JUNIOR HIGH COMMON PLAN TIME & K-5TH GRADE PLANNING TIME

The dedicated professionals who make up the Mendota Education Association believe that students are best served when teachers are prepared to present a curriculum that is organized, comprehensive, and adaptable to each student's needs. In order to create and implement that curriculum, teachers must have time together to consult and plan. The planning time for both elementary and junior high teachers is vital for this type of preparation, parent outreach, and consultation with other professionals who provide service to our students.

RECESS DUTY

The Association was duped into recess duty approximately four years ago when they were asked to 'help the District out'. Our elementary teachers agreed to provide coverage for recess duty because of a temporary situation and Superintendent School has taken advantage of this generosity. The District can afford to pay a non-certified employee(s) to perform recess duty and they also have the option of rearranging the schedule of currently employed non-certified staff in order to supervise recess. We have made these suggestions at the bargaining table and the response from the Board team has been a non-factual, blithering mess of statements about 'seeing the students in an alternate setting'. We believe the focus of all teachers should be to support and instruct and placing a teacher on recess duty when there are available alternatives is a waste of tax payer dollars and disrespectful to the school community. Let us use our time to teach!

TRS

Mendota Elementary School District No.289 is one of only a handful of school districts in the entire state of Illinois who pay only 2% toward retirement. This benefit will help to attract and retain quality staff and as our exit interviews have shown, this is one of the primary reasons that excellent teachers leave our community. Our students cannot afford this revolving door of educators that the Board is blatantly unconcerned with. Increasing the Board’s contribution to TRS will improve a benefit package that has not kept up with surrounding communities and will help us put the best teachers in front of our students.

SALARY

For many years and several contracts, the MEA members have made concessions in salary, TRS, and insurance in response to the Board stating this was necessary for the health of the District. Now, there is a surplus, no Board member can explain the current financial situation, the insurance renewal rate is flat, the District is saving money on insurance with our current contribution levels, and teachers are leaving for better paying jobs. We have earned the increases we have proposed and the District can afford our proposal without raising taxes, reducing the number of staff, or going into deficit. It is time to recognize the commitment of our staff to our students and our community. It is time to be compensated fairly and competitively.

Approximate cost for salary over three years is $993,711 for our current staff.
Collective Bargaining Proposal
Mendota CCSD #289 Board of Education
And
Mendota Education Association

Proposal Number 1:

Proposed by:  Mendota CCSD #289 _____  Mendota Education Association _____

Proposal: Changes to Article IV Section A

Section A

The practice in place on August 26, 2019 for Kindergarten-5th grade planning time will remain unchanged for the duration of this agreement unless an emergency situation occurs.

For grades sixth through eighth grade, teachers will be guaranteed a daily common team plan time within the student day, commencing on the first student day of 2020-21.

Certified staff will also not be required to supervise students during recess, commencing on the first student day of 2020-21.

Mendota CCSD #289 Response:

Date T/A reached: ______________

__________________________________________
Mendota CCSD #289 Board Member

__________________________________________
Mendota Education Association Member

9/19/19
8:15 pm
Collective Bargaining Proposal
Mendota CCSD #289 Board of Education
And
Mendota Education Association

Proposal Number 9:

Proposed by: Mendota CCSD #289 _____ Mendota Education Association ___X____

Proposal: Changes to Appendix A Salary Schedules

Using the current schedule,
Year 1: 4% increase to the current base (step and lane)
Year 2: 4.5% increase to the 2019-2020 base (step and lane)
Year 3: 4% increase to the 2020-2021 base (step and lane)

Mendota CCSD #289 Response:

Date T/A reached: ______________

________________________________________
Mendota CCSD #289 Board Member

________________________________________
Mendota Education Association Member

9/19/19
8:15 pm
Proposal Number 7:

Proposed by: Mendota CCSD #289 __________ Mendota Education Association ______

Proposal: Changes to Article XII Section H.

Section H. The Board shall pick up and pay to the Illinois Teacher Retirement System (TRS), on behalf of each teacher, up to 9.4% of the appropriate salary shown on the salary schedule attached to this agreement. Said pick-up and payment shall be for the purpose of the Board’s assuming a portion of each teacher’s required contributions to the TRS except contributions for survivors’ benefits. The Board’s pick-up and payment to the TRS is included in the appropriate amounts shown on the salary schedule. The salary schedule amounts represent the combination of all regular salary benefits payable to each teacher and all amounts picked up and paid to the TRS by the Board. The Board shall not be required by this Section or otherwise to pick up and pay any additional amounts to the TRS. It is noted that beginning with the 2014-2015 2019-2020 contract year the Board shall pay 2% 6% for the 2019-20 year; 6.75% for the 2020-21 year; 7% for the 2021-2022 year of the teachers’ required contribution to TRS in addition to the salary schedule amounts. (See: annotation to salary schedule.)

Mendota CCSD #289 Response:

Date T/A reached: ______________

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Mendota CCSD #289 Board Member

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Mendota Education Association Member

9/19/19
8:15 pm