

Contract Highlights

Salary: It is a four-year contract, with a salary increase on the base for each of the four years at 2.96%, 3.0%, 3.0% 3.04%. When added to the average step increase, the total average raise for each year is 6.05%, 5.80%, 5.5%, 5.25%.

Retirement: There are two new Retirement Enhancement options available, the MERO and the non-MERO option. Staff not choosing to use one of the Enhancement options will stay on the salary schedule until retirement.

Insurance:

- Birth control is covered under PPO.
- Physical therapy coverage increased from \$1,000 to \$2,500.
- Part-time certificated staff (min. .5 FTE) have the option to join the current medical insurance plan. The Board will pay the equivalent of 25% of the single insurance premium.

Sick Leave Bank: - Certificated ATA staff have their own Sick Leave Bank, to be administered by the ATA.

Stipends: - New stipends include ...

- Overnight field trips (\$50/night)
- Pre-approved Saturday Science Fair/Science Olympiad events (\$50/day)
- Pre-approved BTA summer work (\$30/hour)
- Pre-approved Supported Ed Facilitator summer work (\$30/hour)
- Pre-approved Elementary Performance Group programs (\$30/hour)

National Teacher Board Certification: All NTBC recipients will continue to receive a one-time \$1,000 increment. A \$12,000 annual pool is now available for NTBC application, renewal and retake fees. Mentoring is no longer required.

Speech and Language Pathologists: ASHA CCC certified SLPs will receive a one-time \$500 increment. If the State Board of Education formally recognizes the AHSA CCC certification, the increment will increase to \$1,000. The increment will be prorated based on the SLPs FTE status.

FLEX Facilitators: The current stipend allocation per building will remain the same for 2006-2007, then reviewed annually by the district and ATA to determine subsequent allocations.

Nurses: A pool of up to nine release days annually per nurse will be provided for completion of pre-approved work beyond their normal duties.

Part-Time Staff: Part-time staff will be compensated at their per diem rate for pre-approved time worked on SIP Days, Institute Days and Parent/Teacher Conferences. Any additional work must also be pre-approved.

Transfer Practices: Administrative procedures in regard to the transfer process for internal candidates will be reviewed annually by the Assistant Superintendent for Personnel. The updated procedures will be shared with district administrators and the ATA President.

Personal Days:

- Staff may annually use one personal day for a religious holiday, with the option to convert a sick day to an extra personal day.
- Staff have the option to use of a personal day prior to or after a holiday, or school recess, contingent upon approval of the Assistant Superintendent for Personnel. Such days shall not be used to extend vacations. Denied requests will result in a per diem rate of reduction.

Leave of Absence:

- The request date has been moved up a month to February 1st.
- Staff cannot take a leave to work in other Illinois districts without District 25's approval.

Job Share:

- Notification and approval dates have been moved up one month, new dates Feb. 1st & Feb. 15th.
- Requires principal's approval, approved applications are forwarded to a district administrative team who review the applications for final approval and to make possible assignments.
- A personal conference with the principal will be held when requests are denied.

Scheduling for Traveling Special Area Teachers: District guidelines and procedures for traveling district program specialists will be reviewed annually to ensure that proposed schedules are based on students' needs. Key components are:

- An opportunity to provide input by specials/support service teachers prior to the scheduling.
- An opportunity to revise schedules if students' needs change.
- A plan for the dissemination of information about annual release day allocation and procedures for district program specialists collaboration to be shared at the first fall district meeting.

Complaint Resolution Process: A complaint resolution process has been established for issues relating to unjustified criticism, complaints or discipline of staff.

Teacher Evaluation: There is a new teacher evaluation system. The Goal-Setting Process and the Self-Reflection Continuum are considered tools for professional development. They are not part of the evaluation process.