

December 12, 2018

Dear District 211 Parents and Staff Members,

As Board of Education members, our charge is to oversee that Township High School District 211 serves the educational needs of our community while protecting the District's assets and respecting taxpayer interests. Our duty is to optimize community resources to inspire all students to successfully contribute to the world – now and into the future.

Our teachers are at the heart of that success, and we are deeply committed to compensating them fairly and supporting their important work.

After more than a year of negotiating in good faith with the Northwest Suburban Teachers Union Local 1211, including bringing in a federal mediator, our Board offered the Union a proposed agreement that honors the quality work of our staff members and protects the sustainability of the District's student programming. The Union rejected our offer and has communicated its intent to strike, timing it to occur during semester exams, which will be a hardship to students. We have never had a teachers' strike in our District, ever.

However, we simply cannot agree to the Union's demands when our careful analysis shows us these demands are not financially sound. We convened a special Board meeting only days ago on Monday, December 10 for the purpose of weighing these important matters that impact all our students, staff members, and District 211 families.

The Board's [complete proposal](#) has been available on the District 211 website since November 28, 2018 and it details the complete compensation and benefit package offered to District 211 teachers and licensed staff members, including salary, insurance benefits, and lifelong retirement benefits.

We have offered:

- Generous salary increases, **well above a 20% increase over the span of the four-year contract** for most employees
 - teachers at the top of the salary schedule would earn a salary of more than \$138,000 for a single school year
- Additional compensation through extra duties, such as coaching, teaching summer school, serving as a department chair, or sponsoring a club or activity
 - compensation for these additional duties will also increase
- No increases to health insurance costs for this year
 - Blue Cross/Blue Shield HMO family healthcare plan for less than \$10 for the entire year

- Lifelong retirement benefits that commonly exceed \$100,000 per year and increase by 3% each year once the individual reaches 61 years of age

The Board's proposal is a very strong package, but the Union demands even higher amounts.

The Board has provided decades of fair and generous compensation and benefits for the quality services and care our staff delivers to our students. The Board of Education is confident that our last proposal fulfills our duty and responsibility to sustain that commitment while also protecting the District's long-term assets.

Hurting our students at final exam time is not the right way to resolve this issue. The Board is committed to continue communicating and exchanging potential solutions with the Union in the hope of reaching an agreement soon. We will continue to communicate openly and transparently in the coming days with our families and school communities, and we hope that reasonableness will prevail.

Respectfully,

Township High School District 211 Board of Education