

2015 – 2018 SEA TENTATIVE CONTRACT AGREEMENT

SCHOOL LEADERSHIP TEAM

ARTICLE: VI

PARAGRAPH: R

PAGE #: 7

The District shall maintain a School Leadership Team (SLT) at each school building. The SLT shall be comprised of seven (7) to ten (10) members and must include certified staff members, SEEO staff, parents, an assistant principal and a principal. An employee who is a parent of a child in the building in which they work, cannot fill the parent position on SLT. The term of service for an SLT member is three (3) years with one-third (1/3) of the membership rotating off each year. Any staff member may run for an open SLT position. All efforts will be made to have a diverse SLT membership. The principal and the assistant principal are the only permanent members of the SLT. The selection and replacement process for staff members must be by an all-school election to be completed by April 15 of each year. The current SLT shall provide minutes and run the election, making results available to all staff members.

New Paragraph:

The purpose of an SLT is to improve communication and to empower each school to better address the unique needs of its students. SLT responsibilities shall include a review each trimester of the building discretionary funds available to professional development, clubs, and such other areas as directly affect teachers and discussion of appropriation of funds to responsibly meet the needs of the students, staff, and community. This will enable staff, parents and administrators to work collaboratively to create a culture of continuous improvement consistent with the building's School Improvement Plan.

SUPPORTED EDUCATION

ARTICLE: VI

PARAGRAPH: S

PAGE #: 7

Supported education is a collaborative process among teachers, parents, support staff and administrators. This process involves frequent planning and problem-solving to effectively meet the needs of a student with supported education. When determining certified staff members' caseloads, consideration will be given to the students' level of educational function and qualifying eligibility, plus teacher contact time. The Board will provide the required and necessary supports for classrooms as required by law. (For purposes of this section, a student with supported education is a student who is eligible for and receives special education services as set forth in an IEP and/or age appropriately placed in the least restrictive environment.)

INAPPROPRIATE USE OF SICK LEAVE

ARTICLE: VII

PARAGRAPH: B

PAGE #: 8

Each teacher may take no more than two (2) of the following days as sick leave without penalty approved documentation.

STAFF FACILITIES AND EQUIPMENT

ARTICLE: XI PARAGRAPH: B PAGE #: 18

When determining classroom usage, priority will be given to students receiving direct instruction.

SCHOOL CALENDAR

ARTICLE: XII PARAGRAPH: A & B PAGE #: 18

- A. No later than November 1, representatives of the Association and SEEO will meet with the Superintendent or designee in an effort to determine the school calendar.
- B. Calendar will include one (1) record day. **Record's Day will be the day following the last day of student attendance. The report card window will close two-days prior to the last day of student attendance to allow adequate time for completion of student records.**
- C. If an emergency day is used during the school year, a school day will be added at the end of the year. **Up to five emergency days can be added to the calendar in one school year.**

CLASS SIZE

ARTICLE: XIII PARAGRAPH: PAGE #: 18

The Board recognizes the relationship of class size to student success. The Board will strive to achieve class size of twenty-eight (28) students per class **and twenty (20) students per early childhood class.** This clause is not subject to the grievance procedure.

NOTICE OF ASSIGNMENT

ARTICLE: XVII PARAGRAPH: A PAGE #: 20

A teacher will be given notice of assignments for the forthcoming year no later than ~~seventy-five (75) calendar days~~ **May 15th preceding the first (1st) day of the new school term.** In the event changes in such assignments are proposed, the teacher affected will be notified promptly and consulted. In no event will changes in the teacher's assignments be made later than sixty (60) calendar days preceding the commencement of the next school term unless an emergency situation requires same. In the event of such emergency, the teacher will be notified, and allowed to resign if such change is not acceptable.

FULLY QUALIFIED SUBSTITUTES

ARTICLE: XVII PARAGRAPH: F PAGE #: 20

F. The Board will continue to seek fully qualified substitutes **in all licensed areas, including special education. When possible, licensed special education staff will be given priority for use of specialty licensed substitutes when preplanned absences are arranged.**

PLANNING TIME

ARTICLE: XVII

PARAGRAPH: J

PAGE #: 21 & 22

Change 6th paragraph to read:

Elementary teachers will have a minimum of ~~one hundred twenty (120)~~ one hundred fifty (150) classroom plan time minutes per week out of their total planning minutes

~~Deleted from Paragraph J.: 12th paragraph~~

~~For full-time kindergarten teachers who teach two (2) sessions, the District will provide not less than a full school day (or equivalent) of planning time per year. In addition, full-time kindergarten teachers will be given thirty (30) minutes of team plan time during Wednesday professional development time.~~

New ELC language to replace present ELC language in Paragraph J.

ELC classroom teachers will be provided with an average of two hundred forty (240) minutes of plan time each week. ELC classroom teachers will have a minimum of one hundred fifty (150) minutes classroom plan time per week out of their total planning minutes.

ELC support staff will be provided with an average of two hundred ten (210) minutes of plan time each week. ELC support staff will have a minimum of one hundred fifty (150) minutes classroom plan time per week out of their total planning minutes.

IN-DISTRICT SALARY CREDIT

ARTICLE: XXI

PARAGRAPH: B

PAGE #: 28

ADD NEW SENTENCE (clarification of present practice): Credits earned for attending inservice programs and workshops outside the school day apply toward movement on the salary schedule at a rate of one (1) in-district university credit for each 15 salary lane credits completed.

INSURANCE BENEFIT

ARTICLE XX

PARAGRAPH B2.

The Board agrees to pay ~~ninety-five and one-half percent (95.5%)~~ ninety-five and one-half percent (95.5%) of the full premium for employee coverage or ~~fifty-five percent (55%)~~ fifty-nine and one-half percent (59.5%) family coverage for a year-round group health insurance plan during the life of this Agreement.

RETIREMENT

ARTICLE XXII

~~VOLUNTARY RETIREMENT PROGRAM~~ INSURANCE BENEFIT

~~Pre-Retirement Incentive of six percent (6%) Increases in final Five (5) Years~~

~~Eligibility: for Retirement Incentive Program~~

In order to be eligible to receive the Retirement ~~Incentive~~ Insurance Benefit under ~~Section 3 Article XXII~~, employees must:

- 1) have completed at least fifteen (15) years of full-time employment in District 54; and

- 2) be eligible to receive ~~regular a retirement annuity pension benefits~~ through the Teacher's Retirement System of the State of Illinois (~~i.e., excluding those teachers eligible to receive any retirement option under the "Early Retirement Option" provision of the TRS Pension Act~~); and

Delete everything up to Paragraph C.

- C. District Contribution to TRS Premium (Post-Retirement)

ECONOMICS/SALARY SCHEDULE

ARTICLE: XXI

PARAGRAPH A/ADDENDUM A

PAGE # 27/36

- Step Increase
- 1% increase on base – for meeting District-wide growth target based on MAP scores 90% (Reading – 64% meet annual growth and Math – 74% meet annual growth)
 - Growth goal measured from Fall 2014 to Spring 2015 enhances base on 2015-16 salary schedule
 - Growth goal measured from Fall 2015 to Spring 2016 enhances base on 2016-17 salary schedule
 - Growth goal measured from Fall 2016 to Spring 2017 enhances base on 2017-18 salary schedule

RECOGNITION OF EMPLOYEES AFTER 25th STEP - Longevity

A 1 ½% non-cumulative salary increase. Multiply 1.015 times 25th salary step amount to determine salary.

EXTRA DUTY STIPEND

ADDENDUM IV PAGE #: 36

- 3% Increase to Stipends
- New standardized club sponsor request forms and submission deadlines
- STEM Programs standardized
- Building SLT oversight of process

2014-15 Salary Schedule

	B	B+15	B+39/M	M+15	M+30
1	40673	42707	45147	47587	50841
2	42707	44740	47181	49621	52875
3	44740	46774	49214	51655	54909
4	46774	48808	51248	53688	56942
5	48808	50841	53282	55722	58976
6	50841	53282	55315	57756	61416
7	53282	55315	57756	60196	63450
8	55315	57756	59789	62230	65890
9	57756	59789	62230	64670	67924
10	59789	61823	64263	66704	70364
11	63043	65077	67517	69958	73618
12	66297	68331	70771	73211	76872
13	66297	68331	74025	76465	80126
14	66297	68331	77685	80126	83380
15	66297	68331	80939	83380	87040
16	66297	68331	84600	87040	90294
17	66297	68331	87854	90294	93955
18	66297	68331	87854	90294	93955
19	68331	70364	91108	93548	97208
20	68331	70364	91108	93548	97208
21	70771	72398	93141	95582	99242
22	70771	72398	93141	95582	99242
23	72805	74025	95175	97615	101276
24	72805	74025	95175	97615	101276
25	74838	76059	97208	99649	103309

Rate increase
longevity
1.01
1.015

2015-16 Salary Schedule

Table with 5 columns: B, B+15, B+39/M, M+15, M+30. Rows 1-25 showing salary progression for 2015-16.

Rate increase
longevity
1.01
1.015

2016-17 Salary Schedule

Table with 5 columns: B, B+15, B+39/M, M+15, M+30. Rows 1-25 showing salary progression for 2016-17.

Rate increase
longevity
1.01
1.015

2017-18 Salary Schedule

Table with 5 columns: B, B+15, B+39/M, M+15, M+30. Rows 1-25 showing salary progression for 2017-18.

\$ Progression analysis from 2014-15 to 2015-16

Table with 5 columns showing percentage progression analysis from 2014-15 to 2015-16.

\$ Progression analysis from 2015-16 to 2016-17

Table with 5 columns showing percentage progression analysis from 2015-16 to 2016-17.

\$ Progression analysis from 2016-17 to 2017-18

Table with 5 columns showing percentage progression analysis from 2016-17 to 2017-18.

% Progression analysis from 2014-15 to 2015-16

Table with 5 columns showing percentage progression analysis from 2014-15 to 2015-16.

% Progression analysis from 2015-16 to 2016-17

Table with 5 columns showing percentage progression analysis from 2015-16 to 2016-17.

% Progression analysis from 2016-17 to 2017-18

Table with 5 columns showing percentage progression analysis from 2016-17 to 2017-18.

SEA (15/16 – 17/18) proposed salary schedule: if all growth targets are met