

HEA Explanation of Salary Issues

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2009-Present

Salary Basics

- The goal is to create a fair, equitable salary schedule that looks at lifetime earnings.
- While we look to maximize benefits for all, that does not mean all increases are uniform across the board.
- Ideally, members with the same years of experience and education should be on the same step.
- During each contract negotiation, salaries are bargained.

Salary Schedule Prior to 2010

- Highlights:

- The step starts at 4 in this example because each year of the five-year contract, one step was eliminated from the top to shorten the number of steps in the schedule.
- Years 1-3 (listed as steps 4-7 on this schedule) had increases of about \$10-\$100.
- Year 22 had a bump of about \$20,000

Step	BA	BA+16	BA+32/MA	BA+48/MA+16	MA+32	MA+40	MA+48
4	\$37,257	\$38,633	\$40,093	\$41,695	\$44,241	\$45,205	\$45,821
5	\$37,267	\$38,644	\$40,105	\$41,707	\$44,254	\$45,219	\$45,835
6	\$37,350	\$38,736	\$40,202	\$41,808	\$44,360	\$45,332	\$45,949
7	\$37,650	\$39,069	\$40,556	\$42,175	\$44,748	\$45,744	\$46,367
8	\$38,320	\$39,813	\$41,346	\$42,994	\$45,623	\$46,663	\$47,298
9	\$39,372	\$40,983	\$42,590	\$44,283	\$47,013	\$48,110	\$48,764
10	\$40,676	\$42,436	\$44,134	\$45,885	\$48,756	\$49,908	\$50,587
11	\$42,105	\$44,021	\$45,822	\$47,635	\$50,674	\$51,876	\$52,582
12	\$43,601	\$45,667	\$47,585	\$49,462	\$52,683	\$53,935	\$54,669
13	\$45,093	\$47,349	\$49,401	\$51,342	\$54,761	\$56,062	\$56,826
14	\$46,386	\$49,069	\$51,251	\$53,255	\$56,894	\$58,247	\$59,041
15	\$47,255	\$50,850	\$53,136	\$55,203	\$59,084	\$60,491	\$61,316
16	\$47,659	\$52,687	\$55,093	\$57,229	\$61,364	\$62,827	\$63,685
17	\$47,772	\$54,455	\$57,162	\$59,377	\$63,763	\$65,287	\$66,179
18	\$47,787	\$55,901	\$59,342	\$61,656	\$66,282	\$67,868	\$68,793
19	\$47,787	\$56,812	\$61,612	\$64,048	\$68,905	\$70,547	\$71,500
20	\$47,787	\$57,213	\$63,953	\$66,536	\$71,616	\$73,295	\$74,266
21	\$47,787	\$57,321	\$66,367	\$69,102	\$74,389	\$76,086	\$77,062
22	\$47,787	\$57,334	\$82,430	\$87,469	\$94,336	\$96,054	\$97,007

2010-2015 Contract

- The state passed a law penalizing districts who give raises over 6% for teachers who were eligible for retirement.
 - Hawthorn had to alter the salary schedule because we had steps of near 20% increases; we had to even these out and create a new schedule that would not penalize the district or individuals. If the district had to pay out money, those hundreds of thousands of dollars would come from the educational fund, which is where salaries come from.
 - A new salary schedule was created with each step in 2% to 3% increments, and people were placed on their correct educational lane to the step that gave them between a 4% to 5.5% increase. This is where the years of experience disconnected from years of service.
 - Example:
 - Because of those \$10-\$100 annual increases from the prior salary schedule, teachers with 1-3 years of teaching experience all became a step 1.

Masters Lane and BA Lane (Contract 2010-2015)

- Because HEA wanted to get the largest increases for members, two teachers with the same years of service in different lanes ended up on different steps
 - For example, a teacher with 10 years of experience with a BA ended up on step F, and a teacher with 10 years of experience with a Masters ended up on step E because this gave teachers with a BA an increase that was within the 4-5.5% increase HEA sought for all members.
 - This is why when teachers earned Master's degree after the start of the 2010-2015 contract, they went back a step or slid over so that they were in the same place as certified staff members who had the same years of experience and the same level of education; both HEA and the District did not want one member jumping another member.

2010 Salary Schedule

2010-11 Teacher Salary Schedule

Step	BA - 0	BA - 16	MA - 0	MA - 16	MA - 32	MA - 40	MA - 48
A	38,516	39,968	41,489	43,171	45,777	46,796	47,433
B	39,286	40,767	42,650	44,379	47,151	48,200	48,856
C	40,072	41,582	43,845	45,622	48,565	49,646	50,322
D	40,873	42,414	45,072	46,899	50,022	51,135	51,832
E	41,691	43,262	46,334	48,213	51,523	52,669	53,387
F	42,525	44,127	47,632	49,563	53,068	54,250	54,988
G	43,375	45,010	48,965	50,950	54,660	55,877	56,638
H	44,243	45,910	50,336	52,377	56,300	57,553	58,337
I	45,128	46,828	51,746	53,843	57,989	59,280	60,087
J	46,030	47,765	53,195	55,351	59,729	61,058	61,890
K	46,951	48,720	54,684	56,901	61,521	62,890	63,747
L	47,890	49,695	56,215	58,494	63,366	64,777	65,659
M	48,848	50,689	57,789	60,132	65,267	66,720	67,629
N	48,848	51,702	59,407	61,816	67,225	68,722	69,658
O	48,848	52,736	61,071	63,547	69,242	70,783	71,747
P	48,848	53,791	62,781	65,326	71,319	72,907	73,900
Q	48,848	54,867	64,539	67,155	73,459	75,094	76,117
R	48,848	55,964	66,346	69,035	75,663	77,347	78,400
S	48,848	57,084	68,204	70,968	77,933	79,667	80,752
T	48,848	58,225	70,113	72,955	80,271	82,057	83,175
U	48,848	59,390	72,076	74,998	82,679	84,519	85,670
V	48,848	60,578	74,095	77,098	85,159	87,055	88,240
W	48,848	60,578	76,169	79,257	87,714	89,666	90,887
X	48,848	60,578	78,302	81,476	90,345	92,356	93,614
Y	48,848	60,578	80,494	83,757	93,056	95,127	96,422
Z	48,848	60,578	82,748	86,103	95,847	97,981	99,315
AA	48,848	60,578	85,065	88,513	98,723	100,920	102,295
BB	48,848	60,578	87,447	90,992	101,684	103,948	105,363

Opening the Contract in 2011

- When the recession hit Vernon Hills, the amount of money taken in from property taxes caused a financial crisis for the school district.
- The staff voted to open the contract and stay on the current salary schedule for a year before moving onto the next one. Everyone moved down a step and received approximately a 2% to 3% increase; they just did not get the 2% increase to the base.
- This did not create any step issues.

Contract 2015-2018

- The district financial situation was poor, and there were minimal dollars with which to work.
- The previous salary schedule did not work because some step increases were larger than the 2% that we had to work with.
- A new salary schedule had to be created with smaller steps.
- HEA tried to maximize benefits by eliminating two lanes (MA+40 and MA+48) so that people did not have to spend more time and money to get to the highest lane.
 - At the end of the contract, MA+32 is the last lane of the salary schedule.
 - Removing lanes from the salary schedule allows people to move to the far right (top money) without spending more money, taking more classes, and spending more time.
 - Moving forward, a new teacher does not need to take an additional 16 hours to receive comparable pay.

2015-2016 Salary Schedule

Step	BA - 0	BA - 16	MA - 0	MA - 16	MA - 32	MA - 48
1	41,356	42,915	44,548	46,354	50,185	50,931
2	42,276	43,870	45,722	47,575	51,690	52,325
3	43,121	44,747	47,002	48,907	53,241	53,895
4	43,984	45,641	48,318	50,276	54,838	55,511
5	44,863	46,554	49,671	51,684	56,484	57,177
6	45,761	47,485	51,061	53,131	58,178	58,892
7	46,676	48,435	52,491	54,619	59,924	60,659
8	47,610	49,404	53,961	56,148	61,721	62,478
9	48,562	50,392	55,472	57,720	63,573	64,353
10	49,533	51,400	57,025	59,337	65,480	66,283
11	50,524	52,428	58,622	60,998	67,444	68,272
12	51,534	53,477	60,263	62,706	69,468	70,320
13	52,565	54,546	61,951	64,462	71,552	72,430
14	53,079	55,637	63,685	66,267	73,698	74,603
15	53,079	56,750	65,468	68,122	75,909	76,841
16	53,079	57,885	67,301	70,029	78,186	79,146
17	53,079	59,043	69,186	71,990	80,532	81,520
18	53,079	60,223	71,123	74,006	82,948	83,966
19	53,079	61,428	73,114	76,078	85,436	86,485
20	53,079	62,656	75,162	78,208	88,000	89,079
21	53,079	63,909	77,266	80,398	90,639	91,752
22	53,079	65,187	79,429	82,649	93,359	94,504
23	53,079	65,825	81,654	84,963	96,160	97,339
24	53,079	65,825	83,940	87,342	99,044	100,259
25	53,079	65,825	86,290	89,788	102,015	103,267
26	53,079	65,825	88,706	92,302	105,076	106,365
27	53,079	65,825	91,190	94,887	108,228	109,556
28	53,079	65,825	93,744	97,543	111,475	112,843

- Year One:
 - Everyone moves to the new schedule and down a step except MA+32 and MA+40 (who stay on the same step).
 - There is no MA+40 because they moved to the MA+48 lane.

2016-2017 Salary Schedule

- Year Two:
 - Everyone freezes their step and receives a 2% increase.
 - The exception to this increase and step are MA+32 and MA+40
 - MA+32 moves over to what was MA+40 in the last contract.
 - MA+40 moves over to what was MA+48 in the last contract.

Step	BA - 0	BA - 16	MA - 0	MA - 16	MA - 32	MA - 48
1	41,356	42,915	44,548	46,354	51,239	51,457
2	43,196	44,824	46,895	48,795	52,776	53,718
3	44,059	45,720	48,208	50,162	54,359	55,330
4	44,941	46,634	49,557	51,566	55,990	56,989
5	45,839	47,567	50,945	53,010	57,670	58,699
6	46,756	48,518	52,371	54,494	59,399	60,460
7	47,691	49,489	53,838	56,020	61,182	62,274
8	48,645	50,479	55,345	57,589	63,018	64,142
9	49,618	51,488	56,895	59,201	64,908	66,066
10	50,610	52,518	58,488	60,859	66,855	68,048
11	51,623	53,568	60,126	62,563	68,861	70,090
12	52,655	54,640	61,809	64,315	70,927	72,193
13	53,708	55,732	63,540	66,116	73,054	74,358
14	53,708	56,847	65,319	67,967	75,245	76,589
15	53,708	57,984	67,148	69,870	77,503	78,887
16	53,708	59,144	69,028	71,826	79,828	81,253
17	53,708	60,327	70,961	73,837	82,224	83,691
18	53,708	61,533	72,948	75,905	84,690	86,202
19	53,708	62,764	74,990	78,030	87,230	88,788
20	53,708	64,019	77,090	80,215	89,848	91,451
21	53,708	65,299	79,249	82,461	92,543	94,195
22	53,708	66,605	81,467	84,770	95,320	97,021
23	53,708	66,605	83,749	87,143	98,179	99,931
24	53,708	66,605	86,094	89,583	101,124	102,929
25	53,708	66,605	88,504	92,092	104,158	106,017
26	53,708	66,605	90,982	94,670	107,283	109,198
27	53,708	66,605	93,530	97,321	110,501	112,474
28	53,708	66,605	96,149	100,046	113,816	115,848

All staff stays on same step for this year except step 1

2017-2018 Salary Schedule

- Year Three
 - Everyone moves down with the exception of
 - MA+32 moves over to what was MA+48 in the last contract.

Step	BA - 0	BA - 16	MA - 0	MA - 16	MA-32
2	43,196	44,824	46,263	48,138	52,968
3	44,059	45,720	47,855	49,794	54,896
4	44,941	46,634	49,194	51,188	56,542
5	45,839	47,567	50,571	52,621	58,239
6	46,756	48,518	51,987	54,094	59,986
7	47,691	49,489	53,443	55,609	61,786
8	48,645	50,479	54,939	57,167	63,639
9	49,618	51,488	56,478	58,767	65,548
10	50,610	52,518	58,059	60,413	67,514
11	51,623	53,568	59,685	62,104	69,540
12	52,655	54,640	61,356	63,843	71,627
13	53,708	55,732	63,074	65,631	73,775
14	53,708	56,847	64,840	67,469	75,988
15	53,708	57,984	66,656	69,358	78,268
16	53,708	59,144	68,522	71,299	80,616
17	53,708	60,327	70,441	73,296	83,035
18	53,708	61,533	72,413	75,348	85,526
19	53,708	62,764	74,440	77,458	88,092
20	53,708	64,019	76,525	79,627	90,734
21	53,708	65,299	78,668	81,856	93,456
22	53,708	66,605	80,870	84,148	96,260
23	53,708	66,605	83,135	86,504	99,148
24	53,708	66,605	85,463	88,926	102,122
25	53,708	66,605	87,855	91,417	105,186
26	53,708	66,605	90,315	93,976	108,342
27	53,708	66,605	92,844	96,607	111,592
28	53,708	66,605	95,444	99,312	114,940

All MA+32 stay on same step and move MA+48

Moving Lanes

- Stipulations on moving over a lane in this contract:
 - BA+16 to MA: Teachers move to the step closest to a \$5000 increase.
 - MA to MA+16: Teachers move to the step closest to a \$6500 increase.
 - MA+16 to MA+32: Teachers move to the step closest to a \$6500 increase
 - The intent of HEA and the District is for certified staff who move lanes to do so without jumping another staff member. This language was not put into the contract, which has created the mess we are in right now.
 - Moving forward with the new contract, the language will be crystal clear and we are looking at different salary schedules.