

Tentative agreement:
Changes to the original TA:

11.12 Educational Responsibilities

All teachers should devote constant attention to keeping abreast of new methods and concepts pertinent to most effectively meeting the needs of pupils. **~~The integration of technology for instruction and communication is critical. Technology should be used with thoughtful and purposeful integration to support Illinois Learning Standard, to create lessons/assessments, and for communication purposes, which shall include, but is not limited to, email, lesson plans, use of online grade book where applicable. Teacher web pages should be used as a tool for student and family communication.~~**

****This will now become an MOU for a committee.**

A technology task force shall be created consisting of the SEA President, Director of Teaching and Learning, and six people chosen by each of these leaders (for a total of twelve people). The task force will focus on establishing district wide expectations for the integration of technology to support Illinois Learning Standards, to create lesson/assignments, and for communication purposes.

The outcome of this task force will be joint recommendations to allow for consistent technology integration across the district. In addition, expectations will be established for technology as a communication tool, which shall include, but is not limited to, email, lesson plans, teacher webpages, and use of online grade book where applicable.

Salary

- *****No Change to percentage of insurance contribution.**
- 1.61% plus step on teachers' salary schedule
- 1.61% to TA/Security/Braillists/Hearing Impaired/ Tech Facilitators
 - Raise years 13-17 longevity column to \$1
 - Raise years 18+ longevity column to \$1.25
- 1.61% to OTA/PTA salary schedule
 - Raise year 16 longevity column to 4% of year one base salary
 - Raise 20+ longevity column to 6% of year one base salary

11.6 Grades

Teachers shall administer the approved marking system or other approved means of evaluating pupil progress. **Middle and high school teachers will update the online grade book at least once every two weeks to help with communication to students and families. Extenuating circumstances can be discussed between teacher and administrator.** The teacher shall maintain the responsibility and right to determine grades and other evaluations of students within the grading policies of the District based upon his/her professional judgment of available criteria pertinent to any given subject area or activity to which he/she is responsible. No grade or evaluation shall be changed without notification to the teacher concerning the nature and reasons for such change; and if such a change is made, the person making the change shall assume responsibility for determining the grade or evaluation, **shall mark as administratively assigned and shall initial such change.** Mid-point of each grading term, teachers shall notify each parent whose child is in danger of failing. The forms provided for notification will be submitted to the counselors in middle/high school and to the principals in the elementary school.

11.3 E

For those elementary art, music, and physical education teachers who have more than one classroom, **the maximum pupil contact hours shall not exceed 24 hours per week for teachers who do not travel out of the building** and shall not exceed 22 hours per week for teachers who travel out of the building. Every effort will be made to schedule similar grade levels back to back. Every effort shall be made to ensure that no classroom shall be scheduled for both periods of a class on two consecutive days.

11.3 School Nurses

F. Nurses will coordinate with their supervisor to schedule their 30 minute duty free lunch at a mutually agreed upon time.

6.1 Employment Conditions

Full time civilian security and kindergarten teaching assistants (with the exception of those at ELC) **shall work 177.5 days. The half day will be added to the beginning of the school year.**

D. Period Reimbursement

Staff members who have **been asked to** volunteer or are assigned **by a building administrator on their personal preparation period**, the responsibility of an absent teacher's class shall be reimbursed for such assignment.Such reimbursement will be **at the district curriculum rate and shall be paid in the immediately following pay period of the substitution whenever possible within pay period deadlines.**

New Language

F. Instructional TIL's may be paid per diem for any work completed in addition to the current 182 days. The additional days may be used for delivery of professional development and must be approved by the superintendent (Contractualizes current practice)

11.30 Psychologists and Social Workers

- **Restore 2 days (185 to 187)**

11.34 Elementary Special Education Case Managers

- **Restore 2 days (185 to 187)**

11.35 High School and Middle School Special Education Department Chairs

- **Restore 2 days (185 to 187)**

Memorandum of Understanding

- A special education task force shall be created consisting of the SEA President, the Director of Student Support Services and five people chosen by each of these leaders (for a total of ten people), who shall create consistent tools for explanation of service to support and guide special education services with the assistance of any short term sub-committees the group shall deem necessary.
- The purpose of the task force is to seek to understand current practice in District 186, to understand legal parameters set forth in the Illinois School Code and Illinois State Board guidance documents, and to analyze barriers and financial constraints.
- The work of the task force shall be to seek to understand case load, work load, minutes served, types of services provided, class size, and other special education issues, which the task force can consider for the over-all special education workforce in District 186.
- The outcome of this task force will be joint recommendations to allow for consistency of services provided by special education personnel in District 186 within available resources.