

**In the Matter of Negotiations between the Board of Education of Streator
Elementary School District 44 and the Streator Education Association, IEA- NEA:**

FINAL OFFER

**BOARD OF EDUCATION OF STREATOR ELEMENTARY
SCHOOL DISTRICT 44***

MARCH 16, 2018

*These materials are submitted pursuant to 115 ILCS 5/12 on behalf of the Board of Education of Streator Elementary School District 44 (the "Board") in connection with its collective bargaining negotiations with the Streator Education Association, IEA-NEA (the "SEA"), for a collective bargaining agreement between the Board and SEA for the following group of employees: All regularly employed full-time and part-time professional teachers, all regularly employed full-time and part-time support staff employees as set forth in the parties' collective bargaining agreement.

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ILLINOIS EDUCATIONAL LABOR
RELATIONS BOARD • CHICAGO

MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER
PACKAGE SETTLEMENT PROPOSAL

****The Board's cost summary of its final offer is set forth in Attachment C****

<u>ISSUE</u>	<u>BOARD OFFER</u>
1. Addressing the Board [Article 2(D)]	See Attachment A-1 for this provision
2. Group Health Insurance [Article 6(A)]	Maintain contract status quo for 2017-18
3. Group Health Insurance [Article 6(B)]	Maintain contract status quo for 2017-18
4. Group Health Insurance [Article 6(C)]	Change open enrollment to Nov. 15-Dec. 15
5. Group Health Insurance [Article 6(E)]	Board withdraws its proposal
6. Group Health Insurance [Article 6(J)]	Reject SEA proposal for new Section J
7. Negotiations Start Date [Article 9(G)]	Board withdraws its proposal
8. Pupil Discipline [Article 14(A)]	See Attachment A-2 for this provision
9. Vacancies, Transfers and Promotions [Article 17(C)]	See Attachment A-3 for this provision
10. Sick Leave [Article 18(A)]	See Attachment A-4 for this provision
11. Lost Plan Periods [Article 20(I)]	See Attachment A-5 for this provision
12. Meeting Attendance [Article 20(K)]	See Attachment A-6 for this provision

- | | | |
|-----|--|---|
| 13. | Retirement Incentive (Teachers)
[Article 20(O)] | Reject SEA proposal; Maintain contract status quo |
| 14. | Dress Code
[Article 21(D) and Article 25(F)] | Board withdraws its proposals |
| 15. | District Steering Committee
[Article 23] | See Attachment A-7 for this provision |
| 16. | Support Staff
[Article 24(A)] | Reject SEA proposal; maintain contract status quo |
| 17. | Custodial Duties
[Article 24(C)] | Reject SEA proposal; maintain contract status quo |
| 18. | Final Paycheck
[Article 25(A)] | Reject SEA proposal; maintain contract status quo |
| 19. | Paid Holidays
[Article 26(E)] | Reject SEA proposal; maintain contract status quo |
| 20. | Sick Leave
[Article 27(A)] | See Attachment A-8 for this provision |
| 21. | Sick Leave Bank – Support Staff
[Article 27(B)] | See Attachment A-9 for this provision |
| 22. | Paid Vacation Leave
[Article 27(D)] | Reject SEA proposal; maintain contract status quo |
| 23. | Retirement Benefits-Support Staff
[Article 29(C)] | Reject SEA proposal; maintain contract status quo |
| 24. | Retirement Benefits-Support Staff
[Article 29(D)] | Reject SEA proposal for new Section D |
| 25. | Duration of Agreement
[Article 31] | One-year contract effective 7/1/17 – 6/30/18 |

26. Appendices:

- a. Salary (Appendix A - Teachers) Hard freeze for 2017-18
- b. Salary (Appendix B – Support Staff) Hard freeze for 2017-18
- c. Longevity (Appendix A – Teachers) No longevity payment in 2017-18; Reject SEA proposal
- d. Appendix E (Support Staff eval forms) Replace “personal appearance and habits” with “professionalism”

27. Everything else as previously agreed by the parties (See Attachment B for prior tentative agreements) or, if not previously agreed and not set forth herein, maintain contract status quo.

ATTACHMENT A-1

MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER

Article 2 (D) – Addressing the Board

The Board shall place on the agenda of each regular Board meeting for consideration under "New Business" any matters brought to its attention by the Association so long as these matters are made known in writing to the Superintendent at least five (5) business days prior to the regular meeting, provided in his discretion the Superintendent may waive such notice. Upon the request of the Superintendent, Association representatives will meet with him promptly to review and discuss such matters. ~~If correct procedures are followed, the board will be required to award the union time in closed session to speak.~~ The Board may, in its discretion, allow the union time in closed session to speak.

ATTACHMENT A-2

MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER

Article 14 – Pupil Discipline

- A. A Teacher shall be responsible for the control of his/her class and for maintaining discipline and order in his/her presence, in the school building, on the school grounds during the normal Teacher duty day, or at other times the Teacher has such responsibility outside the normal day. The Board also recognizes its responsibility to give reasonable support and assistance to the Teacher with respect to the maintenance of control and discipline in the classroom, and that it is sound practice that an Administrator should first consult with a Teacher before superseding a Teacher's discipline of a student except in extraordinary situations. **The administration will support teachers in their enforcement of reasonable and appropriate student discipline in the classroom as provided in Section 5/24-24 of the School Code and in accordance with applicable law.**

ATTACHMENT A-3

**MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER**

Article 17 - Vacancies, Transfers, and Promotions

- C. When it is necessary to ~~involuntarily~~ transfer or reassign Teachers in a school or within a school district, to the extent possible, all volunteers shall be considered first. Teachers ~~involuntarily~~ transferred may request to be relieved from duty for the purpose of moving their classroom on the last or first contractual day of the school year ~~depending on when the teacher was notified of the involuntary transfer.~~ A teacher aide will be provided to assist with this move. The teacher's classroom aide will have first choice of the assignment. If the teacher aide declines the assignment, it will be offered based on seniority in the building and posted electronically in District email for three (3) work days. If not accepted, the Administrator shall assign an aide.

ATTACHMENT A-4

**MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER**

Article 18 - Leaves

A. Each Teacher shall be entitled to sick leave days per school year as follows:

Years 1-10: 15 sick days
Years 11-20: 16 sick days
Years 21+: ~~17~~ 19 sick days

ATTACHMENT A-5

MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER

Article 20 – Lost Plan Periods

- I. All special education Teachers may have an extended year of one hundred eighty-five (185) days. The additional days may be any workdays of seven (7) hours of work and that work can be performed on days of each special education Teacher's choosing, either non-school days or outside the school year, and may be performed away from school, if the work can be effectively performed there. The administration will develop means to document the extra work. The special education Teacher will be paid the Teacher's per diem for the first three (3) extra days (21 hours). The remaining two (2) days (14 hours) will be paid at a rate of ~~\$20/hr~~ \$22 per hour.

A full plan period All licensed teachers whose administrator approved schedules will not allow for planning time comparable to that received by regular classroom Teachers within the same attendance center shall receive an additional yearly stipend (1/2 in Dec., 1/2 in May) per the following schedule

Lost plan periods:	1/wk	2/wk	3/wk	4/wk	5/wk
	\$375	\$475	\$575	\$675	\$775
	<u>\$475</u>	<u>\$950</u>	<u>\$1,425</u>	<u>\$1,900</u>	<u>\$2,375</u>

ATTACHMENT A-6

**MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER**

Article 20 – Meeting Attendance

- K. Teachers will be compensated ~~\$20/hr.~~ \$22/hr. for any curriculum planning meeting, district appointed meeting, or special education meeting such as an IEP, 504, or domain meeting, where attendance is required after contractual time, or on non-contractual days. (This does not include events such as parent-Teacher conferences, open house, and family reading nights, or any meeting already covered by a stipend.) Teachers are responsible for submitting a timesheet to their building administrator for payment.

ATTACHMENT A-7

**MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER**

Article 23 – District Steering Committee

4. Committee meetings will take place during contractual time or an hourly stipend of ~~\$22~~ \$20 will be paid.

ATTACHMENT A-8

**MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER**

Article 27 – Leaves

A. Sick Leave

1. Support Staff employees shall be entitled to sick leave days at full pay each year according to the following schedule:

Years 1-10: 15 sick days

Years 11-20: 16 sick days

Years 21+: 17 19 sick days

ATTACHMENT A-9

MARCH 16, 2018
BOARD OF EDUCATION'S FINAL OFFER

Article 27(B) - Sick Leave Bank Accumulation (Support Staff)

Sick Leave Bank Accumulation

1. The Sick Leave Bank will have a maximum of 340 days available.
2. Upon the first year of enrollment in the bank, new Support Staff Employee members will donate 1 day of sick leave.
3. Should the number of days available in the bank fall below 75 at the end of any given year, an additional day will be deducted from each Support Staff Employee's available sick leave.
4. If the bank is decreased to fifty (50) days or less during any given year, the Sick Leave Committee may make a request for additional contributions.

Any person retiring with unused sick days may donate the days upon their retirement to the sick leave bank by informing the association and the district office in writing of the number of days they wish to donate. The sick leave bank shall have a cap of 340 days.

ATTACHMENT B
ITEMS PREVIOUSLY AGREED

Board of Education of Streator Elementary School District 44

March 16, 2018

6-19-17 4:05 pm

JUNE 19, 2017

TA's

Article 10 – Learning Conditions

D. Interpersonal Collaboration

3. ~~A Vision Committee will be created in each school building. Participation is voluntary, non-compensated, and shall be done during non-duty hours. The purpose of the committee is to act in an advisory capacity in identifying and resolving issues at each building level not related to the CBA. The Vision committee will be comprised of the following; one building Administrator, one certified Teacher, one Support Staff member, and two building parents. The Association will select its representatives, Administration will select its representative, and the parent representatives will be selected by each building's PTO. If the PTO is unable to secure representatives, the Association and Administration will work together to select parent members for the committee.~~

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6-19-17

~~The Vision Committee will meet monthly, during the school year, to discuss issues submitted to them by any member of the school community. Issues submitted anonymously will not be addressed. Any committee member may place items on the agenda. All items must be submitted to the committee at least 48 hours before the scheduled meeting. A copy of the agenda will be posted in the staff workroom at least 24 hours before the meeting. Each committee will secure a note taker to memorialize issues discussed and resolutions reached. A copy of said notes will be provided to the Association Building Representative, the building PTO president, and the school Principal. The Vision Committee shall not have the authority to make decisions binding on the Board but may make recommendations subject to Board approval.~~

Article 11 - Evaluation

- A. Non-tenured Teachers shall be formally evaluated at least twice in each school year. Those observation ratings will be averaged to determine the summative evaluation rating.
- E. A list of teachers being evaluated and the designated evaluator will be distributed to the Association President within the first five school days. Individual teachers who are to be evaluated during the current school year will receive written notice within the first five (5) school days, at the start of the school year (the first day students are required to be in attendance). This notice is intended to include the information required by 80 Ill. Admin. Code Section 50.100(c).
- Teachers shall receive a minimum of five (5) school days' notice prior to each pre-conference of the formal evaluation process.
- G. The Teacher's evaluation shall include consideration of the Teacher's attendance, instructional planning, instructional methods, classroom management where relevant, and any other areas provided in the evaluation plan. The manner in which evidence is collected and retained for the evaluation process shall be at the discretion of the individual teacher.

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Article 16 – Teaching Hours and Assignments

- TA
MH 6-19-17
- A. 1. The Teacher day (except for co-curricular activities) shall not exceed seven and one-half (7 ½) hours. The usual starting time for Teachers will be no earlier than 8:1500 A.M. (Pre-K-1), 8:15 A.M. (2-4), and 7:45 A.M. (5-8). Teachers shall have a duty free uninterrupted lunch period no shorter than stipulated by the School Code.
- C. Teachers shall be expected to attend a reasonable number of staff meetings. Every effort will be made to conclude staff meetings by 30 minutes or less after contractual time, by 4:15 p.m. for the Pre-K-4 and 3:45 p.m. for 5-8. The Board and superintendent shall emphasize to principals that meetings should extend only to the time necessary. Principals will endeavor to reduce the time of meetings by distributing relevant agendas, goals and materials in advance, keeping and redirecting discussion to the task at hand, and soliciting input from Teachers and/or the Association as to other methods to reduce the time of meetings. If materials are distributed at meetings and not reviewed by the administration, Teachers will be responsible to review and apply the information. Teachers are encouraged to seek clarification when deemed necessary.

Article 18 – Leaves

TA
MH 6-19-17

Bereavement Leave:

- C. The Board shall grant three (3) days leave at full pay for the purpose of bereavement. Such leave shall be non-cumulative. In the event that a Teacher exhausts their bereavement days, additional requested bereavement days may be deducted from sick leave or personal leave. ~~for persons not included in Article 18, Section A. The Teacher may request that such leave be deducted from personal business days.~~

TA
MH 6-19-17

Parental Leave:

1. The Teacher and the Superintendent or his designee shall agree upon a plan for the commencement and termination of such leave, taking into consideration the continuity of instruction and other relevant factors to the maximum possible degree and the pertinent time factors related thereto. The leave shall commence upon: (1) the date agreed upon by the Superintendent and the Teacher, (2) the actual date the need for leave arises (such as the birth date of a child, or the date of possession, in case of adoption or foster placement) or (3) the date on which the Teacher is unable to perform duties, whichever shall first occur.

Article 20 Professional Compensation and Related Provision

TA
MH 6-19-17

Q. 1. ~~Early Retirement Option (ERO)~~

- a. ~~The Board shall apply the ERO eligibility criteria set forth herein during the term of this Agreement.~~
- b. ~~For teachers who elect and qualify for ERO pursuant to the requirements herein, the Board shall issue a certificate of eligibility indicating that the teacher satisfied the District's criteria.~~

1. ~~ERO Eligibility Requirements~~

- a. ~~The teacher shall have at least twenty (20) consecutive years of full-time continuous contractual service status with the district, including the final year of employment.~~
- b. ~~The teacher shall meet the regular age and years of service requirements for ERO as determined by TRS—currently at least age 55 with at least 20 years of service.~~
- c. ~~The teacher shall not have received a salary increase in any years considered by TRS for computing the teacher's retirement annuity such that the Board would owe a "penalty" payment to TRS for any salary increase in excess of any limits imposed by TRS. The Board may elect, in its discretion, to waive this requirement on an individual, case-by-case basis.~~
- d. ~~The teacher shall not participate in or receive any of the benefits of the Board's local retirement incentive set forth in Article 20, Section O of this Agreement. Any teacher who has elected the Board's local retirement incentive shall not be eligible for participation in ERO.~~

2. Limitations

- a. ~~In any school year in which an eligible teacher applies for ERO as provided herein, the Board shall approve a maximum of one (1) teacher for participation in ERO in that school year. The Board may elect, in its discretion, to waive this limit and allow up to two (2) teachers to participate in the same school year when the second teacher is applying due to a life changing circumstance beyond the teacher's control. The teacher shall provide the Board with such supporting information as reasonably requested by the Board.~~
- b. ~~In the event more than one eligible teacher applies for ERO as provided herein in the same school year, and none are applying due to a life changing circumstance as provided in paragraph 3.a above, the Board shall select the teacher with the longest continued contractual service in the District.~~

3. Notice

- a. ~~Teachers shall apply for ERO by submitting in writing to the Superintendent a notice of intent to retire under ERO. This shall be submitted by no later than January 1 of the teacher's proposed final school year of employment. Teachers applying due to a life changing circumstance shall apply as promptly as possible.~~
- b. ~~The Board shall notify the teacher of its decision on the application by — no later than March 1 of the teacher's proposed final school year of employment. In the case of teachers applying after January 1 deadline due to a life changing circumstance, the Board shall notify the teacher of its decision as soon as reasonably possible, or immediately after the next regularly scheduled Board meeting at which the request may be considered.~~
- e. ~~Upon approval by the Board of a teacher's application, the teacher's notice of intent to retire under ERO shall be final and irrevocable. The Board, in its sole discretion, may allow the Teacher to rescind his/her letter of retirement because of serious illness or life changing circumstances, provided that no payments to TRS have been made by, or will be required~~

from the Board for the ERO contribution. If the Board makes such a payment before the end of the school year, it shall notify the teacher.

Article 26 – Working Conditions

J. Support Staff Evaluation

10. Support Staff Employees shall be given a copy of their evaluation packet including the scoring sheet with the first ten (10) days of the school year or within the first ten (10) days of employment. *in*

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-14-17
TA
[Signature]

Article 27 – Leaves of Absence

Bereavement Leave:

C. The Board shall grant three (3) days leave at full pay for the purpose of bereavement. Such leave shall be non-cumulative. In the event that an employee exhausts their bereavement days, additional requested bereavement days may be deducted from sick leave or personal leave. ~~for persons not included in Article 18, Section A. The Teacher may request that such leave be deducted from personal business days.~~

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-14-17
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[Signature]

Appendix D – Teacher Evaluation Forms

Professional Development Plan (PDP) – Tenured Teacher (remains no change)

Attach Student Growth Handbook

Jacob Vance

Mich H 6-14-17

6-19-17

5:30 PM

June 19, 2017

BOE Response #2 to SEA Proposal 6-617

Article 2- Association and Employees Right

The District recognizes and generally follows the tenets of progressive discipline.

Employee discipline generally follows the following process:

1. Informal – a conversation notifying the employee of the alleged incident may be documented.
2. Verbal reprimand – may be documented.
3. Written reprimand – shall be documented and placed in personnel file.
4. Suspension – shall be documented and placed in personnel file.
5. Termination

The District reserves the right, in its discretion, to determine the seriousness of an incident and, for matters determined to constitute serious infractions, impose a level of discipline appropriate to the conduct at issue without regard to whether prior less serious disciplinary actions have been taken. Prior to issuance of a written reprimand, suspension or termination, the District shall meet with the Employee and the Employee shall be entitled to Association representation at such meeting.

An employee will be notified in writing within five (5) days from the alleged incident or within five days of when the administration reasonably should have known of the incident ~~alleged disciplinary occurrence~~. A meeting with the administrator, employee, and association representation will occur within ten (10) days of the ~~occurrence~~. All final documentation of the alleged occurrence must be received by the employee within ten (10) days after the meeting.

notification

6-19-17.

MH 6-19-17

Jan Urbanc

Article 25 – Support Staff Rights

Professional Qualifications and Assignments

1. All Teacher Aides are required to hold a Paraprofessional License.
2. All Nurses are required to hold a Registered Nurse License in the State of Illinois.
3. All Health Care Providers are required to hold a minimum of a Licensed Professional Nursing License in the State of Illinois.

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6-19-17



7-10-17

Jan Urbance

TA All Support Staff personnel will be evaluated not less than once than every three (3) years. If performance issues have not been noted, administration may elect to evaluate every year until said issues are resolved.

7/10/17

**Streator SD 44 CBA Negotiations
Tentative Agreements
June 28, 2017**

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Article 2(DD)

DD. The Union will be provided a copy code to use District copiers with a maximum of 1,000 sheets of paper. For District related copies, the District shall increase the maximum number of copies upon notification from the Union.

Article 4(B)

B. The parties hereto acknowledge that it is usually most desirable for an Employee and his immediately involved supervisor to resolve problems through free and informal communications. When requested by the Association, Employee or group of Employees, an Association representative may accompany the Employee to assist in the informal resolution of the grievance. The supervisor and the Association representative will arrange for a meeting to take place within ten (10) days of the supervisor being notified that the association is beginning the informal step of the grievance process. If, however, such informal processes fail to satisfy the Employee, a grievance may be processed as follows:

1. The Association, Employee, or group of Employees may present the grievance in writing to the supervisor immediately involved within thirty (30) days from the date of the occurrence giving rise to the grievance from the date when such occurrence might reasonably have been ascertained. The supervisor and the Association representative will arrange for a meeting to take place within ten (10) days of the filing of the grievance. The supervisor shall provide a written answer of the grievance to the aggrieved Employee and the Association within ten (10) days after the meeting including reasons for the decisions.

OK

The remainder of the grievance procedure remains status quo.

MH
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Articles 18(A) and 27(A)

The Parties agree to add the following language to the bottom of Article 18(A) and 27(A):

The term "Family" when used in the Agreement, shall mean: Parents, domestic partner, spouse, brothers, sisters, children, step-children, foster children, grandparents, grandchildren, parents-in-law, brothers and sisters-in-law, daughters and sons-in-law, legal guardians, and fiancée/fiancé.

Article 26(I)

I. Conferences and Workshops

1. Each support staff member may apply to attend a professional development event for up to three days non-cumulative leave once every year with full pay to attend

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conferences, meetings, workshops, or school visitations within or outside School District #44 excluding all district and county institutes, in-services, or trainings. The Board shall reimburse the support staff member for the cost of tuition, fees, and mileage.

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JM

2.

Nurses and Healthcare Providers will attend CPR training and continuing education as required by law. The Board shall reimburse Nurses and Healthcare Providers for the cost of training and mileage subject to Superintendent approval. Health Care Providers desiring to become Registered Nurses may apply for tuition reimbursement under the same terms and conditions listed in Article 19 Other Fringe Benefits- Tuition Reimbursement.

JM

3.

Paraprofessionals desiring to become a licensed teacher in Illinois may apply for tuition reimbursement under the same terms and conditions listed in Article 19 Other Fringe Benefits-Tuition Reimbursement.

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Jan M. Urbanczyk Michael J. ...

7-10-17
Janitor

**Streator SD 44 CBA Negotiations
Board of Education's Revised Proposals
July 10, 2017**

Mich H

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MA
TA

Article 20 (C)

The Board withdraws its proposal to Section 26 (C)

Article 26 (F)

The Board withdraws its proposal to Section 26 (F)

TA
MA
TA
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Article 26 (J)

1. All Support Staff personnel will be evaluated not less than once every ~~three (3)~~ school years: *see attached.*

5. The Board withdraws its proposal to Section 26(J)(5).

TA
MA

Article 30. ~~B~~ Tools
see attached

TA
MA

Article 30 C. Clothing allowance
see attached

TAPE MEASURE ✓

HAMMER ✓

SET OF BOTH SCREWDRIVER ✓

CORDLESS DRILL ✓

CRESCENT WRENCHES ✓

CHANNEL LOCKS ✓

LADDER 8' ✓

EXTENSION CORD ✓

WIRE CUTTER ✓

LEVEL ✓

Article 30(B)(1)

Each building will maintain a basic set of tools including but not limited to ..

7-10-17

7-10-17

J. K. K. K.

Mike K.

TA

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<p><u>C Clothing Allowance</u></p> <p>The employer shall provide custodians five (5) shirts and also reimburse up to one hundred fifty (\$150) seventy-five (\$75) towards the cost of work shoes <u>apparel</u> annually. The Superintendent of Schools and the custodians, by mutual consent, shall select the style, color, and type of uniform. The Support Staff Employee must provide a receipt for reimbursement for the shoes. The employer may establish reasonable standards for such work shoes.</p> <p><i>QH</i> <i>MH</i></p>	<p><u>C Clothing Allowance</u></p> <p><i>QH</i> <i>JA</i> <i>MH</i></p> <p>The employer shall provide custodians five (5) shirts and also reimburse up to one hundred fifty (\$150) seventy-five (\$75) <u>one hundred dollars (\$100)</u> towards the cost of work shoes <u>apparel</u> annually. The Superintendent of Schools and the custodians, by mutual consent, shall select the style, color, and type of uniform. The Support Staff Employee must provide a receipt for reimbursement for the shoes. The employer may establish reasonable standards for such work shoes.</p> <p>The employer shall grant the Nurse and Healthcare Provider(s) an annual clothing allowance of two hundred (\$200) for the purchase of uniform and/or shoes to be worn by the Employee at all times while on duty. The Support Staff employee must provide a receipt for reimbursement. The employer may establish reasonable standards for such uniforms and/or shoes.</p>
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MEMORANDUM OF UNDERSTANDING

The Streator Education Association, IEA-NEA (the "SEA") and the Board of Education of Streator Elementary School District No. 44 (the "Board") hereby agree to the following regarding extra duty pay for 2017-18, 2018-19 and 2019-20:

- 1. Effective at the beginning of the 2017-2018 school year, the extra duty stipend amounts for each position found in Appendix E of the Parties Collective Bargaining Agreement (including the building technology assistants) shall be increased by 3% over the stipend amounts provided for each position in the 2013-2014 school year. This new stipend amount shall be referred to as the "FY 18 STIPENDS." *SEE ATTACHED SCHEDULE, MH 9-18-17 YR 9-18-17*
- 2. Starting with the 2017-2018 school year, and continuing for the 2018-2019 and 2019-2020 school years, the extra-duty positions found in Appendix E of the Parties Collective Bargaining Agreement (including the building technology assistants), shall be compensated at 50% of the FY 18 STIPENDS.
- 3. These positions may be filled by teachers or non-certified staff.

[Signature]
 Association Representative

[Signature]
 Association Representative

9/5/17
 Date

9-5-17
 Date

 Association Representative

 Date

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 -5-17

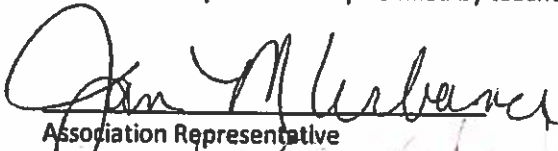
[Signature]
 Board President

 Date

MEMORANDUM OF UNDERSTANDING

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2. Starting with the 2017-2018 school year, and continuing for the 2018-2019 and 2019-2020 school years, the extra-duty positions found in Appendix E of the Parties Collective Bargaining Agreement (including the building technology assistants), shall be compensated at 50% of the FY 18 STIPENDS.
3. These positions may be filled by teachers or non-certified staff.



Association Representative

9/5/17
Date

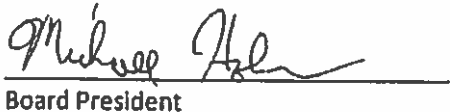


Association Representative

9-5-17
Date

Association Representative

Date

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9-5-17


Board President

Date

List of limited stipends proposed for 2017-2020.

Open Meeting 9-18-17 T.A. Michael Abel 9-18-17 T.A.

Extra Duty	Stipend 2013-14	Stipends 2013-2014 (3%)	2017-2018 @ 50%	2018-2019 @ 50%	2019-2020 @ 50%
6th Math Team	\$916.00	\$943.48	\$471.74	\$471.74	\$471.74
7/8 Math Team	\$1,526.00	\$1,571.78	\$785.89	\$785.89	\$785.89
Academic Team	\$3,663.00	\$3,772.89	\$1,886.45	\$1,886.45	\$1,886.45
Robotics	\$1,221.00	\$1,257.63	\$628.82	\$628.82	\$628.82
Art Club	\$679.00	\$699.37	\$349.69	\$349.69	\$349.69
Yearbook	\$2,137.00	\$2,201.11	\$1,100.56	\$1,100.56	\$1,100.56
Total Clubs:	\$10,142.00	\$10,446.26	\$5,223.13	\$5,223.13	\$5,223.13
Athletic Director (1)*	\$6,105.00	\$6,288.15	\$3,144.08	\$3,144.08	\$3,144.08
Baseball-boys	\$1,832.00	\$1,886.96	\$943.48	\$943.48	\$943.48
Asst. Baseball-boys	\$1,221.00	\$1,257.63	\$628.82	\$628.82	\$628.82
8th basketball-boys	\$3,663.00	\$3,772.89	\$1,886.45	\$1,886.45	\$1,886.45
7th basketball-boys	\$3,663.00	\$3,772.89	\$1,886.45	\$1,886.45	\$1,886.45
8th basketball-girls	\$2,442.00	\$2,515.26	\$1,257.63	\$1,257.63	\$1,257.63
7th basketball-girls	\$3,663.00	\$3,772.89	\$1,886.45	\$1,886.45	\$1,886.45
6th basketball-girls	\$3,663.00	\$3,772.89	\$1,886.45	\$1,886.45	\$1,886.45
8th Volleyball-girls	\$2,442.00	\$2,515.26	\$1,257.63	\$1,257.63	\$1,257.63
7th Volleyball-girls	\$3,663.00	\$3,772.89	\$1,886.45	\$1,886.45	\$1,886.45
6th Volleyball-girls	\$2,442.00	\$2,515.26	\$1,257.63	\$1,257.63	\$1,257.63
Track (2) boys/girls	\$3,052.00	\$3,143.56	\$1,571.78	\$1,571.78	\$1,571.78
Cheerleading boys/girls	\$1,679.00	\$1,729.37	\$864.69	\$864.69	\$864.69
Building Tech Helpers	\$3,903.00	\$4,020.09	\$2,010.05	\$2,010.05	\$2,010.05
Total Athletics/BTH:	\$47,096.00	\$48,508.88	\$24,254.44	\$24,254.44	\$24,254.44
Total Costs:	\$57,238.00	\$58,955.14	\$29,477.57	\$29,477.57	\$29,477.57

Jan Urbanc

**Streator SD 44 CBA Negotiations
Board of Education's Tentative Agreements
September 5, 2017**

9/5/17

Article 26(a)(11)

Jan

On non-student attendance days, custodial staff will be allowed to exercise flex time in agreement and coordination with, and subject to approval by, their immediate supervisor.

Article 19 – Other Fringe Benefits – Tuition Reimbursement

TA
MH

A. The Board shall reimburse a Teacher for the cost of tuition for graduate credit taken at a recognized college or university the actual rate, or up to \$300-\$250 per credit hour, whichever is less, less any grant, tuition waiver, or stipend received, and provided such course shall have been approved in advance by the Superintendent or his/her designee. A grade of "B" or better must be earned to qualify for reimbursement. Graduate credit reimbursement shall be limited to six semester hours per college session not to exceed a maximum of eighteen (18) semester hours per year. The Employee shall make a reasonable effort to apply for grants, tuition waivers, or stipends that may be available to the Employee, and must also provide the Board with a copy of the receipt showing actual cost of tuition.

Michael Hol

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9-5-17

Jon Urbance 8/30/17

TA

Mich H

**Streator SD 44 CBA Negotiations
Tentative Agreement
August 30, 2017**

Article 18 – Leaves

- B. The Board shall grant at the beginning of each school year, two (2) days leave at full pay which can be used for personal business to be used in full or half day increments. If the days are unused, they shall convert to sick leave. However, if a Teacher notifies the Superintendent in writing prior to May 30 each school year that the Teacher wishes to accumulate personal business leave, then those unused days shall not convert to sick leave, but shall accumulate as personal leave. Personal leave shall not accumulate to more than four (4) days. No more than two (2) personal days can be used on consecutive school days.

Article 26(e)(5)

As a result of the early dismissal days due to inclement weather provided in Section 26(f), paraprofessional employees shall receive five (5) hours pay to be classified as holiday pay on the Wednesday before Thanksgiving.

Article 27 – Leaves

B. Personal Leave

1. Support Staff employees shall be given two (2) personal leave days per year by the Board which can be used for personal business to be used in full or half day increments. Unused personal business days may be added to the total accumulation of sick leave (at the end of the school year). However if Support Staff employee notifies the Superintendent in writing prior to May 30 each school year that the employee wishes to accumulate personal business leave, then those unused days shall not convert to sick leave, but shall accumulate as personal leave. Personal leave shall not accumulate to more than four (4) days. When unused personal business days are added to accumulated sick leave days, total accumulation may not exceed 240 days.

Article 20(e) - Paychecks

Resolved via discussion.

Article 30(d) – Custodial Supply Inventory

The Union withdraws its proposal for Article 30(d) – Custodial Supply Inventory.

Article 31 - Reopener

The District withdraws its proposal for Article 31 – Reopener.

Meier

**Streator SD 44 CBA Negotiations
Tentative Agreement
August 22, 2017**

*MH
8-22-17*

Article 10(A)(1)(b)

The Union withdraws its proposal on Article 10(A)(1)(b). *gu
8-22-17*

*MH
8-22-17*

Article 16(E)

E. The Administration will provide two hours for teacher workshop time on the first or second contractual day of the school year as determined by the building administrator. *gu
8-22-17*

*MH
8-22-17*

Article 18(A)(5)

Sick Leave Bank - Accumulation

Any person retiring with unused sick days may donate the days to the sick leave bank upon their retirement by informing the Association and the District Office in writing of the number of days they wish to donate. The sick leave bank shall be subject to a cap of 340 days. *gu
8-22-17*

TA 8-9-17 Michael J. [Signature]
8-9-17 Jan Urbanc [Signature]

**Streator SD 44 CBA Negotiations
BOE Package Proposal
August 9, 2017**

Article 2(EE) – Harassment

EE. Harassment

MH
8-9-17
OK
TA
8-9-17

In recognition of the fact that every employee is entitled to a non-hostile workplace with administrative support, this the Board's harassment policy found in the District's employee handbook will be followed. In the event that any employee or group of employees feel that they are the subject of harassment by a student, administrator, board member, or fellow employee, these steps in addition to the Board's harassment policy will be followed:

1. The building administrator will be notified of any harassment claim. If the building administrator is the harassing party, then notification will be given to the Assistant Superintendent. Where the Superintendent is the subject of the complaint, notification will be given to the Board President.
may be filed with
2. The notified administrator will meet with the affected employee(s) within 48 hours of said notification as soon as practicable in order to begin the investigation into the complaint.
3. Any and all SEA members interviewed or investigated will be afforded union representation during any and all meetings.
4. The findings of the investigation will be shared in a timely manner with the complaining party(ies).
5. If the complaining employee(s) are not satisfied with the outcome of the investigation or the offending behavior continues, said employee(s) will have the right to move the matter to the attention of the Board of Education.

Article 10(B) Students

MH
8-9-17
TA
OK
8-9-17

B. Students

1. The following will be the ideal maximum number of minutes students spend on assessments, i.e., district, daily curriculum assessments, or state assessments per week (with the exception of PARCC):
 - a. K-2: 100 minutes
 - b. 3-5: 150 minutes
 - c. 6-8: 125 minutes

Concerns regarding excessive assessments should be directed to the School Improvement Team. Concerns that cannot be resolved by the School Improvement Team will be directed to the District Steering Committee. If the district Steering Committee does not resolve the problem, then it becomes subject to the grievance process. Teachers will not be required to document testing minutes. If a grievance is filed, the Union and/or member shall provide

Jan Urba
8/9/17

**Streator SD 44 CBA Negotiations
Tentative Agreements
August 9, 2017**

Michael
8-9-17

Article 10(A)(1)(a)

1. a. The Board recognizes that a comfortable physical environment is important to student learning and staff performance. The District will take reasonable steps to provide an appropriate and safe environment. The District shall comply with the Health Life and Safety Code for Illinois Public Schools, 23 Ill. Admin. Code 180. Problems or concerns should be reported promptly to the building administrator. The Building administrator will review the situation and determine what action will be taken in consultation with the teacher.

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TA

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8-9-17

If after consultations with the teacher, the Building Administrator concludes that temperatures result in unsafe conditions for students and staff, they will be relocated to an alternative location within their building. Each school improvement team will provide a list of alternative locations available at each building.

Article 10(A)(1)(c)

The Union withdraws its proposal regarding Section 10(A)(1)(c).

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8-9-17

the District with documentation of the member's assessment minutes at the time of filing.

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2. The Board, Administration, and Association acknowledge that class size and the use of instructional aides may be a factor in the provision of an effective educational program. In order to provide the best learning environment, regular education classes that exceed 27 students will be afforded a classroom aide that has the sole responsibility of assisting the classroom teacher. If one class section at a grade level reaches 31 students, a new section at that grade level will be created with students redistributed equally among all grade level teachers. certified staff may submit a statement of need to the Building Principal. The Building Principal and Superintendent will determine the feasibility of fulfilling this request. If the certified staff member is not satisfied with the administration's response, he/she may seek review of this response by the Board.

C. Interpersonal Collaboration

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8-9-17
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2. When an administrator is out of his/her building for more than one hour during the student attendance day, the District will first attempt to utilize a substitute administrator. If a substitute administrator is not available, an administrative designee or one teacher shall be appointed and identified to assume the responsibilities of Lead Teacher. If an administrator will be out of the district for longer than three (3) hours during the student attendance day, a substitute will be hired for a teacher who serves as Lead Teacher. The Lead Teacher shall be compensated at \$10 per hour (in addition to his/her regular pay) for the time spent serving as the Lead Teacher. Teachers will be notified whenever administration is not in the building, and told who will be acting as the substitute administrator or Lead Teacher. There always needs to be two administrators in the building acting as administrators assisting the operations of Northlawn.

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Article 26 – Working Conditions

10. Day-time Support Staff lunch periods will fall between the times of 10:30AM-1:30PM daily. On early dismissal days lunch periods for day-time support staff will fall between the times of 10:00AM-1:00PM. All eligible employees are required to take a lunch period daily.

Article 26(G) – Pay Periods

Board withdraws its proposal for Article 26(G).

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8-9-17
TA
8-9-17

ATTACHMENT C
COST SUMMARY OF BOARD OF EDUCATION'S FINAL OFFER
March 16, 2018

	(current) <u>2016-17</u>	(proposed) <u>2017-18</u>
SALARIES:		
Teachers	\$5,367,812.44	\$5,360,151.61
Support Staff	<u>\$2,311,444.40</u>	<u>\$2,311,444.40</u>
TOTAL	\$7,679,256.84	\$7,671,596.01
 INSURANCE PAID BY BOARD	 \$2,194,868.68	 \$1,914,332.61
 TRS (BOARD PAID TEACHER PENSION)	 \$675,841.41	 \$723,804.87
 IMRF (BOARD PAID SUPPORT STAFF PENSION)	 \$279,277.11	 \$279,277.11
 §125 PLAN (BOARD CONTRIBUTIONS)	 \$294,173.12	 \$301,200.00
 RETIREMENT INCENTIVES	 \$54,414.69	 \$71,168.38
 LONGEVITY PAY	 \$8,363.50	 \$8,363.50
 TUITION REIMBURSEMNT	 \$19,062.30	 \$15,846.00
 EXTRA DUTY PAY	 \$59,420.00	 \$64,049.02
 CLOTHING ALLOWANCE	 \$1,988.78	 \$2,101.29
 EXTENDED YEAR (SPECIAL EDUCATION)	 \$17,591.40	 \$8,131.47
 LOST PLAN TIME	 \$937.50	 \$2,850.00
 MEETING TIME	 \$740.00	 \$808.50

ATTACHMENT C
COST SUMMARY OF BOARD OF EDUCATION'S FINAL OFFER
March 16, 2018

TOTALS FOR SALARY AND BENEFITS

	(current) <u>2016-17</u>	(proposed) <u>2017-18</u>
SALARIES:		
Teachers	\$5,367,812.44	\$5,360,151.61
Support Staff	\$2,311,444.40	\$2,311,444.40
INSURANCE	\$2,194,868.68	\$1,914,332.61
TRS	\$675,841.41	\$723,804.87
IMRF	\$279,277.11	\$279,277.11
§125 PLAN	\$294,173.12	\$301,200.00
RETIREMENT INC.	\$54,414.69	\$71,168.38
LONGEVITY PAY	\$8,363.50	\$8,363.50
TUITION REIMB.	\$19,062.30	\$15,846.00
EXTRA DUTY PAY	\$59,420.00	\$64,049.02
CLOTHING ALLOWANCE	\$1,988.78	\$2,101.29
EXTENDED YEAR	\$17,591.40	\$8,131.47
LOST PLAN TIME	\$937.50	\$2,850.00
<u>MEETING TIME</u>	<u>\$740.00</u>	<u>\$808.50</u>
TOTAL	\$11,285,935.33	\$11,063,528.76
\$ change over prior year	n/a	(\$222,406.57)
% change over prior year	n/a	(1.97%)

NOTES AND ASSUMPTIONS

1. The District is currently subject to a State of Illinois Deficit Reduction Plan. The plan is available at <http://www.ses44.net/SchoolDistrictBudgetandFinances.aspx> (See, Streator Three Year Financial Plan August 23, 2016).
2. The total salary figure is lower in 2017-18 because of retirees and new teachers at a lower salary to replace them.
3. The 2017-18 insurance costs were based on costs to date and using the most recent billing to project the same cost for the remaining months of the school year.
4. Tuition reimbursement for 2017-18 includes all staff with a completed pre-approval through June 30, 2018.