

**ROCKFORD BOARD OF EDUCATION
ROCKFORD, ILLINOIS**

**Administration Building
Tuesday, April 3, 2012**

The regular meeting of the Rockford Board of Education was called to order by President Harmon Mitchell at 5:15 p.m.

Present: President Harmon Mitchell, Vice President Jude Makulec,
Mrs. Ronnell Moore, Mrs. Laura Powers, Mr. Kenneth Scrivano, Mr. Tim Rollins
Absent: Secretary Lisa Jackson

Motion by Mr. Rollins seconded by Mr. Scrivano that the Board **hold** an executive session to consider the tentative agreement reached on March 30th during Collective Bargaining with the REA pursuant to §2 (c) of the Open Meetings Act.

Approved unanimously.

The Board was in executive session from 5:17 p.m. until 6:10 p.m.

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- I. Call to Order – *President Harmon Mitchell called the regular meeting of the Rockford Board of Education to order at 6:20 p.m.*
 - II. Roll Call
Present: *President Harmon Mitchell, Vice President Jude Makulec, Mrs. Ronnell Moore, Mrs. Laura Powers, Mr. Kenneth Scrivano, Mr. Tim Rollins.*
Absent: *Secretary Lisa Jackson*
 - III. Moment of Silence & Pledge of Allegiance
 - IV. Petitions & Communications – *the guidelines were read by Mr. Mitchell.*
 - *There were none.*
 - V. Board Member Comments
 - *Ms. Jackson commented by phone thanking Ken, Laura, Ronnell and Jude for their willingness to have the special meeting on a different night. Ms. Jackson could not be present due to another commitment.*
 - VI. Consent Items – *none*
 - VII. Closed Session Consent Items
 - A. Teachers' Contract
Motion by Mr. Scrivano, seconded by Ms. Moore, to **approve** the Teachers' Contract.
Mr. Mitchell asked the Administration to present the negotiated changes before going to questions and comments from Board Members.
Dr. Willis commented on the negotiations process and presented the highlights from the attached Power Point, which will be posted to the District Website:
 - **Pay and Benefits**
 - *Incentives for staff who transfer to "hard to staff buildings" and stay there for a minimum of two years.*
 - *Health Insurance for the last 12 months of an unpaid, two year plus maternity leave will be paid by the employee at full cost. The remainder of the current year plus the first full year is paid at the active employee rate.*
 - *Health Insurance for the last six months of a two year medical leave will be paid by the employee at full cost. The first 18 months is paid at the active employee rate.*

- Long-term disability – after two years, the employee must meet the plan document’s eligibility criteria in order to continue to receive benefits; as opposed to the TRS criteria.
- Establishment of a Wellness Clinic.
- Advance notice of intent to retire to qualify for severance pay.
- The cost of the full premium for retiree/dependent health insurance will be the responsibility of the retiree/dependent beginning with the 2013/2014 school year.
- The Health insurance plan year is converted from calendar to fiscal year (July 1 – June 30th) and eliminates the HRA plan.
- Additional premiums, increased deductibles for health insurance.
- District pays the current 9.4% contribution to TRS pension. Employee will pay any increase over 9.4%.
- Salary increases (see power point for details).
- Pay checks that are not direct deposit will be mailed. Health insurance premiums will be deducted every pay instead of once per month.
- Instruction
 - Up to 15 schools may be identified as Site-Based.
 - Kindergarten class size is increased to 22 without a para. Max size is 28 with no overage pay. Kindergarten teacher has input on qualifications of para for the class.
 - Elementary school day increases by one half hour to 6 hours. Teachers have one hour planning period and must report to work at least five minutes prior to the start of the day and stay ten minutes after. Flexible scheduling for specialists. Fifteen additional specials have been hired for this expansion.
 - Flexible scheduling (sixth period option) at Secondary level with options for teaching an additional class at 20% of daily rate. Planning periods may be used to tutor and/or supervise lunch.
 - Increased number of staff/collaboration meetings.
- Personnel
 - Transfer language
 - Posting and filling of vacancies in agreement with the REA plus timelines and a provision for re-advertisement of positions.
 - “Grouping” of teachers for Reduction in Force.
 - Revised criteria for Performance Evaluation.
- Summary of costs and savings.

Roll call was then taken on the motion to approve the teachers’ contract.

Ayes: 5

Nays: 0

Absent: 1

Abstain: 1

Approved: 5-0-1-1.

VIII. Action Items – none.

IX. Other Business/New Business/Agenda Recommendations – none.

X. Adjournment

Motion by Mr. Rollins, seconded by Mr. Scrivano, that the board **adjourn** at 7:25 p.m.

Approved on voice vote.

President: *James Mitchell*

Secretary: *J. Jackson*

Approved:
/re
**BOARD
APPROVED**
MAY 08 2012