

# Preparing for Contract Negotiations: Strategies, Market Data and Current Trends

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# Introductions

Dr. Mike Duback

- Asst. Supt. of Business/CSBO

Moderator

Jeff Goelitz

- Attorney - HLERK

Speaker

Dr. Greg Harris

- Asst. Supt. for Finance & Ops., Roselle SD12

Speaker

Joe Blomquist

- Dir. of Business Serv., Lake Zurich CUSD 95

Speaker

Dr. Dean Romano

- Asst. Supt. for Bus. & Ops., Lake Zurich CUSD 95

Speaker



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# Getting to Know One Another

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

What bargaining units do you have in your district?

“What word comes to mind when you think of collective bargaining?”

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CONFERENCE

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**75**  
YEARS

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# – The Groundwork – What Every Admin Should Know

## Legal foundation:

- IELRA, duty to bargain in good faith

## Role clarity:

- Who sits at the table and why?

## Quick hit:

- What worked well in your last preparation phase?

# The 'Oh I Wish I Knew' Moments

- **READ YOUR EXISTING CONTRACT!**

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

- **Key data that needs to be known**

- Scattergrams, TRS tiers, stipend structures, and ...



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# The Prep Game – Data and Strategy

## What financial modeling tools or templates have worked well?

YEAR OVER YEAR CHANGE IN SALARY										3/1/2022	YEAR OVER YEAR CHANGE IN SALARY										YEAR OVER YEAR CHANGE VARIABLES										
3/1/2022										BOE # 7	3/1/2022										3/1/2022										
Contract Year	TOTAL SALARY (S+E+A+C)	SALARY CHANGE (S+E+A+C) (%)	SALARY CHANGE (S+E+A+C) (%)	CO-CURRICULAR (C)							Contract Year	BASE (STEP 0) ADJUSTMENT	SALARY CHANGE (%)	SALARY CHANGE (C)	ONE TIME BONUS (C)	LONGEVITY MODIFIER (%)						Contract Year	BENEFITS ASSUMPTIONS (%)	CO-CURRICULAR SALARY INDEX (%)	EXTRA CURR. ESTIMATES (EC)						
2021-2022	\$16,336,033										2021-2022	\$2,300	4.00%	\$0	\$1,000	100%						2021-2022	8.00%	2.00%	4.00%						
2022-2023	\$41,454,836	\$2,120,804	5.39%	8.07%	\$	\$27,235.53					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%	\$	\$2,734.13					2023-2024	\$2,000	0.00%	\$0	\$750	100%						2023-2024	8.00%	0.00%	0.00%						
2024-2025	\$44,127,865	\$1,258,083	2.89%	1.96%	\$	\$4,567.50					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%	0.70%	\$	\$3,686.38					2025-2026	\$1,200	3.25%	\$0	\$250	100%						2025-2026	8.00%	0.00%	0.00%						
Cumulative	\$173,969,825	\$8,203,310	15.77%	15.11%																											

Contract Year	SALARY (S)	TRS 6% ACTUARIAL OFFSET - SALARY (6%)	BENEFITS (B)	CO-CURRICULAR (C)	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		\$3,781,250	\$1,576,539		\$90,000	\$120,000		\$44,931,862				
2022-2023	\$41,454,836	\$0	\$4,094,594	\$1,703,774	\$53,049	\$90,000	\$124,800	\$0	\$47,468,004	\$2,536,142	5.69%	\$2,536,142	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	\$44,127,865	\$0	\$4,775,009	\$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	\$5,158,029	\$1,814,762	\$12,360	\$90,000	\$124,800	\$0	\$52,724,913	\$1,825,239	3.59%	\$7,813,052	17.40%
4 YR TOTAL:										\$7,813,052			

\*\*BEYOND THE KNOWN (EA), AN ADDITIONAL DOLLAR AMOUNT HAS BEEN INCLUDED FOR EACH YEAR OF THE CBA (EQUAL TO: \$90,000)

Contract Year	BASE SALARY (BS0)	CHANGE (%)	BASE SALARY (STEP 1)	CHANGE (%)	MA STEP 10	CHANGE (%)	MA+60 STEP 15	CHANGE (%)
2021-2022	\$51,427		\$52,727		\$67,711		\$8,627	
2022-2023	\$53,727	4.5%	\$56,484	4.4%	\$68,928	1.8%	\$90,289	1.9%
2023-2024	\$55,727	3.7%	\$58,492	3.7%	\$68,661	-0.4%	\$90,405	0.1%
2024-2025	\$56,927	2.2%	\$57,927	1.7%	\$67,899	-1.1%	\$89,960	-0.5%
2025-2026	\$58,177	2.2%	\$59,027	1.5%	\$69,473	2.3%	\$89,754	-0.3%

2021-2022										1-Jul-22	2022-2023										2022-2023									
Full Name										Contract Amt	Pension	Age	6%+ Qqual 6%+	6% FLEX	ITE	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		
BAL	1	BA	LAST, RRST	64,513.00	TRS - Tier 2	33	2	33	50.00	\$ -	\$ 288.78	1.00	MA+45	MA+45	7.00	\$ 68,094.00	5.92%	0%	5.92%	\$ 3,581.00	\$ 68,094.00	5.92%	0%	5.92%	\$ 3,581.00	\$ 68,094.00	5.92%	0%	5.92%	
BA2	2	BA+15	LAST, RRST	57,555.00	TRS - Tier 1	38	1	38	52,990.70	\$ -	\$ -	1.00	BA+15	MA+0	8.00	\$ 60,857.00	5.74%	3,142.00	5%	1,120%	\$ 6,444.00	\$ 63,999.00	5.74%	0%	5.74%	\$ 6,444.00	\$ 63,999.00	5.74%	0%	5.74%
MA4	4	MA+15	LAST, RRST	83,555.00	TRS - Tier 1	40	1	40	90.00	\$ -	\$ -	1.00	MA+30	MA+30	16.00	\$ 87,897.00	5.20%	0%	5.20%	\$ 4,342.00	\$ 87,897.00	5.20%	0%	5.20%	\$ 4,342.00	\$ 87,897.00	5.20%	0%	5.20%	
MA5	5	MA+30	LAST, RRST	65,736.00	TRS - Tier 2	34	2	34	90.00	\$ -	\$ -	1.00	MA+30	MA+30	9.00	\$ 69,355.00	5.52%	0%	5.52%	\$ 3,629.00	\$ 69,355.00	5.52%	0%	5.52%	\$ 3,629.00	\$ 69,355.00	5.52%	0%	5.52%	
MA6	6	MA+45	LAST, RRST	54,044.00	TRS - Tier 2	40	2	40	90.00	\$ -	\$ -	1.00	BA+15	BA+15	4.00	\$ 57,205.00	5.80%	0%	5.80%	\$ 3,161.00	\$ 57,205.00	5.80%	0%	5.80%	\$ 3,161.00	\$ 57,205.00	5.80%	0%	5.80%	
MA7	7	MA+60	LAST, RRST	97,200.00	TRS - Tier 1	44	1	44	90.00	\$ -	\$ -	1.00	MA+60	MA+60	18.00	\$ 102,088.00	5.03%	0%	5.03%	\$ 4,888.00	\$ 102,088.00	5.03%	0%	5.03%	\$ 4,888.00	\$ 102,088.00	5.03%	0%	5.03%	
			LAST, RRST	54,354.00	TRS - Tier 2	28	2	28	90.00	\$ -	\$ -	1.00	BA+0	BA+0	5.00	\$ 57,528.00	5.84%	0%	5.84%	\$ 3,174.00	\$ 57,528.00	5.84%	0%	5.84%	\$ 3,174.00	\$ 57,528.00	5.84%	0%	5.84%	
			LAST, RRST	128,254.00	TRS - Tier 1	57	1	57	90.00	\$ -	\$ -	1.00	MA+60	MA+60	31.00	\$ 134,384.00	4.78%	0%	4.78%	\$ 6,130.00	\$ 134,384.00	4.78%	0%	4.78%	\$ 6,130.00	\$ 134,384.00	4.78%	0%	4.78%	
			LAST, RRST	66,995.00	TRS - Tier 2	51	2	51	90.00	\$ -	\$ -	1.00	MA+60	MA+60	8.00	\$ 70,975.00	5.89%	0%	5.89%	\$ 3,680.00	\$ 70,975.00	5.89%	0%	5.89%	\$ 3,680.00	\$ 70,975.00	5.89%	0%	5.89%	
			LAST, RRST	65,316.00	TRS - Tier 1	45	1	45	90.00	\$ -	\$ -	1.00	MA+0	MA+0	10.00	\$ 68,928.00	5.53%	0%	5.53%	\$ 3,612.00	\$ 68,928.00	5.53%	0%	5.53%	\$ 3,612.00	\$ 68,928.00	5.53%	0%	5.53%	
			LAST, RRST	145.18	1.00	BA+0	BA+0	8.00	\$ 60,543.00	5.75%	0%	5.75%	0%	5.75%	\$ 3,290.00	\$ 60,543.00	5.75%	0%	5.75%	\$ 3,290.00	\$ 60,543.00	5.75%	0%	5.75%	\$ 3,290.00	\$ 60,543.00	5.75%	0%	5.75%	
			LAST, RRST	114.56	1.00	MA+30	MA+30	9.00	\$ 69,355.00	5.52%	0%	5.52%	0%	5.52%	\$ 3,629.00	\$ 69,355.00	5.52%	0%	5.52%	\$ 3,629.00	\$ 69,355.00	5.52%	0%	5.52%	\$ 3,629.00	\$ 69,355.00	5.52%	0%	5.52%	
			LAST, RRST	662.46	1.00	MA+60	MA+60	14.00	\$ 87,897.00	5.20%	0%	5.20%	0%	5.20%	\$ 4,342.00	\$ 87,897.00	5.20%	0%	5.20%	\$ 4,342.00	\$ 87,897.00	5.20%	0%	5.20%	\$ 4,342.00	\$ 87,897.00	5.20%	0%	5.20%	
			LAST, RRST	28.62	1.00	BA+0	BA+0	1.00	\$ 54,484.00	5.96%	0%	5.96%	0%	5.96%	\$ 3,057.00	\$ 54,484.00	5.96%	0%	5.96%	\$ 3,057.00	\$ 54,484.00	5.96%	0%	5.96%	\$ 3,057.00	\$ 54,484.00	5.96%	0%	5.96%	
			LAST, RRST	183.76	1.00	MA+0	MA+0	6.00	\$ 62,564.00	5.69%	0%	5.69%	0%	5.69%	\$ 3,368.00	\$ 62,564.00	5.69%	0%	5.69%	\$ 3,368.00	\$ 62,564.00	5.69%	0%	5.69%	\$ 3,368.00	\$ 62,564.00	5.69%	0%	5.69%	
			LAST, RRST	720.94	1.00	MA+45	MA+45	16.00	\$ 90,491.00	5.10%	0%	5.10%	0%	5.10%	\$ 4,442.00	\$ 90,491.00	5.10%	0%	5.10%	\$ 4,442.00	\$ 90,491.00	5.10%	0%	5.10%	\$ 4,442.00	\$ 90,491.00	5.10%	0%	5.10%	
			LAST, RRST	258.28	1.00	MA+0	MA+0	9.00	\$ 66,456.00	5.59%	0%	5.59%	0%	5.59%	\$ 3,518.00	\$ 66,456.00	5.59%	0%	5.59%	\$ 3,518.00	\$ 66,456.00	5.59%	0%	5.59%	\$ 3,518.00	\$ 66,456.00	5.59%	0%	5.59%	
			LAST, RRST	115.42	1.00	MA+30	MA+30	13.00	\$ 79,840.00	5.32%	0%	5.32%	0%	5.32%	\$ 4,033.00	\$ 79,840.00	5.32%	0%	5.32%	\$ 4,033.00	\$ 79,840.00	5.32%	0%	5.32%	\$ 4,033.00	\$ 79,840.00	5.32%	0%	5.32%	
			LAST, RRST	105.86	1.00	MA+0	MA+0	2.00	\$ 58,545.00	5.81%	0%	5.81%	0%	5.81%	\$ 3,214.00	\$ 58,545.00	5.81%	0%	5.81%	\$ 3,214.00	\$ 58,545.00	5.81%	0%	5.81%	\$ 3,214.00	\$ 58,545.00	5.81%	0%	5.81%	
			LAST, RRST	70.83	0.20	MA+0	MA+0	11.00	\$ 14,283.80	5.48%	0%	5.48%	0%	5.48%	\$ 741.60	\$ 14,283.80	5.48%	0%	5.48%	\$ 741.60	\$ 14,283.80	5.48%	0%	5.48%	\$ 741.60	\$ 14,283.80	5.48%	0%	5.48%	
			LAST, RRST	283.73	0.80	MA+0	MA+0	11.00	\$ 57,135.20	5.48%	0%	5.48%	0%	5.48%	\$ 2,966.40	\$ 57,135.20	5.48%	0%	5.48%	\$ 2,966.40	\$ 57,135.20	5.48%	0%	5.48%	\$ 2,966.40	\$ 57,135.20	5.48%	0%	5.48%	
			LAST, RRST	507.88	1.00	BA+0	BA+0	16.00	\$ 79,414.00	5.33%	0%	5.33%	0%	5.33%	\$ 4,016.00	\$ 79,414.00	5.33%	0%	5.33%	\$ 4,016.00	\$ 79,414.00	5.33%	0%	5.33%	\$ 4,016.00	\$ 79,414.00	5.33%	0%	5.33%	
			LAST, RRST	110.08	1.00	MA+60	MA+60	6.00	\$ 69,860.00	5.33%	0%	5.33%	0%	5.33%	\$ 3,618.00	\$ 69,860.00	5.33%	0%	5.33%	\$ 3,618.00	\$ 69,860.00	5.33%	0%	5.33%	\$ 3,618.00	\$ 69,860.00	5.33%	0%	5.33%	
			LAST, RRST	277.14	1.00	MA+15	MA+15	9.00	\$ 67,371.00	5.76%	0%	5.76%	0%	5.76%	\$ 3,552.00	\$ 67,371.00	5.76%	0%	5.76%	\$ 3,552.00	\$ 67,371.00	5.76%	0%	5.76%	\$ 3,552.00	\$ 67,371.00	5.76%	0%	5.76%	
			LAST, RRST	189.54	1.00	MA+30	MA+30	4.00	\$ 62,837.00	5.68%	0%	5.68%	0%	5.68%	\$ 3,378.00	\$ 62,837.00	5.68%	0%	5.68%	\$ 3,378.00	\$ 62,837.00	5.68%	0%	5.68%	\$ 3,378.00	\$ 62,837.00	5.68%	0%	5.68%	
			LAST, RRST	-	1.00	MA+30	MA+30	21.00	\$ 103,760.00	5.01%	0%	5.01%	0%	5.01%	\$ 4,808.00	\$ 103,760.00	5.01%	0%	5.01%	\$ 4,808.00	\$ 103,760.00	5.01%	0%	5.01%	\$ 4,808.00	\$ 103,760.00	5.01%	0%	5.01%	
			LAST, RRST	364.78	1.00	MA+30	MA+30	10.00	\$ 71,941.00	5.47%	0%	5.47%	0%	5.47%	\$ 3,728.00	\$ 71,941.00	5.47%	0%	5.47%	\$ 3,728.00	\$ 71,941.00	5.47%	0%	5.47%	\$ 3,728.00	\$ 71,941.00	5.47%	0%	5.47%	

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

ED - Teachers

Enter % change here -->

3.41%

2.89%

3.24%

3.24%

3.24%



# Hot Topics & Emerging Issues

- Salary compression, new minimums
  - \$42,411 teachers, \$15/hr staff
- Non-economic topics: mental health leave, planning time, burnout
- Parenting Leave: Time off without use of sick leave
- Mediation: FMCS

Panel Q:

“What caught you off guard in your last negotiation?”



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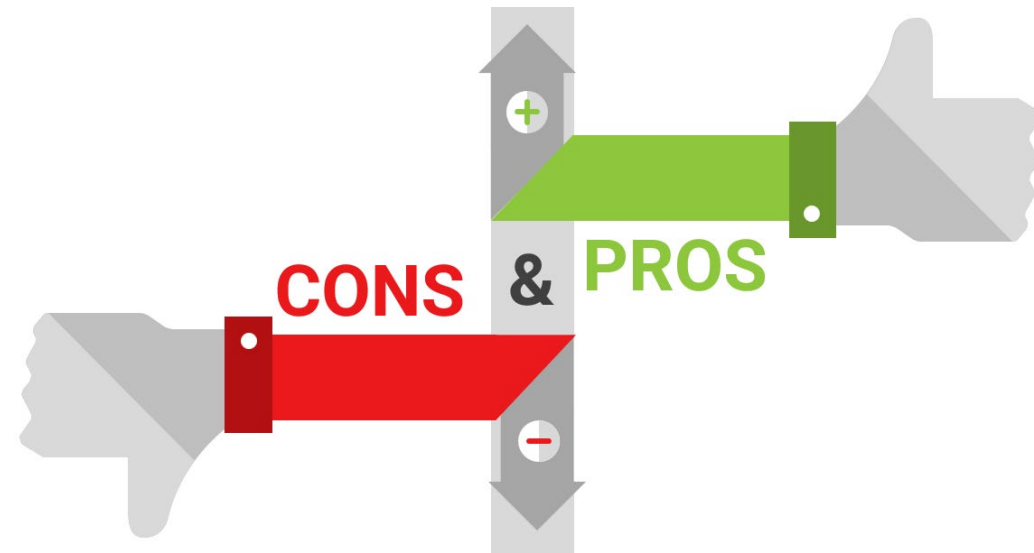
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# Bargaining Models - Traditional, IBB, Etc.

- Quick explanation of the spectrum
  - Traditional, Interest Based Bargaining (& w/Affinity), Hybrid
- Panelists share:
  - “What have you used, pros/cons, and would use it again?”





# – The Table – What It's Like Inside the Room

Maintaining  
Momentum  
& Tone



How do you  
handle  
curveballs or  
stall tactics?

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# Communication and Rollout

Who needs to know what and when (staff, BOE, community)



Strategies for clear messaging and managing expectations

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# Reflecting Forward – What We’ll Do Differently

Rapid round from each panelist:

- One “aha” moment
- One tactic you’ll definitely repeat
- One thing to change next time
- One of your most memorable moments

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# *Questions and Answers*

*We thank you for your time...  
...and Enjoy the Conference!*

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# Presenters:

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