

# Preparing for Contract Negotiations:

## Strategies, Market Data and

## Current Trends

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# Introductions

Jo Ann Armstrong - Moderator

*-Chief Financial & Ops Ofcr., Belvidere CUSD100*

Jeff Goelitz - Speaker

*-Attorney - HLERK*

Joe Blomquist - Speaker

*• Dir. of Business Serv., Elmhurst CUSD 205*

Ryan Berry - Speaker

*• Asst. Supt. for Business/CSBO, River Trails SD 26*



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# Getting to Know One Another

Who is in the audience?  
(CSBO, Supt., HR, Bookkeeper,  
Other)

What bargaining units do you have in  
your district?

(Teachers, Support Staff, Custodial/Maintenance, Transportation, Wall-to-Wall)

(Elementary District, High School District, Unit District)

(Under 100 employees, 100-500 employees, 500-1000 employees, over 1000 employees)

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# – The Groundwork – What Every Admin Should Know

## Legal foundation:

- IELRA, duty to bargain in good faith

## Role clarity:

- Who sits at the table and why?

## Quick hit:

- What worked well in your last preparation

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phase?

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# The Prep Game – Remember Your Core Role as CSBO!

**Salaries | Scattergram**

**Staffing Costs**

*Cost of a missed day*

**Benefits**

**Extra Duties**



**Plan Time Cost**

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# Communication and Rollout

Who needs to know what and when (staff, BOE, community)



Strategies for clear messaging and managing expectations

# The 'Oh I Wish I Knew' Moments

- **READ YOUR EXISTING CONTRACT!**
  - Read for understanding
  - Look for language that has financial impact
  - Class size “caps”
  - Defined benefit language
- **Key data that needs to be known**
  - Scattergrams, TRS tiers, stipend structures, and

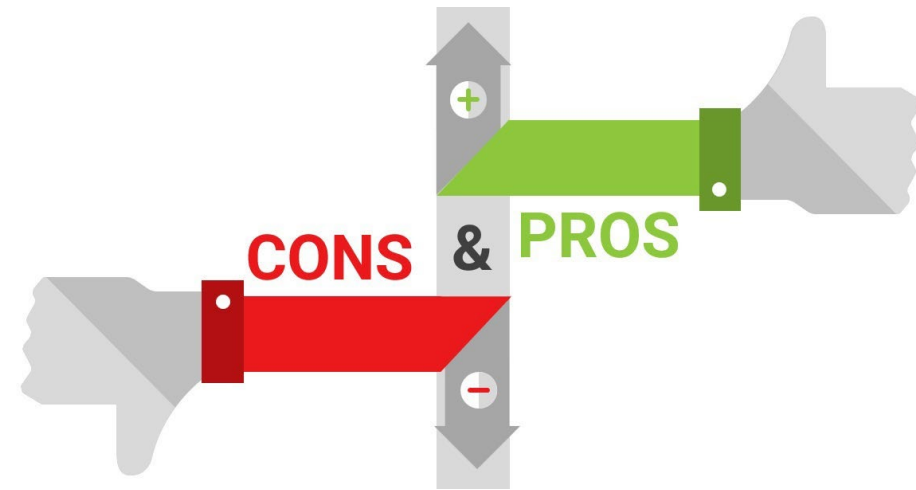


# Bargaining Models

- Quick explanation of the spectrum
  - Traditional, Interest Based Bargaining (& w/Affinity), Hybrid

- Panelists share:

- “What have you used, pros/cons, and



would use it again?”

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# – The Table – What It's Like Inside the Room



Maintainin  
g  
Momentum  
& Tone

How do you  
handle  
curveballs?

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# Who Is Across the Table?



Old School

Paid Parental  
Leave



Family  
Insurance

Wellness &  
PTO



Cast of  
Characters

# Hot Topics & Emerging Issues

- Salary
- Medical Insurance Costs/Share
- Parenting Leave
- Extended Leave/Sabbatical
- Compensation for anything extra
- Planning Time
- Class Size
- Tier 2



Panel Q:

“What caught you off guard in your last negotiation?”



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# Non-Economic Topics ARE Economic Topics

- Planning time= Student supervision/more staff (economic) and less core classroom time (educational)
- Parenting Leave= Time off without use of sick leave= sub costs (economic) and more absences (educational)

# Reflecting Forward – What We’ll Do Differently

- Rapid round from each panelist:
  - One “aha” moment
  - One tactic you’ll definitely repeat
  - One thing to change next time
  - One of your most memorable moments

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# Questions and Answers

*We thank you for your time!*

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# Presenters:

## MODERATOR

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