

DECATUR PUBLIC SCHOOL DISTRICT #61
BOARD OF EDUCATION
AGENDA

Regular Meeting
Keil Administration Building
1st Floor Board Room

November 27 2018
7:30 AM Open Session

Legend: AI = Action Item DI = Discussion Item IO = Information Only

Strategic Plan Mission:

The mission of Decatur Public Schools, the destination district of our community, is to unlock students' unique and limitless potential to achieve their personal aspirations as fully prepared, contributing citizens in a global society through learning experiences distinguished by:

- *commitment to the whole person resulting in student growth and confidence*
- *relevant, innovative, personalized academic pathways that promote passion and pride*
- *a learning environment that fosters curiosity and the thirst for achievement and discovery*
- *a culture of diversity, adaptability, and resilience*
- *meaningful and lasting relationships*
- *extraordinary school and community connections*

The Board of Education Parameters that Guide Our Work:

- We will make decisions in the best interest of all students.
- We will treat all people with dignity and respect.
- We will seek input and collaboration throughout our diverse community.
- We will practice responsible stewardship of all our resources.

IO 1.0 CALL TO ORDER
Roll Call

IO 2.0 PLEDGE OF ALLEGIANCE

AI 3.0 APPROVAL OF AGENDA, NOVEMBER 27, 2018

IO 4.0 PUBLIC PARTICIPATION

- Identify oneself and be brief.
- Comments should be limited to 3 minutes.

AI 5.0 ROLL CALL ACTION ITEMS

- A. Personnel Action Items (**S4**)
- B. Employment of Director of Operations (**S4**)
- C. Employment of an Interim Principal at Harris Elementary School
- D. Employment of an Interim Principal at Hope Academy Magnet School
- E. Approval of FY2018-19 Wages for Administrative Support (**S4**)

- F. Approval of FY2018-19 Wages for Administration (**S4**)
- G. Approval of Updated FY2018-19 Wages for Ancillary Employees (**S4**)
- H. Approval of Health Insurance/Wage Memorandum of Understanding for SEIU A Local 73 – Custodians (**S4**)
- I. Approval of Health Insurance/Wage Memorandum of Understanding for SEIU B Local 73 – Maintenance (**S4**)
- J. Approval of Health Insurance/Wage Memorandum of Understanding for SEIU C Local 73 – Security (**S4**)
- K. Approval of Health Insurance/Wage Memorandum of Understanding for Teamsters Local 916 (**S4**)

DI 6.0 BOARD DISCUSSION ITEMS

- A. Board Committee Updates and other Discussion

IO 7.0 IMPORTANT DATES

NEXT MEETING

The public portion of the next regular meeting of the Board of Education will be at 6:30 PM, Tuesday, December 04, 2018 in the 1st Floor Board Room at the Keil Administration Building.

8.0 ADJOURNMENT



Board of Education Decatur Public School District #61

Date: November 27, 2018	Subject: Personnel Action
Initiated By: Deanne Hillman, Director of Human Resources, and the Human Resources Department	Attachments: 4 Pages of Personnel Action
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

Per Board Policy 5:30 Hiring Process and Criteria – The District hires the most qualified personnel consistent with budget and staffing requirements and in compliance with School board policy on equal employment opportunities and minority recruitment.

CURRENT CONSIDERATIONS:

All offers of employment are contingent upon the approval of the Board of Education. Accordingly, anyone who is offered and begins employment prior to the approval of the Board of Education understands that they will do so as a substitute. If the approval of the Board of Education is obtained, these substitutes will then be made whole retroactive to their first day of employment.

FINANCIAL CONSIDERATIONS:

These positions are in the budget.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve all Personnel Action Items as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION:_____

To: Board of Education
From: Deanne Hillman
Human Resources Director
Date: November 20, 2018
Board Date: November 27, 2018
Re: Personnel Action

EMPLOYMENT RECOMMENDATIONS

TEACHERS:

Name	Position	Effective Date
Gabrielle Clifton	Grade 3, Franklin (<i>Pending Licensure</i>)	January 2, 2019

Pending Licensure- will begin as a Substitute Teacher in the position until Illinois Teacher Licensure is received.

SCHEDULE B:

Name	Position	Effective Date
Matthew Gremo	E-Sports/Gamers Club Sponsor, Eisenhower	August 13, 2018
Erik Harm	High School Head Girls Soccer Coach, MacArthur	February 25, 2019
Nicole Long	Middle School Cheerleading Coach, Thomas Jefferson	November 5, 2018
Antwane McClelland	Elementary Girls Basketball Coach, Oak Grove	October 8, 2018
William (Derek) Spates	High School Boys Head Track Coach, MacArthur	January 14, 2019

TRANSFERS

TEACHER:

Name	Position	Effective Date
Amy Edrington	From Middle School Media Specialist, Stephen Decatur/Dennis/Johns Hill to Library Media Coordinator, PDI	November 26, 2018

TEACHING ASSISTANT:

Name	Position	Effective Date
Eric Robinson	From Cross Categorical Teaching Assistant, Parsons to Cross Categorical Teaching Assistant, Garfield, 6 hours per day	November 12, 2018

MAINTENANCE:

Name	Position	Effective Date
Scott Tapscott	From 1st Shift Maintenance Worker, Buildings & Grounds to 2nd Shift Maintenance Worker, Buildings & Grounds	November 12, 2018

RESIGNATIONS**SCHEDULE B:**

Name	Position	Effective Date
Sara Bodzin	Elementary Track and Field Coach, Durfee	November 14, 2018
Curtis Graham	Head Football Coach, Eisenhower	November 16, 2018

COMPENSATION RECOMMENDATIONS:

- The following staff members should be compensated for participating in the 2018 Turkey Tournament on November 20-24, 2018 at Stephen Decatur:

Mel Rustio	\$2,500.00	Kim Hulva	\$600.00
Angela Bowman	\$1,400.00	Steve Thompson	\$500.00
Sevie Jarrett	\$600.00	Scott Blair	\$300.00
- The following staff members should be compensated **\$50.00** for participating in Training for High School ELA Teachers on November 7, 2018 at PDI:

Justin Baer	Jennifer Young
Michael Cozhair	Brandon Phillips
Nicole Cunningham	Sarah Bell
Jonathan Hartzmark	Melissa Staples
Rick Koetje	Jason Vicich
Jonathan Longhi	Ryan Morgan
Ronald Lybarger	Matthew Gremo
David McCoy	Nathan Bohannon
Callie Stanley	
- The following staff members should be compensated **\$25.00** for participating in New Teacher Academy #3 on November 6, 2018 at PDI:

Kristy Watrous
Emma Morrison
Taylor Torreson
Alex Moody
Beth Dewitt
Kylie Hale
Tamara McCormick
Alexandra Pomorin
Jennifer Roberson
Peggy Miller
Dena Flanigan
Morgan Norsen
Linda Stubblefield
Angel Allen
Jacqueline LeJeune
Elizabeth Alva
Kimberly Berg
Donna Ceroni
Alyson Jenkins
Jamie Michl
William Miller
Mary Rossi

Stacey Williams
Michelle Davis
Andrew Klein
Daniel Peters
Ashley Atchason
Julie Comerford
Alicia Alves
Alissa Gruenewald
Jill Headrick
Brooke Taylor
Melissa Goede
Elizabeth Karakachos
Kassandra Mikesell
Beverly Storer
Michael Turner
Katie Jostes
Mary Evans
Doug Sprague
April Bacon
Kimberly Byrne
Megan Devine
Michelle Knap

- The following staff members should be compensated **\$33.33** for participating in FastBridge Pre K-1st Grade Only on August 21, 2018 at PDI:

Susan Barnes
Brienne Barrett
Kelsey Beck
Annette Belue
Pamela Blades
Summer Boyd
Mavis Bradford
Amy Brown
Kimberly Byrne
Jessica Cameron
Shannon Carter
Tammy Carver
Melissa Cripe
Jennifer Douglass
Aubrey Downing
Amanda Fairchild
Nicole Genet
Alison Gruenewald

Harl Hillman
Kelsea Hirsch
Melissa Horton
Tiffanee Jelks
Lindsey Kocher
Cassandra Mann
Kassandra Mikesell
Erin Miller
Kristin Price
Lori Scheibly
Christine Seaver
Shari Shuff
Kimberly Smith
Rajillia Sullivan
Tiffany Tangney
Theressa Tozer
Stacey Williams

- The following staff members should be compensated **\$33.33** for participating in FastBridge Grades 4th-8th on August 23, 2018 at PDI:

Ann Akers	Kimberly Miller
Sarah Andrews	Yolanda Minor
Debbie Boerger	Ashley Minton
Pamela Bonds	Alex Moody
Charisse Brown	Hilda Nicholls
Tami Browning	Tami Roberts
Elizabeth Case	Penny Salefski
Jamie Clubbs	Barbara Scarlett
Jackalyn Creason	Jacqueline Sierra
Carol Dance	Tyler Slaby
Melissa Goede	Emily Stephens
Billie Hall	Laura Turner
Rebecca Harman	Krista Veech
Shelby Hawkshaw	Amy Winchester
Lisa Holmes	Stephanie Witts
Melissa Hopkins	Morgan Wolter
Cathalyn Jones	Heather England
Ashley Kaczynski	Autumn Lourash
Stacey Long	Dee Wicker
Patricia Mamrak	

- The following staff members should be compensated for participating in New Teacher Daily 5 Cafe on November 10, 2018 at Harris:

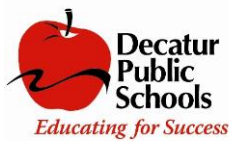
Molly Miller	\$100.00	Dee Wicker	\$50.00
Kristina Donley	\$50.00	Autumn Lourash	\$50.00

- The following staff members should be compensated **\$16.00** for participating in Illinois Quality Framework on October 25, 2018 at Baum:

Joni Grubbs	Pam Bonds
Robert Winters	Jewel Grady
Jackalyn Creason	

- **CORRECTION:** The following staff members should be compensated for participating in Illinois Quality Framework on September 19 & October 2, 2018 at Baum:

Jacqueline Sierra	\$16.00	Pamela Bonds	\$24.00
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Board of Education Decatur Public School District #61

Date: November 27, 2018	Subject: Administrative Recommendation
Initiated By: Deanne Hillman, Director of Human Resources	Attachment: Administrative Recommendation for Henry Walker, Director of Operations, Keil Building
Reviewed By: Dr Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

Mr. Walker currently holds a Master of Science in Educational Administration and a Bachelor of Science in Elementary Education, both from Illinois State University, Normal, Illinois.

Henry Walker has been the K-8 Principal at Hope Academy since 2014. Mr. Walker was previously an Assistant Principal for Normal Community West High School in Normal, Illinois since 2012. Prior to that, he served as a Principal Designee, Administrative Intern, and a teacher in the Unit 5 School district in Normal, Illinois since 2005.

CURRENT CONSIDERATIONS:

The interview team respectfully recommends Henry Walker as the Director of Operations at the Keil Building.

FINANCIAL CONSIDERATIONS:

This position is in the appropriate budget.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the Administrative Recommendation for the Director of Operations as presented.

RECOMMENDED ACTION:

- ☒ Approval
- ☐ Information
- ☐ Discussion

BOARD ACTION: _____

To: Dr Paul Fregeau, Superintendent
From: Deanne Hillman, Director of Human Resources
Date: November 27, 2018
Re: Administrative Recommendation

The following person is recommended for the position of Director of Operations at Keil Building.

Henry Walker

Education:

2009	MA	Educational Administration, Illinois State University, Bloomington, IL
2004	BA	Elementary Education, Illinois State University, Bloomington, IL

Experience:

2014 – present	K-8 Principal, Hope Academy, Decatur Public School District 61, Decatur, IL
2012 – 2014	Assistant Principal, Normal Community West High School, Normal, IL
2008 – 2012	Administrative Intern & Principal Designee, Fairview Elementary School, Normal, IL
2005 – 2008	Teacher, Fairview Elementary School, Normal, IL

For payroll purposes only

Effective: December 3, 2018

Pro-rated: Yes X No

Level: 16 Step: 13

Base: \$100,457.00

Number of full contract days: 260

TRS: as allowable

Prorated: \$57,955.96

Certified Number: 363410

Pending Illinois Certification: _____

Account Number:

Salary approved _____

Date _____

Board of Education Decatur Public School District #61

Date: November 27, 2018	Subject: FY2018-19 Administrative Support Wages
Initiated By: Dr. Todd Covault, Chief Operational Officer	Attachments: <ul style="list-style-type: none"> • Administrative Support Salary Schedule • List of Administrative Support Staff and Contract Amounts
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

Board Policy 3:50 – General School Administration – *Administrative Personnel Other Than the Superintendent*, provides that Administration will make recommendations to the Board for salary adjustments annually during the March board meeting. At the request of the Board, administration deferred recommendations until the conclusion of Teacher contract negotiations.

CURRENT CONSIDERATIONS:

The Consumer Price Index (CPI-U), a factor designating inflation, for the year ending December 2017 was 2.1%. The administrative recommendation is to increase the FY18 administrative support base pay by 2.1% to calculate the FY19 base. An additional \$250 was added to the base to account for a change in the District's health insurance benefits. Step increase for Administrative Support Staff is 0.75%.

FINANCIAL CONSIDERATIONS:

The general range is 3.21% - 3.64%. There are twelve individuals who are paid off of schedule noted with an asterisk (*). These individuals include two employees that exceed the 30 step schedule and are recommended for a 2.75% increase. Two employees are receiving pay higher than the schedule provides and are recommended for a 2.5% increase. Five employees are receiving pay lower than the schedule and are recommended for a 4.5% increase. There are four employees who were hired new this year. These employees will only receive the value of the increase to the cell on which they reside.

The total wages represented are \$2,936,137. With health insurance adjustment associated with increased employee deductions, the net annualized increase is \$80,509.96 (2.83%).

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Salary Schedule and the Respective List of Administrative Support Personnel Contract Amounts for FY2018-19 as presented.

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

FY 2018-19
Administrative Support
Salary Schedule

Assignment	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
OT/PT Assistant	33,457	33,708	33,961	34,216	34,473	34,732	34,992	35,254	35,518	35,784	36,052	36,322	36,594	36,868	37,145	37,424	37,705	37,988
StudentSupportFacilitator	33,457	33,708	33,961	34,216	34,473	34,732	34,992	35,254	35,518	35,784	36,052	36,322	36,594	36,868	37,145	37,424	37,705	37,988
Human Resources Assistant	36,507	36,781	37,057	37,335	37,615	37,897	38,181	38,467	38,756	39,047	39,340	39,635	39,932	40,231	40,533	40,837	41,143	41,452
Human Resources Specialist	36,507	36,781	37,057	37,335	37,615	37,897	38,181	38,467	38,756	39,047	39,340	39,635	39,932	40,231	40,533	40,837	41,143	41,452
Lead Parent Educator	38,289	38,576	38,865	39,156	39,450	39,746	40,044	40,344	40,647	40,952	41,259	41,568	41,880	42,194	42,510	42,829	43,150	43,474
Lead PreK Preventitive Educator	38,289	38,576	38,865	39,156	39,450	39,746	40,044	40,344	40,647	40,952	41,259	41,568	41,880	42,194	42,510	42,829	43,150	43,474
Home Visiting Supervisor	38,289	38,576	38,865	39,156	39,450	39,746	40,044	40,344	40,647	40,952	41,259	41,568	41,880	42,194	42,510	42,829	43,150	43,474
Business Office Secretary	37,814	38,098	38,384	38,672	38,962	39,254	39,548	39,845	40,144	40,445	40,748	41,054	41,362	41,672	41,985	42,300	42,617	42,937
MIS Technician	37,568	37,850	38,134	38,420	38,708	38,998	39,290	39,585	39,882	40,181	40,482	40,786	41,092	41,400	41,711	42,024	42,339	42,657
EMS Level 1	37,568	37,850	38,134	38,420	38,708	38,998	39,290	39,585	39,882	40,181	40,482	40,786	41,092	41,400	41,711	42,024	42,339	42,657
HR Analyst	41,105	41,413	41,724	42,037	42,352	42,670	42,990	43,312	43,637	43,964	44,294	44,626	44,961	45,298	45,638	45,980	46,325	46,672
Transition Coordinator	38,150	38,436	38,724	39,014	39,307	39,602	39,899	40,198	40,499	40,803	41,109	41,417	41,728	42,041	42,356	42,674	42,994	43,316
Truancy Coordinator	38,150	38,436	38,724	39,014	39,307	39,602	39,899	40,198	40,499	40,803	41,109	41,417	41,728	42,041	42,356	42,674	42,994	43,316
Medicaid Coordinator	39,591	39,888	40,187	40,488	40,792	41,098	41,406	41,717	42,030	42,345	42,663	42,983	43,305	43,630	43,957	44,287	44,619	44,954
Student Behavioral Interventionist	34,617	34,877	35,139	35,403	35,669	35,937	36,207	36,479	36,753	37,029	37,307	37,587	37,869	38,153	38,439	38,727	39,017	39,310
Superintendent Secretary 2	44,583	44,917	45,254	45,593	45,935	46,280	46,627	46,977	47,329	47,684	48,042	48,402	48,765	49,131	49,499	49,870	50,244	50,621
Payroll Analyst	44,583	44,917	45,254	45,593	45,935	46,280	46,627	46,977	47,329	47,684	48,042	48,402	48,765	49,131	49,499	49,870	50,244	50,621
Coordinator of Human Resources	44,583	44,917	45,254	45,593	45,935	46,280	46,627	46,977	47,329	47,684	48,042	48,402	48,765	49,131	49,499	49,870	50,244	50,621
Coordinator of Information Technology	44,583	44,917	45,254	45,593	45,935	46,280	46,627	46,977	47,329	47,684	48,042	48,402	48,765	49,131	49,499	49,870	50,244	50,621
Recruitment Specialist	44,583	44,917	45,254	45,593	45,935	46,280	46,627	46,977	47,329	47,684	48,042	48,402	48,765	49,131	49,499	49,870	50,244	50,621
Dropout Prevention Coordinator	47,345	47,700	48,058	48,418	48,781	49,147	49,516	49,887	50,261	50,638	51,018	51,401	51,787	52,175	52,566	52,960	53,357	53,757
Superintendent Secretary	49,353	49,723	50,096	50,472	50,851	51,232	51,616	52,003	52,393	52,786	53,182	53,581	53,983	54,388	54,796	55,207	55,621	56,038
Assistive Technology	49,693	50,066	50,441	50,819	51,200	51,584	51,971	52,361	52,754	53,150	53,549	53,951	54,356	54,764	55,175	55,589	56,006	56,426
MIS Analyst	49,693	50,066	50,441	50,819	51,200	51,584	51,971	52,361	52,754	53,150	53,549	53,951	54,356	54,764	55,175	55,589	56,006	56,426
EMS Level 2	49,693	50,066	50,441	50,819	51,200	51,584	51,971	52,361	52,754	53,150	53,549	53,951	54,356	54,764	55,175	55,589	56,006	56,426
Research Development/Evaluation Analyst	49,693	50,066	50,441	50,819	51,200	51,584	51,971	52,361	52,754	53,150	53,549	53,951	54,356	54,764	55,175	55,589	56,006	56,426
District Early Childhood Coordinator	43,783	44,111	44,442	44,775	45,111	45,449	45,790	46,133	46,479	46,828	47,179	47,533	47,889	48,248	48,610	48,975	49,342	49,712
PreK Family Services Coordinator	43,783	44,111	44,442	44,775	45,111	45,449	45,790	46,133	46,479	46,828	47,179	47,533	47,889	48,248	48,610	48,975	49,342	49,712
Custodian Foreman	52,235	52,627	53,022	53,420	53,821	54,225	54,632	55,042	55,455	55,871	56,290	56,712	57,137	57,566	57,998	58,433	58,871	59,313
Electronics Technician	52,753	53,149	53,548	53,950	54,355	54,763	55,174	55,588	56,005	56,425	56,848	57,274	57,704	58,137	58,573	59,012	59,455	59,901
Extended Learning Coordinator	56,218	56,640	57,065	57,493	57,924	58,358	58,796	59,237	59,681	60,129	60,580	61,034	61,492	61,953	62,418	62,886	63,358	63,833
Substance Abuse and Mental Health Project Manager	58,616	59,056	59,499	59,945	60,395	60,848	61,304	61,764	62,227	62,694	63,164	63,638	64,115	64,596	65,080	65,568	66,060	66,555
EMS Level 3	62,048	62,513	62,982	63,454	63,930	64,409	64,892	65,379	65,869	66,363	66,861	67,362	67,867	68,376	68,889	69,406	69,927	70,451
Coordinator of Budgets/Accounting	62,155	62,621	63,091	63,564	64,041	64,521	65,005	65,493	65,984	66,479	66,978	67,480	67,986	68,496	69,010	69,528	70,049	70,574
Coordinator of Purchasing	62,155	62,621	63,091	63,564	64,041	64,521	65,005	65,493	65,984	66,479	66,978	67,480	67,986	68,496	69,010	69,528	70,049	70,574
African American Scholars Program Coordinator	63,373	63,848	64,327	64,809	65,295	65,785	66,278	66,775	67,276	67,781	68,289	68,801	69,317	69,837	70,361	70,889	71,421	71,957
Teacher Instructional Specialist Coordinator	63,373	63,848	64,327	64,809	65,295	65,785	66,278	66,775	67,276	67,781	68,289	68,801	69,317	69,837	70,361	70,889	71,421	71,957
Supervisor of Custodians	63,709	64,187	64,668	65,153	65,642	66,134	66,630	67,130	67,633	68,140	68,651	69,166	69,685	70,208	70,735	71,266	71,800	72,339
Coordinator of Transportation	65,356	65,846	66,340	66,838	67,339	67,844	68,353	68,866	69,382	69,902	70,426	70,954	71,486	72,022	72,562	73,106	73,654	74,206
Coordinator of Payroll	65,356	65,846	66,340	66,838	67,339	67,844	68,353	68,866	69,382	69,902	70,426	70,954	71,486	72,022	72,562	73,106	73,654	74,206
Maintenance Foreman	65,576	66,068	66,564	67,063	67,566	68,073	68,584	69,098	69,616	70,138	70,664	71,194	71,728	72,266	72,808	73,354	73,904	74,458
Curriculum Assessment Coordinator	66,217	66,714	67,214	67,718	68,226	68,738	69,254	69,773	70,296	70,823	71,354	71,889	72,428	72,971	73,518	74,069	74,625	75,185
Research Development/Evaluation Senior Analyst	66,217	66,714	67,214	67,718	68,226	68,738	69,254	69,773	70,296	70,823	71,354	71,889	72,428	72,971	73,518	74,069	74,625	75,185
Audiologist/OT/PT	68,711	69,226	69,745	70,268	70,795	71,326	71,861	72,400	72,943	73,490	74,041	74,596	75,155	75,719	76,287	76,859	77,435	78,016
Instructional Technology Coordinator	73,369	73,919	74,473	75,032	75,595	76,162	76,733	77,308	77,888	78,472	79,061	79,654	80,251	80,853	81,459	82,070	82,686	83,306
Network Administrator	74,308	74,865	75,426	75,992	76,562	77,136	77,715	78,298	78,885	79,477	80,073	80,674	81,279	81,889	82,503	83,122	83,745	84,373

FY 2018-19
Administrative Support
Salary Schedule

Assignment	19	20	21	22	23	24	25	26	27	28	29	30
OT/PT Assistant	38,273	38,560	38,849	39,140	39,434	39,730	40,028	40,328	40,630	40,935	41,242	41,551
StudentSupportFacilitator	38,273	38,560	38,849	39,140	39,434	39,730	40,028	40,328	40,630	40,935	41,242	41,551
Human Resources Assistant	41,763	42,076	42,392	42,710	43,030	43,353	43,678	44,006	44,336	44,669	45,004	45,342
Human Resources Specialist	41,763	42,076	42,392	42,710	43,030	43,353	43,678	44,006	44,336	44,669	45,004	45,342
Lead Parent Educator	43,800	44,129	44,460	44,793	45,129	45,467	45,808	46,152	46,498	46,847	47,198	47,552
Lead PreK Preventitive Educator	43,800	44,129	44,460	44,793	45,129	45,467	45,808	46,152	46,498	46,847	47,198	47,552
Home Visiting Supervisor	43,800	44,129	44,460	44,793	45,129	45,467	45,808	46,152	46,498	46,847	47,198	47,552
Business Office Secretary	43,259	43,583	43,910	44,239	44,571	44,905	45,242	45,581	45,923	46,267	46,614	46,964
MIS Technician	42,977	43,299	43,624	43,951	44,281	44,613	44,948	45,285	45,625	45,967	46,312	46,659
EMS Level 1	42,977	43,299	43,624	43,951	44,281	44,613	44,948	45,285	45,625	45,967	46,312	46,659
HR Analyst	47,022	47,375	47,730	48,088	48,449	48,812	49,178	49,547	49,919	50,293	50,670	51,050
Transition Coordinator	43,641	43,968	44,298	44,630	44,965	45,302	45,642	45,984	46,329	46,676	47,026	47,379
Truancy Coordinator	43,641	43,968	44,298	44,630	44,965	45,302	45,642	45,984	46,329	46,676	47,026	47,379
Medicaid Coordinator	45,291	45,631	45,973	46,318	46,665	47,015	47,368	47,723	48,081	48,442	48,805	49,171
Student Behavioral Interventionist	39,605	39,902	40,201	40,503	40,807	41,113	41,421	41,732	42,045	42,360	42,678	42,998
Superintendent Secretary 2	51,001	51,384	51,769	52,157	52,548	52,942	53,339	53,739	54,142	54,548	54,957	55,369
Payroll Analyst	51,001	51,384	51,769	52,157	52,548	52,942	53,339	53,739	54,142	54,548	54,957	55,369
Coordinator of Human Resources	51,001	51,384	51,769	52,157	52,548	52,942	53,339	53,739	54,142	54,548	54,957	55,369
Coordinator of Information Technology	51,001	51,384	51,769	52,157	52,548	52,942	53,339	53,739	54,142	54,548	54,957	55,369
Recruitment Specialist	51,001	51,384	51,769	52,157	52,548	52,942	53,339	53,739	54,142	54,548	54,957	55,369
Dropout Prevention Coordinator	54,160	54,566	54,975	55,387	55,802	56,221	56,643	57,068	57,496	57,927	58,361	58,799
Superintendent Secretary	56,458	56,881	57,308	57,738	58,171	58,607	59,047	59,490	59,936	60,386	60,839	61,295
Assistive Technology	56,849	57,275	57,705	58,138	58,574	59,013	59,456	59,902	60,351	60,804	61,260	61,719
MIS Analyst	56,849	57,275	57,705	58,138	58,574	59,013	59,456	59,902	60,351	60,804	61,260	61,719
EMS Level 2	56,849	57,275	57,705	58,138	58,574	59,013	59,456	59,902	60,351	60,804	61,260	61,719
Research Development/Evaluation Analyst	56,849	57,275	57,705	58,138	58,574	59,013	59,456	59,902	60,351	60,804	61,260	61,719
District Early Childhood Coordinator	50,085	50,461	50,839	51,220	51,604	51,991	52,381	52,774	53,170	53,569	53,971	54,376
PreK Family Services Coordinator	50,085	50,461	50,839	51,220	51,604	51,991	52,381	52,774	53,170	53,569	53,971	54,376
Custodian Foreman	59,758	60,206	60,658	61,113	61,571	62,033	62,498	62,967	63,439	63,915	64,394	64,877
Electronics Technician	60,350	60,803	61,259	61,718	62,181	62,647	63,117	63,590	64,067	64,548	65,032	65,520
Extended Learning Coordinator	64,312	64,794	65,280	65,770	66,263	66,760	67,261	67,765	68,273	68,785	69,301	69,821
Substance Abuse and Mental Health Project Manager	67,054	67,557	68,064	68,574	69,088	69,606	70,128	70,654	71,184	71,718	72,256	72,798
EMS Level 3	70,979	71,511	72,047	72,587	73,131	73,679	74,232	74,789	75,350	75,915	76,484	77,058
Coordinator of Budgets/Accounting	71,103	71,636	72,173	72,714	73,259	73,808	74,362	74,920	75,482	76,048	76,618	77,193
Coordinator of Purchasing	71,103	71,636	72,173	72,714	73,259	73,808	74,362	74,920	75,482	76,048	76,618	77,193
African American Scholars Program Coordinator	72,497	73,041	73,589	74,141	74,697	75,257	75,821	76,390	76,963	77,540	78,122	78,708
Teacher Instructional Specialist Coordinator	72,497	73,041	73,589	74,141	74,697	75,257	75,821	76,390	76,963	77,540	78,122	78,708
Supervisor of Custodians	72,882	73,429	73,980	74,535	75,094	75,657	76,224	76,796	77,372	77,952	78,537	79,126
Coordinator of Transportation	74,763	75,324	75,889	76,458	77,031	77,609	78,191	78,777	79,368	79,963	80,563	81,167
Coordinator of Payroll	74,763	75,324	75,889	76,458	77,031	77,609	78,191	78,777	79,368	79,963	80,563	81,167
Maintenance Foreman	75,016	75,579	76,146	76,717	77,292	77,872	78,456	79,044	79,637	80,234	80,836	81,442
Curriculum Assessment Coordinator	75,749	76,317	76,889	77,466	78,047	78,632	79,222	79,816	80,415	81,018	81,626	82,238
Research Development/Evaluation Senior Analyst	75,749	76,317	76,889	77,466	78,047	78,632	79,222	79,816	80,415	81,018	81,626	82,238
Audiologist/OT/PT	78,601	79,191	79,785	80,383	80,986	81,593	82,205	82,822	83,443	84,069	84,700	85,335
Instructional Technology Coordinator	83,931	84,560	85,194	85,833	86,477	87,126	87,779	88,437	89,100	89,768	90,441	91,119
Network Administrator	85,006	85,644	86,286	86,933	87,585	88,242	88,904	89,571	90,243	90,920	91,602	92,289

Administrative Support

Name	Description	Primary Worksite	FY19 Step	FY19 Annual	Off Schedule
TULL, JODI	COORDINATOR - STUDENT INTERVENTION	ALTERNATIVE LEARNING CENTER	7	\$ 39,899.00	
HAMMEL, ALEXANDRA	FAMILY SUPPORT TRANSITION COORDINATOR	ALTERNATIVE LEARNING CENTER	6	\$ 39,746.00	
NOVAK, MEAGAN A	STUDENT BEHAVIORAL INTERVENTIONIST	ALTERNATIVE LEARNING CENTER	3	\$ 35,139.00	
WICKLINE, TRACY N	STUDENT BEHAVIORAL INTERVENTIONIST	ALTERNATIVE LEARNING CENTER	16	\$ 38,727.00	
BARNETT, P CHRIS	ELECTRONIC REPAIR	BUILDINGS AND GROUNDS	32	\$ 66,110.00	*
JOHNSON, MITCHELL L	FOREMAN - CUSTODIAN	BUILDINGS AND GROUNDS	5	\$ 53,821.00	
BURNS, CODY W	FOREMAN - MAINTENANCE	BUILDINGS AND GROUNDS	11	\$ 70,664.00	
HAINLINE, DANNY F	FOREMAN - MAINTENANCE	BUILDINGS AND GROUNDS	16	\$ 73,354.00	
HAMPTON, JUSTIN	COORDINATOR - AFRICAN AMERICAN SCHOLARS	EISENHOWER HIGH SCHOOL	6	\$ 65,785.00	
EDMONSON, WHITNEY C	COORDINATOR OF INFO TECH	IT DEPARTMENT	2	\$ 44,917.00	
HELM, BRYLAN H	EDUCATIONAL MEDIA SUPPORT 1	IT DEPARTMENT	1	\$ 37,568.00	
ACKLEY, DYLAN A	EDUCATIONAL MEDIA SUPPORT 1	IT DEPARTMENT	1	\$ 37,568.00	
BONDS, NAREGIS	EDUCATIONAL MEDIA SUPPORT 1	IT DEPARTMENT	2	\$ 37,850.00	
BLAIR, STEPHEN F	EDUCATIONAL MEDIA SUPPORT 1	IT DEPARTMENT	3	\$ 38,134.00	
WORTHEY, ANDREW C	EDUCATIONAL MEDIA SUPPORT 1	IT DEPARTMENT	4	\$ 38,420.00	
LONGBONS, JUNIE	EDUCATIONAL MEDIA SUPPORT 2	IT DEPARTMENT	12	\$ 53,682.00	*
SMITH, BLAKE	EMSD/TECH SUPPORT LEVEL 3	IT DEPARTMENT	6	\$ 64,409.00	
TUGGLE, JENNIFER	EMSD/TECH SUPPORT LEVEL 3	IT DEPARTMENT	20	\$ 71,284.00	*
LINDSEY, ANTHONY M	IT ANALYST NTW/SERV SUPPORT LEVEL 2	IT DEPARTMENT	3	\$ 50,441.00	
POTTS, JACOB S	IT ANALYST NTW/SERV SUPPORT LEVEL 2	IT DEPARTMENT	4	\$ 50,819.00	
SEBECKIS, AMY L	IT TECHNICIAN	IT DEPARTMENT	9	\$ 40,075.00	*
GESKEY, KAY MARIE	ACCOUNTING SUPERVISOR	KEIL BUILDING	26	\$ 74,920.00	
SOMMER, JENNIFER	ASSISTANT TO THE CHIEF OPERATIONAL OFFICER	KEIL BUILDING	14	\$ 41,672.00	
HULVA, KIMBERLY S	BENEFITS COORDINATOR	KEIL BUILDING	21	\$ 49,611.00	*
JARRETT, SEVIE L	COORDINATOR - HUMAN RESOURCES	KEIL BUILDING	17	\$ 50,244.00	
WATSON, JOANIE L	COORDINATOR OF PURCHASING	KEIL BUILDING	20	\$ 71,636.00	
DOTSON, RANDY	COORDINATOR OF TRANSPORTATION	KEIL BUILDING	28	\$ 79,963.00	
BOWMAN, ANGELA	EXECUTIVE SECRETARY II TO SUPERINTENDENT	KEIL BUILDING	16	\$ 49,870.00	
BRADFORD, MELISSA R	EXECUTIVE SECRETARY TO SUPERINTENDENT	KEIL BUILDING	12	\$ 53,581.00	
HOTWICK, DIANA	HUMAN RESOURCES - ANALYST	KEIL BUILDING	11	\$ 44,294.00	
HALLIBURTON, CAMESHA	HUMAN RESOURCES - ASSISTANT	KEIL BUILDING	8	\$ 38,467.00	
BALES, STEPHANIE	PAYROLL SUPERVISOR	KEIL BUILDING	19	\$ 74,763.00	
OWENS, JEFFONNE L	RECRUITMENT & RETENTION SPECIALIST	KEIL BUILDING	6	\$ 46,280.00	
MATTHEWS, CAMISHA	RESEARCH DEVELOPMENT EVAL ANALYST	KEIL BUILDING	10	\$ 53,150.00	
BURROWS, GWEN M	SENIOR RESEARCH ANALYST	KEIL BUILDING	31	\$ 81,054.00	*

Administrative Support

ROBINSON, JAMES A	MPSED IT TECHNICIAN	MACON-PIATT SPECIAL EDUCATION	17	\$ 53,682.00	*
VIETH, VICKIE L	MPSED MEDICAID/HOME STUDY COORDINATOR	MACON-PIATT SPECIAL EDUCATION	13	\$ 43,305.00	
BARNEY, KELSI R	COORDINATOR - FAMILY SERVICES	PERSHING	4	\$ 44,775.00	
LANE, SABRINA A	MPSED CERTIFIED OT ASSISTANT	PERSHING	4	\$ 34,216.00	
REEDY, MAIRI	MPSED CERTIFIED OT ASSISTANT	PERSHING	6	\$ 34,732.00	
RANSONE, FRANCES M	MPSED CERTIFIED OT ASSISTANT	PERSHING	11	\$ 36,052.00	
GUMBEL, KATHLEEN S	MPSED CERTIFIED OT ASSISTANT	PERSHING	17	\$ 37,705.00	
ZILZ, CAROL JEAN	MPSED CERTIFIED OT ASSISTANT	PERSHING	21	\$ 40,570.00	*
ENGELGAU, SUSAN	MPSED OCCUPATIONAL THERAPIST	PERSHING	17	\$ 77,435.00	
STINE, JENNIFER E	MPSED OCCUPATIONAL THERAPIST	PERSHING	26	\$ 87,207.00	*
HELD, ANGELA	MPSED PHYSICAL THERAPIST	PERSHING	21	\$ 78,380.00	*
THOMAS, KIA A	MPSED PHYSICAL THERAPIST ASSISTANT	PERSHING	21	\$ 40,570.00	*
MANSUR, ANTHONY	ASSESSMENT ADMINISTRATOR	PDI	2	\$ 74,865.00	
DAVIDSON, SCOTT K	COORDINATOR- INSTRUCTIONAL TECHNOLOGY	PDI	11	\$ 79,061.00	
HARRIS, BROOKE R	PROJECT MANAGER SAMH - STUDENT SERVICES	PDI	2	\$ 59,056.00	
BANNER, DIONDRIA	RESEARCH DEVELOPMENT EVAL ANALYST	PDI	4	\$ 50,819.00	
HARDING, CHRISTELLE G	TEACHER INSTRUCTIONAL SPECIALIST COORD	PDI	22	\$ 74,141.00	
GREGURICH, MEGHAN K	COORDINATOR PRE-KINDERGARTEN	SOUTHEAST LEARNING CENTER	3	\$ 44,442.00	
LEWIS, MICHELLE	MPSED AUDIOLOGIST	STEPHEN DECATUR MIDDLE SCHOOL	26	\$ 87,207.00	*
				\$ 2,936,137.00	
			Cost	\$ 95,050.00	
				3.24%	
			Cost Minus Ins	\$ 80,509.96	
				2.83%	

Board of Education Decatur Public School District #61

Date: November 27, 2018	Subject: FY2018-19 Administrator Wages
Initiated By: Dr. Todd Covault, Chief Operational Officer	Attachments: <ul style="list-style-type: none"> • Administrator Salary Schedule • List of Administrative Staff and Contract Amounts
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

Board Policy 3:50 – General School Administration – *Administrative Personnel Other Than the Superintendent*, provides that Administration will make recommendations to the Board for salary adjustments annually during the March board meeting. At the request of the Board, administration deferred recommendations until the conclusion of Teacher contract negotiations.

CURRENT CONSIDERATIONS:

The Consumer Price Index (CPI-U), a factor designating inflation, for the year ending December 2017 was 2.1%. The administrative recommendation is to increase the FY18 administrative base pay by 2.1% to calculate the FY19 base. An additional \$260 was added to the base to account for a change in the District's health insurance benefits. Step was diminished from 0.96% to 0.955% to minimize the effect of adding value from the experience factor associated with the additional \$260.

FINANCIAL CONSIDERATIONS:

There are three individuals who are paid off schedule noted with an asterisk (*). There are seven individuals who started late in the year. These individuals are noted by the greyed "position days" which reflects the actual days to be worked. The wages of these employees will be prorated to reflect the actual days worked.

The total wages represented are \$4,919,226.50. With health insurance adjustments associated with increased employee deductions, the net annualized increase is \$159,726.25 (3.37%).

STAFF RECOMMENDATION:

The Administration respectfully requests that the Board of Education approve the Salary Schedule and the Respective List of Administrative Staff Contract Amounts for FY2018-19 as presented.

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

Grd	Per	Work	Title													
Lvl	Diem	Days		0	1	2	3	4	5	6	7	8	9	10	11	12
20	474.58	260	Assistant Super	123,391	124,569	125,759	126,960	128,172	129,396	130,632	131,880	133,139	134,410	135,694	136,990	138,298
19	461.98	260	Chief OO	120,115	121,262	122,420	123,589	124,769	125,961	127,164	128,378	129,604	130,842	132,092	133,353	134,627
19	406.88	260	Dir - HR	105,790	106,800	107,820	108,850	109,890	110,939	111,998	113,068	114,148	115,238	116,339	117,450	118,572
19	406.88	260	Dir-Curriculum	105,790	106,800	107,820	108,850	109,890	110,939	111,998	113,068	114,148	115,238	116,339	117,450	118,572
18	406.88	260	Dir - MP SpEd	105,790	106,800	107,820	108,850	109,890	110,939	111,998	113,068	114,148	115,238	116,339	117,450	118,572
17	447.47	260	Principal - HS	116,343	117,454	118,576	119,708	120,851	122,005	123,170	124,346	125,534	126,733	127,943	129,165	130,399
16	349.41	260	Dir - Stud Srv	90,847	91,715	92,591	93,475	94,368	95,269	96,179	97,098	98,025	98,961	99,906	100,860	101,823
16	349.41	260	Dir - IT	90,847	91,715	92,591	93,475	94,368	95,269	96,179	97,098	98,025	98,961	99,906	100,860	101,823
16	349.41	260	Dir - Innovative Programs	90,847	91,715	92,591	93,475	94,368	95,269	96,179	97,098	98,025	98,961	99,906	100,860	101,823
16	339.53	260	Principal - MS	88,277	89,120	89,971	90,830	91,697	92,573	93,457	94,350	95,251	96,161	97,079	98,006	98,942
16	339.53	260	Ast Dir - SpEd	88,277	89,120	89,971	90,830	91,697	92,573	93,457	94,350	95,251	96,161	97,079	98,006	98,942
16	339.53	260	Ast Dir - Finance, Grants, Sp Prog	88,277	89,120	89,971	90,830	91,697	92,573	93,457	94,350	95,251	96,161	97,079	98,006	98,942
16	355.30	220	Principal - K8	78,166	78,912	79,666	80,427	81,195	81,970	82,753	83,543	84,341	85,146	85,959	86,780	87,609
16	346.83	240	Principal - PreK	83,238	84,033	84,836	85,646	86,464	87,290	88,124	88,966	89,816	90,674	91,540	92,414	93,297
16	350.31	220	Principal - Elementary	77,068	77,804	78,547	79,297	80,054	80,819	81,591	82,370	83,157	83,951	84,753	85,562	86,379
16	340.28	220	Principal - Alt Ed	74,861	75,576	76,298	77,027	77,763	78,506	79,256	80,013	80,777	81,548	82,327	83,113	83,907
15	308.42	260	Dir - Build & Grounds	80,190	80,956	81,729	82,510	83,298	84,093	84,896	85,707	86,526	87,352	88,186	89,028	89,878
15	279.73	260	Dir - Comm Engage	72,731	73,426	74,127	74,835	75,550	76,272	77,000	77,735	78,477	79,226	79,983	80,747	81,518
15	251.65	260	Grant Administrator	65,428	66,053	66,684	67,321	67,964	68,613	69,268	69,930	70,598	71,272	71,953	72,640	73,334
14	296.66	260	AP - HS SLC	77,131	77,868	78,612	79,363	80,121	80,886	81,658	82,438	83,225	84,020	84,822	85,632	86,450
14	311.92	220	Coord - Health	68,623	69,278	69,940	70,608	71,282	71,963	72,650	73,344	74,044	74,751	75,465	76,186	76,914
14	263.93	260	Ast Dir - B & G	68,623	69,278	69,940	70,608	71,282	71,963	72,650	73,344	74,044	74,751	75,465	76,186	76,914
14	320.82	200	AP - MS	64,163	64,776	65,395	66,020	66,650	67,287	67,930	68,579	69,234	69,895	70,562	71,236	71,916
14	323.99	195	AP - K8	63,179	63,782	64,391	65,006	65,627	66,254	66,887	67,526	68,171	68,822	69,479	70,143	70,813
14	323.99	195	AP - Elem	63,179	63,782	64,391	65,006	65,627	66,254	66,887	67,526	68,171	68,822	69,479	70,143	70,813
13	315.73	200	SpEd Adm	63,146	63,749	64,358	64,973	65,593	66,219	66,851	67,489	68,134	68,785	69,442	70,105	70,775
13	290.32	195	Dean	56,612	57,153	57,699	58,250	58,806	59,368	59,935	60,507	61,085	61,668	62,257	62,852	63,452

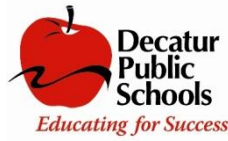
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
139,619	140,952	142,298	143,657	145,029	146,414	147,812	149,224	150,649	152,088	153,540	155,006	156,486	157,980	159,489	161,012	162,550	164,102
135,913	137,211	138,521	139,844	141,180	142,528	143,889	145,263	146,650	148,051	149,465	150,892	152,333	153,788	155,257	156,740	158,237	159,748
119,704	120,847	122,001	123,166	124,342	125,529	126,728	127,938	129,160	130,393	131,638	132,895	134,164	135,445	136,738	138,044	139,362	140,693
119,704	120,847	122,001	123,166	124,342	125,529	126,728	127,938	129,160	130,393	131,638	132,895	134,164	135,445	136,738	138,044	139,362	140,693
119,704	120,847	122,001	123,166	124,342	125,529	126,728	127,938	129,160	130,393	131,638	132,895	134,164	135,445	136,738	138,044	139,362	140,693
131,644	132,901	134,170	135,451	136,745	138,051	139,369	140,700	142,044	143,401	144,770	146,153	147,549	148,958	150,381	151,817	153,267	154,731
102,795	103,777	104,768	105,769	106,779	107,799	108,828	109,867	110,916	111,975	113,044	114,124	115,214	116,314	117,425	118,546	119,678	120,821
102,795	103,777	104,768	105,769	106,779	107,799	108,828	109,867	110,916	111,975	113,044	114,124	115,214	116,314	117,425	118,546	119,678	120,821
102,795	103,777	104,768	105,769	106,779	107,799	108,828	109,867	110,916	111,975	113,044	114,124	115,214	116,314	117,425	118,546	119,678	120,821
99,887	100,841	101,804	102,776	103,758	104,749	105,749	106,759	107,779	108,808	109,847	110,896	111,955	113,024	114,103	115,193	116,293	117,404
99,887	100,841	101,804	102,776	103,758	104,749	105,749	106,759	107,779	108,808	109,847	110,896	111,955	113,024	114,103	115,193	116,293	117,404
99,887	100,841	101,804	102,776	103,758	104,749	105,749	106,759	107,779	108,808	109,847	110,896	111,955	113,024	114,103	115,193	116,293	117,404
88,446	89,291	90,144	91,005	91,874	92,751	93,637	94,531	95,434	96,345	97,265	98,194	99,132	100,079	101,035	102,000	102,974	103,957
94,188	95,087	95,995	96,912	97,838	98,772	99,715	100,667	101,628	102,599	103,579	104,568	105,567	106,575	107,593	108,621	109,658	110,705
87,204	88,037	88,878	89,727	90,584	91,449	92,322	93,204	94,094	94,993	95,900	96,816	97,741	98,674	99,616	100,567	101,527	102,497
84,708	85,517	86,334	87,158	87,990	88,830	89,678	90,534	91,399	92,272	93,153	94,043	94,941	95,848	96,763	97,687	98,620	99,562
90,736	91,603	92,478	93,361	94,253	95,153	96,062	96,979	97,905	98,840	99,784	100,737	101,699	102,670	103,650	104,640	105,639	106,648
82,296	83,082	83,875	84,676	85,485	86,301	87,125	87,957	88,797	89,645	90,501	91,365	92,238	93,119	94,008	94,906	95,812	96,727
74,034	74,741	75,455	76,176	76,903	77,637	78,378	79,127	79,883	80,646	81,416	82,194	82,979	83,771	84,571	85,379	86,194	87,017
87,276	88,109	88,950	89,799	90,657	91,523	92,397	93,279	94,170	95,069	95,977	96,894	97,819	98,753	99,696	100,648	101,609	102,579
77,649	78,391	79,140	79,896	80,659	81,429	82,207	82,992	83,785	84,585	85,393	86,209	87,032	87,863	88,702	89,549	90,404	91,267
77,649	78,391	79,140	79,896	80,659	81,429	82,207	82,992	83,785	84,585	85,393	86,209	87,032	87,863	88,702	89,549	90,404	91,267
72,603	73,296	73,996	74,703	75,416	76,136	76,863	77,597	78,338	79,086	79,841	80,603	81,373	82,150	82,935	83,727	84,527	85,334
71,489	72,172	72,861	73,557	74,259	74,968	75,684	76,407	77,137	77,874	78,618	79,369	80,127	80,892	81,665	82,445	83,232	84,027
71,489	72,172	72,861	73,557	74,259	74,968	75,684	76,407	77,137	77,874	78,618	79,369	80,127	80,892	81,665	82,445	83,232	84,027
71,451	72,133	72,822	73,517	74,219	74,928	75,644	76,366	77,095	77,831	78,574	79,324	80,082	80,847	81,619	82,398	83,185	83,979
64,058	64,670	65,288	65,912	66,541	67,176	67,818	68,466	69,120	69,780	70,446	71,119	71,798	72,484	73,176	73,875	74,581	75,293

FY 2018-19 Administration Salary Schedule and Wages

Name	Primary Job Title	FTE	FY19 Step	FY19 Annual	Position Days	Work Days	Off Schedule
BOUCHARD, FREDERICK L	ASST SUPERINTENDENT	1	30	164,102.00	203	260	
THOMPSON, CHARLOTTE N	DIR OF CURRIC/INSTRUC ELM	1	9	115,238.00	260	260	
PETERS, JOSHUA A	DIR OF CURRIC/INSTRUC SEC	1	11	117,450.00	260	260	
GRAYNED, ASHLEY M	DIR INNOVATIVE PROGRAMS	1	9	98,961.00	235	260	
PAYNE, MAURICE A	DIR MANG INFO SYS	1	13	102,795.00	208	260	
TRIMBLE, LAWRENCE	DIRECTOR OF STUDENT SERVI	1	2	92,591.00	260	260	
ROBERTSON, MARIA F	COMMUNITY ENGAGEMENT SPEC	1	10	79,983.00	260	260	
KLINE, STEVEN C	BUILDINGS & GROUND DIR	1	23	99,784.00	260	260	
TAPSCOTT, PHILIP A	ASSISTANT DIRECTOR B&G	1	3	89,549.00	260	260	
THORNTON, RHONDA S	GRANTS ADMINISTRATOR	1	15	75,455.00	260	260	
INGRAM, CORDELL M	HS PRINCIPAL	1	18	141,439.00	260	260	*
ZAHM, AMY	HS PRINCIPAL	1	10	127,943.00	260	260	
SHEPPARD, NATHAN L	MS PRINCIPAL	1	14	100,841.00	260	260	
FRAAS, MATTHEW R	MS PRINCIPAL	1	18	104,749.00	238	260	
ANDERSON, MARY J	K-8 PRINCIPAL	1	24	98,194.00	220	220	
PRANGE, ROBERT N	K-8 PRINCIPAL	1	17	91,874.00	220	220	
WALKER, HENRY	K-8 PRINCIPAL	1	11	91,784.00	220	220	*
BRADY, MARY CATHLEEN	ELM PRINCIPAL	1	10	84,753.00	215	220	
BRANDT, DIANNE M	ELM PRINCIPAL	1	8	83,157.00	220	220	
CONN, ELDON K JR	ELM PRINCIPAL	1	8	83,157.00	220	220	
FANE, JULIE D	ELM PRINCIPAL	1	7	82,370.00	220	220	
GALLIGAN, MARY	ELM PRINCIPAL	1	6	81,591.00	220	220	
HOGUE, CARRIE M	ELM PRINCIPAL	1	10	84,753.00	220	220	
PAULSON, PATRICIA L	ELM PRINCIPAL	1	19	92,322.00	220	220	
SCHRADER, SARAH E	ELM PRINCIPAL	1	14	88,037.00	220	220	
STRANG, STEPHANIE	ELM PRINCIPAL	1	17	90,584.00	220	220	
KNUPPEL, SARAH E	ELM PRINCIPAL	1	15	95,995.00	240	240	
SHEARY, KATHRYN	SLC ASST PRINCIPAL	1	10	84,822.00	260	260	
HUGHES, MARK J	HS ASST PRINCIPAL	1	5	80,886.00	250	260	
REYNA, SERGIO A	SLC ASST PRINCIPAL	1	6	81,658.00	260	260	

FY 2018-19 Administration Salary Schedule and Wages

SETTLES, COURTNEY A	HS AP- STUDENT SERVICES	1	9	84,020.00	260	260	
LAWARY, JAYA J	ASSISTANT PRINCIPAL	1	8	83,225.00	260	260	
POYNTON, BETH	ASST PRINCIPAL MS	1	7	68,579.00	200	200	
LAMB, JARED M	ASST PRINCIPAL MS	1	13	77,704.00	200	200	*
BONEBRAKE, MICHELLE R	K-8 ASST PRINCIPAL	1	10	69,479.00	195	195	
ETHELL, HEATHER K	K-8 ASST PRINCIPAL	1	6	66,887.00	195	195	
RANSTEAD, PAUL	K-8 ASST PRINCIPAL	1	15	72,861.00	195	195	
DAVIS-KITSON, HOLLY L	ASSISTANT PRINCIPAL	1	3	65,006.00	195	195	
LARRICK, KELLEY R	ASSISTANT PRINCIPAL	1	3	65,006.00	195	195	
SCHUSTER, KENNETH D	10 MO DEAN	1	7	60,507.00	195	195	
FLOURNOY, JASON M	10 MO DEAN	1	3	58,250.00	195	195	
KERN, REBECCA	10 MO DEAN	1	3	58,250.00	195	195	
KOSIEC, JENNY L	10 MO DEAN	1	5	59,368.00	195	195	
NEWBON, ERIC L	10 MO DEAN	1	4	58,806.00	195	195	
WITTS, STACY L	EARLY LEARNING AP	1	7	60,507.00	185	195	
HORATH, KATHLEEN R	MACON/PIATT SPEC ED DIR	1	18	125,529.00	260	260	
BOITNOTT, SARAH CHRISTINE	SPECIAL ED ASST DIR	1	13	99,887.00	260	260	
BLACK, MARIANNE	SUPV SP ED	1	8	68,134.00	200	200	
BYCZYNSKI, ARTHUR A	SUPV SP ED	1	25	80,082.00	200	200	
HALE, LINDSAY	SUPV SP ED	1	11	70,105.00	200	200	
KOCHER, LINDSEY S	SUPV SP ED	0.75	8	51,100.50	200	200	
KOERWITZ, CHRISTOPHER R	SUPV SP ED	1	12	70,775.00	200	200	
LOPEZ, MARIA	SUPV SP ED	1	15	72,822.00	200	200	
MCCOY, LORI B	SUPV SP ED	1	5	66,219.00	200	200	
SMITH, LINDA RENE A	SUPV SP ED	1	10	69,442.00	200	200	
STOCK, JANICE E	SUPV SP ED	1	9	68,785.00	200	200	
WINSTANLEY, HELENA LINDA	SPECIAL EDUCATION	1	20	76,366.00	200	200	
ELLISON, JESSICA M	SP ED ALTERNATIVE PROGRAM	1	13	84,708.00	220	220	



Board of Education Decatur Public School District #61

Date: November 27, 2018	Subject: FY19 Ancillary Employee Salary Schedule – Amended
Initiated By: Deanne Hillman, Director of Human Resources and Todd Covault, EdD, Chief Operational Officer	Attachments: FY19 Ancillary Employee Salary Schedule
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

Board Policy 5:270 – *General Personnel – Employment At-Will, Compensation, and Assignment* provided that the School Board determines salary and wages for support personnel. Ancillary Employee wages (page 2) were previously approved on June 13, 2017.

CURRENT CONSIDERATIONS:

Attached is the amended Ancillary Employee Salary Schedule (page 2) for Fiscal Year 2019. Due to changes in the health insurance benefits as noted in the teacher collective bargaining agreement, wage adjustments were made in the Ancillary rate of pay for FY19.

Due to the Affordable Care Act, a change was made to the benefits for Job Coaches.

FINANCIAL CONSIDERATIONS:

The changes to the Ancillary wages are off-set from additional employee health deductions. An additional \$0.32/hour was added to each cell. The pay increases would be effective beginning November 17, 2018.

STAFF RECOMMENDATION:

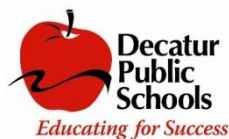
The Administration respectfully requests that the Board of Education approve the FY19 Amended Ancillary Employee Salary Schedule as presented.

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

FY19 Rate of Pay - Ancillary Employees - Wage Change Effective November 17, 2018							
<u>Category</u>	<u>Years 1-3</u>	<u>Years 4-6</u>	<u>Years 7-9</u>	<u>Years 10-13</u>	<u>Years 13+</u>	<u>Benefits</u>	
<u>Job Coach *</u>							
60 College Hours or less	\$14.75	\$15.10	\$15.47	\$15.84	\$16.32	District Policy— Health per ACA IMRF as qualified	
60 College Hours or more	\$15.25	\$15.60	\$15.97	\$16.36	\$16.82	District Policy— Health per ACA IMRF as qualified	
*No employee shall be reduced over prior year							
<u>Parent/Home Educators & School/Family Liaisons</u>	<u>Years 1-4</u>	<u>Years 5-9</u>	<u>Years 10-14</u>	<u>Years 15-19</u>	<u>Years 20-24</u>	<u>25+ years</u>	<u>Benefits</u>
up to 60 College Hours	\$17.35	\$17.69	\$18.21	\$18.73	\$19.24	\$19.76	District Policy
	\$17.67	\$18.01	\$18.53	\$19.05	\$19.56	\$20.08	
61-90 College Hours	\$19.54	\$19.68	\$20.20	\$20.72	\$21.23	\$21.75	District Policy
	\$19.86	\$20.00	\$20.52	\$21.04	\$21.55	\$22.07	
91+ College Hours	\$20.92	\$21.03	\$21.55	\$22.07	\$22.58	\$23.10	District Policy
	\$21.24	\$21.35	\$21.87	\$22.39	\$22.90	\$23.42	
Bachelor's Degree	\$22.39	\$22.47	\$22.99	\$23.51	\$24.03	\$24.54	District Policy
	\$22.71	\$22.79	\$23.31	\$23.83	\$24.35	\$24.86	
<u>School Nurses: Hourly Rate **</u>	<u>Years 1-4</u>	<u>Years 5-9</u>	<u>Years 10-14</u>	<u>Years 15-19</u>	<u>Years 20-24</u>	<u>25+ years</u>	<u>Benefits</u>
Associate's Degree	\$23.86	\$24.33	\$24.82	\$25.31	\$25.82	\$26.33	District Policy
	\$24.18	\$24.65	\$25.14	\$25.63	\$26.14	\$26.65	
Bachelor's	\$32.32	\$33.00	\$33.00	\$33.33	\$33.33	\$33.33	District Policy
	\$32.64	\$33.32	\$33.32	\$33.65	\$33.65	\$33.65	
** Reimbursed for related tuition not to exceed 10 hours and/or \$3,000 annually toward ISBE licensure.							



Board of Education Decatur Public School District #61

Date: November 27, 2018	Subject: Approve Health Insurance/Wage Memorandum of Understanding for SEIU A Local 73 – Custodians
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: <ul style="list-style-type: none">• Custodian Health Memorandum of Understanding• Attachment A – 2019 Deductible• Attachment C – Maximum Employee Premium
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The Teacher Collective Bargaining Agreement (CBA) provides for an updated system for determining the employee contribution toward health insurance benefits. The custodian contract has language that provides the same health benefits as provided in the teacher contract.

CURRENT CONSIDERATIONS:

Changes in the Teacher CBA brought about an obligation to negotiate the impact of health insurance changes with the custodian union. The parties have agreed to the terms of the attached agreement in order to mitigate the impact of the health insurance changes to members of the custodian group.

The packet includes a version that has not yet been signed by the union. The signed version will be placed in the signature folder for the Board President's signature.

FINANCIAL CONSIDERATIONS:

Generally speaking, the cost of the attached agreement is offset by the increased deductions made by the employees for the cost of the health insurance benefit. There is no intention that the implementation would either benefit or cause detriment to either party of the agreement.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the SEIU A Local 73 Custodial Memorandum of Understanding as presented.

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

**Health Insurance MOU
SEIU Local 73 – Custodians A**

In September 2018, the Decatur Education Association (DEA) voted and the Board of Education of Decatur Public School District 61 (the Board) ratified a new four-year contract (DEA contract) effective beginning with the 2018-19 school year and ending on the last day before the first day of the 2022-23 school term.

The custodian contract (SEIU Custodians A) provides that in the event that health insurance coverage in the DEA contract is revised or premiums change, the same coverage and/or premium changes will apply to the SEIU Custodians A contract. By agreement of the parties (the Board of Education of Decatur School District 61 and SEIU Local 73-Custodians A), the following changes shall be implemented in the SEIU Custodians A contract:

1. Beginning January 1, 2019, the health insurance coverage provides for four tiers: single; single/(child)ren; single/spouse; and family.
2. Beginning in Fiscal Year 2018-19, the reimbursement for participating in the Wellness Program (blood draw) shall increase for the participating employee from \$75 to \$100 for single coverage and \$150 to \$200 for one of the three, family tiers.
3. Beginning January 1, 2019, the health insurance coverage changes as noted in Attachment A.
4. Beginning January 1, 2020, the Board shall afford an additional, voluntary, high deductible plan. Access to the high deductible plan will be at a reduced rate to the employee as noted in the DEA contract.
5. The employee portion of the health insurance coverage shall be reflected as percentages of the costs as noted in the DEA contract and reflected in Attachment C. The actual deduction amounts shall not exceed the noted amounts in Attachment C. The employee's portion shall continue to be processed through payroll deductions.
6. Premium deductions shall continue to be deducted from employee wages the month before the premium is paid to the insurance provider.
7. The hourly wage shall increase by 43 cents per cell, including probationary status, effective November 17, 2018 to be paid beginning with the December 7, 2018 payroll.
8. The hourly wage shall increase by an additional 23 cents per cell, including probationary status, effective May 4, 2019 to be paid beginning with the May 24, 2019 payroll.

SEIU – Signature

DPS61 – Signature

SEIU – Signature

DPS61 – Signature

Date

Date

Medical Plans Comparison

Attachment A

	Blue Cross and Blue Shield 2018		Blue Cross and Blue Shield PPO - 2019	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible				
Individual	\$500		\$750	
Family	\$1,500		\$2,250	
Coinsurance	80%	60%	80%	60%
Out-of-Pocket Limit deductible included				
Individual	\$2,500	\$7,500	\$3,000	\$9,000
Family	\$7,500	\$22,500	\$9,000	\$27,000

Covered Expenses

Hospital				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Emergency Room	80%		80%	
Physician				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Office Visits	80%	60%	80%	60%
Other				
X-ray and Lab	80%	60%	80%	60%
Therapy-Speech, occupational or physical therapy	80%	60%	80%	60%
Mental/Nervous-Inpatient	80%	60%	80%	60%
Mental/Nervous-Outpatient	80%	60%	80%	60%
Substance Abuse-Inpatient	80%	60%	80%	60%
Substance Abuse-Outpatient	80%	60%	80%	60%
Wellcare	100%	60%	100%	60%
Prescription Drugs	Prime Therapeutics		Prime Therapeutics	
Retail Pharmacy 34-day supply	\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand		\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand	
Mail Order 90-day supply	\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand		\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand	

Dependent Age: to 26 for all married or unmarried dependents and to age 30 for all unmarried military dependents who are Illinois residents.

Note: This is an outline of the benefit schedules. This exhibit in no way replaces the plan document of coverage, which outlines all the plan provisions and legally governs the operation of the plans.

Decatur SD 61 complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

ATENCIÓN (Spanish): si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al **217.362.336**.

UWAGA (Polish): Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer **217.362.3036**.

SEIU Local 73 - Custodians A

Attachment C

Estimated Premium Rates						
Tier	7/1/2018	7/1/2018	1/1/2019		7/1/2019	
Single	\$ 711.63	\$ 711.63	\$ 685.30		\$ 719.57	
Single+Spouse	\$ 1,921.41	\$ 1,366.33	\$ 1,315.78		\$ 1,381.57	
Single+(Child)ren	\$ 1,921.41	\$ 1,330.75	\$ 1,281.51		\$ 1,345.59	
Family	\$ 1,921.41	\$ 2,276.50	\$ 2,192.27		\$ 2,301.88	
Employee Monthly Portion (Maximum)						
Tier	7/1/2018		1/1/2019		7/1/2019	
Single	\$ 75.00		15%	\$ 102.80	15%	\$ 107.94
Single+Spouse	\$ 275.00		24%	\$ 315.79	26%	\$ 359.21
Single+(Child)ren	\$ 275.00		24%	\$ 307.56	26%	\$ 349.85
Family	\$ 275.00		16%	\$ 350.76	19%	\$ 437.36

Board of Education Decatur Public School District #61

Date: November 27, 2018	Subject: Approve Health Insurance/Wage Memorandum of Understanding for SEIU B Local 73 – Maintenance
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: <ul style="list-style-type: none"> • Maintenance Health Memorandum of Understanding • Attachment A – 2019 Deductible • Attachment B – 2021 Deductible • Attachment C – Maximum Employee Premium
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The Teacher Collective Bargaining Agreement (CBA) provides for an updated system for determining the employee's contribution toward health insurance benefits. The maintenance contract has language that provides the same health benefits as provided in the teacher contract.

CURRENT CONSIDERATIONS:

Changes in the Teacher CBA brought about an obligation to negotiate the impact of health insurance changes with the maintenance union. The parties have verbally agreed to the terms of the attached agreement in order to mitigate the impact of the health insurance changes to members of the maintenance group.

The packet includes a version that has not yet been signed by the union. The signed version will be placed in the signature folder for the Board President's signature.

FINANCIAL CONSIDERATIONS:

Generally speaking, the cost of the attached agreement is offset by the increased deductions made by the employees for the cost of the health insurance benefit. There is no intention that the implementation would either benefit or cause detriment to either party of the agreement.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the SEIU B Local 73 Maintenance Memorandum of Understanding as presented.

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

**Health Insurance MOU
SEIU Local 73 – Maintenance B**

In September 2018, the Decatur Education Association (DEA) voted and the Board of Education of Decatur Public School District 61 (the Board) ratified a new four-year contract (DEA contract) effective beginning with the 2018-19 school year and ending on the last day before the first day of the 2022-23 school term.

The maintenance contract (SEIU Maintenance B) provides that in the event that health insurance coverage in the DEA contract is revised or premiums change, the same coverage and/or premium changes will apply to the SEIU Maintenance B contract. By agreement of the parties (the Board of Education of Decatur School District 61 and SEIU Local 73-Maintenance B), the following changes shall be implemented in the SEIU Maintenance B contract:

1. Beginning January 1, 2019, the health insurance coverage provides for four tiers: single; single/(child)ren; single/spouse; and family.
2. Beginning in Fiscal Year 2018-19, the reimbursement for participating in the Wellness Program (blood draw) shall increase for the participating employee from \$75 to \$100 for single coverage and \$150 to \$200 for one of the three, family tiers.
3. Beginning January 1, 2019, the health insurance coverage changes as noted in Attachment A.
4. Beginning January 1, 2020, the Board shall afford an additional, voluntary, high deductible plan. Access to the high deductible plan will be at a reduced rate to the employee as noted in the DEA contract.
5. Beginning January 1, 2021, the health insurance coverage changes as noted in Attachment B.
6. The employee portion of the health insurance coverage shall be reflected as percentages of the costs as noted in the DEA contract and reflected in Attachment C. The actual deduction amounts shall not exceed the noted amounts in Attachment C. The employee's portion shall continue to be processed through payroll deductions.
7. Premium deductions shall continue to be deducted from employee wages the month before the premium is paid to the insurance provider.
8. The hourly wage shall increase by 43 cents per cell, including probationary status, effective November 17, 2018 to be paid beginning with the December 7, 2018 payroll.
9. The hourly wage shall increase by an additional 23 cents per cell, including probationary status, effective May 4, 2019 to be paid beginning with the May 24, 2019 payroll.
10. The hourly wage shall increase by an additional 11 cents per cell, including probationary status, effective May 2, 2020 to be paid beginning with the May 22, 2020 payroll.
11. The hourly wage shall increase by an additional 23 cents per cell, including probationary status, effective May 1, 2021 to be paid beginning with the May 21, 2021 payroll.
12. Steps 42, 43, and 44 will be added to Wage Schedule A allowing long serving employees continued step movement on the maintenance schedule. Step movement shall align with other step movement (7 cents) in the Schedule. Payment from this step in the first year shall align with the approval date of the contract.

SEIU – Signature

DPS61 – Signature

SEIU – Signature

DPS61 – Signature

Date

Date

Medical Plans Comparison

Attachment A

	Blue Cross and Blue Shield 2018		Blue Cross and Blue Shield PPO - 2019	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible				
Individual	\$500		\$750	
Family	\$1,500		\$2,250	
Coinsurance	80%	60%	80%	60%
Out-of-Pocket Limit deductible included				
Individual	\$2,500	\$7,500	\$3,000	\$9,000
Family	\$7,500	\$22,500	\$9,000	\$27,000

Covered Expenses

Hospital				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Emergency Room	80%		80%	
Physician				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Office Visits	80%	60%	80%	60%
Other				
X-ray and Lab	80%	60%	80%	60%
Therapy-Speech, occupational or physical therapy	80%	60%	80%	60%
Mental/Nervous-Inpatient	80%	60%	80%	60%
Mental/Nervous-Outpatient	80%	60%	80%	60%
Substance Abuse-Inpatient	80%	60%	80%	60%
Substance Abuse-Outpatient	80%	60%	80%	60%
Wellcare	100%	60%	100%	60%
Prescription Drugs	Prime Therapeutics		Prime Therapeutics	
Retail Pharmacy 34-day supply	\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand		\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand	
Mail Order 90-day supply	\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand		\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand	

Dependent Age: to 26 for all married or unmarried dependents and to age 30 for all unmarried military dependents who are Illinois residents.

Note: This is an outline of the benefit schedules. This exhibit in no way replaces the plan document of coverage, which outlines all the plan provisions and legally governs the operation of the plans.

Decatur SD 61 complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

ATENCIÓN (Spanish): si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al **217.362.336**.

UWAGA (Polish): Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer **217.362.3036**.

Medical Plans Comparison

Attachment B

	Blue Cross and Blue Shield 2018		Blue Cross and Blue Shield PPO - 2021	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible				
Individual	\$500		\$1,000	
Family	\$1,500		\$3,000	
Coinsurance	80%	60%	80%	60%
Out-of-Pocket Limit deductible included				
Individual	\$2,500	\$7,500	\$3,250	\$9,750
Family	\$7,500	\$22,500	\$9,750	\$29,250

Covered Expenses

Hospital				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Emergency Room	80%		80%	
Physician				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Office Visits	80%	60%	80%	60%
Other				
X-ray and Lab	80%	60%	80%	60%
Therapy-Speech, occupational or physical therapy	80%	60%	80%	60%
Mental/Nervous-Inpatient	80%	60%	80%	60%
Mental/Nervous-Outpatient	80%	60%	80%	60%
Substance Abuse-Inpatient	80%	60%	80%	60%
Substance Abuse-Outpatient	80%	60%	80%	60%
Wellcare	100%	60%	100%	60%
Prescription Drugs	Prime Therapeutics		Prime Therapeutics	
Retail Pharmacy 34-day supply	\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand		\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand	
Mail Order 90-day supply	\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand		\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand	

Dependent Age: to 26 for all married or unmarried dependents and to age 30 for all unmarried military dependents who are Illinois residents.

Note: This is an outline of the benefit schedules. This exhibit in no way replaces the plan document of coverage, which outlines all the plan provisions and legally governs the operation of the plans.

Decatur SD 61 complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

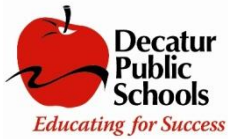
ATENCIÓN (Spanish): si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 217.362.3036.

UWAGA (Polish): Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 217.362.3036.

SEIU Local 73 - Maintenance B

Attachment C

Estimated Premium Rates												
Tier	7/1/2018	7/1/2018	1/1/2019		7/1/2019		7/1/2020		1/1/2021		7/1/2021	
Single	\$ 711.63	\$ 711.63	\$ 685.30		\$ 719.57		\$ 755.55		\$ 741.50		\$ 778.58	
Single+Spouse	\$ 1,921.41	\$ 1,366.33	\$ 1,315.78		\$ 1,381.57		\$ 1,450.65		\$ 1,423.67		\$ 1,494.85	
Single+(Child)ren	\$ 1,921.41	\$ 1,330.75	\$ 1,281.51		\$ 1,345.59		\$ 1,412.87		\$ 1,386.59		\$ 1,455.92	
Family	\$ 1,921.41	\$ 2,276.50	\$ 2,192.27		\$ 2,301.88		\$ 2,416.97		\$ 2,372.01		\$ 2,490.61	
Employee Monthly Portion (Maximum)												
Tier	7/1/2018		1/1/2019		7/1/2019		7/1/2020		1/1/2021		7/1/2021	
Single	\$ 75.00		15% \$ 102.80		15% \$ 107.94		15% \$ 113.33		15% \$ 111.23		15% \$ 116.79	
Single+Spouse	\$ 275.00		24% \$ 315.79		26% \$ 359.21		28% \$ 406.18		28% \$ 398.63		30% \$ 448.46	
Single+(Child)ren	\$ 275.00		24% \$ 307.56		26% \$ 349.85		28% \$ 395.60		28% \$ 388.25		30% \$ 436.78	
Family	\$ 275.00		16% \$ 350.76		19% \$ 437.36		22% \$ 531.73		22% \$ 521.84		24% \$ 597.75	



Board of Education Decatur Public School District #61

Date: November 27, 2018	Subject: Approve Health Insurance/Wage Memorandum of Understanding for SEIU C Local 73 – Security
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: <ul style="list-style-type: none">• Security Health Memorandum of Understanding• Attachment A – 2019 Deductible• Attachment C – Maximum Employee Premium
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The Teacher Collective Bargaining Agreement (CBA) provides for an updated system for determining the employee's contribution toward health insurance benefits. The security contract has language that provides the same health benefits as provided in the teacher contract.

CURRENT CONSIDERATIONS:

Changes in the Teacher CBA brought about an obligation to negotiate the impact of health insurance changes with the security union. The parties have verbally agreed to the terms of the attached agreement in order to mitigate the impact of the health insurance changes to members of the security group.

The packet includes a version that has not yet been signed by the union. The signed version will be placed in the signature folder for the Board President's signature.

FINANCIAL CONSIDERATIONS:

Generally speaking, the cost of the attached agreement is offset by the increased deductions made by the employees for the cost of the health insurance benefit. There is no intention that the implementation would either benefit or cause detriment to either party of the agreement.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the SEIU C Local 73 Security Memorandum of Understanding as presented.

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

**Health Insurance MOU
SEIU Local 73 – Security C**

In September 2018, the Decatur Education Association (DEA) voted and the Board of Education of Decatur Public School District 61 (the Board) ratified a new four-year contract (DEA contract) effective beginning with the 2018-19 school year and ending on the last day before the first day of the 2022-23 school term.

The security contract (SEIU Security C) provides that in the event that health insurance coverage in the DEA contract is revised or premiums change, the same coverage and/or premium changes will apply to the SEIU Security C contract. By agreement of the parties (the Board of Education of Decatur School District 61 and SEIU Local 73-Security C), the following changes shall be implemented in the SEIU Security C contract:

1. Beginning January 1, 2019, the health insurance coverage provides for four tiers: single; single/(child)ren; single/spouse; and family.
2. Beginning in Fiscal Year 2018-19, the reimbursement for participating in the Wellness Program (blood draw) shall increase from \$75 to \$100 for the employee receiving single coverage and \$150 to \$200 for the employee receiving coverage from one of the three, family tiers.
3. Beginning January 1, 2019, the health insurance coverage changes as noted in Attachment A.
4. The employee portion of the health insurance coverage shall be reflected as percentages of the costs as noted in the DEA contract and reflected in Attachment C. The employee's portion shall be processed through payroll deductions.
5. Premium deductions noted in the above changes shall be taken from employee wages the month before the premium is paid to the insurance provider.
6. The hourly wage shall increase by 43 cents per cell effective November 17, 2018 to be paid beginning with the December 7, 2018 payroll.

SEIU – Signature

DPS61 – Signature

SEIU - Signature

DPS61- Signature

Date

Date

Medical Plans Comparison

Attachment A

	Blue Cross and Blue Shield 2018		Blue Cross and Blue Shield PPO - 2019	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible				
Individual	\$500		\$750	
Family	\$1,500		\$2,250	
Coinsurance	80%	60%	80%	60%
Out-of-Pocket Limit deductible included				
Individual	\$2,500	\$7,500	\$3,000	\$9,000
Family	\$7,500	\$22,500	\$9,000	\$27,000

Covered Expenses

Hospital				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Emergency Room	80%		80%	
Physician				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Office Visits	80%	60%	80%	60%
Other				
X-ray and Lab	80%	60%	80%	60%
Therapy-Speech, occupational or physical therapy	80%	60%	80%	60%
Mental/Nervous-Inpatient	80%	60%	80%	60%
Mental/Nervous-Outpatient	80%	60%	80%	60%
Substance Abuse-Inpatient	80%	60%	80%	60%
Substance Abuse-Outpatient	80%	60%	80%	60%
Wellcare	100%	60%	100%	60%
Prescription Drugs	Prime Therapeutics		Prime Therapeutics	
Retail Pharmacy 34-day supply	\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand		\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand	
Mail Order 90-day supply	\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand		\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand	

Dependent Age: to 26 for all married or unmarried dependents and to age 30 for all unmarried military dependents who are Illinois residents.

Note: This is an outline of the benefit schedules. This exhibit in no way replaces the plan document of coverage, which outlines all the plan provisions and legally governs the operation of the plans.

Decatur SD 61 complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

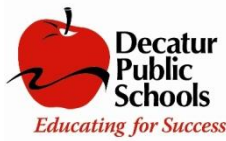
ATENCIÓN (Spanish): si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al **217.362.336**.

UWAGA (Polish): Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer **217.362.3036**.

SEIU Local 73 - Security C

Attachment C

Estimated Premium Rates				
Tier	7/1/2018	7/1/2018	1/1/2019	
Single	\$ 711.63	\$ 711.63	\$ 685.30	
Single+Spouse	\$ 1,921.41	\$ 1,366.33	\$ 1,315.78	
Single+(Child)ren	\$ 1,921.41	\$ 1,330.75	\$ 1,281.51	
Family	\$ 1,921.41	\$ 2,276.50	\$ 2,192.27	
Employee Monthly Portion (Maximum)				
Tier	7/1/2018		1/1/2019	
Single	\$ 75.00		15%	\$ 102.80
Single+Spouse	\$ 275.00		24%	\$ 315.79
Single+(Child)ren	\$ 275.00		24%	\$ 307.56
Family	\$ 275.00		16%	\$ 350.76



Board of Education Decatur Public School District #61

Date: November 27, 2018	Subject: Approve Health Insurance/Wage Memorandum of Understanding for Teamsters Local 916
Initiated By: Todd Covault, EdD, Chief Operational Officer	Attachments: <ul style="list-style-type: none">• Teamsters Health Memorandum of Understanding• Attachment A – 2019 Deductible• Attachment B – 2021 Deductible• Attachment C – Maximum Employee Premium
Reviewed By: Dr. Paul Fregeau, Superintendent	

BACKGROUND INFORMATION:

The Teacher Collective Bargaining Agreement (CBA) provides for an updated system for determining the employee's contribution toward health insurance benefits. The teamster contract has language that provides the same health benefits as provided in the teacher contract.

CURRENT CONSIDERATIONS:

Changes in the Teacher CBA brought about an obligation to negotiate the impact of health insurance changes with the teamster union. The parties have verbally agreed to the terms of the attached agreement in order to mitigate the impact of the health insurance changes to members of the teamster group.

The packet includes a version that has not yet been signed by the union. The signed version will be placed in the signature folder for the Board President's signature.

FINANCIAL CONSIDERATIONS:

Generally speaking, the cost of the attached agreement is offset by the increased deductions made by the employees for the cost of the health insurance benefit. There is no intention that the implementation would either benefit or cause detriment to either party of the agreement.

STAFF RECOMMENDATION:

The Administration respectfully requests the Board of Education approve the Teamsters Local 916 Memorandum of Understanding as presented.

RECOMMENDED ACTION:

☒ Approval
☐ Information
☐ Discussion

BOARD ACTION: _____

Health Insurance MOU
Teamsters Local Union No. 916

In September 2018, the Decatur Education Association (DEA) voted and the Board of Education of Decatur Public School District 61 (the Board) ratified a new four-year contract (DEA contract) effective beginning with the 2018-19 school year and ending on the last day before the first day of the 2022-23 school term.

The teamster contract (Teamsters Local Union No. 916) provides that in the event that health insurance coverage in the DEA contract is revised or premiums change, the same coverage and/or premium changes will apply to the Teamsters Local Union NO. 916 contract. By agreement of the parties (the Board of Education of Decatur School District 61 and Teamsters Local Union No. 916), the following changes shall be implemented in the Teamsters Local Union No. 916 contract:

1. Beginning January 1, 2019, the health insurance coverage provides for four tiers: single; single/(child)ren; single/spouse; and family.
2. Beginning in Fiscal Year 2018-19, the reimbursement for participating in the Wellness Program (blood draw) shall increase for the participating employee from \$75 to \$100 for single coverage and \$150 to \$200 for one of the three, family tiers.
3. Beginning January 1, 2019, the health insurance coverage changes as noted in Attachment A.
4. Beginning January 1, 2020, the Board shall afford an additional, voluntary, high deductible plan. Access to the high deductible plan will be at a reduced rate to the employee as noted in the DEA contract.
5. Beginning January 1, 2021, the health insurance coverage changes as noted in Attachment B.
6. The employee portion of the health insurance coverage shall be reflected as percentages of the costs as noted in the DEA contract and reflected in Attachment C. The actual deduction amounts shall not exceed the noted amounts in Attachment C. The employee's portion shall continue to be processed through payroll deductions.
7. Premium deductions shall continue to be deducted from employee wages the month before the premium is paid to the insurance provider.
8. The hourly wage shall increase by 43 cents per cell, including probationary status, effective November 17, 2018 to be paid beginning with the December 7, 2018 payroll.
9. The hourly wage shall increase by an additional 23 cents per cell, including probationary status, effective May 4, 2019 to be paid beginning with the May 24, 2019 payroll.
10. The hourly wage shall increase by an additional 11 cents per cell, including probationary status, effective May 2, 2020 to be paid beginning with the May 22, 2020 payroll.

Teamsters – Signature

DPS61 – Signature

Teamsters – Signature

DPS61 – Signature

Date

Date

Medical Plans Comparison

Attachment A

	Blue Cross and Blue Shield 2018		Blue Cross and Blue Shield PPO - 2019	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible				
Individual	\$500		\$750	
Family	\$1,500		\$2,250	
Coinsurance	80%	60%	80%	60%
Out-of-Pocket Limit deductible included				
Individual	\$2,500	\$7,500	\$3,000	\$9,000
Family	\$7,500	\$22,500	\$9,000	\$27,000

Covered Expenses

Hospital				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Emergency Room	80%		80%	
Physician				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Office Visits	80%	60%	80%	60%
Other				
X-ray and Lab	80%	60%	80%	60%
Therapy-Speech, occupational or physical therapy	80%	60%	80%	60%
Mental/Nervous-Inpatient	80%	60%	80%	60%
Mental/Nervous-Outpatient	80%	60%	80%	60%
Substance Abuse-Inpatient	80%	60%	80%	60%
Substance Abuse-Outpatient	80%	60%	80%	60%
Wellcare	100%	60%	100%	60%
Prescription Drugs	Prime Therapeutics		Prime Therapeutics	
Retail Pharmacy 34-day supply	\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand		\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand	
Mail Order 90-day supply	\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand		\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand	

Dependent Age: to 26 for all married or unmarried dependents and to age 30 for all unmarried military dependents who are Illinois residents.

Note: This is an outline of the benefit schedules. This exhibit in no way replaces the plan document of coverage, which outlines all the plan provisions and legally governs the operation of the plans.

Decatur SD 61 complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

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UWAGA (Polish): Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer **217.362.3036**.

Medical Plans Comparison

Attachment B

	Blue Cross and Blue Shield 2018		Blue Cross and Blue Shield PPO - 2021	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible				
Individual	\$500		\$1,000	
Family	\$1,500		\$3,000	
Coinsurance	80%	60%	80%	60%
Out-of-Pocket Limit deductible included				
Individual	\$2,500	\$7,500	\$3,250	\$9,750
Family	\$7,500	\$22,500	\$9,750	\$29,250

Covered Expenses

Hospital				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Emergency Room	80%		80%	
Physician				
Inpatient Services	80%	60%	80%	60%
Outpatient Surgery	80%	60%	80%	60%
Office Visits	80%	60%	80%	60%
Other				
X-ray and Lab	80%	60%	80%	60%
Therapy-Speech, occupational or physical therapy	80%	60%	80%	60%
Mental/Nervous-Inpatient	80%	60%	80%	60%
Mental/Nervous-Outpatient	80%	60%	80%	60%
Substance Abuse-Inpatient	80%	60%	80%	60%
Substance Abuse-Outpatient	80%	60%	80%	60%
Wellcare	100%	60%	100%	60%
Prescription Drugs	Prime Therapeutics		Prime Therapeutics	
Retail Pharmacy 34-day supply	\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand		\$5 Generic \$40 Formulary Brand \$60 Non-Formulary Brand	
Mail Order 90-day supply	\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand		\$10 Generic \$80 Formulary Brand \$120 Non-Formulary Brand	

Dependent Age: to 26 for all married or unmarried dependents and to age 30 for all unmarried military dependents who are Illinois residents.

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Teamsters Local Union No. 916

Attachment C

Estimated Premium Rates										
Tier	7/1/2018	7/1/2018	1/1/2019		7/1/2019		7/1/2020		1/1/2021	
Single	\$ 711.63	\$ 711.63	\$ 685.30		\$ 719.57		\$ 755.55		\$ 741.50	
Single+Spouse	\$ 1,921.41	\$ 1,366.33	\$ 1,315.78		\$ 1,381.57		\$ 1,450.65		\$ 1,423.67	
Single+(Child)ren	\$ 1,921.41	\$ 1,330.75	\$ 1,281.51		\$ 1,345.59		\$ 1,412.87		\$ 1,386.59	
Family	\$ 1,921.41	\$ 2,276.50	\$ 2,192.27		\$ 2,301.88		\$ 2,416.97		\$ 2,372.01	
Employee Monthly Portion (Maximum)										
Tier	7/1/2018		1/1/2019		7/1/2019		7/1/2020		1/1/2021	
Single	\$ 75.00		15% \$ 102.80		15% \$ 107.94		15% \$ 113.33		15% \$ 111.23	
Single+Spouse	\$ 275.00		24% \$ 315.79		26% \$ 359.21		28% \$ 406.18		28% \$ 398.63	
Single+(Child)ren	\$ 275.00		24% \$ 307.56		26% \$ 349.85		28% \$ 395.60		28% \$ 388.25	
Family	\$ 275.00		16% \$ 350.76		19% \$ 437.36		22% \$ 531.73		22% \$ 521.84	