



A Community of Learners

Informational Memo/Action Item: WEA Contract Extension

TO: School Board

FROM: Trisha Kocanda, *Superintendent*
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April 24, 2018

Background

The District's bargaining representatives have reached agreement on a two-year contract extension with The Winnetka Education Association, the bargaining representative of the faculty, associates, and entrance monitors. The current agreement was set to sunset in June 2019. This extension shifts the sunset to June 2021.

The agreement includes teacher salary increases over the life of the extension (2019-2021) at a range of 3% to 4.5% annually (exclusive of those in the retirement track). These increases are slightly lower than the current contract, yet market comparable. Associates and entrance monitors will receive an increase of 4%, again, slightly lower than the current contract yet market comparable. For faculty, the agreement also includes language that defines a service limit for accessing retirement salary enhancements. This contract achieves the long-term District goal of indexing the salary schedule at reasonable percentage relationships among lane and step movements.

Teachers will also continue to be responsible for contributing 10% of the cost of single HMO and pay 30% of the cost of other HMO plans. Teachers will continue to contribute 20% of single PPO coverage and 30% of other PPO health insurance plans.

In addition, teachers will continue to receive additional compensation for approved graduate study and completion of professional development activities specific to The Winnetka Public Schools. As a result of the 2014 bargaining process, professional development is now offered through a revised and more rigorous Winnetka University program. It is a value of the District to encourage and incentivize educators to model lifelong learning. For continued investment in teacher quality, the extension increases the teacher benefit (0.5%) for initial lane advancement.

The overall cost to the District when factoring in all features of the contract extension is estimated at 2.9% (calculated as an average over two years).

Recommendation

It is recommended that the School Board approve the negotiated WEA contract extension recommended by the District's bargaining team. This proactive extension of the WEA contract allows the Board and WEA to focus on current teaching and learning goals and affords time for collaborating on Future Ready D36.