

2018-2021 ETA-U46 Tentative Agreement

The following issues/topics were discussed and tentatively agreed upon during the bargaining of the 2018-2021 Elgin Agreement. Only paragraphs with changes or additions are referenced in this document. All other language not identified herein from the 2017-18 Elgin Agreement remains unchanged.

Article II

2.54.2 Scope of Activity

Addition in paragraph 2:

The committee shall discuss with the administration items which will include but not be limited to: issues regarding the organization and procedures within that school or department and issues within that school or department relating to the implementation of this Agreement or district-wide Board policies. The committee and administration will endeavor to make decisions about how their plans and initiatives should be implemented, including the planning and development of SIP Days as outlined in 6.53 School Improvement Days and the formation of committees for this purpose, through a consensus process. In the spring, a tentative list of committees/events for the next year will be developed and communicated.

2.9 ORIENTATION OF NEW TEACHERS

Addition of paragraph 2:

For any orientations of new hires that occur after NTO, the Association shall be notified of the schedule of events at least 48 hours prior to the event with opportunity given to the Association to participate in the program.

Article VI

6.5 TEACHER COLLABORATIVE TIME

Beginning with the ~~2014-2015~~ 2019 - 2020 school term, the following Teacher Professional Time shall be implemented within the Board-approved school calendar and will be designated as Professional Practice Days, ~~and District Collaborative Days,~~ and School Improvement Days.

In each year, there shall be ~~an equal number~~ four (4) Professional Practice Days, ~~and three (3)~~ three (3) District Collaborative Days, and three (3) School Improvement Days not to exceed ten (10) total days for each teacher. Professional Practice Days, ~~and District Collaborative Days,~~ and School Improvement Days shall be 5 hours and 15 minutes in length (not including breaks or lunch) during the course of the normal school day, with specific hours of attendance to be determined by the School Improvement Plan team. Staff/Department meetings will occur either before or after a normal student attendance day for the site.

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In the case where the teacher's instructional time is divided between sites, then the teacher shall declare a home site by September 1 of the respective school year and shall inform the building administrators of the declaration. Where no designation is made, the building administrators shall determine the home site. These teachers may choose to fulfill Teacher Professional Time at assigned sites and/or within District Area as defined in 13.12.1 Areas.

6.51 Professional Practice Days (PPD)

On each PPD, all teachers will select to participate in a collaborative activity with a defined group of colleagues and/or parents and families. The focus of the collaboration will be the needs of the students assigned to those teachers through curriculum development and implementation, analysis of student growth, and professional practice as defined in the Teacher Appraisal Plan. In addition, a minimum of one full day must be committed to collaborating to engage in work focused on safety, classroom culture, and the site environment. The Collaborative Teams will provide a copy of their agenda to the SIP team so that the SIP team may incorporate the information into their planning and reporting process. Each Collaborative Team will submit the agenda to a member of the SIP team no later than 3 days following the collaborative meeting. The SIP Team will review the Collaborative Team agendas in preparation for future school improvement needs and priorities. Teachers will meet for a total time not to exceed 5 hours and 15 minutes (not including breaks or lunch) scheduled during the course of the normal school day. Teachers may choose to meet with more than one Collaborative Team within that time.

6.52 District Collaborative Days (DCD)

On each DCD, teachers will be assigned activities aligned to the District ~~Improvement~~ Strategic Plan along with the work of the District Professional Development Committee and Instructional Council. A minimum of one full day must be committed to collaborating to engage in work focused on safety, classroom culture, and the site environment. Planning for these days will be done by District administration. Activities for these days may be implemented at the site level or in other District-wide groupings. The day will not exceed 5 hours and 15 minutes, (not including breaks or lunch) and be scheduled during the course of the normal school day.

6.53 School Improvement Days (SIP)

On each SIP Day, teachers will be assigned activities aligned to the Site School Improvement Plan in determination with the School Improvement Planning Team and the School Department Committee. A portion of each SIP Day Agenda must be committed to collaborating to engage in work focused on safety, classroom culture, and the site environment. Planning for these days will be done by the School Improvement Planning Team and the School Department Team. Activities for these days will be implemented at the site level. The day will not exceed 5 hours and 15 minutes, (not including breaks or lunch) and be scheduled during the course of the normal school day.

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~~6.53~~ **6.54 Staff Meetings/Department Meetings**

Addition of paragraph 2:

If additional meetings are identified by members and approved by the SIP team and site administration after or before the school day and beyond the 80 minutes, teachers will receive career credits in accordance with Appendix G. These approved meetings occur minimally monthly, be scheduled, and communicated to appropriate staff by September 1 and January 15. Monthly agendas will be submitted to SIP in preparation for future school improvement needs and priorities. Teachers included in but not limited to the following areas may access this option:

Early Childhood

Kindergarten – Grade 6

Middle School Departments

High School Departments

Elementary School Physical Education

Elementary School Art

Elementary School Music

English Language Learner and Dual Language

Guidance Counselors

Special Education Departments including but not limited to: Nurses, School Social Workers, and Psychologists

Interdisciplinary Team to focus on safety, classroom culture, and the site environment

6.54 ~~6.55~~ **Emergency Staff Meeting** [renumbered to accommodate 6.54]

Article VII

7.21 Composition/Chairperson

(a) ~~Six~~ Seven (7) members serving staggered three-year terms selected from the following groups shall be appointed by the Elgin Teachers Association:

1 Special Education Teacher

~~3~~ 2 General Education Elementary School Teachers

1 Dual Language Elementary Teacher

1 Middle School Teacher

1 High School Teacher

1 English Language Learner Teacher

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(e) Seven (7) members appointed by their particular groups for rotating two-year terms:

- 2 Elementary Principals
- 1 Middle School Principal
- ~~1 High School Principal~~
- 2 Divisional Chairpersons
- 3 High School Administrators
- 1 At-Large Administrative Position

7.22 Scope of Activity

Recommendations from the Council to be submitted to the Board for final action shall include the following initiatives: teaching techniques, areas of instruction, textbook selection, curriculum guides, pupil evaluation, philosophy and educational goals of the district, research and experimental projects, educational specifications for new buildings, ~~programs for non-English speaking students, minority group studies included in the instructional program and other significant educational matters~~ instructional programs such as Early Childhood, Specialized Student Services and Dual Language.

Article VIII

8.21 High School

Modification within paragraph

~~... Supervision of students shall include, but not be limited to, study hall, library, and/or hall supervision.~~

...Supervision shall include, but not be limited to the following: study hall, library, hallway, lunchroom, tutoring (not to include progress monitoring) and/or supervision of a tutoring center, mentoring groups, college and career planning.

8.22 Middle School

Modification within paragraph

~~...The supervisory load shall not exceed forty-five (45) minutes and shall be limited to one assignment of student supervision which shall include, but not be limited to, study hall, library, lunchroom and/or hall supervision....~~

...The supervisory load shall not exceed 45 minutes and shall be limited to one assignment of student supervision which shall include but not be limited to the following: study hall, library, hallway, lunchroom, tutoring (not to include progress monitoring) and/or supervision of a tutoring center, mentoring groups, college and career planning....

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8.45 Special Education Committee (SEC)

The SEC shall be a permanent structure designed to obtain information from all sources throughout the district concerning Specialized Student Services Education and share issues/changes regarding the department Special Education with district employees.

8.45.1 Scope of Activity

The SEC will assist in the planning, coordinating and implementing of any changes occurring within the Department of Specialized Student Services Special Education. The committee will collect information from all relevant sources throughout the school district and outside of the district. Participants will discuss concerns/issues and generate ideas for improvements within the Special Education Department, Health Services, and 504s. Further, the committee will disseminate information regarding the Department of Specialized Student Services Special Education Department including changes in policies and procedures (state, federal, district).

At each meeting, the administration will provide the committee with the most recent financial report as provided to the Board of Education and the regular monthly budget update.

8.45.11 Functioning

Modification within paragraph 2

The SEC may appoint task force sub-study committees to make recommendations to the SEC. The SEC will review the recommendations and recommend changes accordingly. These SEC recommendations will be considered for department implementation. Outcomes will be provided to the SEC regarding the recommendations and the decisions resulting from these recommendations. Existing special education committees will provide the SEC with information regarding their activities.

8.45.12 Composition

SEC shall be comprised of twenty-six (26) members of which twenty (20) shall be ETA members. The nineteen (19) elected members shall be voted for by their respective groups and will serve a three-year term ~~two-year term~~. Elections will take place on a rotating basis. Membership is limited to two consecutive terms.

Twelve (12) members representing Special Education:

Related Services (5)

One (1) from each of the following categories:

Speech Language Pathologist,
School Social Worker,
Certified School Nurse,
Psychologist, and

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Other.

If the Other position is not filled by one of the other positions, it will be filled by the second most vote getter from the other categories. (Speech Language Pathologist, School Social Worker, Certified School Nurse, Psychologists, , Adapted Physical Education, Home/Hospital tutor)

Low and High Incidence (6)

One (1) representative from each of the following categories:

Cross Categorical Resource or Instructional Resource

MLP

ILP

ED

Exceptional Needs

Other (DHH, Vision, PH)

If one of the categories is not filled, it will be filled by the second highest vote getter from the other categories.

Low Incidence (2)

(Physically Handicapped, Exceptional Needs, Hearing Impaired, Visually Impaired, Instructional Learning Program, Modified Learning Plan)

High Incidence (4)

(Cross Categorical – Instructional, Cross Categorical – Resource, Emotional Disorder, Behavioral Disorder)

English Language Learner (ELL) SPED (1)

One (1) member representing Early Childhood - Pre-K classrooms.

Six (6) members representing general education/non special education:

Elementary (3)

Middle School (1)

High School (1)

ELL (1)

One (1) at-large member will be appointed by ETA.

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Six (6) members representing the administration serving staggered ~~two-year~~ terms selected by their particular groups. District level administrators will serve 3-year terms and building level administrators will serve 1-year terms as follows: Membership is limited to two consecutive terms.

Special Education Specialist (2)
Building Administrators (3)
PreK/Elementary (1)
Middle (1)
High School (principal or divisional) (1)
Curriculum Administrator (1)

Any teacher vacancy shall be filled by ETA. When SEC realizes a teacher vacancy has occurred, the ETA President will be informed. ETA will make every effort to fill the vacancy within thirty (30) days or inform SEC in writing of the progress that has been made.

Article X

10.47 Rate of Pay

The rate of pay for extended school programs shall be ~~\$28.15 per hour for 2014-15, \$28.43 per hour for 2015-16, and \$28.71 for 2016-17~~ \$29.00 per hour for 2018-19, \$29.50 per hour for 2019-20, and \$30.00 for 2020-21.

Article XV

15.22 Parent Conferences

The Parent/Teacher conference day session may be five (5) hours or two (2) hours anytime during the normal school business conference day with the understanding that, comparable time for conferences for the remaining three (3) hours may be done in the following manner:

- a) Conferences held the prior evening between the hours of 5:00 p.m. and 9:00 p.m.; unless
- b) An alternative school-wide evening conference is designated during the conference week through the determination of the School/Department Committee, provided that the conferences are held between 5:00 p.m. and 9:00 p.m.

In the event that the preceding language requires a legislative waiver, the language will not become effective until the waiver is granted.

~~Sites or programs may designate additional Parent/Teacher conference dates and times. The School Improvement Planning Team will determine additional conference dates and times by September 1 each year and communicate these dates to staff and community. If additional Parent/Teacher conference~~

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dates and times are determined by the SIP team, teachers will be compensated in accordance with Appendix G should time extend beyond the contractual school day.

Conference Day shall conform to the following conditions:

- a) All teachers are required to be in attendance for 5 hours and 15 minutes on the conference day.
- b) Conference hours on the conference day must occur between 7:00 a.m. and 4:00 p.m.
- c) Hours not dedicated to conferences shall be self-directed at the site.

The Early Childhood Program shall have its Parent/Teacher conference day during second semester. EC teachers shall use the district PTC day as an on-site work day.

Article VXII

17.93 Salary Credit Allowable

Participants in job sharing positions shall be placed appropriately on the teachers' salary schedule and salaries shall be prorated according to the time worked. Contributions to the Teachers' Retirement System shall be prorated according to the time worked. Participants in job sharing positions shall receive salary step pursuant to Section 27.51 at the start of the school year following the accumulation of the equivalency of one (1) year of full-time service.

Participants in job sharing positions receiving compensation under the Career Credit model shall receive career credits pursuant to Section 27.51 at the start of the school year.

Article XVIII

18.2 COOPERATING TEACHERS/REMUNERATION

Modifications to paragraph 2

Any remuneration paid the district for accepting a student shall be paid in full to the Cooperating Teacher and the Cooperating Teacher shall receive career credits as set forth in Appendix G.

Article XXIII

23.2 EXTRA CURRICULAR SUPERVISION

Modifications to paragraph 3

Teachers who perform the assignments as provided in this section shall be paid at a rate of ~~\$24.01 per hour for 2014-15, \$24.25 per hour for 2015-16, and \$24.49 per hour for 2016-17~~ \$24.00 per hour for 2018-19, \$24.50 per hour for 2019-20, and \$25.00 per hour for 2020-21. This rate will be effective whether the supervision is voluntary or assigned.

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Article XXV

25.2 NOTIFICATION

Modification to paragraph 1

The Board shall provide the Association with a copy of the proposed calendar for the following school term at least twenty-two (22) school days in advance of its adoption. ~~For the 2014-15 school year, the calendar shall provide two (2) additional student non-attendance days for a total of 182 days of teacher attendance. Beginning with the 2015-16 school year, the calendar shall provide for two (2) additional student non-attendance days for a total of 184 days of teacher attendance.~~ Pursuant to the 2014-17 negotiations, the calendar provides four (4) additional student non-attendance days for a total of 184 days of teacher attendance.

Article XXVI

26.1 HOSPITALIZATION-MAJOR MEDICAL INSURANCE

Modification and addition to paragraph 2

The contribution for employees for single, employee + spouse, employee + dependent children, or employee + spouse + dependent children (family) coverage will be 10% of the rate established in the applicable calendar year by an independent actuary selected by the Board after consultation with the District Health Insurance Committee until June 30, 2021. Effective July 1, 2021 the contribution for employees for single, employee + spouse, employee + dependent children, or employee + spouse + dependent children (family) coverage will be 15% of the rate established in the applicable calendar year by an independent actuary selected by the Board after consultation with the District Health Insurance Committee.

For new hires starting the 2018 school year, the contribution for employees for single, employee + spouse, employee + dependent children, or employee + spouse + dependent children (family) coverage will be 15% of the rate established in the applicable calendar year by an independent actuary selected by the Board after consultation with the District Health Insurance Committee.

Teachers employed in the spring of 2018 and participating in the District healthcare plan may voluntarily elect to change their share of premium from 10% to 15% in any insurance plan year covered by this Agreement. The voluntary election to change is irreversible for the duration of the Agreement. Those electing to change their premium sharing to 15% of the applicable premium for the plan year shall receive a one-time cash payment in each year according to the following schedule:

- January 1, 2019 - 100% of the premium difference for 10% vs 15%
- January 1, 2020 - 50% of the premium difference for 10% vs 15%
- January 1, 2021 - 0% of the premium difference for 10% vs 15%

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For illustrative purposes, the following calculations are provided based upon the 2018 plan premiums.

PPO	2018 Premium	10%	15%	Annual Difference	100% of Difference	50% of Difference
EE	\$ 8,484	\$ 848	\$ 1,273	\$ 424	\$ 424	\$ 212
EE plus Spouse	\$ 17,400	\$ 1,740	\$ 2,610	\$ 870	\$ 870	\$ 435
EE plus Children	\$ 14,592	\$ 1,459	\$ 2,189	\$ 730	\$ 730	\$ 365
Family	\$ 24,180	\$ 2,418	\$ 3,627	\$ 1,209	\$ 1,209	\$ 605
Dependent Veteran Child	\$ 8,484	\$ 848	\$ 1,273	\$ 424	\$ 424	\$ 212
Silver + HSA						
EE	\$ 4,644	\$ 464	\$ 697	\$ 232	\$ 232	\$ 116
EE plus Spouse	\$ 9,528	\$ 953	\$ 1,429	\$ 476	\$ 476	\$ 238
EE plus Children	\$ 7,992	\$ 799	\$ 1,199	\$ 400	\$ 400	\$ 200
Family	\$ 13,248	\$ 1,325	\$ 1,987	\$ 662	\$ 662	\$ 331
Dependent Veteran Child	\$ 4,644	\$ 464	\$ 697	\$ 232	\$ 232	\$ 116
Gold + HSA						
EE	\$ 8,952	\$ 895	\$ 1,343	\$ 448	\$ 448	\$ 224
EE plus Spouse	\$ 18,360	\$ 1,836	\$ 2,754	\$ 918	\$ 918	\$ 459
EE plus Children	\$ 15,408	\$ 1,541	\$ 2,311	\$ 770	\$ 770	\$ 385
Family	\$ 25,524	\$ 2,552	\$ 3,829	\$ 1,276	\$ 1,276	\$ 638
Dependent Veteran Child	\$ 8,952	\$ 895	\$ 1,343	\$ 448	\$ 448	\$ 224

26.3 TAX SHELTERED ANNUITY PROGRAMS

~~The Board shall make available, through payroll deduction, tax sheltered annuity programs to all teachers in the District. The choices of such programs shall be not fewer than those authorized by the Board as of July 1, 1971, and the teacher may apply to the Board for authorization of any such program not currently authorized.~~

26.3 Tax Sheltered Annuities Retirement Savings Plan

Employees may elect to defer a portion of their income to a tax sheltered annuity, 403(b), 457 or other retirement savings option, as provided by the Internal Revenue Code. Employees who wish to make such election must follow the District's procedures for electing this option and for selecting the company to provide the annuity, 403(b), 457 or other retirement savings option.

District procedures will be under the authority of the Retirement Committee. The Retirement Committee shall include three (3) voting members from the ETA. The Retirement Committee shall also include members from Administration and other employee groups. The respective UniServ Director(s) shall participate in an advisory role. The Retirement Committee shall have a fiduciary role in the execution of their duties and the governing of the District's procedures.

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Article XXVII

27.1 SALARY SCHEDULE

The basic salaries of teachers covered by this Agreement shall be as set forth in Appendix E for the ~~2014-15, 2015-16, and 2016-17~~ 2018-19, 2019-20, and 2020-21 school terms, which is attached to and incorporated in this Agreement.

All new hires beginning the 2018 school year shall be compensated under the Career Credit model.

Teachers employed during the 2017-18 academic year will migrate to the Career Credit compensation model at such time that their placement based upon their individual Career Credit accrual would provide a higher salary, unless the member elects to remain on the Traditional Model. Once a member is placed upon the Career Credit model they shall remain on the Career Credit model and not have the option to return to the Traditional Model.

Teachers remaining on the Traditional Compensation schedule on August 13, 2021 shall be moved to the new compensation model for the 2021-22 school year. These teachers shall be placed on the new Career Credit compensation model at the first salary level having a salary rate greater than the salary earned for the 2020-21 academic year on the 2020-21 Traditional Model. The member's individual Career Credit accrual balance shall be adjusted to reflect the minimum accrual eligible for this higher rate of pay.

27.11 Prior Experience Credit

~~Credit on the salary schedule for experience in other schools is allowed as follows:~~

- ~~(a) Full credit for first five (5) years of experience.~~
- ~~(b) Half credit for next ten (10) years of experience.~~
- ~~(c) Maximum credit for prior experience—ten (10) years.~~

Beginning the 2018-19 academic year, career credits shall be given for experience in other schools in accordance with Appendix G without limitation.

27.12 Longevity Increase

In addition to the salary schedule as provided in Appendix E, teachers who have completed seventeen (17) years of experience shall receive an increase in salary of one (1) percent of the previous year's salary in each column. The increase of one (1) percent per year of the previous year's salary in each column shall continue through thirty (30) years of experience. This provision only applies to members on the traditional compensation model and shall sunset when no member remains on the traditional schedule.

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27.5 ADJUSTMENTS TO HIGHER SALARY LEVELS

27.51 Salary Increment for Partial Year

A. Members on the Traditional Model

(a) A full-time teacher shall be entitled to one (1) step (increment) on the salary schedule if he/she has worked and/or been paid for at least one (1) semester of the school term. Such teacher will receive an additional step (increment) only after teaching two (2) more semesters.

(b) Part time teachers must work and/or be paid for at least fifty percent time on an everyday basis for the entire year in order to advance one step on the salary schedule.

(c) Half time or more persons who do not work the full year, but at least the equivalent of one full semester shall receive one half year credit for advancement on the salary schedule.

(d) A teacher who is working less than on a half-time basis must work and/or be paid for the entire year in order to advance one half year credit on the salary schedule.

B. Members on the Career Credit model

(a) A full time teacher shall accrue one (1) year of service credits if he/she has worked and/or been paid for at least one (1) semester of the school term.

(b) Part time teachers must work and/or be paid for at least fifty percent time on an everyday basis for the entire year in order to accrue one (1) year of service credits.

(c) Half time or more persons who do not work the full year, but at least the equivalent of one full semester shall accrue one half of the amount afforded for one (1) year of service credit.

(d) A teacher who is working less than on a half-time basis must work and/or be paid for the entire year in order to accrue one half of the amount afforded for one (1) year of service credit.

27.53 Advancement Beyond the MA Column

A. Members on the Traditional Model

Graduate credits that count for advancement beyond the Bachelor's (BA) column on the salary schedule must be earned after receipt of the Bachelor's degree. Credits that are earned prior to the receipt of the Bachelor's degree, including credits taken while an individual is working toward a Bachelor's degree, can not be counted for hours beyond the Bachelor's (BA) column.

Graduate credits that count for advancement beyond the Master's (MA) column on the salary schedule must be earned after receipt of the Master's degree. Credits that are earned prior to the receipt of the Master's degree, including credits taken while an individual is working toward a Master's degree can not be counted for hours beyond the Master's (MA) column.

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B. Members on the Career Credits Compensation Model

Graduate credits that count for Career Credit accrual must be earned after receipt of the Bachelor’s degree. Graduate credits that are earned prior to the receipt of the Bachelor’s degree, including graduate hours taken while an individual is working toward a Bachelor’s degree, cannot be counted for Career Credit.

C. All Teachers

Beginning the 2018-19 school year, all teachers shall accrue career credits for graduate hours in accordance with Appendix G for transition placement onto and movement through the Career Credit compensation model.

27.6 REGULAR TEACHER SUBBING

A regularly employed teacher who is required to cover the duties of another teacher at the time the first teacher is normally unassigned (conference, lunch periods to the extent that this does not violate the Agreement or the law) shall be paid at the following rates of ~~\$23.53 per hour for 2014-15, \$23.77 per hour for 2015-16, and \$24.01 per hour for 2016-17~~ for each full hour of instruction or major fraction thereof.

	2018-19	2019-20	2020-21
Elementary Site	\$26.00	\$26.50	\$27.00
Secondary Site	\$25.00	\$25.50	\$26.00

27.10.2 ELIGIBILITY AND APPLICATION

Modification to Benefit paragraph to reflect dates of this CBA

Teachers giving two-year notice in the final year of this Agreement shall have an effective retirement date no later than June 30, ~~2019-2023~~.

Article XXVIII

28.7 PARENT-TEACHER MEETINGS AND SCHOOL PROGRAMS

Each school may have a maximum of one (1) formally arranged parent-teacher meeting during the school year at which staff attendance is required. Additional meetings and/or school programs may be held, but staff attendance shall be strictly voluntary. Additional member initiated meetings and/or school programs approved by the SIP team may qualify for career credits in accordance with Appendix G, but participation shall be strictly voluntary.

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Article XXIX

29.0 MULTI TIERED SYSTEMS OF SUPPORT AND SAFETY COMMITTEE

Moving from MOA Addendum D to CBA

The Board and the Association agree that there is a need for continued discussion and study involving student behavior, school safety, and academic and behavioral interventions. This MTSS and Safety committee will be advisory and shall be continued as a permanent source of recommendations involving student behavior, school safety, academic and behavioral interventions through the design and oversight of multi-tiered systems of support and programming.

29.1 Composition

The MTSS and Safety Full committee will be comprised of the CEO/Superintendent's designees and one (1) teacher from each school in the district. The CEO/Superintendent's designee and one teacher, who serve on the Steering Committee, will serve as co-chairs for the full committee.

Composition of the MTSS & Safety Committee will be comprised of an

- MTSS Administrator (1)
- Elementary Administrator (2)
- Middle School Administrator (1)
- High School Administrator (2)
- Special Education Administrator (1)
- ELL Administrator (1)
- District Safety Administrator (1)
- Student Discipline Administrator (1)
- Other Administrator (1)
- One (1) teacher from each school in the district as stated in the groupings set forth below:

All administrators will be appointed by the CEO/Superintendent representing the above configuration.

[In an effort to stagger the Steering Committee rotation during this inaugural start there will be 3 groups designated by "A", "B", or "C" to facilitate a staggered baseline.

GROUP "A" - ONE YEAR TERM SERVE THRU 2018-2019,

GROUP "B" - TWO YEAR TERM SERVE THRU 2019-2020,

GROUP "C" - THREE YEAR TERM SERVE THRU 2020-2021. THEN STAGGER IS SET.]

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GROUP "A"

ABBOTT
BARTLETT ELEM
BARTLETT HS
CANTON MS
CENTENNIAL
CENTRAL SCHOOLS
CENTURY OAKS
CHANNING
CLINTON
COLEMAN
CREEKSIDE
DREAM ACADEMY
EASTVIEW
ELGIN HS
ELLIS MS
FOX MEADOW
GARFIELD
GLENBROOK
HANOVER COUNTRYSIDE
ELEMENTARY ART
EARLY CHILDHOOD

GROUP "B"

HARRIET GIFFORD
HAWK HOLLOW
HERITAGE
HIGHLAND
HILLCREST
HILLTOP
HORIZON
HUFF
ILLINOIS PARK
INDEPENDENCE
KENYON WOODS MS
KIMBALL MS
LARKIN HS
LARSEN MS
LAUREL HILL
LIBERTY
LINCOLN
LORDS PARK
LOWRIE
ELEMENTARY MUSIC
TEACHER LEADER

GROUP "C"

MCKINLEY
NATURE RIDGE
OAKHILL
ONTARIOVILLE
OTTERCREEK
PARKWOOD
PRAIRIE VIEW
RIDGE CIRCLE
RON ONEAL
SOUTH ELGIN HS
SPRING TRAIL
STREAMWOOD HS
SUNNYDALE
SYCAMORE TRAILS
TEFFT MS
TIMBER TRAILS
WASHINGTON
WAYNE
WILLARD
ELEMENTARY PHYS ED
RELATED SERVICE

In addition, this committee will include ETA member representatives from the following programs/departments:

- Related Services (Speech Language Pathologists, School Psychologists, School Social Workers, Itinerants) (3)
- Early Childhood (1)
- Art (preK-12) (1)
- Music (preK-12) (1)
- Non-traditional teacher (1)
- Physical Education (1)
- Elementary ELL (1)
- Secondary ELL (1)
- Elementary Special Education (1)
- Secondary Special Education (1)
- May also include MTSS Lead/Coach/Facilitator (1)

Note: All ETA members shall be elected to staggered terms of three (3) years each by the respective constituencies.

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Note: Initially - for those who are already appointed for the 2018-2019 school year they would serve on the Steering Committee through the 2019-2020 school year. No term limitations.

Scope and Functioning

The MTSS and Safety Committee will identify needs and establish guidelines in addition to overseeing, evaluating, and making adjustments to the MTSS and Safety programs. The committee will find and look to collaborate with community resources. The Committee will clarify the processes used to identify and place students in Tier 2 or Tier 3 programs. Further, the Committee will proactively address school climate and culture which will include a philosophy and policies with recommendations that address staff and student safety at all sites. The functioning will align with student discipline protocols as outlined in the district code of conduct and state and federal regulations.

The full Committee will coordinate and plan focused programs and resources to reduce incidents for student groups ensuring equal treatment of all students when taking disciplinary action. The full Committee shall serve as a liaison and work to create additional guidelines that will be established for the formation, responsibilities, and/or use of a crisis team for buildings through subcommittees.

Meetings will be held monthly. The Steering Committee shall prepare an agenda for each meeting and will include all requests from any member of the Full Committee. Minutes will be kept of each meeting and will be made available to the Committee members and posted on the District website within 10 school days. Other rules of operation may be determined by the committee as needed.

Meeting agendas will include:

- Committee Report
- General Updates
- Data Report and Review
- Evaluation of Subcommittee Report
- Professional Development considerations and recommendations
- Review of submitted concerns
- Communicate with Full Committee members with status of work.
- Budgetary considerations for MTSS and Safety

STEERING COMMITTEE

Steering Committee will be comprised of thirteen (13) members chosen from the full committee.

One ETA member representative from each of the following nine (9) areas:

- Primary Elementary (K-3)
- Intermediate Elementary (4-6)
- Middle School

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- High School
- Early Childhood
- Elementary Specials (Art/Music/PE)
- Special Education
- ELL/Dual Language
- Related Services

Four (4) Administrators from those appointed to the Full Committee to include:

- MTSS administrator (1)
- Safety/Discipline Administrator (1)
- Other Administrator (2)

STEERING COMMITTEE ROLE AND FUNCTION

The Steering Committee will meet monthly on a regularly scheduled time during the school year. The Steering Committee will have additional meetings as needed. They will establish an agenda for the Full Committee meetings.

The Steering Committee will recommend a process for MTSS and Safety data collection and sharing. In addition, they will identify materials that may be used to assist teachers in implementing MTSS and Safety initiatives, review of potential allocations, and develop a communication plan for all stakeholders.

[Article XXX](#)

Entire Article will require renumbering to accommodate new Article 29, and

~~29.2~~ 30.2 TERMINATION CLAUSE

This Agreement shall be in full force and effective from ~~August 12, 2017~~, August 11, 2018 and shall remain in force and effect through ~~August 10, 2018~~ August 13, 2021, and shall continue in effect from year to year thereafter unless either party gives written notice of its desire to amend or terminate this Agreement as provided in Section 4.1

[Appendix E](#)

Traditional Compensation Model Salary Tables

The following salary rates are payable to those members employed during the 2017-18 school year and who shall continue to be compensated on the Traditional Model.

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2018 Salary Schedule										
0.50%										
43,019	1	2	3	4	5	6	7	8	9	10
Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1	43,019	44,955	46,891	48,827	50,762	52,698	54,634	56,570	58,506	60,442
2	44,955	46,891	48,827	50,762	52,698	54,634	56,570	58,506	60,442	62,378
3	46,891	48,827	50,762	52,698	54,634	56,570	58,506	60,442	62,378	64,313
4	48,827	50,762	52,698	54,634	56,570	58,506	60,442	62,378	64,313	66,249
5	50,762	52,698	54,634	56,570	58,506	60,442	62,378	64,313	66,249	68,185
6	52,698	54,634	56,570	58,506	60,442	62,378	64,313	66,249	68,185	70,121
7	54,634	56,570	58,506	60,442	62,378	64,313	66,249	68,185	70,121	72,057
8	56,570	58,506	60,442	62,378	64,313	66,249	68,185	70,121	72,057	73,993
9	58,506	60,442	62,378	64,313	66,249	68,185	70,121	72,057	73,993	75,929
10	60,442	62,378	64,313	66,249	68,185	70,121	72,057	73,993	75,929	77,864
11	62,378	64,313	66,249	68,185	70,121	72,057	73,993	75,929	77,864	79,800
12	64,313	66,249	68,185	70,121	72,057	73,993	75,929	77,864	79,800	81,736
13	66,249	68,185	70,121	72,057	73,993	75,929	77,864	79,800	81,736	83,672
14	68,185	70,121	72,057	73,993	75,929	77,864	79,800	81,736	83,672	85,608
15	70,121	72,057	73,993	75,929	77,864	79,800	81,736	83,672	85,608	87,544
16	72,057	73,993	75,929	77,864	79,800	81,736	83,672	85,608	87,544	89,480
17	73,993	75,929	77,864	79,800	81,736	83,672	85,608	87,544	89,480	91,415
18	75,929	77,864	79,800	81,736	83,672	85,608	87,544	89,480	91,415	93,351
19	77,864	79,800	81,736	83,672	85,608	87,544	89,480	91,415	93,351	95,287
20	79,800	81,736	83,672	85,608	87,544	89,480	91,415	93,351	95,287	97,223
21	81,736	83,672	85,608	87,544	89,480	91,415	93,351	95,287	97,223	99,159
22	83,672	85,608	87,544	89,480	91,415	93,351	95,287	97,223	99,159	101,095
23	85,608	87,544	89,480	91,415	93,351	95,287	97,223	99,159	101,095	103,031
24	87,544	89,480	91,415	93,351	95,287	97,223	99,159	101,095	103,031	104,967
25	89,480	91,415	93,351	95,287	97,223	99,159	101,095	103,031	104,967	106,903
26	91,415	93,351	95,287	97,223	99,159	101,095	103,031	104,967	106,903	108,839
27	93,351	95,287	97,223	99,159	101,095	103,031	104,967	106,903	108,839	110,775
28	95,287	97,223	99,159	101,095	103,031	104,967	106,903	108,839	110,775	112,711
29	97,223	99,159	101,095	103,031	104,967	106,903	108,839	110,775	112,711	114,647
30	99,159	101,095	103,031	104,967	106,903	108,839	110,775	112,711	114,647	116,583
31	101,095	103,031	104,967	106,903	108,839	110,775	112,711	114,647	116,583	118,519

2019 Salary Schedule										
0.50%										
43,234	1	2	3	4	5	6	7	8	9	10
Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1	43,234	45,180	47,125	49,071	51,016	52,962	54,907	56,853	58,798	60,744
2	45,180	47,125	49,071	51,016	52,962	54,907	56,853	58,798	60,744	62,689
3	47,125	49,071	51,016	52,962	54,907	56,853	58,798	60,744	62,689	64,635
4	49,071	51,016	52,962	54,907	56,853	58,798	60,744	62,689	64,635	66,580
5	51,016	52,962	54,907	56,853	58,798	60,744	62,689	64,635	66,580	68,526
6	52,962	54,907	56,853	58,798	60,744	62,689	64,635	66,580	68,526	70,471
7	54,907	56,853	58,798	60,744	62,689	64,635	66,580	68,526	70,471	72,417
8	56,853	58,798	60,744	62,689	64,635	66,580	68,526	70,471	72,417	74,362
9	58,798	60,744	62,689	64,635	66,580	68,526	70,471	72,417	74,362	76,308
10	60,744	62,689	64,635	66,580	68,526	70,471	72,417	74,362	76,308	78,254
11	62,689	64,635	66,580	68,526	70,471	72,417	74,362	76,308	78,254	80,199
12	64,635	66,580	68,526	70,471	72,417	74,362	76,308	78,254	80,199	82,145
13	66,580	68,526	70,471	72,417	74,362	76,308	78,254	80,199	82,145	84,090
14	68,526	70,471	72,417	74,362	76,308	78,254	80,199	82,145	84,090	86,036
15	70,471	72,417	74,362	76,308	78,254	80,199	82,145	84,090	86,036	87,981
16	72,417	74,362	76,308	78,254	80,199	82,145	84,090	86,036	87,981	89,927
17	74,362	76,308	78,254	80,199	82,145	84,090	86,036	87,981	89,927	91,872
18	76,308	78,254	80,199	82,145	84,090	86,036	87,981	89,927	91,872	93,818
19	78,254	80,199	82,145	84,090	86,036	87,981	89,927	91,872	93,818	95,764
20	80,199	82,145	84,090	86,036	87,981	89,927	91,872	93,818	95,764	97,710
21	82,145	84,090	86,036	87,981	89,927	91,872	93,818	95,764	97,710	99,656
22	84,090	86,036	87,981	89,927	91,872	93,818	95,764	97,710	99,656	101,602
23	86,036	87,981	89,927	91,872	93,818	95,764	97,710	99,656	101,602	103,548
24	87,981	89,927	91,872	93,818	95,764	97,710	99,656	101,602	103,548	105,494
25	89,927	91,872	93,818	95,764	97,710	99,656	101,602	103,548	105,494	107,440
26	91,872	93,818	95,764	97,710	99,656	101,602	103,548	105,494	107,440	109,386
27	93,818	95,764	97,710	99,656	101,602	103,548	105,494	107,440	109,386	111,332
28	95,764	97,710	99,656	101,602	103,548	105,494	107,440	109,386	111,332	113,278
29	97,710	99,656	101,602	103,548	105,494	107,440	109,386	111,332	113,278	115,224
30	99,656	101,602	103,548	105,494	107,440	109,386	111,332	113,278	115,224	117,170
31	101,602	103,548	105,494	107,440	109,386	111,332	113,278	115,224	117,170	119,116

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2020 Salary Schedule										
0.50% 43,450	1	2	3	4	5	6	7	8	9	10
Step	BA	BA +8	BA +16	BA +24	MA	MA +8	MA +16	MA +24	MA +32	MA +40
1	43,450	45,405	47,361	49,316	51,271	53,226	55,182	57,137	59,092	61,047
2	45,405	47,361	49,316	51,271	53,226	55,182	57,137	59,092	61,047	63,003
3	47,361	49,316	51,271	53,226	55,182	57,137	59,092	61,047	63,003	64,958
4	49,316	51,271	53,226	55,182	57,137	59,092	61,047	63,003	64,958	66,913
5	51,271	53,226	55,182	57,137	59,092	61,047	63,003	64,958	66,913	68,868
6	53,226	55,182	57,137	59,092	61,047	63,003	64,958	66,913	68,868	70,824
7	55,182	57,137	59,092	61,047	63,003	64,958	66,913	68,868	70,824	72,779
8	57,137	59,092	61,047	63,003	64,958	66,913	68,868	70,824	72,779	74,734
9	59,092	61,047	63,003	64,958	66,913	68,868	70,824	72,779	74,734	76,689
10	61,047	63,003	64,958	66,913	68,868	70,824	72,779	74,734	76,689	78,644
11	63,003	64,958	66,913	68,868	70,824	72,779	74,734	76,689	78,644	80,600
12	64,958	66,913	68,868	70,824	72,779	74,734	76,689	78,644	80,600	82,555
13	66,913	68,868	70,824	72,779	74,734	76,689	78,644	80,600	82,555	84,510
14	66,913	70,824	72,779	74,734	76,689	78,644	80,600	82,555	84,510	86,465
15	66,913	70,824	72,779	76,689	78,644	80,600	82,555	84,510	86,465	88,421
16	66,913	70,824	72,779	76,689	80,600	82,555	84,510	86,465	88,421	90,376
17	66,913	70,824	72,779	76,689	80,600	84,510	86,465	88,421	90,376	92,331
18	67,582	71,533	73,507	77,456	81,406	85,355	87,330	89,305	91,280	93,254
19	68,258	72,248	74,243	78,230	82,220	86,209	88,203	90,198	92,193	94,187
20	68,940	72,971	74,985	79,013	83,042	87,071	89,085	91,099	93,115	95,129
21	69,629	73,701	75,735	79,803	83,872	87,942	89,976	92,011	94,046	96,080
22	70,325	74,438	76,492	80,601	84,710	88,821	90,875	92,931	94,987	97,041
23	71,028	75,182	77,256	81,407	85,557	89,709	91,785	93,861	95,937	98,011
24	71,739	75,934	78,028	82,221	86,413	90,606	92,703	94,799	96,896	98,991
25	72,457	76,693	78,809	83,043	87,278	91,512	93,630	95,747	97,864	99,981
26	73,181	77,459	79,597	83,873	88,151	92,427	94,566	96,705	98,843	100,981
27	73,913	78,235	80,394	84,712	89,032	93,352	95,512	97,671	99,832	101,991
28	74,653	79,017	81,198	85,559	89,922	94,286	96,467	98,647	100,831	103,011
29	75,399	79,808	82,010	86,415	90,821	95,228	97,431	99,634	101,839	104,041
30	76,153	80,606	82,829	87,279	91,729	96,181	98,405	100,631	102,857	105,081
31	76,914	81,412	83,657	88,152	92,646	97,142	99,390	101,637	103,886	106,132

Career Credit Compensation Model Salary Tables

All new hires beginning the 2018 school year shall be compensated under the Career Credit model.

Teachers employed during the 2017-18 academic year will migrate to the Career Credit compensation model at such time that their placement based upon their individual Career Credit accrual would provide a higher salary, unless the member elects to remain on the Traditional Model. Once a member is placed upon the Career Credit model they shall remain on the Career Credit model and not have the option to return to the Traditional Model.

Teachers remaining on the Traditional Compensation schedule on August 13, 2021 shall be moved to the new compensation model for the 2021-22 school year. These teachers shall be placed on the new Career Credit compensation model at the first salary level having a salary rate greater than the salary earned for the 2020-21 academic year on the 2020-21 Traditional Model. The member's individual Career Credit accrual balance shall be adjusted to reflect the minimum accrual eligible for this higher rate of pay.

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2018-19				2019-20				2020-21			
		Entry Level	\$ 50,000			Entry Level	\$ 51,000			Entry Level	\$ 52,000
		Increment	\$ 5,000			Increment	\$ 5,000			Increment	\$ 5,000
Salary Level	Career Credit Range		Salary	Salary Level	Career Credit Range		Salary	Salary Level	Career Credit Range		Salary
1	0	150	\$ 50,000	1	0	150	\$ 51,000	1	0	150	\$ 52,000
2	151	300	\$ 55,000	2	151	300	\$ 56,000	2	151	300	\$ 57,000
3	301	450	\$ 60,000	3	301	450	\$ 61,000	3	301	450	\$ 62,000
4	451	600	\$ 65,000	4	451	600	\$ 66,000	4	451	600	\$ 67,000
5	601	750	\$ 70,000	5	601	750	\$ 71,000	5	601	750	\$ 72,000
6	751	900	\$ 75,000	6	751	900	\$ 76,000	6	751	900	\$ 77,000
7	901	1050	\$ 80,000	7	901	1050	\$ 81,000	7	901	1050	\$ 82,000
8	1051	1200	\$ 85,000	8	1051	1200	\$ 86,000	8	1051	1200	\$ 87,000
9	1201	1350	\$ 90,000	9	1201	1350	\$ 91,000	9	1201	1350	\$ 92,000
10	1351	1500	\$ 95,000	10	1351	1500	\$ 96,000	10	1351	1500	\$ 97,000
11	1501	1650	\$ 100,000	11	1501	1650	\$ 101,000	11	1501	1650	\$ 102,000
12	1651	1800	\$ 105,000	12	1651	1800	\$ 106,000	12	1651	1800	\$ 107,000

Appendix F

Points per stipend remain unchanged.

Rate of pay increase at the rate of 2% for 2018-19, 1% for 2019-20, and 1% for 2020-21

Elementary Appendix F Hourly Rate: Hourly rates from 10.47 shall apply.

Early Childhood Access to Appendix F: SIP/SD will annually determine the Early Childhood events or activities to be supported by these funds. In addition, any before or after school events and or items listed in Appendix F related to Early Childhood programming and as approved by the SIP or S/D Committee can determine additional access to these designated funds.

Stipend table to be provided separately from this document.

Appendix G (All new)

The U46/ETA Career Credit Oversight Committee

The Career Credit Oversight Committee will be co-chaired by representatives of the ETA and the district. The committee shall consist of 12 members: 6 members appointed by the CEO or designee and 6 members identified by ETA leadership. In addition, the CEO/Superintendent or designee as well as the UniServ Director shall serve as non-voting members of the committee.

The committee will minimally meet quarterly but will meet more often if necessary in order to complete its tasks. The committee can recommend changes to the district and the ETA. Any such changes must be

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approved by the ETA Representative Assembly and District Operations/Financial Services/HR Departments.

This U46/ETA evaluation committee can appoint ad hoc committees to help it do its work.

The committee is charged with:

- Continual development and monitoring of the Career Credit System
- Establishing criteria for Career Credit consideration
- Gathering feedback from all stakeholders through surveys on how the system is working in relationship to the values and belief statements
- Reporting and communicating to all stakeholders
- Considering new requests for Career Credit

Requests for new approvals may come from U46, Building Admin, ETA, or individual ETA members.

- Justification must be provided for new requests. It is the Career Credit Oversight Committee's jurisdiction to determine what justification must be provided.
- New requests for credit allotments will be in keeping with prior values set through the bargaining process
- The Career Credit Oversight Committee must interface with the District Operations/Financial Services/HR Departments throughout oversight process

Until such time that the Compensation Committee recommends and the parties agree, the following schedule of career credits shall be afforded for the indicated work, achievement, or engagement.

	Career Credits
1 year of service	40 career credits
Graduate hours	1 graduate hour = 5 career credits
Full academic year committee work	15 career credits
Summer break committee work	10 career credits
Semester long committee work	5 career credits
Building-wide event organized by 2 or more teachers	2 career credits
Committee Leadership Role	5 career credits

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PD Strand	CPDUs (when eligible) + 5 career credits
National Boards – Initial	30 career credits
National Boards – Renewal	15 career credits
TMP Yearly Strand	10 career credits
TMP Mentor Pool	2 career credits
Cooperating Teacher	Tuition waivers + 5 career credits
TMP Mentor	Stipend
TMP Mentee Quarterly	Hourly rate

Addendum C

4. Compensation for Mentors and Mentees: Each mentor/mentee team will be provided with a total of six (6) days of released time over a two year period or a prorated portion over a shorter period of time as the program requires. In addition, each team will be provided with release time for one (1) workshop. Stipends to mentors for each mentor/mentee relationships shall be paid at \$1,000 per year. The stipend includes attendance by the mentor at quarterly meetings. All new hires to the District will be required to participate in the Teacher Mentor Program and shall be paid at the hourly rate for their attendance at quarterly meetings. Mentees will accrue credits as afforded under Appendix G.

Addendum E

Site Exception

To improve student learning and performance, the Elgin Teachers Association and the Board of Education will allow sites to request exceptions to the Elgin Agreement pursuant to such procedures as the individual parties may designate. This section shall become effective upon ratification of both parties.

During the course of negotiations leading to the 2018-2021 Agreement, extensive discussion was had concerning teacher workload. Sites are encouraged to consider how they could draft site exception plans to address teacher workload that would not decrease the instructional minutes for students or have a significant impact on FTE.

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Addendum G

~~ESEA~~ ESSA Implementation

The ETA and Board agree that the Elgin Agreement is not intended to act as a bar to the implementation of any actions required under ~~NCLB/ESEA~~ ESSA. In the event a school is identified for corrective action or other interventions under ~~the NCLB Act~~ ESSA, the ETA and Board agree to bargain regarding possible modifications to the Elgin Agreement so that identified corrective strategies or other required interventions may be implemented.

Memorandum of Understanding Early Childhood

Addition of paragraph 2

During the course of negotiations leading to the 2018-2021 Agreement, extensive discussion was had on Early Childhood workload. Effective for the 2018-2019 year, both parties understand that due to the nature of the program and the extensive assessment and data monitoring requirements of the program, teachers shall have three (3) full days of released time or hourly equivalent during the school year to be scheduled at a time mutually agreeable between the building principal and the teacher. Effective for the 2019-2020 year, three non-attendance student days will be scheduled to allow for the review, monitoring and entry of assessment data. The 'hourly equivalent' of three (3) days of released time shall be 18 hours.

Side Letter

Class Size

The provisions of this side letter shall be subject to the grievance and arbitration procedure set forth in the parties' ~~2014-2017~~ 2018-2021 Agreement.