

Article IV – Teaching Hours and Assignments

Reject board's proposal on faculty meetings.

Association Proposal

Mandatory Faculty Meetings will be limited to one per month. A list of these monthly meetings will be provided to each teacher on the first day of each semester. These meetings will conclude by 3:25 p.m.

If, for any unavoidable reason, the meeting continues beyond 3:25 p.m., teachers may leave with retaliation.

If an emergency occurs, an additional faculty meeting may be held with voluntary attendance. Any teacher who elects not to attend, or is unable to attend, may notify the building administrator of their non-attendance.

Article IX E. 4 (Ready to TA)

No more than nine (9) teachers from the District may use personal leave on any one day.

Article VIII - Evaluation (Ready to TA)

“Five (5) school days” becomes “Ten (10) school days”.

Ratings change to Excellent, Proficient, Needs Improvement, or Unsatisfactory. The Association proposes the following change to F. 1 “... at least one classroom observation of at least 30 consecutive minutes.”

No other changes in the Evaluation tool or plan will occur.

Article IX E. 2 (Ready to TA)

... of an immediate family member (as defined in school code) upon written request submitted to the ...

Article VI – Seniority/Reduction in Force

The Reduction in Force Committee shall be convened each school year and the composition, procedures and duties of said Committee shall be in compliance with Illinois School Code, 105 ILCS 5/24-11 and 4/24-12 for the life of this Agreement.

The Board shall comply with the Illinois School Code Seniority/Reduction in Force requirements, Illinois School Code, 105 ILCS 5/24-11 and 5/24-12 for the life of this Agreement.

Article XII K – Retirement

Accept Board proposal from November 4, 2013 with date change which will reflect the final year of 2016-2017. However, if the parties ratify a CBA with a duration of longer than what is currently anticipated, the date will reflect that change.

Article IX A, Section 5 - Sick Bank (Ready to TA)

Accept Board's proposal of November 4, 2013.

Salary

Year 1 – 2% to Base, Step, Lane

Year 2 – 2% to Base, Step, Lane

Year 3 – 1% to Base, Step, Lane

Cost Analysis: \$117,631.00 (All numbers are estimated and approximate)

Insurance

Option A

Single pays \$700 premium.

Family pays \$1,300 premium

Board pays balance on premiums on Plan #72326

OR

Option B

Article XII Section B

“... exceeds 10% of the prior contract year’s premium rate(s).”

Cost Analysis: Despite the fact that the Board saw only a 4.75% increase in their annual insurance premium, the Association has offered to increase our member’s premium contribution by 65% resulting in a three year savings and increased revenue to the Board of \$308,000.00. (All numbers are estimated and approximate)