

**Minutes of the SPECIAL Meeting of the Board of Education
Community Unit School District No. 4, Champaign County, Illinois
Mellon Administrative Center, 703 S. New Street, Champaign, Illinois
November 27, 2018 within the Boundaries of Said District**

Special Meeting

Board President Chris Kloeppe called the Special Meeting of the Board to order at 6:00 p.m.

Board Members Present

Amy Armstrong, Gianina Baker, Bruce Brown Chris Kloeppe, Kathy Richards, Kathy Shannon

Board Members Absent

Heather Vazquez

Staff Members Present

Superintendent Susan Zola, Deputy Superintendent Laura Taylor, Executive Director of Human Resources Ken Kleber, Chief Financial and Legal Officer Tom Lockman

Approval of Agenda

Member Shannon moved, with a second by Member Armstrong to approve the agenda as presented. The motion carried on voice vote. Ayes 6. Nays 0.

Action Agenda: New Business

Ratification of CFT Tentative Agreement: Ken Kleber

Member Armstrong moved, with a second by Member Kloeppe to approve the Ratification of CFT Tentative Agreement. The motion carried on roll call. Ayes 6. Nays 0.

The Champaign Federation of Teachers' (CFT) contract expired on June 30, 2018. The Board and CFT reached a Tentative Agreement on November 20, 2018 for a new three-year contract. The tentative agreement includes language regarding:

- crisis communication
- the creation of a Hazardous Conditions Committee
- additional self-directed professional development time for teachers
- additional compensation for ESL, Bilingual, Special Education, and Kindergarten teachers who complete required paperwork outside the regular work day
- the addition of Teacher Aides or Substitute Teachers when Kindergarten class size exceeds a certain level
- a structure and compensation for home/community visits
- enhanced compensation for recruits into hard to fill positions
- the elimination of Fair Share to comply with the *Janus* decision
- additional stipends for Specialists who hold National Board certificates
- targeted stipends for teachers at high turnover buildings to reduce turnover
- additional compensation for teachers who sponsor after school clubs
- provisions for contributions toward single, employee+1, and family health insurance premiums
- the addition of a vision insurance plan
- other changes to contract language

The salary schedule will be adjusted as follows:

- Year 1 – Step Increase + 2.5% to each cell (average of 4.25%) and 3% for all teachers “off schedule”

- Year 2 – Step Increase + 2.5% to each cell (average of 4.25%) and 3% for all teachers “off schedule”
- Year 3 – Step Increase + 2.5% to each cell (average of 4.25%) and 3% for all teachers “off schedule”

Language that limits increases in total creditable earnings to no more than 3% above the previous year for all staff members who are within four years of retirement has been included in the Agreement. The Agreement also contains a provision to modify the contract in the event legislation increases the total creditable earnings cap (to avoid penalties) above 3%.

The Tentative Agreement may require the addition of personnel in the event Kindergarten class sizes exceed the agreed upon caps. Additional substitutes may also be needed if teachers utilize the Personal Leave option after conducting home/community visits. By ratifying this Agreement, the Board hereby authorizes administration to add additional staff as needed to honor the terms of the Agreement. Changes to salary are noted above. Other financial changes are outlined in the Tentative Agreement.

Administration recommended that the Board approve the Tentative Agreement with the Champaign Federation of Teachers for a three-year contract spanning July 1, 2018 through June 30, 2021.

Adjournment

There being no further business, Member Richards moved, with a second by Member Shannon to adjourn the meeting at 6:11 p.m. The motion carried on voice vote. Ayes 6. Nays 0.