

**ETA**  
**Tentative**  
**Agreement**  
**Presentation**

*April 17, 2019*



# Voting Timeline

Wednesday, April 17 - Presentation to the Representative Assembly

Tuesday, April 30 - Members vote on the tentative agreement

Monday, May 6 - School Board votes on the tentative agreement



# Voting Instructions

- In your envelope
  - Building List
  - Ballots
- Reminder: Non-members CANNOT sign up on the day of the vote (must have paid dues for three paychecks).
- Ballots are due to the ETA office by 5 PM on Tuesday, April 30
- Absentee voting will be available at the ETA office on April 29 and April 30.
- If members are not voting in their building, they will need to confirm membership at the site at which they are voting
- If you have questions about voter eligibility, contact the ETA office to confirm at **847-428-7640**



# TA Presentation Sessions

Monday, April 22 - Larkin High School Auditorium - 3:30-5:30 PM

Wednesday, April 24 - Tefft Middle School Auditorium - 4:00-6:00 PM

Thursday, April 25 - Elgin High School Library - 4:00-6:00 PM

Friday, April 26 - Kimball Middle School Auditorium - 4:00-6:00 PM

Monday, April 29 - South Elgin High School Auditorium - 3:30-5:30 PM

# Team Members

- Barbara Bettis - ETA President
- Donna Streit - Eastview Middle School
- Jack Janezic - UniServ Director
- Amy Grantham - Otter Creek Elementary
- Dave Borg - Elgin High School
- Eric Illich - Bartlett High School
- Nicole Barder - Laurel Hill Elementary
- Noemi Hernandez - Washington Elementary



# Members Involved in Bargaining

Contract Improvement Committee

Appendix F Committee

Elementary Workload Committee

MTSS Committee

Special Education Committee

ETA Board of Directors



# Values and Beliefs

Your ETA Bargaining team held strongly to their fundamental principle of bargaining to bring a contract equitable in compensation, recognition of the diverse work, effort, and activities carried out by our membership in their roles throughout each day of the school year.

Our team has striven to give voice and empower members in decisions that impact them, our educational programs, our students, and educators of U-46.

We are grateful for their efforts.



Listen with the same passion  
with which you would want to  
be heard





# Questions

If you have a question, fill out one of the slips of paper you were provided when checking in.

Members will collect questions as you have them and bring them to the front. Questions will be addressed at the conclusion of the presentation.

Time permitting, questions directly from the representative assembly will be addressed.

In addition, these questions will be used to form an FAQ to be posted on the website.



# Contract Language

## 2.54 School Department Changes

- Scope of activity now includes safety
- Supervision duties are jointly determined via consensus
- Parent teacher conference date determined at SD
- Budget timeline changed to November 1 from October 1

### 2.54 - School Department Language

# 15.1 School Improvement Committee

- SIP will meet monthly unless otherwise determined by the committee
- SIP committee will plan the 2 SIP days
- Removal of winter institute day language since winter institute day no longer exists



## 15.22 Parent Conferences, Meetings and/or School Programs

- 5 hours will be dedicated to parent teacher conferences as determined by the School Department in the following manner
  - One (1) to four (4) hours of the five (5) will occur **after** normal school hours
  - The remaining hours from the five (5) will occur **during** normal school hours for the site on non-attendance days. Hours not used for parent teacher conference will be considered part of a PPD day.
  - Attendance is required by all teachers.
- Each site can schedule up to seven (7) additional hours for parent-teacher meetings and/or school programs
  - Hours must be after school
  - School Department shall identify the day(s) and time(s)
  - Teacher attendance is required for each teacher
  - Teachers will be paid at the instructional rate

## 6.5 - Teacher Collaborative Time

Teachers will participate in;

- 4 Professional Practice Days (PPD)
- 2 District Collaborative Days (DCD)
- 2 School Improvement Committee Days (SIP)
- 

Professional Practice Day Changes

- Can be done individually, with colleagues, parents, or students
- Can include grading
- One day must be designated for parent teacher conferences by School Department.

School Improvement Days (SIP)

- Activities aligned to the school SIP plan
- Planning for these days is done by the SIP team

[6.5 - Teacher Collaborative Time Language](#)



## 8.2 High School and Middle School Supervision

High School and Middle School supervision CAN now include

- Tutoring Centers
- Mentoring Groups
- College and Career Planning

Supervisory duties shall be assigned each year pursuant to a plan JOINTLY determined by the SD committee and the building administration

8.2 - High School and Middle School Supervision Language

## 7.2 Instruction Council

- New ETA seats added
  - General Education Elementary goes from 3 seats to 2 seats
  - 1 Dual Language Elementary teacher added
  - 1 English Language Learner teacher added
- High school administration now generic
  - Previously 1 High School Principal and 2 Divisional Chairpersons
  - Changed to 3 High School Administrators
- Implementation of Technology may be a part of all presentations and proposals

### 7.2 - Instructional Council Language



## 8.45 - Specialized Education Committee

Special Education Committee will now be called the Specialized Education Committee

- Length of term has been updated to be three years
- Positions have been updated to include
  - Related Services as “other” representative
  - Low and High Incidence goes from 2 each to 6 total members which now includes modified learning program, exceptional needs, emotional disability and “other”
- Administration Representation Now Includes
  - PreK-Elementary School Administrator
  - Middle School Administrator
  - High School Administrator

[8.45 - Specialized Education Committee Language](#)

# 6.1 Support And Equipment

## Formally Clerical Aides and Equipment

- The Board will provide technology and equipment that are necessary for each site along with adequate support
- Support for the preparation of instructional materials (copying) will be provided for not less than the total number of student attendance days and be staffed in accordance with the DUSA agreement
- A committee of teachers will work with building administration to describe in writing the duties to be performed by support personnel



# MOA - Elementary Workload Committee

A committee of elementary representatives will address ongoing issues involving the elementary day and professional responsibilities.

## Scope and Function

- Review curriculum writing cycle and timeline to establish and provide a recommendation for revision
- Review and evaluate the potential impact on teacher workload as a result of new initiatives
- Determine how the committee will collaborate and integrate with IC
- Create innovative solutions to problems

## Composition of the Committee

- Committee will be co-chaired by an ETA Member and Administrator
- 9 District Appointees
- 15 ETA Appointees

[MOA - Elementary Workload Committee](#)



# MOU - Early Childhood

Due to the extensive assessments and data monitoring requirement of the program, Early Childhood teachers shall have three (3) full days of release time or hourly equivalent to be scheduled at a mutually agreeable time between building principal and teacher.

The “hourly equivalent” shall be 18 hours to be paid at the applicable rate as identified in *10.47 Instructional Rate of Pay*.

[MOU - Early Childhood Language](#)



## 9.2 - District Responsibilities in Student Discipline

Administrators must support teachers in matters of student discipline

- Must have a process of identifying students with social emotional needs which adversely impact the success of the educational program
- The District will attempt to address the causes that are impacting the success of the academic program
- The District shall provide resources and support to the fullest extent possible for addressing social emotional concerns, impeding students from committing violent acts in school and protecting students and staff from threats of violence, by;



## 9.2 - District Responsibilities in Student Discipline

- Providing standardized threat assessment tools for schools to address students who pose a threat to self and/or others
- Evaluating the threat to determine the level of concerns and action required
- Creating a student-specific safety plan utilizing various resources to decrease the threat of violence
- Involving parents/guardians/families as appropriate
- Organizing resources and strategies to manage situations involving students that pose threats to other students and/or staff
- Monitoring the process and effectiveness of working with students who make threats of violence, including student academic and behavioral success
- Working in collaboration with community partners to coordinate resources for the safety and wellbeing of students
- Maintaining a sense of safety among students, teachers and parents
- Implementing any other reasonable and necessary resource or strategy to address the causes adversely impacting an educational program

## 9.4 Exclusions from Class

- Now includes classroom disruptions
- Student must be referred to building administration
- In case of a suspension, hospitalization, temporary placement, or exclusion, a re-entry conference is required
- The building administration will make a reasonable attempt to communicate the outcome to parents or guardians not at the meeting

[Article 9 - Teacher Authority and Protection Language](#)

## 9.5 Student Disciplinary Records

- Discipline records must be maintained between all enrollment sites

[Article 9 - Teacher Authority and Protection Language](#)



## 9.6 Assaults Upon Teachers

- If an assault occurs during the assaulted teacher's performance of his/her duties, such assault must be reported to building administration. Building administration must report to other school authorities.
  - Admin will complete an investigation and threat assessment
  - Consider immediate classroom-based interventions
  - Gather information and review consequence options
  - Refer to students to appropriate support or services or restorative interventions
  - Impose exclusionary discipline in accordance with law and policy only as a last resort
  - The district recognizes the lawful right of teachers to be free from threats of violence
  - The employee has the right to file a police report if he/she believes that an assault has occurred

[Article 9 - Teacher Authority and Protection Language](#)



## 9.62 – Battery Upon Teachers

Battery upon a teacher occurs when a student knowingly without legal justification by means 1) causes bodily harm to the teacher or 2) makes physical contact of an insulting or provoking nature with an individual.

- Battery must be reported in a timely manner
- Safe learning environment must be restored by building administration
- Building administration will conduct an investigation to gather information, review support and consequence options, or refer student to appropriate support services
- The district recognizes the lawful right of teachers to be free from violence and can contact law enforcement to initiate a criminal investigation

# MOA - Safety Council

The Safety Council will provide ongoing oversight of safety. There will be continued discussion and study involving student behavior, school safety, and academic and behavioral interventions. The council will be advisory and be a source of recommendations on significant safety matters.

## Composition

- 5 Appointed ETA Members
- 6 Elected ETA Members
- 2 Community Members
- 9 Administration Members



# MOA - MTSS Committee

## Composition of the Committee

- 2 New Members Total
- ETA adds one seat
  - Early Childhood Teacher Added
  - “Other Teacher” designated as a Social Worker
  - ELL becomes Dual Language
- Admin adds one seat
  - High School Dean added
  - Special Education Specialist becomes Special Education Administrator

## MOA - MTSS Committee Language



# MOA - MTSS Committee

## Scope and Function

- Identify student supports and interventions
- Annually update the MTSS implementation guide to reflect evidence based practices.
- Create a list of available district wide interventions specific to grade level and program
- Gather data to inform decisions from Tableau, Edvantage, Infinite Campus, and data collected by the ETA
- Recommend a process for data collection and building wide sharing of academic and behavior data.
- Monthly meetings and more if deemed necessary

[MOA - MTSS Committee Language](#)



# MOA - Tactical Assessment Team

ETA and Administration continue to identify the concerns of school safety.

With this focus, the creation and implementation of Tactical Assessment Team, comprised of a social worker, psychologist, nurse and teacher (LBS1 certification), will work to do the following;

- Complete student assessment and evaluation
- Facilitate short term placement
- Support the home site
- Create behavior and transition plans

[MOA - Tactical Assessment Team Language](#)

# Other Changes

2.62 - Fair Share language eliminated since the category for fair share no longer exists.

2.13 - Staff Directory language changed to have an electronic copy sent to ETA President and UniServ Director.

6.11 - Adequate Housing for Teachers expanded to include environmental concerns

7.1 - Teaching Equipment expanded to include technology as well as support and PD

10.33 - Changed language to explain where a long term sub will fall on the new salary schedule (A-1)

12.66 - All brand new experimental programs can allow no more than 3 Years for the teacher to return back to the former position, if it exists.

14.21 - Changed from “Keys like” survey to Annual survey (i.e. 5 Essentials)



# Other Changes

25.2 - Lists the student attendance days and number of teacher collaborative days

26.3 - Tax-Sheltered Annuities and 403(b) Savings Plan

Addendum F - ETA will collaborate with Human Resources to appoint a Licensure Renewal Liaison

Addendum G - Changes NCLB to ESSA

MOU - Paraeducator Intervention Team updated to reflect years and recognize the DUEA contract

\*These changes can be found in the complete Elgin Agreement





# Compensation Article 27



# Compensation

## New Step and Lane Salary Schedule

- 20 Steps
- 8 Lanes
- Equal money from step to step and lane to lane
- Elimination of zero increase spots

**NOTE - ALL DOLLAR AMOUNTS SEEN HERE INCLUDE TRS**

[Article 27 - Compensation Language](#)

# Compensation

- Find your current step and current lane on the “2017-2018 Salary Schedule”
- Go down to the “Placement to New Salary Model” chart and find your current step and current lane. The letter and number in that cell are going to be your new step and lane.
- Go to the 2018-2019 salary schedule and find your new step and lane. This will be your salary for the 2018-2019 school year.

EXAMPLE: Scott is a 6th year teacher with a Master’s degree. His step and lane for the “Current 2017-18 Salary Schedule” would be Step 5-Lane 5. His salary would be \$58,214. He would then go down to the “Placement to New Salary Model” and find his new step and lane to be Step C-Lane 4. He would then go down to the “2018-2019 Salary Schedule” and his salary would be \$60,938. This would be his salary for the 2018-2019 school year and the basis for his retro pay.

# Compensation

Now that you are placed on the new salary schedule, you need to move through it:

- A year of service will move you down one step
  - 2019-2020 Schedule
  - 2020-2021 Schedule
  - 2021-2022 Schedule
- 10 Graduate Credit Hours will move you to the right one lane
- You no longer need to earn a Master's degree to keep moving right. As long as they are graduate hours, they will move you to the right.

There are other opportunities to earn credits. They are called Professional Credits and will also help you to move to the right.



# Professional Credits

Professional Credits will be applied to the advancement through the salary lanes.

Professional Credits may be earned each school year for Professional Development, Professional Learning Communities and Committee Work.

A maximum of (5) five Professional Credits can be earned each school year.

Professional Credits shall accrue throughout the school year and will be credited to the teacher's record by the following August 1.



# Professional Credits

**Professional Development Offerings:** Each (15) CPDUs and/or CEU's will count as 1 credit. For teacher presenters of PD, CPDUs are awarded for the first presentation on the topic. Subsequent presentations of the same topic will earn (1) credit per semester. Each unique topic shall be eligible for (1) Professional Credit per semester.

**Committees:** All district contractual committees, as well as others agreed upon by the ETA and the district, will equate to one (1) Professional Credit per semester.

**Professional Learning Community (PLC):** All teachers can meet in a professional learning community outside of the normal work day, and with at least one other colleague. Each PLC will be eligible for (1) Professional Credit per semester.



# Salary Increment Lane

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

Teachers are to initiate the process to be credited for lane advancement for academic credits earned prior to ratification but not previously recognized.

Graduate Hours shall not meet exceed (10) ten hours.



# Additional Step Opportunity in Lane 8

Teachers in Lane 8 (+70) of the salary schedule who continue to earn and submit recognizable credits shall be moved to the next salary schedule step for every ten (10) Graduate and/or Professional Credits earned.





# Step and Lane Movement

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



# Step 20 403(b) 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:

- 1.5% matching of the teacher's annual salary UNLESS
- The 3% law is repealed. 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
- 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.



# Salary Credits Oversight Committee

The Salary Credits Oversight Committee will be co-chaired by representatives of the ETA and the district. The committee shall consist of;

- 4 members of the ETA appointed by the president
- 4 members of the district appointed by the CEO/Superintendent
- The President of the ETA as a non voting member
- A designee of the CEO/Superintendent as a non voting member

The charge of the committee is to;

- Monitor Salary Credits
- Review criteria for Professional Credits
- Gathering feedback from stakeholders
- Report and communicate with membership based on data



# Prior Experience Credit

For teachers hired in the 2018-2019, credit on the salary schedule for experience in other schools remains the same...

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

Beginning 2019-2020 credit on the salary schedule as determine by human resources will be as follows:

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



## 26.1 - Hospitalization-Major Medical Insurance

- January 1, 2019 - December 31, 2019
  - District pays 90%, Member pays 10%
- January 1, 2020 - December 31, 2020
  - District pays 88%, Member pays 12%
- January 1, 2021 - December 31, 2021
  - District pays 85%, Member pays 15%
- January 1, 2022 - December 31, 2022
  - District pays 85%, Member pays 15%

### 26.1 - Health Insurance Language



# Hourly Work Rates of Pay Schedules

<b>Instructional Rate of Pay</b>			
2018-2019	2019-2020	2020-2021	2021-2022
\$28.71	\$30.25	\$30.75	\$31.00

<b>Extracurricular Supervision</b>			
2018-2019	2019-2020	2020-2021	2021-2022
\$24.49	\$25.50	\$25.75	\$26.00

<b>Regular Teacher Subbing</b>			
2018-2019	2019-2020	2020-2021	2021-2022
\$24.01	\$27.00	\$27.25	\$27.50

# Appendix F

- Percent Increase applied to Appendix F at all levels
- Sports and activities added
- Areas updated and/or changed
- Appendix F Fund at Each level
- Appendix F Handbook will be completed

[Appendix F - Full Markup Language](#)

[Appendix F - No Markup - New Language](#)



# Links to Compensation Resources

[Article 27 - Compensation Language](#)

[Appendix F - Full Markup Language](#)

[Appendix F - No Markup - New Language](#)

[26.1 - Health Insurance Language](#)

[Old Schedule to New Schedule Conversion](#)

[19-20, 20-21, 21-22 Salary Schedules](#)



# Questions

# Voting Procedures

- Only members with blue cards (elected building representatives) can vote on any action taken.
- If you have a yellow card (guests), we are asking you to please excuse yourself to the lobby.
- We will invite the guests back at the conclusion of voting.