



Updated Board of Education Most Recent Offer to NUEA

Tuesday, August 12, 2025

naperville203.org

Current Status of the Negotiations

- While bargaining discussions continue to make progress, as of August 12th, **the NUEA has increased their financial request and initiated an internal vote related to negotiations.**
- The previous NUEA contract expired on June 30, 2025. The parties continue to honor the expired contract while bargaining is ongoing.
- **If the NUEA issues a notice regarding their intent to strike, a strike could begin as early as 10 days after a notice is issued.**



Our Goals for the Negotiation Process



Maintain competitive salaries and benefits



Maintain the long-term financial health of district



Improve and innovate the school experience for students and staff



Maintain Competitive Salaries & Benefits

We believe educators in Naperville 203 **deserve to be compensated at competitive rates of pay** for the high-quality instruction and support they provide to students.

We are proud that educators in Naperville 203 are **among some of the highest-paid educators** in Illinois.

- ◆ In fiscal year 2024, Naperville 203 educator salaries were in the top 3% of large unit districts in the entire state of Illinois.*

We are proud that the **benefits we offer are among the highest rates of board-paid health insurance** compared to other unit districts.



**Data derived from the most recently provided ISBE salary file for the entire state from the Illinois School Report Card.*

Maintain the District's Long-Term Financial Health

If the Board of Education agreed to the NUEA proposal, the **district would assume a substantial budget deficit**. There would only be two options to balance the budget:



Increase revenue through **property tax increases**, resulting in a direct impact to residents



Substantial staff reductions, resulting in a direct impact to students, staff, and families



Summary of BOE Current Financial Offer

Raises for every educator over every year of the four-year contract:



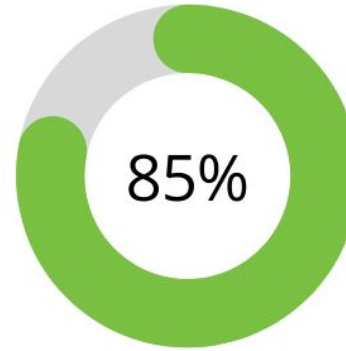
Average increase in 2025-26

Average increase in 2026-27

Tied to CPI in 27-28 and 28-29

**see slide 8 for details*

Maintain benefits:



Maintain 85% of board-paid insurance premiums for single & family coverage

Maintain retirement health insurance benefit for eligible employees

Raise hourly rates of pay:



Increase hourly rates of pay for all extra work opportunities inside and outside of the school day

A full copy of the Board of Education's contract offer can be found in Appendix A.

**CPI according to the Property Tax Extension Limitation Law (PTELL) CPI as reported by the Illinois Department of Revenue for December of the applicable year identified. Note, the Property Tax Extension Limitation Law CPI is capped annually at 5%.*



Maintain Competitive Salaries & Benefits

Naperville 203 Educator Average Raises & Salaries over Lifespan of Previous Contract

(Chart represents staff who were in the agreed data set pulled in February 2025)

<u>School Year</u>	<u>Base % Increase in NUEA Contract</u>	<u>Approximate Average Raise (%) Including Base, Step, and Lane</u>
2021-2022	1.54%	4.29%
2022-2023	0.94%	3.69%
2023-2024	3.35%	6.10%
2024-2025	3.35%	6.10%

*In fiscal year 2024, Naperville 203 educator salaries were in the **top 3%** of large unit districts in the entire state of Illinois.**

*Data derived from the most recently provided ISBE salary file for the entire state from the Illinois School Report Card.



Please see appendix D for details regarding actual salary increases for individual NUEA educators over the life of the previous contract.

Maintain Competitive Salaries & Benefits

*In fiscal year 2024, Naperville 203 educator salaries were in the **top 3%** of large unit districts in the entire state of Illinois.**

*Data derived from the most recently provided ISBE salary file for the entire state from the Illinois School Report Card.

BoE Proposed Salary Schedule Increases

<u>School Year</u>	<u>Base & Step Increase</u>
2025-2026	4.90%
2026-2027	4.94%
2027-2028*	3.82%
2028-2029*	3.66%
Compounded	18.49%

Compounded
Raises of
10.09% for
Y1& Y2

NUEA Proposed Salary Schedule Increases

<u>School Year</u>	<u>Base & Step Increase</u>
2025-2026	6.09%
2026-2027	5.82%
2027-2028	5.46%
2028-2029	5.26%
Compounded	24.62%

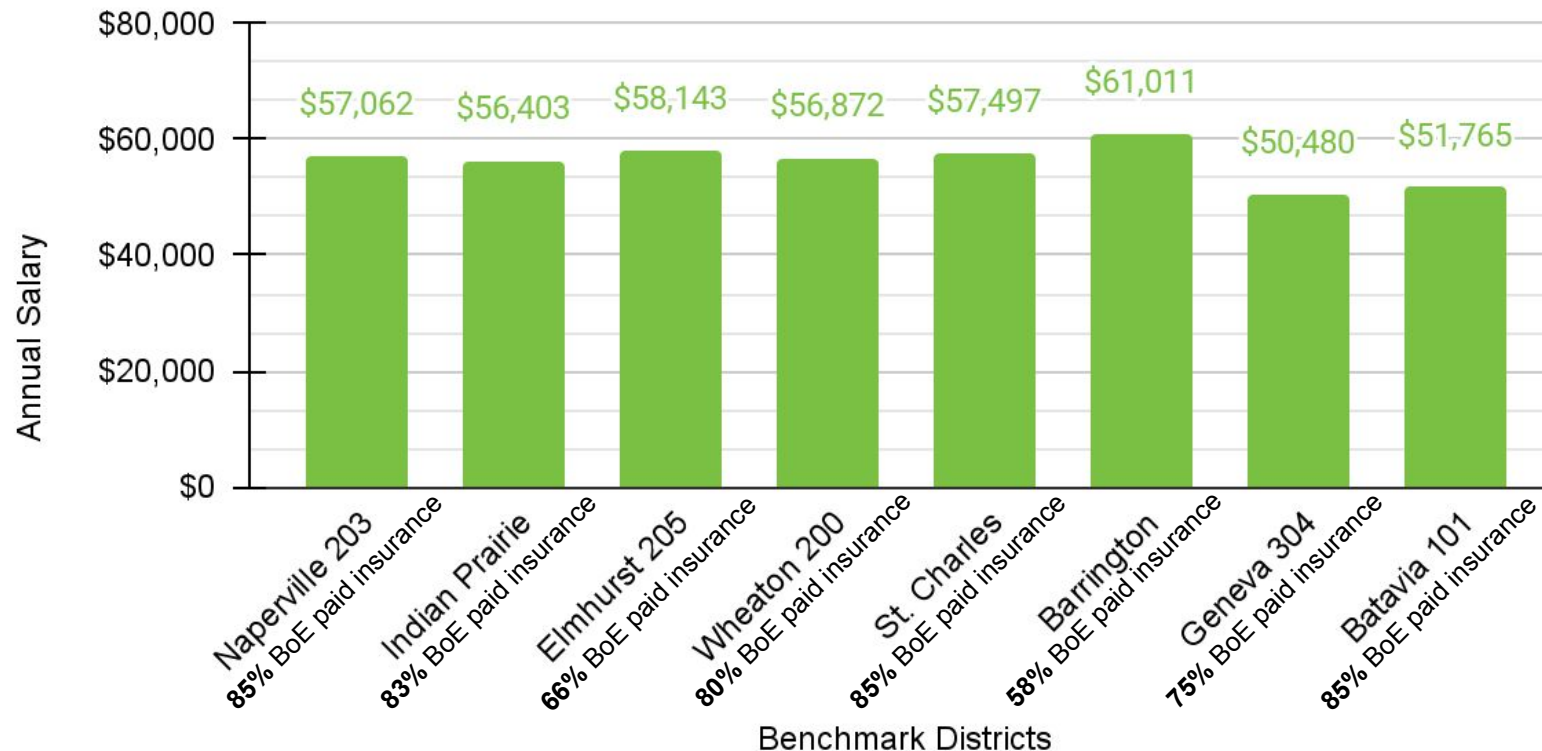
Compounded
Raises of
12.26% for
Y1& Y2

For the purposes of this demonstration, CPI is estimated at 3% in 2027-2028 and 2028-2029

*CPI according to the Property Tax Extension Limitation Law (PTELL) CPI as reported by the Illinois Department of Revenue for December of the applicable year identified. Note, the Property Tax Extension Limitation Law CPI is capped annually at 5%.

Maintain Competitive Salaries & Benefits

BoE Offer FY2026 Starting Educator Salaries Bachelors Degree with No Previous Experience



The Board of Education offer **raises the starting salary by 5.1%** and keeps Naperville 203's starting salary for **educators with a bachelor's degree and no prior teaching experience** competitive with benchmark districts.

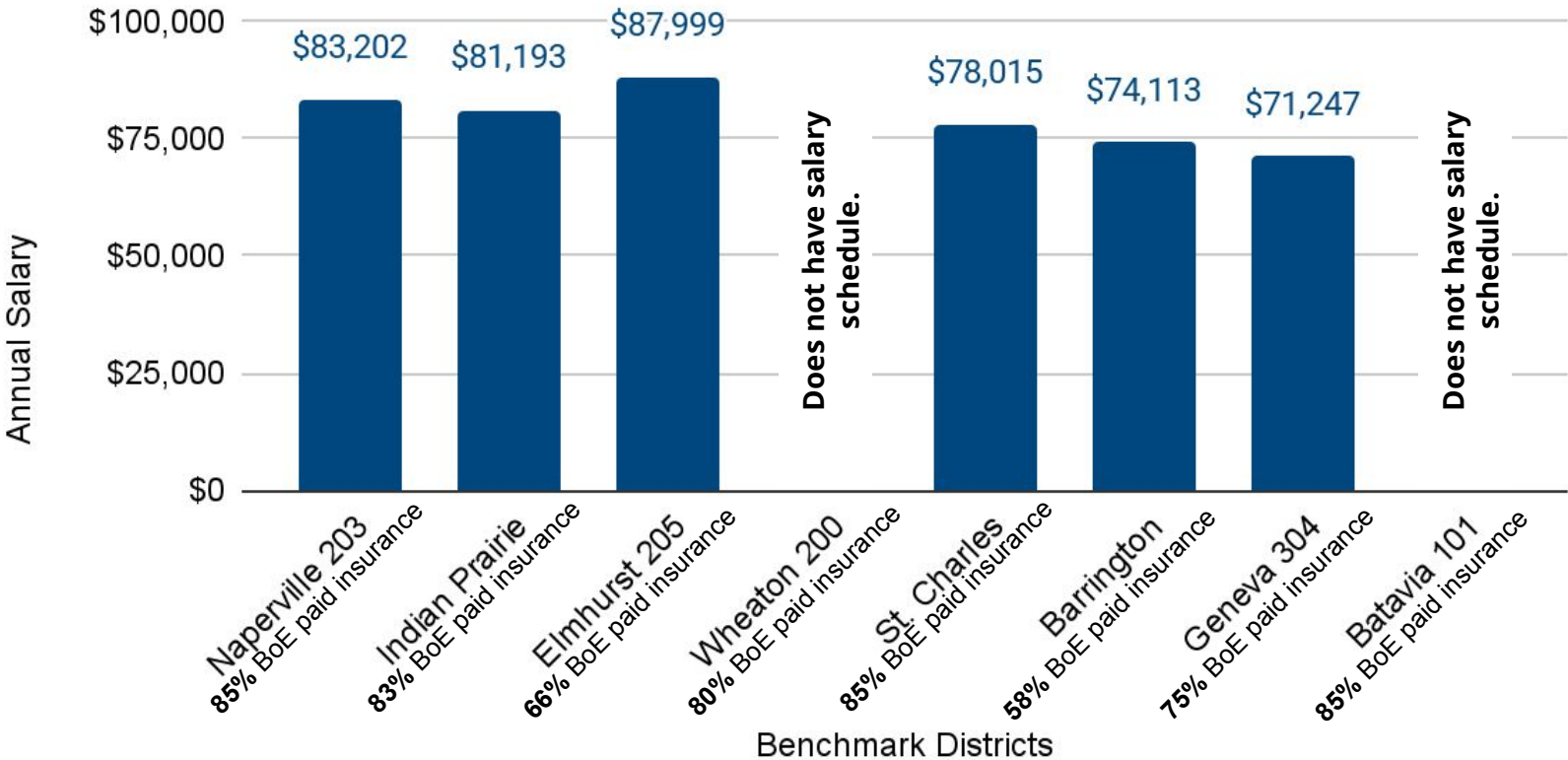
BoE paid insurance benefits derived from each district's most recent self-reported rates to the ISBE Teacher Salary Study Report.



Salary data derived from the publicly available Union Contracts from all benchmark districts; Insurance benefits data derived from Teacher Salary Study on ISBE.

Maintain Competitive Salaries & Benefits

BoE Offer FY2026 Educator Salaries for Masters Degree at 10 years experience



Over **two-thirds** of Naperville 203 educators fall at or above this placement on our salary schedule.

BoE paid insurance benefits derived from each district's most recent self-reported rates to the ISBE Teacher Salary Study Report.



Salary data derived from the publicly available Union Contracts from all benchmark districts; Insurance benefits data derived from Teacher Salary Study on ISBE.

Maintain Competitive Salaries & Benefits

Naperville 203 Educators earn hourly wages for work outside of their typical responsibilities. The BoE proposal **increases every one** of these hourly rates.

Responsibility	Previous Contract Rate	BoE Proposed Rate	Percentage Increase
Attend Professional Learning	\$29.00	\$33.00	13.8%
Curriculum or Program Development*	\$31.00	\$36.00 \$40.00	29.0%
Professional Preparation and Proctoring*	\$29.00	\$35.00 \$37.00	27.6%
Summer Teaching or Facilitation of Professional Learning	\$40.00	\$45.00 \$50.00	25.0%
Summer Diagnostic Work	\$40.00	\$50.00	25.0%
Internal Substitution*	\$29.00/period	\$46.00 \$48.00/hour	15.9% - 38.0% varies by level
Lunchroom Supervision*	\$29.00	\$32.00 \$33.00	13.8%
Supervision of Detention	\$29.00	\$33.00	13.8%



**Additional increases since initial public posting*

Improve & Innovate the School Experience

The current proposal allows for flexibility *with the possible approval of ISE* and the ability to enhance the school experience for students and educators:

- Early Childhood educators would receive weekly, dedicated time for professional learning, collaboration and self-directed planning time.
- Elementary educators duty-free lunch would increase by 10 minutes and maintain their self directed and professional collaboration throughout the day. Educator instructional minutes reflect the actual minutes being used which is a decrease from prior contracts.
- Middle school educators self-directed planning minutes would increase by 28%. Supervision minutes for core teachers would decrease by 38%. All middle school educators would now have equitable instructional minutes and a common PLC time with their content areas.
- High school educators would receive an increase of 125% in weekly professional collaboration time.
- All educators have equitable and clear “professional workday day” expectations at the level they serve.



Our Commitment to Fiscal Responsibility

- The district **always** ties teacher compensation increases to factors like inflation and current/projected revenue increases.
- This approach has led to competitive educator salaries and benefits **and** strong financial ratings.
- We firmly value our educators — **and** we must meet our fiduciary responsibilities to our students, families, and community.



Thank You!

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