

September 12, 2012

**Park Ridge-Niles School District 64
Board of Education and Park Ridge Education Association Tentative Agreement**

FACT SHEET

Length: 4 years (2012-13 through 2015-16)

Timeline: Negotiations were initiated at the end of January 2012 and completed in early September 2012; a total of 12 sessions were held in all. A representative from the Federal Mediation & Conciliation Service assisted over the summer. All Board members participated in the mediation.

Approval: PREA members to vote September 18; Board on September 24

Impact: Longer agreement offers stable foundation for planning while focusing on improvements in teaching and student learning, and reflects 2007 referendum commitments.

Economic Components:

- Base salary increase of 2.0 percent each year.
- No change to “step” increases that vary based on a teacher’s experience and education, which average 1.6%.
- Teachers continue to share in the cost of their health and dental insurance coverage, including sharing in any cost increases.
- Service recognition payments that were available to retiring teachers in the prior contract will be reduced and are limited to 2012-13 and 2013-14.
- The beginning salary for a new teacher with a bachelor’s degree entering District 64 will rise from \$44,883 to \$45,780 (2.0%), and remains competitive with our comparable districts.

Special Features:

- **Ad hoc committee** to be formed mid-way through the contract to discuss potential changes to the salary schedule and structure, to be considered by bargaining teams for the next contract.
- **Pensions** – If the State of Illinois enacts a law that shifts all or part of the funding obligation for the Teacher Retirement System (TRS) from the State to school districts, the Board and PREA agreed to meet to consider the cost impact to the Board.

Working Condition Components:

Tentative agreement also has been reached on changes in these areas to clarify intent, procedures or communication:

- Professional Growth for Teachers Frozen at BA+36 or Above, or at MA+48
- Professional Workshops
- Planning and Preparation Time for Middle School Teachers
- Curriculum Specialists/Department Chairpersons
- Early Release Wednesdays
- Notice and Discussion of Major Changes
- Planning and Preparation Time
- District Evaluation Plan
- Curriculum
- Quality Improvement Teams
- Reduction in Force and Seniority
- Voluntary Transfers
- Leave of Absence
- Negotiation Procedures
- Workers Compensation
- Unused Sick Leave Upon Retirement
- Parental Leave
- Professional Compensation and Benefits (Professional Growth)

About District 64

District 64 employs about 380 full-time equivalent teachers; about 85 percent have master’s degrees or above and two-thirds have 11 or more years of experience. The District serves more than 4,300 students in grades K-8 at five elementary schools, two middle schools, and an early childhood center.