

RIF BARGAINING

Wednesday, July 20, 2016, 1:00 pm

The Board of Education of Galesburg CUSD #205 ("Board") and the Galesburg Education Association ("GEA") (and collectively "the parties") met on three dates during the summer of 2016, fully and completely bargaining all issues related to reductions in force of GEA members conducted up through and including July 20, 2016 with effective dates not later than the first day of the 2016-2017 school year. The parties reached agreement on the following issues, with other matters dropped:

1. Teachers who attend the optional session during non-contractual time (during the time 3 p.m. until 5 p.m.) on August 15, 2016 will be paid at the rate of committee pay for hours attended (up to two (2) hours).
2. GEA drops its proposal to extend the Evaluation MOU, so that the Evaluation MOU expires as previously agreed on June 15, 2016. Parties acknowledge 24-12 of the *Illinois School Code* requires the RIF joint committee to meet prior to December 1.
3. GEA drops its proposal regarding teachers who are moving into a new discipline. The parties agree there will be no change to contract or evaluation language.
4. GEA drops its proposal. The parties agree that paraprofessionals have the right to apply for any vacant position that is posted in the district. Although consideration is given to any person who wishes to return to a prior position, the Board retains its right to put the "best available applicant" in any vacant position.
5. The Board agrees to allow paraprofessionals a one-time, non-recurring extension of time to submit an irrevocable letter of resignation, effective at the end of the 2016-2017 school year provided that such resignation is received by August 5, 2016, in order to access the retirement bonus applicable to the position. All other requirements of the contract shall be applicable to such submissions, and no irrevocable letters already received shall be altered, except that anyone who resigned after May 1, 2016 who submits a timely (before August 5, 2016) written request, shall be paid the applicable retirement bonus.
6. GEA drops its proposal. The parties agree that *status quo* regarding the evaluation plan will control, but expressly acknowledge there is no meeting of the minds as to how *status quo* affects the definition of evaluator(s).
7. Any teacher who was involuntarily transferred prior to the date of this agreement and is assigned to teach a subject that he or she has not taught in the last 10 years will be compensated the current committee pay rate for fifteen (15) hours of preparation time before the start of the new school year. The parties agree the teachers that will be compensated are as attached in Attachment A.

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8. Board agrees to offer to any teacher who was involuntarily transferred prior to the date of this agreement and is assigned to teach a subject that he or she has not taught in the last 10 years the services of an approved mentor for fifteen (15) hours per employee affected at committee pay.

9. Board agrees to compensate any teacher who was involuntarily transferred prior to the date of this agreement to another building the current committee pay rate for ten (10) hours for packing up all of his or her belongings to be moved and unpacked them to set up his or her new classroom. The parties agree the teachers that will be compensated are as attached in Attachment A.

10. The parties agree they have each of them for themselves, their constituents, and each other fully and completely bargained to resolution all matters between them relevant to reductions in force already conducted.

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ATTACHMENT A

Bargaining Questions

How many teachers are moving to a new discipline as a result of an involuntary transfer and who? (Proposal 8)

1. Malinda Ullrich - 7th grade Soc. St. to High School Social Studies and Driver's Ed.
2. Brie Hankes - High School Band to High School English

How many teachers (and who) will have a split assignment next year.? (Proposal six)

- Rebecca Rappenacker, Lombard - Library and math (two rubrics)
- Stephanie Haney - same rubric
- Kyle Grady - same rubric
- Colleen Noonan-same rubric
- Craig Luptak - same rubric
- Michelle White - same rubric
- Nikki Phelps - same rubric
- Tami Eager - same rubric

How many teachers are going to be teaching a subject they have not taught in 10 years? Which, if any, were involuntarily assigned? (Proposal 7)

1. Malinda Ullrich - High School Social Studies (US History and Civics)

How many people were involuntarily assigned to another building for which they had to pack and unpack their room? (Proposal nine)

1. Allyson Vaynerman
2. Malinda Ullrich
3. Josh Bazon
4. Ellen Rush
5. Deb Cratty
6. Diane VanHootegem
7. Lindsey Jones
8. Kelly Helmich
9. Emily Weller
10. Scott Rasso
11. Brian Wright
12. Tica Ortega
13. Isaac Triplett

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