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## **NEWS RELEASE**

### **Benjamin School District 25 Reaches Agreement With Benjamin Education Association on Five-Year Contract**

At the March 12 board of education meeting, the school board approved a contract for 2018-2023 with the Benjamin Education Association (BEA). The teachers' association had voted on March 5 in favor of the tentative agreement, which had been reached at the last negotiations session on February 2, 2018.

The annual salary compensation will be computed as follows: (1) the weighted average CPI ranges will determine the base salary increase and (2) teachers with "Proficient" or "Excellent" evaluation rating will receive a performance increase of 1.5%. The overall increase for teachers with "Proficient" or "Excellent" evaluation rating are listed below:

- Less than .9% CPI: 3.15% with delayed increase until January 1 of the relevant school year
- .9% to 1.89% CPI: 3.15% increase
- 1.9% to 2.59% CPI: 3.40% increase
- 2.6% or more CPI: 4.15% increase

Teachers who have earned the prescribed number of qualified graduate course credits would receive an additional educational advancement increase (formally known as lane change).

The Extra-Duty Schedule will be increased from \$25 per hour to \$26 per hour for the first two years of the contract and be increased to \$27 per hour for the last three years of the contract. A study will be conducted by both parties to confirm the placement of the positions as was done for the previous contract.

A contingency clause was agreed upon to recognize the uncertainty of district revenue for the following: (1) property tax freeze or reduction, (2) district required to pay addition revenue to support teacher pensions, and (3) at least ten percent reduction of state funding (Evidence Based Funding Model). In the event one of the three events occur, salary negotiations would begin with 30 calendar days. In case re-opener negotiations do not result in an Agreement, the original negotiated agreement would expire prior to the start of the subsequent school year and the parties would meet to negotiate a new Agreement.

Fringe benefits remain the same and the contract language has been updated with no significant changes.

“The raise based on teacher performance and the CPI is linked to how well the teacher is performing and actual revenue which provides fiscal responsibility and equitable compensation increases,” according to Superintendent, Dr. Philip Ehrhardt.

Chief negotiator, Mark Bradbury points out, “Both sides entered into our contract negotiations with the goal of providing fair compensation for the teachers and maintaining the financial strength of the district. We feel this compensation model will serve both the BEA and the school district well for the terms of the current contract and beyond.”