

# ARTICLE XXVII

## Compensation

### 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, 2020-21, and 2021-22 school terms, which is attached to and incorporated in this Agreement.

#### 27.11 Prior Experience Credit

For those teachers hired for the 2018-19 school year, 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 with the 2019-20 school year, credit on the salary schedule for experience in other schools or relevant work experience as determined by Human Resources is as follows:

- (a) Placement on Step A for the first three (3) years of experience.
- (b) Placement on Step B for four (4) through six (6) years of experience.
- (c) Placement on Step C for seven (7) or more years of experience.

#### 27.12 Tax Sheltered Annuity or 403b Matching

In addition to the salary schedule as provided in Appendix E, teachers who complete a full academic year with a salary schedule placement of Lane 8 and Row T shall, beginning with the start of the following school year and subsequent school years, become eligible to receive matching contributions into their district approved tax sheltered annuity or 403b account during the regular payroll cycle in accordance with the following:

- A) the aggregate amount of the district matching contribution shall meet but not exceed 1.5% of the teacher's annual salary provided by the applicable salary schedule, unless
- B) in the event the Illinois legislature fully repeals the "3% limitation" and reverts to the previously established "6% limitation", the aggregate

amount of the district matching contribution shall meet but not exceed 4% of the teacher's annual salary provided by the applicable salary schedule, or

- C) in the event that the Illinois legislature repeals the "3% limitation" but does not revert to the previously established "6% limitation", the aggregate amount of the district matching contribution shall be agreed upon by the parties but shall meet but not be less than 1.5% of the teacher's annual salary provided by the applicable salary schedule.

All district monies contributed pursuant to the terms above shall immediately vest with the teacher.

## **27.2 ADJUSTMENTS TO HIGHER SALARY LEVELS**

Teachers access higher salary levels via movement through the salary schedule. Movement occurs vertically, known as step, and horizontally, known as lane.

### **A. Salary Increment: Step**

~~Salary schedule advancement shall be limited to two (2) steps in any given year.~~

#### 1. Experience Increment Accrual: Full and Partial Year

(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.

#### ~~2. Lane Credit to Step Credit Increment Conversion~~

~~As provided under the terms and conditions in 27.2 B iii Lane to Step Conversion.~~

### **B. Salary Increment: Lane**

1. Advancement Beyond the MA Column [For the 2018-19 school year]

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.

During the initial placement of currently employed teachers onto the new salary schedule (Appendix E), for those teachers placed into Lane 8 during the initial placement onto the new salary schedule, the following shall apply:

Upon ratification of the Agreement, teachers may initiate the process to be credited for lane advancement for academic credits earned prior to the ratification but not previously recognized on the salary schedule, in an amount not to exceed 10 graduate hours.

1. Advancement Beyond the BA Column [Beginning the 2019-20 school year]

Credit for advancement across the salary schedule can be obtained through two general teacher created pathways: Academic Credits and Professional Credits. Salary schedule advancement shall be limited to two (2) lanes, or its equivalent, in any given year.

a) Academic Credits

i. 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.

ii. Additional Academic Credits

Official transcripts reflecting additional academic credits for salary adjustments are due by October 15, and February 15, and shall be reflected on the last check in November and March respectively, retroactive to the beginning of the semester. Academic Credits are defined as graduate level courses from an accredited college or university, as recognized by the ISBE or one of the six Regional Accrediting Bodies; Middle States Association of Colleges and Schools, New England Association of Colleges and Schools, North Central Association of Colleges and Schools, Northwest Association of Colleges and Schools, Southern Association of Colleges and Schools; and Western Association of Colleges and Schools. Upon receipt of National Board Certification and the district's receipt of the official notification [JJ21] from the accrediting body, NBPTS, the district shall award nine (9) graduate credit hours in accordance with this section of the Agreement [JJ22] [JJ23]. Such credit shall be provided for both initial and renewal of NBCT designation. Prior approval is not needed for graduate level courses from an accredited institution. Undergraduate courses or courses from an unaccredited institution require prior approval from Human Resources.

The unit of credit used is semester hours. Quarter hours will be converted to semester hours by using the following formula: Quarter hours x 0.6667 = semester hours.

#### b) Professional Credits

##### Purpose

All ETA Members are encouraged to participate in activities resulting in the professional growth of the members. Teachers participating in district approved professional activities may be eligible for Salary Schedule Advancement: Professional Credit. Professional Credits will be applied toward the advancement through salary lanes as set forth in this Agreement. Professional Credit is designed to encourage participation in district approved professional opportunities. The purpose is to enable eligible staff members to participate in professional development, professional learning communities and committee work at the site and district level. Staff members will earn Professional Credits for their participation and successful completion of the district approved professional activities.

Additional information pertaining to the earning of Professional Credits for salary schedule movement will be provided in the U-46 – ETA Compensation Guide and through the Professional Credit Oversight Committee.

A maximum five (5) total Professional Credits can be earned each school year for Professional Development, Professional Learning Communities and Committee Work. Professional Credits shall accrue throughout the school year and will be credited to the teacher's record by the following August 1.

## Approval Criteria

The request for Professional Credit for each activity must align within the following criteria:

- School District U-46 Strategic Plan goals
- School improvement plan(s)
- Individual professional practice interests
- School District U-46 Curriculum Frameworks
- Research-based

### i. Eligible Professional Development Activities

#### **1. Professional Development Offerings:**

Each fifteen (15) CPDUs and/or fifteen (15) CEUs earned after ratification of the contract and through professional development which meet Illinois State Board of Education approval, approved by School District U-46, or an approved School District U-46 provider, will count as one (1) credit.

For teachers that present professional development, CPDUs are awarded for the first presentation on the topic. Subsequent presentations of the same topic will earn the teacher one (1) Professional Credit in recognition of the ongoing work, limited to one Professional Credit per semester for that topic. Each unique topic shall be eligible to earn one (1) Professional Credit with a maximum of one (1) Professional Credit per semester.

Examples of district professional development offerings may include: content, methodology, technology, formative assessment, standards based learning and assessment, Guided Reading, differentiated instruction, as well as MTSS and social emotional learning standards

#### **2. Committees**

All teachers will have an opportunity to receive Professional Credits for participation on committees that are set forth in this Agreement. One (1) committee commitment will equate to one (1) Professional Credit on a per semester basis.

Eligible committees as established in the Agreement: School Department Committee, School Improvement Planning Committee, Professional Development Committee, Instructional Council, Safety Council, Technology Committee, Special Education Committee, TAP Oversight Committee, PAR

Committee, MTSS Committee, and Workload, Healthcare Committee, TMP Oversight, Salary Credit Oversight Committee, or as agreed upon by the parties.

### **3. Professional Learning Community (PLC)**

All teachers will have an opportunity to receive Professional Credits for ongoing participation in a PLC. The PLC must meet on a regular basis as identified in the application for approval (described below), outside of the normal work day, and with at least one other colleague. Credits shall accrue on a per semester basis at the rate of one (1) Professional Credit per PLC per semester. For this section, a semester is equivalent to a 16 week interval during the academic year.

#### **ii. Procedures for Earning Credit**

##### **1. Procedure for Teacher As Participant**

- a) Before participating in a professional activity, the staff must complete the Professional Credit Document and submit online. The form must be approved by the principal/supervisor.
- b) Teacher will submit statement of completion of the activity as part of the validation process.

##### **2. Procedure for Teacher as Facilitator of District Professional Development**

- a) Instructor will complete Professional Development Proposal for Instructors and submit electronically to the Assistant Superintendent for Teaching and Learning for pre-approval 10 school days prior to date of the session. The form must be sent to the Assistant Superintendent or designee.
- b) The Assistant Superintendent or designee will review the submission, including: credits to be earned by the instructor and participants.
- c) Within 10 school days after the completion of the professional development activity, the instructor must submit all final paperwork.
- d) Upon confirmation by the Assistant Superintendent or designee, the Profession Credit shall be awarded to the teacher.

#### **iii. Lane to Step Conversion**

Teachers in Lane 8 (+70) of the salary schedule who continue to earn and submit ~~recognizable-qualified~~ credits shall, upon accrual of any combination of ten (10) Academic or Professional credits, ~~be moved~~ to the next salary schedule step ~~for every ten (10) Professional Credits earned~~. The step shall be awarded in alignment with the provisions governing recognition of Academic Credit or Professional Credits, respectively. Each converted lane

will count against the annual two lane movement limitation and shall be separate from the annual step increment.

The following table summarizes the possible annual step and lane combinations available to teachers:

		Applicable Lanes					
Increment Type Earned	Symbol	BA through +70 (all)	BA through +60	+70	BA through +50	+60	+70
Maximum two total	Lane	0	1	0	2	1	0
	Converted Lane to Step	-	-	1	-	1	2
	Annual Step	1	1	1	1	1	1
Total Increments		1	2	2	3	3	3
Advancement Visualizations							

## Oversight Committee

The Salary Credit Oversight Committee will be co-chaired by representatives of the ETA and the district. The committee shall consist of 8 members: 4 members appointed by the CEO/Superintendent or designee and 4 members identified by ETA President. In addition, the CEO/Superintendent designee as well as the ETA President 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 approved by the ETA Representative Assembly and District Operations/Financial Services/HR Departments.

This U-46/ETA committee can appoint ad hoc committees to help it do its work.

The committee is charged with:

- Monitoring of Salary Credits
- Reviewing criteria for Professional Credits
- Gathering feedback from stakeholders
- Reporting and communicating with membership based upon disaggregated data.