

# What You Wish You Knew Before Your First Negotiations

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# Getting to Know One Another



Who is in the audience?  
(CSBO, Supt., HR, Bookkeeper, Other)

Have you participated in bargaining before?



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# What's the First Thing??

## READ YOUR EXISTING CONTRACT!

- Read for understanding
- Look for language that has financial impact
  - Class size “caps”
  - Look for financial impacting language
  - Defined benefit language



# Who is at the Table and What Role do They Play?

- Attorney
- Board of Education
- Superintendent
- CSBO
- HR
- Other?



# Who is the Lead Negotiator and What Do They Do?

- Keep the process moving forward
- Create and distribute agenda with the other lead
- Communicate to the team all information
- Lead the conversation/topics at the table
- May sign tentative agreements



# What kind of bargaining model will be used?

- Traditional
- Interest-based bargaining (IBB)
- Hybrid
- Other (IBB w/Affinity)



# What are the topics to be bargained?

## Language

Working Conditions

Class Size

Teacher Evaluations

Curriculum/Autonomy

Grading Practices

## Economics

Salaries

Insurance/Benefits

Stipends and Extra Duty

Retirement Incentives



# What data will you need?

## Usual Suspects List

- Salary Schedule or Compensation Plan
- Staff member level compensation data
- Scattergram & Lane Movement Design
- Stipend & Retirement
- Health Insurance data and elections





# Usual Suspects List



What are the agreed upon comparable districts that will be jointly used during the collective bargaining process?



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# Salary Schedule / Pay Type

	BA+0	BA+15	MA+0	MA+15	MA+30	MA+45	MA+60
0	\$53,727	\$54,014	\$56,881	\$57,686	\$59,429	\$61,173	\$62,976
1	\$54,484	\$54,783	\$57,765	\$58,601	\$60,415	\$62,228	\$64,103
2	\$55,264	\$55,563	\$58,545	\$59,381	\$61,195	\$63,008	\$64,883
3	\$56,073	\$56,372	\$59,354	\$60,191	\$62,004	\$63,817	\$65,692
4	\$56,907	\$57,205	\$60,187	\$61,024	\$62,837	\$64,651	\$66,526
5	\$57,528	\$57,826	\$60,808	\$61,645	\$63,458	\$65,271	\$67,146
6	\$59,186	\$59,494	\$62,564	\$63,425	\$65,290	\$67,156	\$69,086
7	\$60,010	\$60,322	\$63,436	\$64,309	\$66,202	\$68,094	\$70,051
8	\$60,543	\$60,857	\$63,999	\$64,879	\$66,790	\$68,701	\$70,675
9	\$62,866	\$63,192	\$66,456	\$67,371	\$69,355	\$71,340	\$73,392
10	\$65,198	\$65,538	\$68,928	\$69,881	\$71,941	\$74,004	\$76,134
11	\$67,543	\$67,897	\$71,419	\$72,408	\$74,549	\$76,693	\$78,908
12	\$69,902	\$70,269	\$73,931	\$74,957	\$77,182	\$79,408	\$81,709
13	\$72,275	\$72,657	\$76,462	\$77,529	\$79,840	\$82,153	\$84,543
14	\$74,668	\$75,064	\$79,015	\$80,125	\$82,526	\$84,930	\$87,414
15	\$77,053	\$77,463	\$81,570	\$82,722	\$85,216	\$87,715	\$90,295
16	\$79,414	\$79,841	\$84,109	\$85,307	\$87,897	\$90,491	\$93,172
17		\$84,857	\$89,461	\$90,755	\$93,551	\$96,352	\$99,648
18			\$90,472	\$93,265	\$96,172	\$99,082	\$102,088
19			\$94,532	\$95,953	\$98,983	\$102,017	\$105,150
20			\$96,765	\$98,250	\$101,398	\$104,548	\$107,800
21			\$98,967	\$100,510	\$103,760	\$107,015	\$110,375
22							\$114,593

Understand how your compensation model is designed

- Standard Salary Schedule?
- Year Over Year Change?
- % or \$ or Hybrid?



# Staff Member Level Data

## Staff Level Data Considerations

		2021-2022				2022-2023							2022-2023									
		Contract Amt	Pension	Age	Pension	Age	6%+	Qaul 6%+	6% FLEX	FTE	Lane	EA Adj	Lane	Step	SAL (w/o EA) (\$)	SAL (w/o EA) (%)	EA Cost (\$)	EA Cost (%)	S & EA (%)	S & EA (\$)	S & EA (\$)	S & EA TOTAL
BA1	1	BA	64,513.00	TR - Tier 2	33	2	33	\$0.00	\$ -	1.00	MA+45		MA+45	7.00	\$ 68,094.00	5.55%	\$ -	0%	5.55%	\$ 3,581.00	\$ 68,094.00	\$ 68,094.00
BA2	2	BA+15	57,555.00	TR - Tier 1	38	1	38	\$2,990.70	\$ -	1.00	BA+15	MA+0	MA+0	8.00	\$ 60,857.00	5.74%	\$ 3,142.00	5%	11.20%	\$ 6,444.00	\$ 63,999.00	\$ 63,999.00
MA4	4	MA+15	83,555.00	TR - Tier 1	40	1	40	\$0.00	\$ -	1.00	MA+30		MA+30	16.00	\$ 87,897.00	5.20%	\$ -	0%	5.20%	\$ 4,342.00	\$ 87,897.00	\$ 87,897.00
MA5	5	MA+30	65,726.00	TR - Tier 2	34	2	34	\$0.00	\$ -	1.00	MA+30		MA+30	9.00	\$ 69,355.00	5.52%	\$ -	0%	5.52%	\$ 3,629.00	\$ 69,355.00	\$ 69,355.00
MA6	6	MA+45	54,044.00	TR - Tier 2	40	2	40	\$0.00	\$ -	1.00	BA+15		BA+15	4.00	\$ 57,205.00	5.85%	\$ -	0%	5.85%	\$ 3,161.00	\$ 57,205.00	\$ 57,205.00
MA7	7	MA+60	97,200.00	TR - Tier 1	44	1	44	\$0.00	\$ -	1.00	MA+60		MA+60	18.00	\$ 102,088.00	5.03%	\$ -	0%	5.03%	\$ 4,888.00	\$ 102,088.00	\$ 102,088.00
			54,354.00	TR - Tier 2	28	2	28	\$0.00	\$ -	1.00	BA+0		BA+0	5.00	\$ 57,528.00	5.84%	\$ -	0%	5.84%	\$ 3,174.00	\$ 57,528.00	\$ 57,528.00
			128,254.00	TR - Tier 1	57	1	57	\$0.00	\$ 1,565.24	1.00	MA+60		MA+60	31.00	\$ 134,384.00	4.78%	\$ -	0%	4.78%	\$ 6,130.00	\$ 134,384.00	\$ 134,384.00
			66,995.00	TR - Tier 2	51	2	51	\$0.00	\$ -	1.00	MA+60		MA+60	8.00	\$ 70,675.00	5.49%	\$ -	0%	5.49%	\$ 3,680.00	\$ 70,675.00	\$ 70,675.00
			65,316.00	TR - Tier 1	45	1	45	\$0.00	\$ -	1.00	MA+0		MA+0	10.00	\$ 68,928.00	5.53%	\$ -	0%	5.53%	\$ 3,612.00	\$ 68,928.00	\$ 68,928.00
			57,253.00	TR - Tier 1	40	1	40	\$0.00	\$ -	1.00	BA+0		BA+0	8.00	\$ 60,543.00	5.75%	\$ -	0%	5.75%	\$ 2,900.00	\$ 60,543.00	\$ 60,543.00
			65,726.00	TR - Tier 1	40	1	40	\$0.00	\$ -	1.00	MA+30		MA+30	9.00	\$ 69,355.00	5.52%	\$ -	0%	5.52%	\$ 3,629.00	\$ 69,355.00	\$ 69,355.00
			83,091.00	TR - Tier 1	49	1	49	\$0.00	\$ -	1.00	MA+60		MA+60	14.00	\$ 87,414.00	5.20%	\$ -	0%	5.20%	\$ 4,323.00	\$ 87,414.00	\$ 87,414.00
			51,427.00	TR - Tier 2	41	2	41	\$0.00	\$ -	1.00	BA+0		BA+0	1.00	\$ 54,484.00	5.94%	\$ -	0%	5.94%	\$ 3,057.00	\$ 54,484.00	\$ 54,484.00
			59,196.00	TR - Tier 1	43	1	43	\$0.00	\$ -	1.00	MA+0		MA+0	6.00	\$ 62,564.00	5.69%	\$ -	0%	5.69%	\$ 3,368.00	\$ 62,564.00	\$ 62,564.00
			86,049.00	TR - Tier 1	53	1	53	\$0.00	\$ -	1.00	MA+45		MA+45	16.00	\$ 90,491.00	5.16%	\$ -	0%	5.16%	\$ 4,442.00	\$ 90,491.00	\$ 90,491.00
			62,938.00	TR - Tier 1	39	1	39	\$0.00	\$ -	1.00	MA+0		MA+0	9.00	\$ 66,456.00	5.59%	\$ -	0%	5.59%	\$ 3,518.00	\$ 66,456.00	\$ 66,456.00
			75,807.00	TR - Tier 1	47	1	47	\$0.00	\$ -	1.00	MA+30		MA+30	13.00	\$ 79,840.00	5.32%	\$ -	0%	5.32%	\$ 4,033.00	\$ 79,840.00	\$ 79,840.00
			55,331.00	IMRF - Tier 2	26	2	26	\$0.00	\$ -	1.00	MA+0		MA+0	2.00	\$ 58,545.00	5.81%	\$ -	0%	5.81%	\$ 3,214.00	\$ 58,545.00	\$ 58,545.00
			13,542.20	TR - Tier 1	41	1	41	\$0.00	\$ -	0.20	MA+0		MA+0	11.00	\$ 14,283.80	5.48%	\$ -	0%	5.48%	\$ 741.60	\$ 14,283.80	\$ 14,283.80
			54,168.80	TR - Tier 1	41	1	41	\$0.00	\$ -	0.80	MA+0		MA+0	11.00	\$ 57,135.20	5.48%	\$ -	0%	5.48%	\$ 2,966.40	\$ 57,135.20	\$ 57,135.20
			75,398.00	TR - Tier 1	46	1	46	\$0.00	\$ -	1.00	BA+0		BA+0	16.00	\$ 79,414.00	5.33%	\$ -	0%	5.33%	\$ 4,016.00	\$ 79,414.00	\$ 79,414.00
			65,468.00	TR - Tier 1	61	1	61	\$0.00	\$ -	1.00	MA+60		MA+60	6.00	\$ 69,086.00	5.53%	\$ -	0%	5.53%	\$ 3,618.00	\$ 69,086.00	\$ 69,086.00
			63,819.00	TR - Tier 1	49	1	49	\$0.00	\$ -	1.00	MA+15		MA+15	9.00	\$ 67,371.00	5.57%	\$ -	0%	5.57%	\$ 3,552.00	\$ 67,371.00	\$ 67,371.00
			59,459.00	TR - Tier 2	29	2	29	\$0.00	\$ -	1.00	MA+30		MA+30	4.00	\$ 62,837.00	5.68%	\$ -	0%	5.68%	\$ 3,378.00	\$ 62,837.00	\$ 62,837.00
			98,807.00	TR - Tier 1	51	1	51	\$2,279.58	\$ -	1.00	MA+30	MA+45	MA+45	21.00	\$ 103,760.00	5.01%	\$ 3,255.00	3%	8.31%	\$ 8,208.00	\$ 107,015.00	\$ 107,015.00
			68,213.00	TR - Tier 1	37	1	37	\$0.00	\$ -	1.00	MA+30		MA+30	10.00	\$ 71,941.00	5.47%	\$ -	0%	5.47%	\$ 3,728.00	\$ 71,941.00	\$ 71,941.00

- Current Salary
- Anticipated Lane Change
- TRS Tier
- Retirement Eligibility (55/67)



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# Scattergram and Lane Movement

- Used with a Step and Lane Salary Schedule
- A plot/grid of where each staff member in the association is at on the grid
- Used to estimate salary increases/total cost of salary schedule
- Need to know how to use Excel, specifically – formulas, filtering, sorting, pivot tables, highlighting cells, and the format painter.



# Sample Scattergram

2019-2020 (Year 1)									
FTE by Row/Lane	Lane A (1)	Lane B (2)	Lane C (3)	Lane D (4)	Lane E (5)	Lane F (6)	Lane G (7)	Lane H (8)	Total
Row 1	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Row 2	9.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	10.00
Row 3	3.00	0.00	0.00	0.00	2.00	1.00	0.00	0.00	6.00
Row 4	7.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	9.00
Row 5	7.00	1.00	2.00	1.00	4.00	1.00	0.00	0.00	16.00
Row 6	10.00	0.00	0.00	2.00	9.60	0.00	0.00	2.00	23.60
Row 7	4.00	1.00	0.00	0.00	6.50	1.00	0.00	3.00	15.50
Row 8	0.00	1.00	1.67	1.00	3.90	4.00	0.00	0.00	11.57
Row 9	1.00	1.00	1.00	1.00	0.00	2.00	3.00	2.00	11.00
Row 10	3.00	0.00	1.00	1.00	2.00	2.00	1.00	2.00	12.00
Row 11	2.00	0.00	0.00	1.00	8.00	2.00	0.00	1.00	14.00
Row 12	1.00	2.00	0.00	2.00	7.00	1.00	0.00	2.00	15.00
Row 13	1.00	0.00	0.00	1.00	6.00	4.00	2.00	2.00	16.00
Row 14	1.00	0.00	0.00	0.00	8.00	7.33	1.00	10.00	27.33
Row 15	0.00	0.00	3.00	0.00	3.00	3.00	2.00	6.33	17.33
Row 16	0.00	0.00	0.00	1.00	3.00	3.00	2.00	5.00	14.00
Row 17	0.00	0.00	1.00	0.00	3.60	3.00	3.00	7.00	17.60
Row 18	0.00	1.00	1.00	1.00	2.00	4.00	0.00	9.00	18.00
Row 19	0.00	0.00	0.00	1.00	0.00	0.00	0.00	8.00	9.00
Row 20	0.00	0.00	0.00	1.00	1.00	1.00	0.00	2.00	5.00
Row 21	0.00	0.00	1.00	1.00	1.00	1.00	1.00	9.00	14.00
Long 1	0.00	0.00	0.00	2.00	2.67	0.00	0.00	20.00	24.67
Retirees (off salary schedule)									23.00

	1	2	3	4	5	6	7	8
Placement/ Education	BA	BA + 9	BA + 18	BA + 27	MA	MA + 12	MA + 24	MA + 36
Row	Lane A	Lane B	Lane C	Lane D	Lane E	Lane F	Lane G	Lane H
Row 01	41,500	41,704	42,955	44,244	45,571	46,938	48,628	50,379
Row 02	42,716	43,997	45,317	46,677	48,077	49,519	51,302	53,149
Row 03	43,621	44,930	46,278	47,666	49,096	50,569	52,390	54,276
Row 04	44,930	46,278	47,666	49,096	50,569	52,390	54,276	56,230
Row 05	46,278	47,666	49,096	50,569	52,390	54,276	56,230	58,254
Row 06	47,666	49,096	50,569	52,390	54,276	56,230	58,254	60,351
2019-2020	BA	BA + 9	BA + 18	BA + 27	MA	MA + 12	MA + 24	MA + 36
Row	Lane A	Lane B	Lane C	Lane D	Lane E	Lane F	Lane G	Lane H
Row 01	0	0	0	0	0	0	0	0
Row 02	384443	0	0	0	48077	0	0	0
Row 03	130864	0	0	0	98193	50569	0	0
Row 04	314511	46278	47666	0	0	0	0	0
Row 05	323946	47666	98193	50569	209559	54276	0	0
Row 06	476664	0	0	104779	521047	0	0	120702
Row 07	196385	50569	0	0	365493	58254	0	187571
Row 08	0	52390	90641	56230	227190	241404	0	0
Row 09	52390	54276	56230	58254	0	125047	194324	134213

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# Retirement – Benefits - Stipends



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Who's your GO-  
TO colleague?



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# What's the long-term impact?

YEAR OVER YEAR CHANGE IN SALARY						YEAR OVER YEAR CHANGE IN SALARY						YEAR OVER YEAR CHANGE VARIABLES			
Contract Year	TOTAL SALARY (S+EA+6%)	SALARY CHANGE (S+EA+6%) (\$)	SALARY CHANGE (S+EA+6%) (%)	CO-CURRICULAR (CC) (%)		Contract Year	BA+0 (STEP 0) ADJUSTMENT	SALARY CHANGE (%)	SALARY CHANGE (\$)	ONE TIME BONUS (\$)	LONGEVITY MODIFIER (%)	Contract Year	BENEFITS ASSUMPTIONS (%)	CO-CURRICULAR SALARY INDEX (%)	EXTRA CURR. ESTIMATES (EC)
2021-2022	\$39,334,033					2021-2022						2021-2022			
2022-2023	\$41,454,836	\$2,120,804	5.39%	8.07%	\$ 127,235.53	2022-2023	\$2,300	4.00%	\$0	\$1,000	100%	2022-2023	8.00%	2.00%	4.00%
2023-2024	\$42,869,781	\$1,414,945	3.41%	3.68%	\$ 62,734.13	2023-2024	\$2,000	3.75%	\$0	\$750	100%	2023-2024	8.00%	0.00%	0.00%
2024-2025	\$44,107,865	\$1,238,083	2.89%	1.96%	\$ 34,567.50	2024-2025	\$1,200	3.50%	\$0	\$250	100%	2024-2025	8.00%	0.00%	0.00%
2025-2026	\$45,537,343	\$1,429,478	3.24%	0.76%	\$ 13,686.38	2025-2026	\$1,250	3.25%	\$0	\$250	100%	2025-2026	8.00%	0.00%	0.00%
Cummulative	\$173,969,825	\$6,203,310	15.77%	15.11%											

  

COST OF SALARY													
Contract Year	SALARY (\$)	TRS 6% ACTUARIAL OFFSET - SALARY (6%)	BENEFITS (B)	CO-CURRICULAR (CC)	TRS 6% ACTUARIAL OFFSET - CO-CURR (6%)	EDUCATIONAL ADVANCEMENT (EA) **	EXTRA CURR. ESTIMATES (EC)	RETIREMENT ESTIMATES (RT)	S + B + CC + EA + EC + 6% + RT Combined Costs	S + B + CC + EA + EC + 6% + RT YoY \$ Increase	S + B + CC + EA + EC + 6% + RT YoY % Increase	S + B + CC + EA + EC + 6% + RT Cumulative \$ Increase	S + B + CC + EA + EC + 6% + RT Cumulative % Increase
2021-2022	\$39,334,033		\$3,791,290	\$1,576,539		\$90,000	\$120,000		\$44,911,862				
2022-2023	\$41,454,836	\$0	\$4,094,594	\$1,703,774	\$53,049	\$90,000	\$124,800	\$0	\$47,468,004	\$2,556,142	5.69%	\$2,556,142	5.69%
2023-2024	\$42,869,781	\$0	\$4,422,161	\$1,766,508	\$45,136	\$90,000	\$124,800	\$0	\$49,273,250	\$1,805,246	3.80%	\$4,361,389	9.71%
2024-2025	\$44,107,865	\$0	\$4,775,934	\$1,801,076	\$123,715	\$90,000	\$124,800	\$0	\$50,899,674	\$1,626,424	3.30%	\$5,987,812	13.33%
2025-2026	\$45,537,343	\$0	\$5,158,009	\$1,814,762	\$12,360	\$90,000	\$124,800	\$0	\$52,724,913	\$1,825,239	3.59%	\$7,813,052	17.40%
<b>4 YR TOTAL:</b>												\$7,813,052	17.40%

  

<b>**BEYOND THE KNOWN (EA). AN ADDITIONAL DOLLAR AMOUNT HAS BEEN INCLUDED FOR EACH YEAR OF THE CBA EQUAL TO:</b>								\$90,000
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Contract Year	BASE SALARY (BS-0)	CHANGE (%)	BASE SALARY (STEP 1)	CHANGE (%)	MA STEP 10	CHANGE (%)	MA+60 STEP 15	CHANGE (%)
2021-2022	\$51,427		\$52,177		\$67,711		\$88,627	
2022-2023	\$53,727	4.5%	\$54,484	4.4%	\$68,928	1.8%	\$90,295	1.9%
2023-2024	\$55,727	3.7%	\$56,492	3.7%	\$68,661	-0.4%	\$90,405	0.1%
2024-2025	\$56,927	2.2%	\$57,927	2.5%	\$67,899	-1.1%	\$89,960	-0.5%
2025-2026	\$58,177	2.2%	\$59,027	1.9%	\$69,473	2.3%	\$89,734	-0.3%

Pull all data together from the staff level work into annualized % changes to use in projection modeling

FY24 Draft Base v98\_BOE Tentative (CP INCLUDED)

(Step 3 of 10) Instructions: Enter the expected year over year % change for each salary grouping. Click to enlarge the Historical Salary & Benefit % Change on the right hand side for reference.

(4.3) Salary % Change

	2024	2025	2026	2027	2028
ED - Teachers					
Enter % change here -->	3.41%	2.89%	3.24%	3.24%	3.24%





# Communicating the Agreement

When it's over, who needs to know? (It will end!)

- The Association Members – Vote First
- The Board of Education – Vote Once Association Approves
- Administration
- Parents/Community
- Press

AGREEMENT  
CONTRACT



# What's Next?

- Celebrate!
- Start to Build the Topics File for Next Time



# Questions and Answers

*We thank you for your time!*



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# Presenters:

## MODERATOR INFO:

Mike Duback, Assistant Superintendent; Lincoln-Way CHSD #210

## PANELISTS INFO:

Dr. Dean Romano, Assistant Superintendent for Business and Operations, Lake Zurich CUSD #95

Dr. Julie-Ann Fuchs, Associate Superintendent, Kaneland CUSD #302



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