

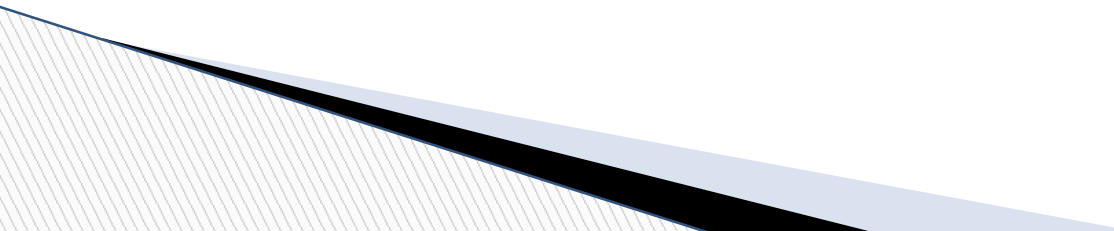
ETA Agreement Presentation

Presenters:

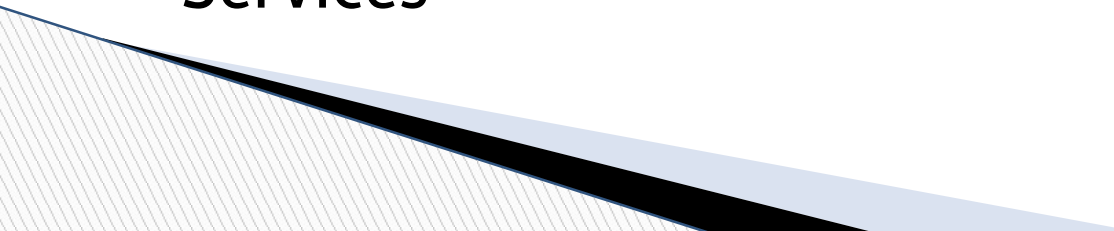
Mr. Dale Burnidge – Director of Financial Operations

Dr. Suzanne Johnson – Deputy Superintendent of Instruction


ETA Bargaining Team Members

- Barbara Bettis – ETA President
 - Donna Streit – Eastview Middle School
 - Jack Janezic – UniServ Director
 - Amy Grantham – Otter Creek Elementary
 - David Borg – Elgin High School
 - Eric Ilich – Bartlett High School
 - Nicole Barder – Laurel Hill Elementary
 - Noemi Hernandez – Washington Elementary
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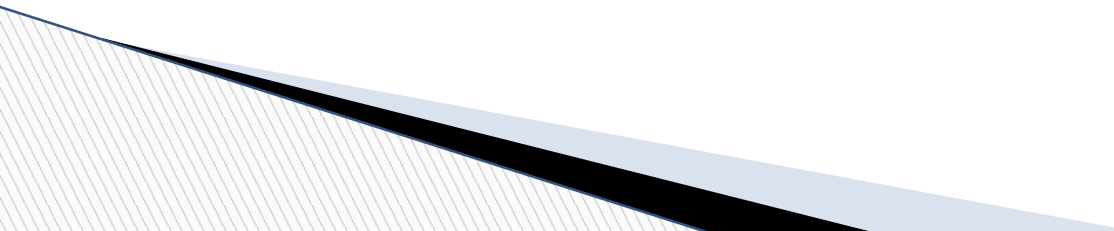
BOE Team Members

- Annette Acevedo – Director of ELL
 - Dale Burnidge – Director of Financial Operations
 - Gina Crespo – Principal Larsen MS
 - Scott Hadala – Staff Attorney
 - Steve Johnson – Principal Highland ES
 - Suzanne Johnson – Deputy Superintendent Instruction
 - Melanie Meidel – Assistant Superintendent Special Projects
 - Leatrice Satterwhite – Director of Specialized Student Services
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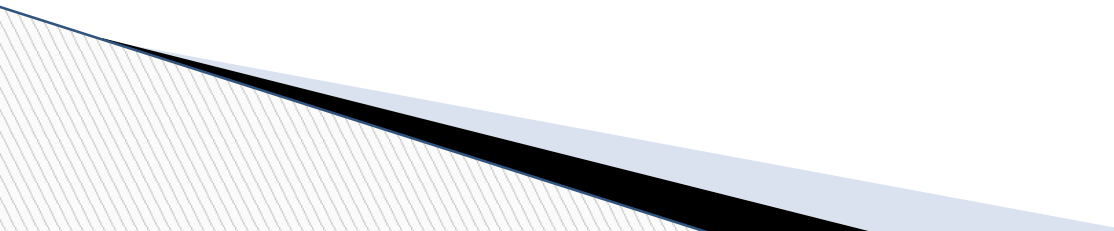
Committees

- Appendix F
 - Early Childhood Department Committee
 - Elementary Workload
 - Instructional Council
 - MTSS
 - Professional Development Committee
 - Special Education Committee
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School Department 2.54

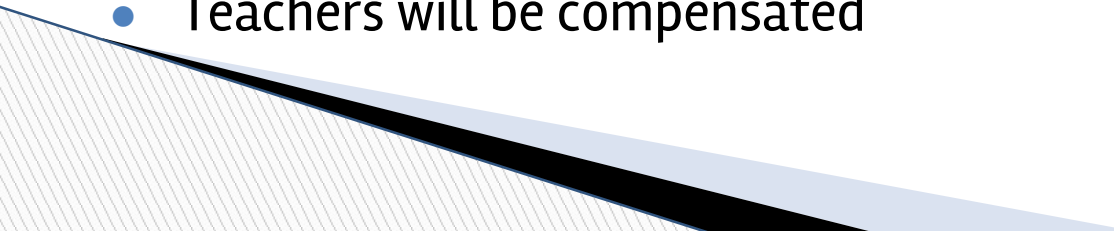
- Scope of activity includes safety
 - Supervision duties determined by consensus
 - Parent Teacher conferences
 - Agenda distribution to staff
 - Budget timeline changed to November 1
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SIP 6.53

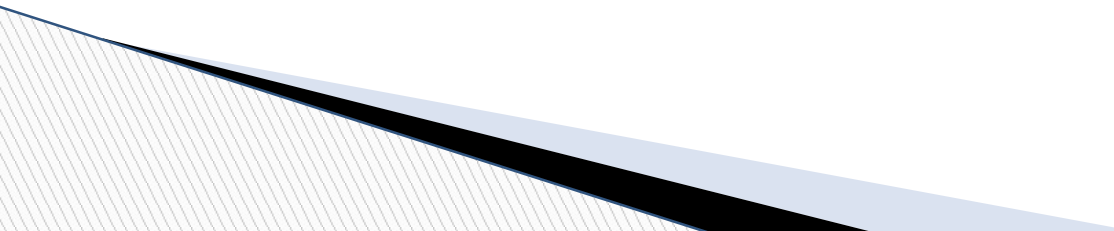
- Meet monthly unless otherwise determined by the committee
 - Plan the 2 SIP days
 - Removal of winter institute day language
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Parent Teacher Conferences 15.22

Parent Conferences, Meetings and/or School Programs

- 5 hours for conferences
 - 1–4 hours will occur after the normal school hours for the site
 - Remaining hours will occur during normal school hours
 - Should be scheduled on a non-attendance day
 - Attendance is required for parent teacher conferences
 - Site may schedule up to 7 additional hours
 - School Department selects the number of hours for parent teacher conferences and school programs
 - School Department schedules the day(s) and time(s)
 - Additional hours must occur after normal school hours and during the school year
 - Teacher attendance is required
 - Teachers will be compensated
- 

Clerical Aides And Equipment 6.1

- Provide technology and equipment necessary for each site with adequate support
 - Support will be offered for not less than the total number of student attendance days and be staffed in accordance with the DUSA agreement
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Teacher Collaborative Time 6.5

Professional Development Days:

- 4 Professional Practice Days (PPD)
- 2 District Collaborative Days (DCD)
- 2 School Improvement Committee Days (SIP)

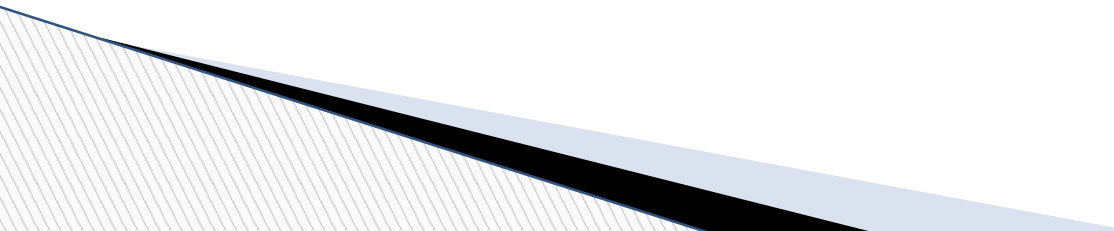
Professional Practice Day Changes:

- Individually, with colleagues, parents, or students
- Include grading
- One day must be designated for parent teacher conferences by School Department (confirm the dates)

School Improvement Days (SIP):

- Activities aligned to School Improvement Plan
 - Planning completed by SIP team
- 

Adequate Housing 6.11

- Environmental concerns included
 - Second semester review of adequate housing completed by February 1
 - Standardized form will be provided
- 

Teaching Equipment and Supplies 7.1

- Technology and equipment added to the language
- Supports and professional development will be provided for the implementation of the equipment

Instructional Council 7.2

- Implementation of Technology may be a part of all presentations and proposals
 - Composition of the Committee
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High School and Middle School Supervision

8.21 & 8.22

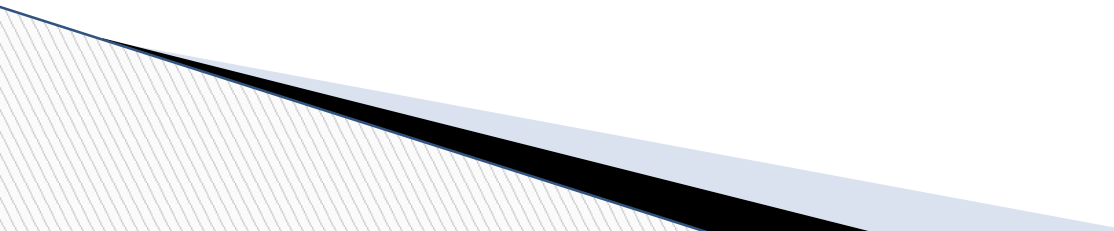
High School and Middle School supervision can now include:

- Tutoring Centers
- Mentoring Groups
- College and Career Planning

Reminder – All supervisions must be agreed to by consensus at School Department.

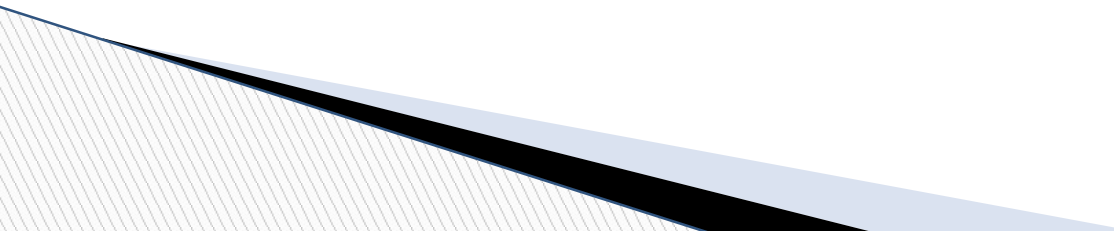


Special Education Committee 8.45


- Special Education Committee will be the Specialized Education Committee
 - Composition of the Committee
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Student Discipline 9.2

All administrators must support teachers in matters of student discipline.

- Must have a process of identifying students with social emotional needs which adversely impact the educational program
 - The District will attempt to address the causes that are impacting the success of the academic program
 - The District shall provide resources and support to the fullest extent possible for addressing social emotional concerns, impeding students from committing violent acts in school and protecting students and staff from threats of violence by:
- 

Student Discipline 9.2 Continued

- Providing standardized threat assessment tools for schools to address students who pose a threat to self and/or others
 - Evaluating the threat to determine the level of concerns and action required
 - Creating a student-specific safety plan utilizing various resources to decrease the threat of violence
 - Involving parents/guardians/families as appropriate
 - Organizing resources and strategies to manage situations involving students that pose threats to other students and/or staff
 - Monitoring the process and effectiveness of working with students who make threats of violence, including student academic and behavioral success
 - Working in collaboration with community partners to coordinate resources for the safety and wellbeing of students
 - Maintaining a sense of safety among students, teachers and parents
 - Implementing any other reasonable and necessary resource or strategy to address the causes adversely impacting an educational program
- 

Student Discipline 9.4, 9.5, 9.6, 9.62

Exclusions from Class:

- Student must be referred to building administration
- In case of a suspension, hospitalization, temporary placement, or exclusion, a re-entry conference is required
- Building administration will make a reasonable attempt to communicate outcome to parents or guardians not at the meeting

Student Disciplinary Records

- Discipline records must be maintained between all enrollment sites

Assaults Upon Teachers

Battery Upon Teachers

Safety Council

Tactical Assessment Team



MTSS Committee

- Composition of the Committee
 - Scope of Work
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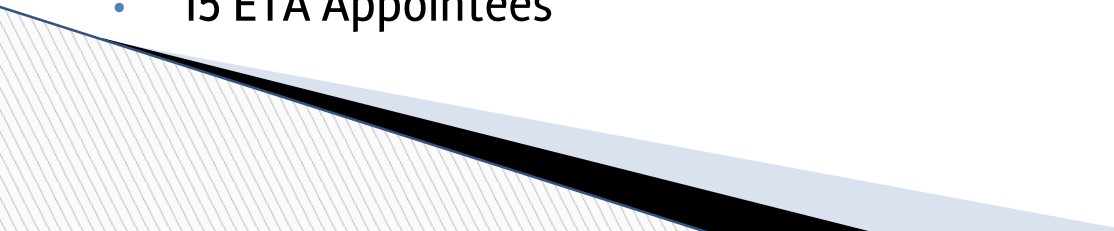
Elementary Workload Committee

A committee of elementary representatives will address ongoing issues involving the elementary day and professional responsibilities.

Scope and Function

- Review curriculum writing cycle and timeline to establish and provide a recommendation for revision
- Review impact of workload as a result of new initiatives
- Determine how the committee will collaborate and integrate with IC
- Review workload evaluation submissions from teachers
- Create innovative solutions to problems

Composition of the Committee

- Committee will be co-chaired by an ETA Member and Administrator
 - 9 District Appointees
 - 15 ETA Appointees
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Additional Changes

2.62 – Fair Share language eliminated since the category for fair share no long exists

2.13 – Staff Directory Language changed to have an electronic copy sent to the ETA President and UniServ Director

10.33 – Change to language explaining where a long term sub will fall on the new salary schedule (A-1)

12.66 – All brand new experimental programs can allow no more than 3 years for the teacher to return back to the former position if it exists

14.21 – Changed from Keys-like survey to Annual survey

25.2 – Lists the student attendance days and number of teacher collaborative days

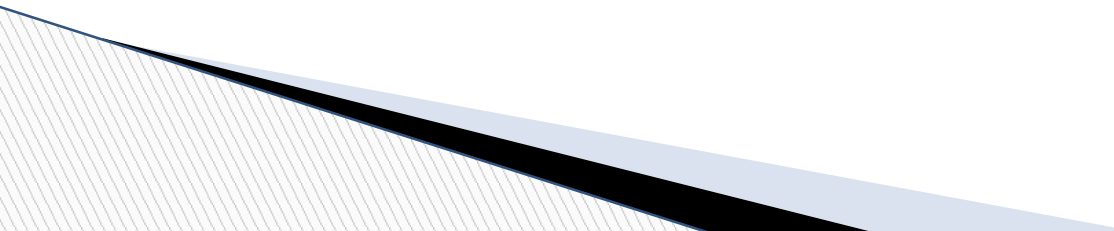
Addendum F – ETA will collaborate with Human Resources to appoint a Licensure Renewal Liaison

Addendum G – Changes NCLB to ESSA



Compensation Article 27

New Step and Lane Salary Schedule


- 20 Steps
 - 8 Lanes
 - Equal increment from step to step and lane to lane
 - No longevity
 - Elimination of zero increase spots
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Compensation Continued

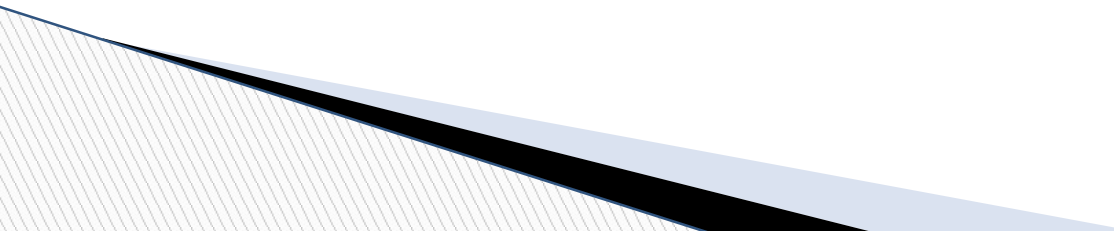
Salary Schedule Movement

- A year of service will equate to one step
 - 2019–2020 Schedule
 - 2020–2021 Schedule
 - 2021–2022 Schedule
- 10 Graduate Credits will allow for the movement of one lane
- It is no longer needed to earn a Master's degree to keep moving lanes. Credits must be graduate hours to apply to lane movement.

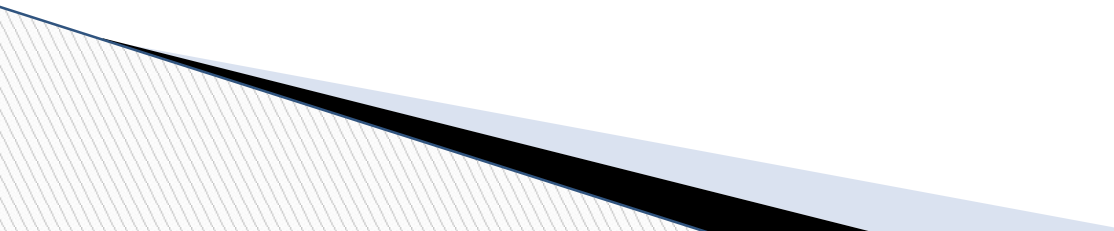
There are other opportunities to earn credits. Professional Points will also provide access to the next lane.



Professional Credits

- ▶ Professional development
 - ▶ Professional learning communities
 - ▶ Committee work
 - ▶ Maximum of 5 professional credits per year
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Professional Credits Oversight Committee

- ▶ Composition of the committee
 - ▶ Monitoring of credits earned
 - ▶ Reviewing credit criteria
 - ▶ Gathering feedback
 - ▶ Reporting and communicating
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Step T 403b Matching

- ▶ Step T, Lane 8 placement for a full year
- ▶ Eligible for 403b matching up to 1.5%
- ▶ District approved tax sheltered annuity or 403b account

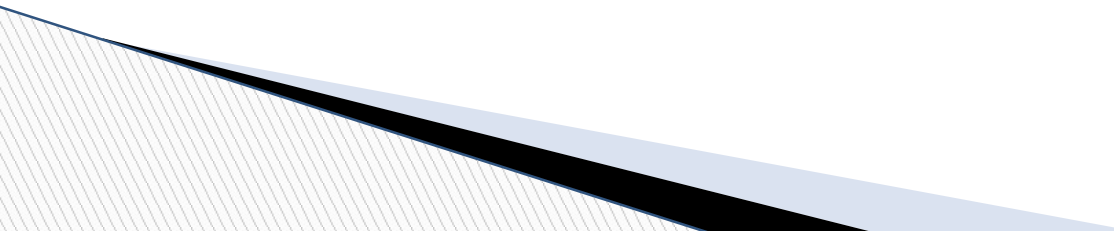
Insurance

- 2019–2020 School Year
 - District pays 88%, employee pays 12%
- 2020–2021 School Year
 - District pays 85%, employee pays 15%
- 2021–2022 School Year
 - District pays 85%, employee pays 15%

Changes take place on January 1 of each year.



Appendix F

- Percent Increase
 - Areas added
 - Areas updated
- 

Compensation Summary

	2018-19	2019-20	2020-21	2021-22	4 year Total
New Schedule - % on base	New	1.00%	1.00%	0.50%	
Total Salary	\$ 196,908,279	\$ 204,389,318	\$ 211,872,223	\$ 218,215,658	\$ 831,385,478
Salary Increases	\$ 9,279,137	\$ 7,481,038	\$ 7,482,905	\$ 6,343,435	\$ 30,586,516
Percentage increase	4.95%	3.80%	3.66%	2.99%	

