and conclude twenty (20) minutes after their school's dismissal time, as determined by the District.
- 

The District proposes to define the starting and ending of the professional workday for uniformity purposes merely to ensure that teachers arrive before students and depart after students, thereby creating order and control of the classroom environment.

- Staff Meetings

The District proposes the following revisions to Section 4 of Article IV (Working Conditions) of the CBA (with deletions struck and additions underlined):

- 
- 4. All in service meetings are to be held on school time, and are to be limited to one (1) meeting per month. These meetings may be extended by a maximum of twenty (20) minutes beyond school time; no meeting shall be more than (1) hour thirty (30) minutes duration. Faculty meetings may be held between 8:30 a.m. and 3:40 p.m. The District shall hold monthly school improvement meetings for professional development and monthly staff meetings during the school year. Such meetings shall commence within thirty (30) minutes following the end of the school day and shall be no more than two (2) hours long. A tentative schedule of the school improvement meetings and staff meetings shall be provided to the Union during the first full month of school.
- 

The District proposes this revision in order to hold necessary professional development and staff meetings on a monthly basis without encroaching on the school day and student instruction.



- Recall Rights

The District proposes the following revisions to Section 10 of Article XV (Seniority) of the CBA (with deletions struck and additions underlined):

---

10. If for any reason it becomes necessary for the Board to eliminate and/or reduce programs or staff, the procedures used in determining which cuts are to be made will be determined by the Board, after consultation with the Union, in accordance with applicable provisions of the Illinois School Code as amended by Public Act 97-0008. Recall rights shall be afforded as required by applicable provisions of the Illinois School Code.
  - a) ~~It is the understanding of the parties that recall rights are granted for a period of two (2) years. (One year beyond the period granted by statute). Notice of recall for available positions shall be sent by the Board via certified mail or registered mail.~~

---

The District proposes this revision in order to be consistent with the recall rights afforded to certified bargaining unit members under Section 24-12 of the Illinois School Code (105 ILCS 5/24-12) and to non-certified bargaining unit members under Section 10-23.5 of the Illinois School Code (105 ILCS 5/10-23.5).

- *Withdrawn Issues*

The District has withdrawn the remaining proposals not referenced above, including changes to health/medical insurance benefits, tuition reimbursement and class-size limitations, which current language shall be maintained.

- **Conclusion**

Considering the foregoing financial conditions it faces, the District's offer is fair and equitable to the Union, and recognizes the valuable contributions of its teachers and support staff in the bargaining unit, while remaining mindful of the District's obligation to District stakeholders other than the Union, including students, parents, and taxpayers. Simply put, to do otherwise would be fiscally irresponsible and setting the District on an unsustainable financial course. The District has made great strides since ISBE intervention in 2011, and is hopeful that such progress continues unimpeded.

---

**The execution of a successor CBA remains subject to and conditioned upon approval by the East St. Louis School District No. 189 Board of Education and the East St. Louis School District No. 189 Financial Oversight Panel pursuant to applicable policies and law.**

<b>East St. Louis School District 189 Certified Teacher Schedules</b>
---

Proposed for 2015-16, 2016-17, 2017-18 school Years

9/6/2015

High School  
Registrar

Steps	B.S.	B.S. + 16	M.S.	M.S. + 16	M.S. + 30	VOC	High School Registrar
1	44,310	45,800	47,450	48,750	50,300	43,185	87,954
2	45,949	47,128	48,769	50,164	51,809	44,036	
3	47,144	48,377	50,037	51,543	53,363	44,903	
4	48,276	49,635	51,013	52,961	54,431	45,788	
5	49,241	50,628	52,008	53,993	55,519	46,690	
6	50,103	51,671	53,022	55,046	56,630	47,610	
7	50,980	52,756	54,082	56,092	57,762	48,548	
8	51,897	53,795	55,164	57,130	58,917	49,504	
9	52,831	54,844	56,339	58,158	60,096	50,479	
10	53,782	55,798	57,539	59,176	61,298	51,474	
11	54,750	56,769	58,661	60,271	62,524	52,488	
12	55,709	57,757	59,805	61,416	63,680	53,522	
13	56,711	58,762	60,977	62,491	64,763	54,576	
14	57,732	59,784	62,172	63,553	65,929	55,651	
15	58,829	60,801	63,415	64,570	67,115	56,748	
16	59,947	61,804	64,557	65,603	68,323	57,865	
17	60,966	62,824	65,751	66,653	69,417	59,005	
18	62,063	63,860	66,935	67,786	70,597	60,168	
19	63,180	64,978	68,106	69,006	71,797	61,353	
20	64,318	66,245	69,298	70,248	73,017	62,562	
21	65,475	67,649	70,407	71,372	74,113	63,794	
22	66,700	68,650	71,498	72,443	75,224	65,051	
23	67,767	69,618	72,606	73,529	76,390	66,332	
24	68,851	70,649	73,695	74,632	77,666	67,639	
25	69,953	71,963	75,169	76,125	78,909	68,972	
26	71,037	73,618	-	-	-	-	
27	72,672	-	-	-	-	-	
28	-	-	-	-	-	-	
29	-	-	-	-	-	-	
30	-	-	-	-	-	-	

## Non Certified Clerks Schedules

9/1/2015

Added 6 new steps to a total of 21						
Ending June 30, 2016, 2017, 2018						
STEP	200	210	215	12 & Acctg	New Steps	
new 1	30,207	31,419	32,022	33,980	1	
new 2	30,730	31,942	32,545	34,503	2	
new 3	31,253	32,465	33,068	35,026	3	
new 4	31,776	32,988	33,591	35,549	4	
new 5	32,299	33,511	34,114	36,072	5	
new 6	32,822	34,034	34,637	36,595	6	
1	33,345	34,557	35,160	37,118	-	7
2	33,868	35,103	35,720	37,689	-	8
3	34,391	35,645	36,278	38,261	-	9
4	34,926	36,205	36,843	38,754	-	10
5	35,441	36,742	37,393	39,425	-	11
6	35,961	37,286	37,949	39,970	-	12
7	36,487	37,837	38,512	40,543	-	13
8	36,977	38,349	39,036	41,081	-	14
9	37,532	38,928	39,629	41,680	-	15
10	38,052	39,471	40,179	42,252	-	16
11	38,586	40,035	40,758	42,838	-	17
12	39,096	40,562	41,297	43,390	-	18
13	39,619	41,109	41,855	43,958	-	19
14	40,140	41,655	42,412	44,555	-	20
15	40,664	42,201	42,971	45,098	-	21
16	-	-	-	-	-	
17	-	-	-	-	-	
18	-	-	-	-	-	
19	-	-	-	-	-	
20	-	-	-	-	-	
21	-	-	-	-	-	

<b>Non Certified Bookkeepers, Middle School Registrars &amp; Secretaries Schedules</b>
--

9/1/2015

Added 6 new steps to a total of 21					New Steps	
Ending June 30, 2016, 2017, 2018						
STEP	200	210	215	12 Mo		
new 1	33,192	34,515	35,170	37,304	1	
new 2	33,715	35,038	35,693	37,827	2	
new 3	34,238	35,561	36,216	38,350	3	
new 4	34,761	36,084	36,739	38,873	4	
new 5	35,284	36,607	37,262	39,396	5	
new 6	35,807	37,130	37,785	39,919	6	
1	36,330	37,653	38,308	40,442	-	7
2	36,869	38,217	38,887	41,029	-	8
3	37,304	38,668	39,351	41,506	-	9
4	37,901	39,307	40,001	42,076	-	10
5	38,337	39,744	40,448	42,648	-	11
6	38,884	40,316	41,034	43,219	-	12
7	39,404	40,865	41,598	43,786	-	13
8	39,928	41,411	42,155	44,356	-	14
9	40,449	41,959	42,711	44,928	-	15
10	40,973	42,504	43,264	45,499	-	16
11	41,504	43,056	43,833	46,068	-	17
12	42,023	43,597	44,385	46,636	-	18
13	42,548	44,150	44,950	47,209	-	19
14	43,045	44,671	45,480	47,778	-	20
15	43,595	45,244	46,067	48,351	-	21
16	-	-	-	-	-	
17	-	-	-	-	-	
18	-	-	-	-	-	
19	-	-	-	-	-	
20	-	-	-	-	-	

**Attendance Officer, Teacher Aides, Health Technicians, In-House Suspension Monitors, and Interpreters, Coordinators without & with Degrees**

9/1/2015

Ending June 30, 2016, 2017, 2018						
Added 6 steps in front			EXPANDED from 11 to 21			
STEP	Attendance Officer	TA, HT, SM & Interpreters	NEW STEP	Coordinators without Degrees	Coordinators with Degrees	
new 1	35,401	30,491	1	44,120	51,700	-
new 2	35,711	31,018	2	45,013	52,746	
new 3	36,021	31,554	3	45,923	53,813	-
new 4	36,331	32,100	4	46,852	54,902	
new 5	36,641	32,655	5	47,800	56,012	-
new 6	36,951	33,220	6	48,767	57,145	
1	37,261	33,794	7	49,754	58,301	-
2	37,571	34,378	8	50,760	59,481	
3	37,882	34,973	9	51,787	60,684	-
4	38,197	35,577	10	52,835	61,912	
5	38,506	36,193	11	53,903	63,164	-
6	38,817	36,818	12	54,994	64,442	
7	39,443	37,455	13	56,106	65,746	-
8	39,758	38,103	14	57,241	67,076	
9	40,068	38,761	15	58,399	68,433	-
10	40,376	39,432	16	59,581	69,817	
11	40,820	40,113	17	60,786	71,230	-
			18	62,016	72,670	
			19	63,270	74,141	-
			20	64,550	75,640	
			21	65,856	77,171	-

**Child Care Worker, Child Care Facilitator, Jr. Accountants and Senior Accounting Technicians, Computer Technicians**

Revised 9/2/15

**Ending June 30, 2016, 2017, 2018**

	EXPANDED from 5 to 9	Expand 4 to 7		Remove	
STEP	Child Care Worker	Child Care Facilitator	Jr. Accountants, Sr. Accounting Technicians and Computer Technicians	REMOVE added to Jr. & Sr. Accountant Computer Technicians	
1	16,170	19,410	45,974	45,206	-
2	16,496	19,804	46,772	-	-
3	16,830	20,206	47,583	-	-
4	17,169	20,616	48,409	-	-
5	17,516	21,035	49,249	-	-
6	17,870	21,462	50,103	-	-
7	18,230	21,897	50,972	-	-
8	18,598	22,342	-	-	-
9	18,974	22,795	-	-	-
10	-	-	-	-	-
11	-	-	-	-	-
12	-	-	-	-	-
13	-	-	-	-	-
14	-	-	-	-	-
15	-	-	-	-	-
16	-	-	-	-	-
17	-	-	-	-	-
18	-	-	-	-	-
19	-	-	-	-	-
20	-	-	-	-	-
21	-	-	-	-	-

Exhibit C

Salary Schedule Consolidated Unit School District Comparison  
2015-2016

	Bachelor			Bachelor + 16			Masters			Masters + 16			Masters + 30		
	Begin	Max	Yrs - Max	Begin	Max	Yrs - Max	Begin	Max	Yrs - Max	Begin	Max	Yrs - Max	Begin	Max	Yrs - Max
E. St. Louis 189	44,310	72,672	27	45,800	73,618	26	47,450	75,169	25	48,750	76,125	25	50,300	78,909	25
Dupo 196	40,352	70,801	25	42,774	73,230	25	45,193	79,701	25	47,712	82,131	25	50,036	84,557	25
Cahokia 187	44,219	73,625	25	45,765	77,387	25	47,319	79,864	25	48,721	82,347	25	50,300	84,112	25
Granite 9	39,709	77,955	30	40,807	80,308	30	41,369	81,515	30	41,939	82,736	30			
Edwardsville 7	37,230	53,239	14	39,464	60,685	17	40,953	72,226	30	42,070	75,577	30	43,559	77,811	30
Collinsville 10	36,140	63,245	20	37,947	65,052	20	39,754	66,859	20	41,561	72,280	20	43,368	77,701	20
Average	40,327	68,589	24	42,093	71,713	24	43,673	75,889	26	45,126	78,533	26	47,513	80,618	25
Min/Max	36,140	77,955		37,947	80,308		39,754	81,515		41,561	82,736		43,368	84,557	

Exhibit D

District 189 Projected Total Salary Increase including Local 1220 Salary Schedules

9/5/2015

Local 1220 Salary Schedules - Projected						Total Projected Salary Increase FY 2015 to 2016 (2% following years)				
Staff placements on step above similar current salary step						Estimate - Projection				
Salary %	Step	2015-16				① Ratio Incr. for	2016 Positions	2015 to 2016	Est. Total	2016
Schedule	Total	2014-15 Salary	Increase	2015-16 Salary	Increase	Proj. 2016 Positions	before 2% Incr	Incr	Salaries	FTE*
2.0%	BA	5,163,015	112,811	5,275,826	2.18%	1,680,513.64	6,843,529	149,529	6,993,058	2.18%
2.0%	BA+16	2,154,036	46,937	2,200,973	2.18%	701,118.80	2,855,155	62,215	2,917,370	2.18%
2.0%	MS	9,116,036	198,332	9,314,368	2.18%	2,967,185.41	12,083,221	262,887	12,346,109	2.18%
2.0%	MS+16	2,442,087	52,778	2,494,865	2.16%	794,876.73	3,236,964	69,957	3,306,920	2.16%
2.0%	MS+30	5,733,353	111,559	5,844,912	1.95%	1,866,153.38	7,599,506	147,871	7,747,377	1.95%
		<u>24,608,527</u>	<u>522,417</u>	<u>25,130,944</u>	<u>2.12%</u>	<u>8,009,847.96</u>				<u>2.12%</u>
		<u>355,377</u>		<u>368,206</u>						
Proposed Schedule		<u>24,963,904</u>		<u>25,499,150</u>		Local 1220	32,618,375	692,459	33,310,834	569
						Local 1220	3 year increase	2,077,377	2.1%	
						Local 1220	Each 1% increase	326,184		

  

Salaries with steps file (created 4-2-15)			
No Steps	24,963,904	2015 Step	25,656,694
	-		(157,544)

  

Project Ratio for 1220 (staff incr w/vacancies and 2016)	
32,618,375	<- Staff w/vacancies 2015-16
24,608,527	<- Above
8,009,848	<- Differ
0.32549075	<- Ratio to apply ①



**East St. Louis School District 189**

**Severance**

	Fiscal Year Ended				4 year Average	Fiscal Year Ended		
	Cash Paid Out					Estimated - Cash Pay Out - Projected		
	6/30/2012	6/30/2013	6/30/2014	6/30/2015		6/30/2016	6/30/2017	6/30/2018
Severance Paid	1,517,149	2,982,558	1,139,824	415,862	1,513,848	491,424	368,568	348,092
Number	102	101	53	26	71	24	18	17 ②
Average	14,874	29,530	21,506	15,995	20,476	20,476	20,476	20,476 ①

① Use 4 year average per person

② Expected based on hire dates - subjective

Total 4 years 6,055,393

Total 3 years 1,208,084