**Is the revote on the exact same contract?**

 No. Changes will be made to correct language mistakes and other errors that were brought to our attention.

**Why are the ESPs on the same contract?**

 We have a wall to wall union. All certified and non-certified employees that are not directly employed by the District Office are a part of this contract. This was a historical decision.

**Why would we revote?**

 A large majority of those that took the survey indicated they would be willing to revote on the contract if the errors and mistakes were corrected. Several also indicated that it was the presentation of the material and what they perceived as a lack of understanding on the part of the presenters that caused them to vote no. Many stated that with additional time to review the contract and once errors were corrected and a copy of the corrected document released, they would be willing to revote.

**Why is there a flat raise for everyone?**

 The Negotiation Committee, at the onset of forming, decided that any raise in salary would be distributed as a percentage across the board as this was most equitable for all members. If you remember, ESP’s received CPI for the entire last contract.

**Why did we get rid of steps and lanes?**

**Why is CPI included in the raises?**

 CPI is included in the fourth year of the contract but is managed with a floor (2.5) and a ceiling (5.0) to protect both the membership and the BOE. CPI has been a part of the ESP staff for each year of the last contract so it is not entirely new to the membership.

Why is a question that we cannot answer completely in terms of “why” this was suggested. The one thing we can explain (slightly) is how public schools in Illinois are funded in terms of their annual increases regulated by the lessor of CPI or 5% in tax cap districts, of which we are one. Schools receive a maximum of 95% of the state calculated per pupil expense. That calculated per pupil value has not increased in the last four years, however the amount the state is reimbursing schools has dropped from 95% to ~88% (per pupil expense $6119). This amount is designated inadequate by both state and federal agencies.

Any difference in state funding and actual funding must be made up by the district and the taxes they levy (think tax cap from above). Most recently we have all seen Senate Bill 16 proposed where even more of the State funds (88% of $6119) could be diverted from districts like Troy 30c. While SB16 is “dead in the water” we were assured from our own rep at the November Board meeting that this will be pursued in the next session. This will possibly divert somewhere between 2 - 4 million in yearly revenue from Troy30c.

In addition, with the looming pension crisis, there is a possibility that the BOE will be responsible for increased amounts of pension funding (if this happens the contract may be opened for additional negotiation).

**Why did we get an individual salary explanation worksheet?**

Due to the elimination of steps in this contract and assuming no lane changes, each member was given an individual salary explanation sheet to show what the 4%, 3%, 3% and 2.5% (minimum) would look like them for the life of the contract. This was just to give you an idea of what your salary would look like.

**Is tuition reimbursement the same as professional development?**

No, tuition reimbursement is a repayment at a maximum of $100 per credit hour as part of the previous contract. Professional Development may be offered at no charge or in conjunction with a grant or other Troy sponsored monies.

**What is the rationale for eliminating tuition reimbursement?**

The tuition reimbursement dollars were taken from that line item and replaced in the salary schedule. The rationale was that if the monies were in the schedule they would be effectively shared equally by all. Currently only teachers are allowed to apply for tuition reimbursement.

**How does the percentage increase for the next four years of salary compare to the current step and lane contract?**

**What are the changes in insurance in the contract?**

There are currently no insurance changes in the contract. It is hoped that the Insurance Committee will be looking into options membership has requested through informational interviews.

**If the contract passes and is signed, is it legal to make changes later?**

Yes. Any changes made to the contract at a later date will have to be as a Memorandum of Agreement with which our Membership must agree.

**Is there a set amount for tuition reimbursement?**

Currently the tuition reimbursement from the previous contract has a maximum reimbursement of $100 per credit hour. The final distribution is dependent on how many people apply for and receive approval for their courses.

**What are the raises per year for the new contract?**

Year 1 - 4% of base salary

Year 2 - 3% of base salary

Year 3 - 3% of Base Salary

Year 4 - the greater of CPI or the range (lower limit 2.5% - upper limit 5%)

On the salary handout, the Base Salary is the salary received for the 2013-14 school year. For each subsequent calculation it is the previous year’s salary

Example)

Teacher Salary in 2013-14 = $51,095.00 (BA +36 Step 10)

Year 1 51,095.00 x 1.04 = 53,138.80

Year 2 53,138.80 x 1.03 = 54,732.96

Year 3 54,732.96 x 1.03 = 56,374.95

Year 4 Minimum 56,374.95 x 1.025 = 57,784.33

Year 4 Maximum 56,374.95 x 1.05 = 59,193.70

ESP Hourly

Year 1 17.32 x 1.04 = 18.01

Year 2 18.01 x 1.03 = 18.55

Year 3 18.55 x 1.03 = 19.11

Year 4 Minimum 19.11 x 1.025 = 19.59

Year 4 Maximum 19.11 x 1.05 = 20.07

**Are we going to receive reimbursement this year?**

Yes. If you are already approved for your classes, you will be reimbursed for the 14-15 school year.

**Why is bus duty pay being eliminated?**

Bus duty is held during contracted hours, which you are already being compensated for.

**How long is the contract?**

4 years, starting with the 14-15 school year.

**Why isn’t retroactive pay included in the contract?**

The contract is effective beginning July 1, 2014. That would include retro pay back to July 1. Because many people asked about this, it will be one of the items clarified in the new language. Please note: If a contract is not ratified by the end of this school year, the Board of Education is not obligated to give retroactive pay for the 2014-15.