

Memorandum of Agreement Compensation Committee

This Memorandum of Agreement (MOA) establishes the terms and understanding between the Elgin U-46 School District (U-46) and the Elgin Teachers Association (ETA) with respect to the formation of a new Compensation Committee ("Committee"). The purpose of the Committee is to identify and address concerns as well as to collaboratively develop recommendations for improvement to the current teacher compensation schedule.

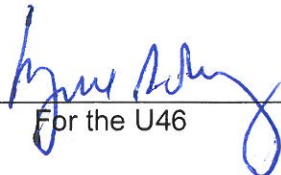
The Committee will be comprised of 12 appointed representatives from both District U-46 (6) and the ETA (6). The purpose and mission of the Committee is to evaluate the effectiveness of the teacher compensation plan, to identify concerns and to jointly develop proposed improvements to the current teacher compensation schedule and associated teacher compensation issues. The parties mutually agree that the Committee shall meet at least monthly. The Committee is accountable to reporting upon its progress on its charge to the Board of Education and to the ETA. The Committee will: (i) provide executive summary updates on fact-finding and topics discussed and, (ii) develop timelines for making recommendations. The Committee will jointly develop proposals to improve the teacher compensation schedule and related compensation issues.

Members of this Committee will be appointed by the respective parties. Each party shall appoint one person to serve as co-chair. Attendance at the Committee meetings shall be considered a priority assignment. Superintendent, the ETA President, and UniServ Directors will participate as ex-officio members.


The charge of the Committee will minimally consist of the following:

- Develop goals and a timeline for the evaluation of the teacher compensation plan and associated teacher compensation issues.
- Review and evaluate data, discuss strengths and weaknesses of the current teacher compensation plan and participate in structured discussions that are intended to solicit input from Committee members as well as proposals for improvements.
- Propose opportunities to gather teacher opinions through the use of focus groups, surveys, and tailored communications.
- Additional areas of discussion may include subjects such as the feasibility of expanding participation in a 403(b) retirement plan.

The recommendations of the Committee will be submitted to the Superintendent and to the ETA Leadership by a date to be established by the Committee. After the Board of Education and the ETA Leadership have had an opportunity to review the recommendations, the parties will meet expeditiously to discuss the recommendations. Where the Board of Education and the ETA agree with the recommendation(s) of the Committee, the recommendations will be incorporated in the collective bargaining process.



For the U46 Date 7/23/14



For the ETA Date 7-23-14