

# Additional Work: Compensation Identification

SUMMARY DOCUMENT OF ADDITIONAL COMPENSATION  
TYPES AND THE QUALIFYING WORK

SALARY CREDIT OVERSIGHT COMMITTEE  
MAY 2021

# Table of Contents

Background/Purpose-----	1
Contract Language:-----	1
Definitions: -----	1
Professional Development (PD) Hour: -----	1
Professional Credit (PC):-----	1
Compensation types and qualifying work: -----	2
Appendix A: Salary Credit Oversight Committee Charge -----	4
Appendix B: Committee Members-----	5

## Background/Purpose

Under the Elgin Agreement, teachers can earn additional compensation through a variety of professional activities. Some of those activities are compensated directly in the form of hourly wages or stipends. Some activities are recognized through credits for use towards salary schedule advancement. While others still may provide for both. This document is to clarify and specify the types of compensation related to each of these qualifying professional engagements.

This document is guidance for the implementation of the following excerpted contractual language.

## Contract Language:

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

B. Salary Increment: Lane; 2. Advancement Beyond the BA Column [Beginning 2019-2020 school year]; b) Professional Credits; i. 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.

[The Elgin Agreement 2018-2022, p. 92]

## Definitions:

### **Professional Development (PD) Hour:**

Hours must be submitted on the form issued by the qualified provider and completed by the teacher. The teacher's name and signature must be included on the form to be accepted in the online system to qualify for conversion into a Professional Credit (PC). Professional Development hours are earned in ¼ hour (0.25) increments. All hours must conform with the rules as established by the Illinois State Board of Education (ISBE). Continuing Education Units (CEUs) may be an equal substitution for Professional Development hours.

### **Professional Credit (PC):**

Functionally equivalent to an Academic Credit in terms of salary schedule recognition, PCs are either earned directly or through the conversion of PD hours. When fifteen (15) PD hours have been entered and accepted in the online tracking system, those fifteen (15) Professional Development hours convert into a single PC.

## Compensation types and qualifying work:

A. COMPENSATION AT **10.47 INSTRUCTIONAL RATE OF PAY** AND QUALIFYING PD HOURS FOR STATE LICENSURE (ELIS).

Curriculum Writing: Outside of school day	PD: Outside of the school day, required only	TMP: Mentees
Curriculum Writing: Summer	PD: Summer, required only	

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B. COMPENSATION AT **27.6 REGULAR TEACHER SUBBING** AND QUALIFYING PD HOURS FOR STATE LICENSURE (ELIS).

New Teacher Orientation: Newly hired teachers

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C. COMPENSATION AT **10.47 INSTRUCTIONAL RATE OF PAY**.

Building MTSS Teams – As outlined in the MTSS District Handbook  
AVID Team

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D. COMPENSATION AT **10.47 INSTRUCTIONAL RATE OF PAY** (FACILITATOR SUBMITS TIMESHEETS), AND

Qualifying PD hours for state licensure (ELIS) for the development of the session	Professional Development Facilitators: Initial Development
	<u>Or</u>
one (1) PC on a per semester basis regardless of number of facilitations of the session.	Professional Development Facilitators: Subsequent presentations

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E. QUALIFYING PD HOURS FOR ACCRUAL TOWARDS PROFESSION CREDIT FOR WORK DURING THE SCHOOL DAY.

Curriculum Writing	PPD: Dependent upon the opportunities teacher engages
DCD: Dependent upon the opportunities teacher engages	PPD: SIP Dependent upon the opportunities teacher engages

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F. THE FOLLOWING ROLES RECEIVE A STIPEND BASED UPON THE JOB DESCRIPTION ON FILE.

AVID Coordinator	TAP Specialist
Data Coach	Tech Coach

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G. STIPEND PER THE ELGIN AGREEMENT AND QUALIFYING PD HOURS.

TMP Mentors	Licensure Renewal Liaison
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H. STIPEND PER THE ELGIN AGREEMENT AND PC.

TMP Oversight Committee

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I. Professional Credit: One (1) upon fulfillment of the necessary requirements of the engagement.

1) Professional Learning Community (PLC):

In accordance with the parameters as established in the Elgin Agreement [p.94]

2) Contractual Committees:

In accordance with the parameters as established in the Elgin Agreement [p.94]

Appendix F	Retirement	TAP Oversight
Healthcare	Safety Council	Technology
Instructional Council	Salary Credit Oversight	TMP Oversight
MTSS - District	School/Department (S/D)	Workload
PAR Panel	Special Education (SEC)	
Professional Development	School Improvement Planning (SIP)	

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J. NO ADDITIONAL COMPENSATION OR CREDITS.

Incurred costs are covered and reimbursed per Board Policy.

AP Trainer

Dual Certification

## Appendix A: Salary Credit Oversight Committee Charge

As established in the Elgin Agreement, 2018-2022:

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

#### **D. 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.

[The Elgin Agreement 2018-2022, p. 96]

## Appendix B: Committee Members

### Current Members

#### For the Teachers

Amy Grantham [2020 -  
Anne Hitch [2020 -  
Barbara Bettis [2019 -  
Carol Mammoser [2019 -  
Steve Hoyt [2019 -

#### For the School Board

Ann Chan [2019 -  
Dale Burnidge [2019 -  
Diane Belton [2019 -  
Suzanne Johnson [2019 –

### Past Members

#### For the Teachers

Chris Bucchi [2019-2020]  
Scott Sternal [2019-2020]

#### For the School Board