

2017-2018 ETA and U46  
Tentative Agreement

The parties have reached the following Tentative Agreement for a one-year extension of the Elgin Agreement. The summary below indicates the tentatively agreed upon changes and highlights some provisions which will remain unchanged. Any and all contract language not referenced below will also remain unchanged for the duration of the successor Agreement.

---

---

For the duration of the 2017-2018 Elgin Agreement the following conditions apply:

- 1) Pay Provisions
  - a) The salary matrix and its underlying structure remain in effect.
  - b) All members who qualify for step movement shall do so.
  - c) All members who meet the qualification for lane changes shall do so.
  - d) Base salary (BA – Step 1) shall increase by 0.94%
  - e) Appendix F rates remain unchanged. All earned rate increases due to experience credit shall be awarded.
  - f) Hourly rates of pay shall remain unchanged for 2017-18.
- 2) Health insurance: Health insurance premium sharing remains unchanged - 90/10.
- 3) Retirement provisions:
  - a) Post Retirement Insurance: The eligibility requirements and benefit remains unchanged.
  - b) Retirement recognition: The eligibility requirements and Benefit shall remain unchanged. Teachers giving two-year notice in the final year of this Agreement shall have an effective retirement date no later than June 30, 2020. (updated to recognize new final year of Agreement)
- 4) TRS Contribution: The intent of the language remains unchanged from the current Agreement and the member shall continue to be responsible for the TRS contribution. The language will be amended to enhance clarity of its implementation.
  - Clearly stating that all dollar amounts in the Agreement are inclusive of any required TRS contribution,
  - The district shall pay TRS directly, on behalf of the member, through payroll deduction,
  - Any increase or decrease in the TRS rate will not alter the total dollar amounts stated in the Agreement.
- 5) Duration of Agreement: The language is updated to reflect a one-year extension with a new expiration date of August, 10, 2018.

2017-2018 ETA and U46  
Tentative Agreement

6) Workgroup Descriptions

During the course of planning for negotiations for 2017, there were discussions regarding several important topics which are complex, interrelated, and important and therefore deserve our collective attention. Thus, upon ratification of the 2017-2018 Elgin Agreement, the parties will jointly execute workgroups on Safety, Workload, Student Placement, and Compensation.

The groups will organize the work and meet as necessary. The participants will identify the various components within these topics, identify current practices, research emerging practices, and make recommendations for consideration to ETA and the CEO for consideration.

Safety	The MTSS Committee will identify the needs and establish guidelines in addition to current Safety Practices.
Workload	This Committee will examine the current work load/schedule for membership with a priority placed upon the review of elementary classroom teachers.
Student Placement	The Special Education Committee will examine student placement within the continuum of special education services and alternative programs.
Compensation	The Compensation Committee will continue to meet to review the current salary structure and consider new models for a salary structure.