9/02/2022

Posting initiated by:

Mahomet-Seymour Education Association, IEA-NEA

2110 Clearlake Blvd.

Champaign, IL 61822

217-384-2906

Employer:

Mahomet-Seymour CUSD#3

131 S. Bulldog Dr.

Mahomet, IL 61853

217-384-2906

Contract expiration date: 6/30/2022

School year start date: 8/15/2022

**MSEA most recent offer:**

**A four year agreement**

**Language as negotiated and finalized to this point by T.A. and mutual agreement.**

**12.3:  TEACHER’S PLANNING TIME - ELEMENTARY** - K-5 Classroom Teachers will have a minimum of 180 minutes of planning time per week free of student contact **for personal planning time. Thirty (30) minutes monthly will be dedicated to team grade -level directed collaboration.  Thirty (30) minutes monthly will be dedicated to district-directed collaboration on early-release days. Other teachers, Encore Teachers, including but not limited to PE, Art, Music, Library, STEAM, Health, and Action- Based Learning, will have a minimum of 150 minutes of personal planning time per week free of student contact.  Each day all teachers will be provided with at least one period no less than 30 consecutive minutes during the student attendance day.**

Rationale: As our district grows and class sizes grow with it, the need for  adequate time to plan for and meet the needs of our students is critical. Our proposal is designed to ensure, at the very  least,  minimal planning time and grade-level collaboration.

**13.1:  Class Size**

**ARTICLE XIII - CLASS SIZE AND EDUCATIONAL PLACEMENT**

**13.1** The Board and the Association ~~agree~~ **recognize** that **a teacher-pupil ratio is an important aspect of an effective educational program**.  Therefore, class size ~~for~~ shall be closely monitored at each grade level/subject area.  The number assigned to each classroom shall be based upon a variety of factors which include: (1) age and grade level of the students; (2) ability level of the students; (3) course content; (4) equipment used; (5) availability of space; and other appropriate factors. The principal shall meet with staff members in the spring each year to discuss anticipated class size for the forthcoming year.  **The Board shall try to maintain the following class sizes in self-contained core classrooms:**

●      **Kindergarten:  18 students**

●      **1st -3rd Grades:  22 students**

●      **4th-5th Grades:  24 students**

●      **6th-8th Grades:  25 students**

Class size targets, based upon the financial position of the school district, will be reviewed and staff may be added at the Board’s discretion. This language is contingent upon the financial state of the school district.

**Using the September enrollment figures and monthly enrollment figures thereafter, the board agrees to take the following action.**

**When a kindergarten self contained classroom reaches 20 students the board agrees to affect one, or a combination, of the following remedies:**

1)     **Employ additional teachers**

2)     **Employ a full time teaching assistant in the affected classroom**

3)     **Reassign staff**

**When a 1 - 2 self contained classroom reaches 24 students the board agrees to affect one, or a combination, of the following remedies:**

4)     **Employ additional teachers**

5)     **Employ a full time teaching assistant in the affected classroom**

6)     **Reassign staff**

**When a 3-5 self contained classroom reaches 26 students the board agrees to affect one, or a combination, of the following remedies:**

1)     **Employ additional teachers**

2)     **Employ a full time teaching assistant in the affected classroom**

3)     **Reassign staff**

**When a 6-8 self contained classroom reaches 27 students for a period of the academic day, the board agrees to affect one, or a combination, of the following remedies:**

1)     **Employ additional teachers**

2)     **Reassign staff**

3)     **Pay teachers a stipend of $100 per student per semester for any class that size exceeds the agreed upon limit.  Prorated when necessary.**

**For classes taught that are not part of the “core”  at the kindergarten to 8th grade level, including but not limited to Art, STEM, Technology, Music, Library, and PE, the agreed upon ratio of teachers to students will be 30 students.  The board agrees to take the following action when class sizes in a section exceeds 33 students.**

1)     **Employ additional teachers**

2)     **Reassign staff**

3)     **Assign a teaching assistant to the affected section**

4)     **Pay teachers a stipend of $100 per student per semester for any class that size exceeds the agreed upon limit.  Prorated when necessary.**

**For band and chorus, whenever class sizes exceeds a ratio of 45 students to a teacher in a given section, the board agrees to one or more of the following.**

1)     **Employ additional teachers**

2)     **Reassign staff**

3)     **Pay teachers a stipend of $100 per student per semester for any class that size exceeds the agreed upon limit.  Prorated when necessary.**

**For special education individualized classes, whenever class sizes exceed 10 students in a given section, the board agrees to one or more of the following.**

1)     **Employ additional teachers**

2)     **Employ a teaching assistant in the affected classroom**

3)     **Reassign staff**

**For co-taught sections (that have both a general education and special education teacher) of general education classes, whenever the number of students with an IEP in that section exceeds 8 students, the board agrees to one or more of the following.**

1)     **Employ additional teachers**

2)     **Employ a teaching assistant in the affected classroom**

3)     **Reassign staff**

**For Special education teachers, the special education caseload shall be capped at 10 students for any given year.**

**\*Personal assistants assigned to an individual students as an aspect of their IEP, will not be utilized when determining class size options listed above.**

**\*\*A student with an IEP will be counted on a general education teacher’s roster if they spend 45% (or more) of their day with the general education class.**

Rationale:  Studies have shown it is in the best interest of students to have low teacher:student ratios in our classrooms. As our district has grown, the employer’s refusal to create class size limits has had a negative effect on our ability as educators to provide Mahomet-Seymour Students with the best education possible. As a workload issue, this also presents another instance in which staff are asked to do more and more and yet compensation does not keep pace.

**13.2:  Class Size**

**Section 13.2 Class Size Grades 9-12**

**The Board and the Association agree that class size for grades 9-12 shall be closely monitored at each grade level/subject area. The number assigned to each classroom shall be based upon a variety of factors which include: (1) age and grade level of the students; (2) ability level of the students; (3) course content; (4) equipment used; (5) availability of space; and other appropriate factors.  The principal shall meet with staff members in the spring each year to discuss anticipated class size for the forthcoming year.**

Rationale:  Studies have shown it is in the best interest of students to have low teacher:student ratios in our classrooms. As our district has grown, the employer’s refusal to create class size limits has had a negative effect on our ability as educators to provide Mahomet-Seymour Students with the best education possible. As a workload issue, this also presents another instance in which staff are asked to do more and more and yet compensation does not keep pace.

**14.9: Building Administrator Presence**

**Section 14.9- Building Administrators:  For the safety and security of all students and staff, a building administrator (Principal or Assistant Principal) should be physically present in each building at all times during student attendance, parent teacher conferences and open house.  In the event that a building administrator cannot be present, a certified staff member may be asked to serve as an acting administrator and will receive additional compensation of the daily sub rate,  No instructional activities, specials or students services may be disrupted and all building staff must be alerted beforehand.**

Rationale: For the safety and security of all students and staff, a building administrator (Principal or Assistant Principal) should be physically present in each building at all times during student attendance.

22.4: Insurance

* 2022-2023 - $900/month
* 2023-2024 - $930/month
* 2024-2025 - $960/month
* 2025-2026 - $990/month

Rationale: Health insurance costs continue to dramatically rise every year. It is imperative that the health care benefit, as a part of the staff compensation package, keep pace with rising costs.

**Certified Staff Salary Increase:**

Year 1 = 5%

Year 2 = 5%

Year 3 = 5%

Year 4 = 5%

Rationale: During the current teacher shortage and given the inflationary pressures our members are under, Mahomet-Seymour School District needs to create compensation levels that recruit and retain employees. Furthermore, our workloads increase year after year as our district grows, and our compensation should reflect that. Finally, these percentages are in keeping with recent area settlements at other comparable school districts.

**Non-Certified Staff Wage Increase:**

Year 1 = $1.50 per hour increase

Year 2 = $1.50 per hour increase

Year 3 = $1.50 per hour increase

Year 4 = 5.75%

Rationale: During the current support staff shortage and given the inflationary pressures our members are under, Mahomet-Seymour School District needs to create compensation levels that recruit and retain employees. Furthermore, our workloads increase year after year as our district grows, and our compensation should reflect that. Finally, these rates and percentages are in keeping with recent area settlements at other comparable school districts, as well as staying ahead of Illinois minimum wage laws.

**Part B:**

**Only listed if different than Part A**

**● 17.6A: Overtime Pay (waiting on TA)**

**Board Proposal: July 14, 2022 - BOE counters with: “Custodians and bus drivers receive credit for Board paid holiday towards their 40 hours worked when calculating overtime.”**

**● Appendix Y - Athletic Trip / Field Trip Preference:**

“Twice a semester a driver may indicate at signup if they have a preference for a particular athletic/ field trip.  A driver with such a preference will take assignment precedence on that athletic/field trip, regardless of seniority.”

Rationale: Over 75% of Mahomet-Seymour School District Staff live in the district and are personally invested in attending the community and athletic activities in which our students participate. This language allows our bus drivers to attend activities of special interest to them.

**Appendix X:**

**●Paid holidays**

**○**4 total paid holidays for all EOP’s and transportation staff

Rationale: This proposal represents a reasonable and overdue increase of one paid holiday from the current contract.

* **Paid Health Insurance Benefit for bus drivers**

Drivers who reach ACA Eligibility will receive the Board health insurance benefit.

Rationale: The only full time employees not currently offered paid healthcare at Mahomet-Seymour School District are bus drivers. Offering this benefit has the potential to help recruit and retain bus drivers during this current shortage.

**Appendix Y:**

* **Minimum route/trip times**
  + 2.5 hour minimum for bus routes

Rationale: At a time when the recruitment of new bus drivers and the retention of our current drivers is proving to be extremely challenging,  this proposal provides further monetary compensation in order to meet that challenge.

**Estimated costs of offer in new money per year:**

**Y1—817215; Y2—846471; Y3—877189; Y4—902248**