



# Regional Office of Education

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**Mason-Tazewell-Woodford Counties**

Patrick Durley,  
Regional Superintendent  
[pdurley@roe53.net](mailto:pdurley@roe53.net)

Jeff Ekena, Assistant  
Regional Superintendent  
[jekena@roe53.net](mailto:jekena@roe53.net)

## Superintendent Inservice

March 16, 2017

Clock Tower, East Peoria

8:30-10:30

8:30-8:45 – RSSP Updates

8:45-9:45 – CBAs & Salary Schedule – Gary Tipsword

9:45-10:00 – ThrillShare Website – Matt Plater

10:00-10:15 – ESDA, Kent McCannless & Dawn Cook

10:15-10:30 – ROE Info & Updates

[Gary Tipsword Presentation](#)

[Sample Salary Schedule](#)

[ThrillShare Websites](#)

**Next Meeting April 13**



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**COLLECTIVE BARGAINING**  
**LEROY BOARD OF EDUCATION & LEROY EDUCATION ASSOCIATION**

Summary Worksheet		LEROY CUSD#2 BOARD OF EDUCATION			
Current Totals		SY2014-15	SY2015-16	SY2016-17	SY2017-18
\$ 3,198,386.72	Certified Salary	\$ 3,265,561.45	\$ 3,355,565.76	\$ 3,442,412.77	\$ 3,521,844.62
\$ 56,611.44	TRS .58/THIS .76/CS .5; 1.84%	\$ 60,086.33	\$ 61,742.41	\$ 63,340.39	\$ 64,801.94
\$ 167,526.00	Extra Duty	\$ 176,877.50	\$ 184,800.00	\$ 194,040.00	\$ 201,022.50
\$ 1,047,091.28	ESP Salary	\$ 1,069,352.35	\$ 1,099,832.90	\$ 1,127,147.13	\$ 1,156,863.12
\$ 144,184.47	IMRF 13.24% (1/1/2014)	\$ 141,582.25	\$ 145,617.88	\$ 149,234.28	\$ 153,168.68
\$ 64,919.66	FICA 6.2%	\$ 66,299.85	\$ 68,189.64	\$ 69,883.12	\$ 71,725.51
\$ 63,988.56	Medicare 1.45%	\$ 65,420.97	\$ 67,282.88	\$ 69,072.20	\$ 70,756.09
\$ 283,536.00	*Insurance 20% then 10%	\$ 311,889.60	\$ 327,484.08	\$ 343,858.28	\$ 361,051.20
<b>\$ 5,026,244.13</b>	<b>Totals</b>	<b>\$ 5,157,070.30</b>	<b>\$ 5,310,515.55</b>	<b>\$ 5,458,988.18</b>	<b>\$ 5,601,233.66</b>
	<b>New Money</b>	<b>\$ 130,826.17</b>	<b>\$ 153,445.25</b>	<b>\$ 148,472.63</b>	<b>\$ 142,245.47</b>
	<b>Continuing Education</b>	<b>\$ 11,603.41</b>	<b>\$ 11,948.66</b>	<b>\$ 12,282.72</b>	<b>\$ 12,602.78</b>
	<b>Percentage Increase</b>	<b>2.83%</b>	<b>3.21%</b>	<b>3.03%</b>	<b>2.84%</b>

	Percentage Increase to Salary			
	SY2014-15	SY2015-16	SY2016-17	SY2017-18
Certified Salary	2.10%	2.76%	2.59%	2.31%
ESP Salary	2.13%	2.85%	2.48%	2.64%
Extra Duty	5.58%	4.48%	5.00%	3.60%

	Available Continuing Education			
	SY2014-15	SY2015-16	SY2016-17	SY2017-18
Investment	0.225%	0.225%	0.225%	0.225%
Total Dollars Available	\$ 11,603.41	\$ 11,948.66	\$ 12,282.72	\$ 12,602.78
Per Credit Hour	\$ 173.75	\$ 176.00	\$ 180.00	\$ 183.75
Hours	67	68	68	69

\*Any lateral movement within the schedule will count for 4 hours

\*A MS awarded to someone on the schedule will result in a one time salary increase equal to a bump of (10% of total hours\* base) not to exceed 5% any employee who had already begun and properly submitted for approvals for a MS program (& remains on the traditional schedule) prior to January 1 of 2014, may select a 4% of the base bump to match the salary schedule at the time of their commitment to the MS program. All others will default to the calculation above.



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### Abandoning a Salary Schedule Pros and Cons Craig Smock, Morton CUSD 709

#### Pros:

- It makes the teachers' actual raises much clearer to your public and to your teachers. And, a 3% raise, for example, may sound better than a 1.5% raise with a 1.5% step increase.
- It is easy to calculate the total salary increase by applying the percentage to the total of the teachers' salaries.

#### Cons:

- You are forced into an equal % model for raises. You may not want that.
- If you apply increases to all teachers, regardless of experience, it will cost you more than a salary schedule with a "top" when salaries are frozen, unless you write language that accomplished the same thing.
- You can no longer easily tell what a teacher would make based upon her experience and education. And, you cannot merely hand a salary schedule to prospective teachers, for example. Instead, you must interpolate salaries for those teachers you are hiring that have experience. You will want to match as closely as possible other teachers and apply multipliers to appropriately alter the salary based upon the years of experience and education. This can be tricky at times. Math errors are tricky to avoid in these calculations.

#### Cautions:

- When setting your first year teacher salaries, you need to be careful not to increase them the same rate as the raise increase for the population. If you do that, a first year teacher will make the same amount as a second year teacher.
- If you ever apply an additive raise (like +\$300), rather than a % raise, you may end up with teachers who have the same experience and education making slightly different amounts due to the timing of their degree attainment.
- You will still have the issue of determining educational lanes and what % you increase the salaries based upon attainment. Morton uses 3%.
- You will want to think about the impact on your extra duty stipends, if any.

I'd be happy to chat with anyone who has questions about this. 284-8098- Craig



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### Senator Weaver's Education Advisory Team Notes – 3/14/17

Patrick Durley, Jodi Scott, Lori Loving, Chris Dvorak, Angie Zarvell,  
Josh Gibb, Andy Berlinski, Kristen Strom, Mike Miller

#### Jason Helfer & Sara Hartwick – ISBE licensure

- ESSA state board approval tomorrow
  - Main difference is the way school quality will be framed
    - Attainment AND Growth
    - Student success indicators
    - P-2 indicator (unknown at this point)
    - Elem/Middle indicator
    - College/Career Ready indicator
  - State-wide System of Support – Empower Illinois
  - Lowest 5% performing schools will work with ISBE
  - Others will work with vendors that will apply to be part of the services to provide school improvement opportunities
- ESSA explanatory materials will be coming from ISBE for districts to send out to parents/community
- Sara Hartwick – Legislative
  - Gov funding commission – still working on a model and part of all conversations
  - Bills
    - Teacher training mandates
    - Cleanup school code bill
    - Licensure bill
      - Mainly cleanup stuff – nothing of substance
    - Assessment bill – SB0445 pushed by NWEA to use MAP after PARCC contract expires in 2018
    - School business official bills – admin license with 6 hours of coursework
    - Homeless relief – particularly regarding transportation
  - SB0756 not moving forward at this time
  - SB 0195 - moving forward – reduce Fed TRS rate to equal current state cost (9+%)

#### Beth Purvis – Gov's Secretary of Education

Waiting for Health and Human Services waiver – flex on spending medicaid dollars

- Focus on prevention initiatives
  - Is DHS doing a better job coordinating services to people and want to gather school data
- Gov wants to consolidate databases and software platforms for the state – Dept of Innovation and Technology is group responsible to work on the project (virtual department)
- Better sharing of data
  - Easier to look at on an aggregate level
  - DCFS would benefit - have more info on a family or child in 1 place



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- Save \$\$ - were spending \$1M/day on tech
- Funding taskforce in currently working  
Confident the Gov will sign funding bill if it fits w/in his framework

Main funding priorities with restructure

- Increase GSA by \$130M
- End proration of transportation
- End proration of ELL
- Keeping Ag Ed
- Keeping Safe & Alt school
- Additional \$5M for E-rate
- \$50M for ECE

Fed TRS/Title I Bill – if it goes through they have to find \$100M to cut from somewhere else – just a shift of funds – money has to come from somewhere – can't take from higher ed – only place is ECE if it goes through

- Projected Timeline – unknown
- Flat grant districts get about \$400M

ESSA – Gov thinks P-20 and ISBE are getting closer to being on the same page  
Children's Cabinet

- Get 17 heads of cabinet groups together to support kids
- Includes ISP
- Reduction of Lead burden
  - Training home visitors to ID home-based lead
  - Assessment and intervention
  - Focus on publicly owned buildings that house – Sect 8
- Apprentice Plus program
  - Better connect and expand HS programs
  - Use Community Colleges to bridge jobs
  - Connect Youth with individuals to provide internships and apprenticeships, etc.
  - Connect homeless youth with apprenticeships
  - Connect disconnected youth with apprenticeships
  - Pipeline to Early Childhood – help get more future-ready to earn living wage
  - Bridge early childhood care provider with school licensure
- Higher Ed
  - Cuts resulted to give K-12 more \$\$
  - Not going to be made whole from FY16
  - Budget by June 1 is essential for most to keep doors open beyond that

What Beth Purvis does (priorities) ...

- Policy and strategy advisor to the governor
- 17 boards related to IL education and works w/ all the agency directors
- Worked closely w/ school funding commission and guided



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- Help set the conditions and direction to make things right and better and then get out of the way
- One of 6 people that are direct report to the governor
- Think through the implications of what the impact of bills passed will be – recommend to support or not support
- Be a moderate by design – education in IL is not partisan – don't care about the politics!
- Fees hold harmless should be per pupil to keep the money flowing and following the kid rather than the district
- Man-Cat's and grants \$\$ has been in the queue from ISBE but the comptroller has not prioritized it to push it out to schools – we're not at the top of the list. No rationale has been given to the Gov's office as to why it's not a priority
  - Important is the need to bring to light why it's needed to get to districts and ROEs
    - No more reserves
    - Maxed out on the ability to borrow
    - Horrible choices must be made
    - Get out and tell our story in very concrete ways – have to tell it differently so the legislators fully understand it and the impact – POUND LEGISLATORS
    - How is effecting the economy
- Update on PK \$\$
  - No news on if and/or when will come through
  - Districts rifting Pk teachers already
  - Many will not come back
  - Don't have enough to fill positions as is
- ESSA timeline
  - ISBE Board's decision on what gets submitted but Gov will support whatever ISBE decides to submit
  - Accountability (IBAM) - Growth is most important in the eyes of accountability rather than specific performance – closing the gaps – Governor is supportive of growth
  - Gov believes state should be paying for SAT suite for schools (PSAT or EPass)