

Tentative Agreements between the D-11 BOE and CSEA including Proposed Changes to the Master Agreement for the 2022-23 School Year

## **MANDATORY SUBJECTS AND AGREEMENTS**

### **FINANCIALS:**

- Article 14:
  - 3.65% Recurring increase to the salary schedule (\$4,854,840 recurring pay)
  - Experience Steps , Educational Lanes and 14/25 service increments awarded. (est. \$2,823,361 – 2.1% depending on eligibility)
  - 4% nonrecurring payment to every employee paid in two equal installments. One each semester.
  - Increase of the Base Salary to calculate stipends and hourly rate to \$38,000 (from \$37,000)
- Article 15:
  - General hourly rate increases to \$31.16
  - Temporary (next two years) increase in emergency sub rate to \$44/hr. for teachers.
  - Added language to define program coordinators (XV.A.9.)
  - New stipends for program coordinator (all levels), CTSO (MS), Sp.Ed. Staffing Coordinator (HS)
  - Enhanced the Concurrent Enrollment and Extended Studies instructional stipend.
- Article 16: No Changes
- Article 17 – No Changes - Top 40 Calculation of days will continue to be determined by number of sick hours divisible by 7 to arrive at number of days of per diem.

## **TOTAL COMPENSATION PACKAGE = \$14M that represents an overall increase of 10.55% to pay, benefits, and retirement.**

**Note- The financial settlement amounts to over \$14M dollars of compensation. This represents almost 3 times the amount of new money D11 will receive from the state this year.**

## **OTHER ISSUES**

### **ISSUE: BUILDING EMERGENCY COVERAGE PLAN –**

- New Article X.A.8.c - Collaborative plan required of each building to address filling sub needs. Initially developed each spring, the finalized plan must be submitted to Central Office by September 1 of each school year
- Temporary increase in emergency sub pay for certified staff to a uniform \$44/hour. Will be revisited in two years.

### **ISSUE: CHANGE OF ASSIGNMENT-**

- Revised Article VIII to provide a common process to allow staff to move between buildings.
- Focuses on circumstances like enrollment and allocations, academic focus, and seniority.

### **ISSUE: ADDITIONAL INSTRUCTIONAL TIME IN ELEMENTARY –**

- Redefined the workday for all teachers to be 8 hours/day inclusive of a duty-free lunch.
- Specified an increase to the student instructional day at elementary level of 30 minutes within the 8 hour workday.

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- Defined 80 minutes of daily planning for Elementary School staff within the workday.
- Adjusted language to reflect changes to secondary workload while maintaining planning time.

**ISSUE: PRESIDENT'S SALARY**

- District will pay 100% of the CSEA president's salary and benefits while the President serves.
- President placed on paid extended leave for the duration of term(s).
- In exchange, CSEA reimburses D-11 for the cost of a teacher placed at MA, Step 1 (L4, S1) with a benefit reimbursement of 30% of that salary.

**ISSUE: ANNUAL HOUSEKEEPING - LANGUAGE AND FORMATTING CLEAN-UP** – approved minor adjustments that reflect practice and ensure consistency.