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Roger W. Thornton
Superintendent

August 14, 2007

UNITED STATES DEPARTMENT OF EDUCATION
BLUE RIBBON SCHOOLS OF EXCELLENCE

James B. Conant High School

William Fremd High School

Hoffman Estates High School

Palatine High School

Schaumburg High School



Mr. John Braglia, President
Northwest Suburban Teachers Union Local 1211
1622 East Algonquin Road, Suite H
Schaumburg, Illinois 60173

Dear Mr. Braglia:

Bargaining between the Union and the Board began on January 24, 2007. The process has been productive and significant discussions and movement has occurred in the several meetings since that date. We have reviewed your June 26, 2007, proposal with the Board of Education. Though I know that it has been helpful for us to avoid terms that signify that a final position has been reached, it is important to note that the Board of Education, after much deliberation and movement during the bargaining process, has set forth the following as its final and best offer. As you know, significant movement has taken place in good faith bargaining by both sides during the negotiations process. It is my hope that you and your team will find the following to be a fair and equitable settlement offer and that we can agree that it will serve as the basis of a tentative agreement.

1. Leave
 - a. Five days will be provided for adoption of a child.
 - b. Husband may use sick leave of up to five days in the case of the birth of a child.
 - c. Teachers will be eligible to request a reduced load after their fourth consecutive year of teaching (tenure year).
2. Tuition reimbursement: Current rate of reimbursement is \$241 per credit hour at state universities. For 2007-2008, maximum rate will be \$265 inclusive of tuition and fees. For 2008-2009, the maximum rate will be \$275 inclusive of tuition and fees. And, for 2009-2010, the maximum rate will be \$290 inclusive of tuition and fees.
 - a. If courses are not available in non-school hours within a 50 mile radius, the private school formula of District payment of the basic rate plus 50% of the difference comes into effect. This additional amount will not exceed 100% of the public university rate.
3. Health and life insurance:
 - a. Percentage of premium paid by employees will remain constant with present contract language with the following exception: The previously agreed upon final incremental increase for PPO-2 family coverage (5% of base premium) will be phased in at 2.5% in 2007-2008 and 2.5% in 2008-2009.
 - b. Premium caps for 2008 and 2009 will remain as in present contract.



- c. Premium caps for 2010
 - i. PPO-2 family not to exceed \$3950 (\$150 increase in cap)
 - ii. PPO-2 single not to exceed \$915 (\$40 increase in cap)
 - iii. PPO-3 family not to exceed \$2090 (\$100 increase in cap)
 - iv. PPO-3 single not to exceed \$230 (\$10 increase in cap)
 - d. Life insurance coverage will be reduced by 50% at age seventy effective September 1, 2007.
 - e. Wellness physical incentive to be \$100 for employee. (Note: The wellness program provides for \$100 reimbursement to be paid if spouse gets annual physical per Letter of Agreement dated 3-19-98. This will remain in effect.)
4. Effective with the 2007-2008 school year, National Board Certified Teachers will receive a stipend of \$850 for the duration of their certification with said amount being paid on or before January 31 of the school year.
5. Salary:
- a. Summer School/In-District Course Instruction. (Note: 2007 amount to be removed and remain as in present contract if Tentative Agreement is not reached prior to August 21, 2007, the beginning of the 2007-2008 school year.)

Summer School and Indistrict Course Salary Schedule

Years of Teaching in District 211				
	0 to 4	5 to 9	10 to 14	15 and up
2007	\$37.25	\$40.25	\$42.75	\$45.25
2008	\$38.25	\$41.25	\$43.75	\$46.25
2009	\$39.25	\$42.25	\$44.75	\$47.25
2010	\$40.25	\$43.25	\$45.75	\$48.25

The dollar amounts listed above are per hour wages for indistrict teachers only.
These amounts are for both summer school and indistrict courses.

- b. Base salary increases of 3.40%, 2.5% and 2.5% for 2007-08, 2008-09, and 2009-2010, respectively along with .75%, 1.25% and 1.1% in lump sum amount in November 2007, 2008 and 2009, respectively.



- c. For 2008-09 and 2009-10 department chair, activity, coaching, and extra duty assignments salaries will increase at the same percentage as the base for the corresponding years. Amounts will be increased at same rate as base increase. Consideration of the category changes listed below as requested by Union will be addressed by Director of Athletics and Activities and a Union representative appointed by the Union President to discuss merits of changes as listed below per Union request. Work to be complete by December 1, 2007, for the 2008-2009 school year.
- Bowling Head to Group C
 - Math Team Head to Group 3
 - Math Team Assistants to Group 5
 - Athletic Coordinator to Group E
 - Auditorium Director to Group 2
 - Special Olympics Head to Group 3
 - Special Olympics Assistants to Group 5
 - Scholastic Bowl will increase to 2 assistants
 - Event coordinator to Group G
- d. Assessment coordinator stipend will increase by the same percentage as the base I increases listed in (c) above.
- e. New CLS Stipend to be paid to all Department chairs as follows:
- Group 1: English, Math, Science: Paid at \$700 per year
 - Group 2: All other departments paid at \$400 per year
6. Discuss reestablishing the internship program on a pilot basis for athletics and extracurricular activities. The program previously served in a limited number of instances at any given time to provide training and an introductory experience where it was known that a head coach or lead activity director was leaving the position. Only present District 211 employees would be eligible. Pay was at half of the current assistant's pay.

John, in addition to the provisions listed above, the Board also reviewed the proposals for domestic partner insurance coverage and Department Chair release periods. Domestic partner insurance coverage will be bargained upon the State of Illinois placing into effect a statutory basis for civil unions. Without going into great detail, any offering of benefits on any other basis opens the District to challenges from other non-married partners of different genders along with their dependents. Monitoring and administering the basis of eligible partners and/or dependents absent the benefit of legal definition and court decisions is a challenge the Board does not find within its purview. And, in regard to release periods for Departments that do not presently have release periods, those Departments have a minimal number of teachers and the Department Chair stipend, along with the bargained CLS stipend, is viewed as appropriate provision for the additional work load of the Department Chairs in those instances.

As is demonstrated by the above proposal, the Board of Education has made major movement during the bargaining process, as has the Union. It is my sincere hope that you and your team will find this proposal of merit and that it will become a Tentative Agreement which we will both present to our respective authorities for approval.

Sincerely,

Roger Thornton
Superintendent