

# NEGOTIATION UPDATES AS OF **DECEMBER 4, 2019**



BOARD OF EDUCATION  
BREMEN HIGH SCHOOL DISTRICT 228

# BOARD OF EDUCATION'S CURRENT PROPOSAL

## AVERAGE SALARY INCREASE

<u>Years</u> (Current average salary in parenthesis)	<u>Teachers hired after 2016</u> (\$55,421)	<u>Teachers on salary schedule</u> (\$84,562)	<u>COLA / 19 years + experience</u> (\$116,629)	<u>Retirees / last 4 years</u>
2019-2020	6.95% (\$58,137)	1% on Base + Step (\$88,790)	Raise Determined By CPI (1.9%) (\$118,845)	4% raises for last 4 years
2020-2021	3.6% (\$60,230)	Step (3.45% avg) (\$91,378)	Raise Determined By CPI*	
2021-2022	3.6% (\$62,399)	Step (3.45% avg) (\$93,811)	Raise Determined By CPI*	

\*COLA increases shall never be less than 1% and shall never exceed 3%



## WHAT WAS THE BOARD'S PREVIOUS PROPOSAL?

<u>Years</u> (average salary in parenthesis)	<u>Teachers hired after 2016</u> (\$55,421)	<u>Teachers on salary schedule</u> (\$85,325)	<u>COLA / 19 years + experience</u> (\$116,629)	<u>Retirees / last 4 years</u>
2019-2020	\$1,500 + 3.6% (\$57,683)	1% on Base + Step (3.45% avg) (\$88,790)	1.0% (\$117,796)	4.0% raises for last 4 years
2020-2021	3.6% (\$59,972)	Step (3.45% avg) (\$91,378)	1.0% (\$118,973)	
2021-2022	3.6% (\$62,131)	Step (3.45% avg) (\$93,811)	1.0% (\$120,163)	

# JFA'S CURRENT PROPOSAL

## AVERAGE SALARY INCREASE

<u>Years</u> (Current average salary in parenthesis)	<u>Teachers hired after 2016</u> (\$55,421)	<u>Teachers on salary schedule</u> (\$84,562)	<u>COLA / 19 years + experience</u> (\$116,629)	<u>Retirees / last 4 years</u>
<b>2019-2020</b>	Back on Salary Schedule 4.63% (\$57,031)	4.27% (\$88,740)	3% (\$120,128)	6% raises for last 4 years
<b>2020-2021</b>	7.09% (\$61,080)	5.99% (\$93,974)	3% (\$123,732)	
<b>2021-2022</b>	6.94% (\$65,320)	5.71% (\$99,221)	3% (\$127,443)	
<b>2022-2023</b>	6.79% (\$69,760)	5.42% (\$104,446)	3% (\$131,267)	

## WHAT WAS THE JFA'S PREVIOUS PROPOSAL?

<u>Years</u> (Current average salary in parenthesis)	<u>Teachers hired after 2016</u> (\$55,421)	<u>Teachers on salary schedule</u> (\$84,562)	<u>COLA / 19 years + experience</u> (\$116,629)	<u>Retirees / last 4 years</u>
<b>2019-2020</b>	Back on Salary Schedule 7.37% (\$56,936)	8.45% (\$91,553)	5% (\$122,461)	6% raises for last 4 years
<b>2020-2021</b>	6.45% (\$60,985)	6.45% (\$96,941)	3% (\$126,134)	
<b>2021-2022</b>	6.45% (\$65,225)	6.45% (\$102,347)	3% (\$129,919)	
<b>2022-2023</b>	6.45% (\$69,666)	6.45% (\$107,738)	3% (\$133,816)	
<b>2023-2024</b>	6.45% (\$74,314)	6.45% (\$113,110)	3% (\$137,831)	

## ADDITIONAL ITEMS

The Board of Education has agreed to schedule an additional negotiation meeting with the JFA on December 12, 2019 with the following conditions:

- The 58 teachers hired after 2016 will not be added to the salary schedule. In exchange for keeping these teachers off the salary schedule, the Board has offered a 6.95% raise in year one and a 3.60% raise in years two and three.
- Retirees will not be able to access District health care after retirement. Blue Cross Blue Shield has advised the Board that the action would be financially devastating to both the District and members of the JFA.
- There will be no additional changes to class size. The JFA has consistently praised the Administration and Board for their efforts to maintain a reasonable class size. The Board intends to continue using the collaborative process established by both the JFA and Board through the joint Class Size Committee.

*For additional rationale in regards to these items, please [click here](#) to view the Board's in-depth proposal and rationale from November 15, 2019.*

## ADDITIONAL ITEMS

The Board of Education and the JFA made no additional changes to their proposals at the December 4th negotiation meeting.

Please [click here](#) to view the Board's previous proposal for items such as length of contract, addenda, starting salary, placement on advanced lanes, etc.

