**Q&A on the current Tentative Agreement for ETA members**

**Questions on the 6.5:**

**How many days are district directed and how many are teacher directed?**

Currently the contract has 6 days for teacher attendance without students. The 2 days add this year will be determined by the Board of Education. The bargaining team recommended that they be after winter break. IF the TA is approved the Board can make that determination and notify ISBE as needed. The team recommended using President’s day for one and adding one day on after the last student attendance day.

**What is the total amount of minutes for staff meetings and committees?**

The TA will require 80 minutes per month before/after school for all members. That time may be split as determined at the site.

**What does this do for the teachers that have already put in for retirement?**

If you are already receiving a 6% increase, you will be capped so as to not incur any penalty payments.

**Where will the extra days come in for the second year of the contract?**

Those participating on the District Professional Development Committee will be able to make those recommendations.

**Can employees use Good Friday for a personal religious holiday if it is used for an extra day?**

As in the past, personal days are used by our members of all religions in order to observe their faith.

**Questions on 8.3:**

**Do kindergarten teachers get a planning period because they do not get any specials? Does this apply to split teachers? Do full day k teachers receive specials?**

We did not come to an agreement that would require any specific structure for Kindergarten Plan time. The added language only applies to self-contained special education teachers at this time. We do plan on a continued look to see how to support all kindergarten teachers. We do know some sites have accommodated some specials for their kindergarten students and hope to learn how to grow those opportunities. We hope the additional days become one way for all teachers to meet with their colleagues.

**Can a principal dictate what teachers do with their planning time?**

The time is for individual teachers to use to perform professional duties as they determine. A principal can certainly request to meet at this time or ask for voluntary participation in meetings. If a teacher needs to use that time for planning, they need to request the principal schedule the work for a different time.

**8.26 SEC Language/8.4 Special Education Instruction**

**Does 8.42 apply only to students with an IEP or does it apply to all students?**

This is meant to apply to all students.

**What is the procedure for when the teacher is asking for help and the principal is saying no?**

We hope the MTSS work group as stated in this TA will help make sure the processes for assistance become more consistent and equitable. We always encourage documentation and will address these ongoing concerns individually at a site. Please contact someone on SEC or in ETA leadership for assistance if this continues at your site.

**Who determines the time frame or the factors of what is disruptive?**

The PIT (Para-educator Intervention Team) will continue for this next school year. SEC continues to work on recommendations for this program. Usually it is through principal request, but the SPED admin may be able to help as well. The PIT will be assigned when there is a continuous disruption of the learning environment.

**How many PIT professionals are allocated in this contract?**

There are currently 4 FTE in place but we have encouraged more be added. The process to request this assistance will still go through the principal to central office. We continue to work with administration to make it more streamlined process.

**Questions on PAR:**

**Is it voluntary to go through this process?**

Yes

**Is this something a teacher would want to go through if they are found to be lacking anything during the evaluation process?**

This is the 3rd year of this program. Invitations for participation go to all teachers with Basic/Needs Improvement ratings. Teachers making significant change may benefit as well. Any teacher may volunteer to participate regardless of rating.

**What qualifies someone to be on the PAR panel or be a PAR mentor?**

Panel members are made through the ETA leadership process and the Peer Consulting Teachers are hired through the normal posting and interview process.

**Questions on 15.3 Professional Development Committee:**

**Are you paid for being on the committee?**

This has in the past met after school. We did not agree at the table to additional compensation.

**Questions on compensation**

**Does someone have to show up for the additional days to receive the 1% increase for additional days?**

These additional days are like any work day and will be treated the same. You may access sick leave as needed, but also, teachers can be docked for days not attending work, they are supposed to attend and do not follow appropriate procedures.

**What is the rational for the floor and the ceiling of the CPI?**

The floor guarantees a minimum increase regardless of the Consumer Price Index calculation. The ceiling meets a couple of interests. It assures that we will have fewer teachers hit the 6% penalty cap as they approach retirement in the last 10 years of service. It also ties increases to the PTELL levy limits that caps the districts revenue.

**Will the next two years of the salary schedule be available before the vote?**

It is not practical to do so. Since there is a potential range of CPI, we would have to make multiple potential schedules. We hope members will use the calculator to determine what might be the impact of the variety of CPI, step, and lane increases which are based on individual experience.

**The salary schedule on page 5 is the one that you mentioned had not changed in years, correct?**

Yes. This Index was created many years ago through collective bargaining.

**Why is the schedule not printed without TRS?**

Our salary has always included TRS contribution and is considered your credible earnings. Your TRS contribution will clearly be shown on your pay as a deduction as does all other tax deductions, insurance premium, and other deductions. Printing without is misleading as it is not your actual salary.

**Does the new salary schedule for this school year include the 1.5% and the 1%?**

Yes, it includes both.

**Did you calculate how many new teachers we could hire if we gave back the 1% raise for extra attendance days?**

We can calculate the average cost of a single FTE and we always discuss concerns about specific class size concerns. We also are still working to have members access the contract language to deal with staffing and class size concerns through site School/Department Committees. We are also aware the District is engaged in looking at boundaries. Based on those conversations and others, we believe this compensation TA is in the best interest of the entire school community.

**Is there a $1,000 stipend being offered to new hires to obtain their ESL approval?**

If support is given to individuals prior to becoming ETA members, we are not in that conversation. There was conversation about limited support to some in the ESL endorsement process. I hope that this conversation will continue, but there is no language that addresses this for now except lane changes.

**How will student growth affect the compensation?**

There is currently no statutory obligation to tie growth to compensation. As stated last year, we have a joint committee working on a models for implementation for student growth and that should come forward soon for discussion.

**Questions on retirement:**

**What is the age when Medicare is available?**

65

**Is the money allocated for the full insurance premium?**

No, this is a post retirement stipend meant to help manage insurance costs. In the previous contract it was estimated to meet 50% of premium costs.

**Questions on Appendix F:**

**Appendix F**

Now that Battle of the Books is under appendix F, it is no longer a district stipend?

It has always been in Appendix F, it is still a stipend per team.

What is Music Club, is it chorus?

No it is not Chorus.

Are we bringing football back for boys this year?

It may not be brought back this year, but since it is in the schedule it will not be taken out.

Is boy’s volleyball being added this year?

Yes in the spring, one per school, one per grade level.

Will schools be getting startup money for uniforms and stuff?

That is not bargained, it is up to the district to determine how to support.

Why are non-athletic HS stipends not configured by points if the language says they will be?

The committee making the recommendation did not complete the work and wanted more time to complete, which is why it is not reflected in the current appendix. The committee has asked for more time and the team agreed to give them more time.

Is outdoor ed stipend for elementary separate from per pupil amount?

The language designates a set amount for the activity. School Department Committee can determine whether or not to add to that from the per pupil amount.

Why are the athletic increments different (3 steps, 4steps)?

Continued how it was done before, if it was 3 steps or 4 steps and none were changed in this TA.

Is there money in the budget for football for MS?

There is no money set aside for football. There is not a separate budget for each area of Appendix F. The Appendix is not a budget. It is procedures for stipends if the program is run.

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Additional Questions:

**Were the TTF recommendations used at the bargaining table and why are they not reflected in the TA?**

The report was a standard used by the team with all issues at the table and we believe that there were options brought forward that supports this work. The ETA leadership is committed to this work and will continue to use this as a guiding document with District Administration and the Board of Education to move toward these ideals. . We believe the agreement around Professional Days is a step toward creating time for true teacher collaboration in sharing students and curriculum at the classroom level that will help to actualize the intent of the document.

**Was the ETA given a finite amount of money to spend within the contract?**

No, the team generates options based on the interests.