

Pay Voucher Announcements – March 7, 2013

1. Written notices to employees from the school board must be served **45 days** before the end of the school term upon a first, second, third, or fourth year probationary teacher who is not being reemployed for the following school term and **60 days** before the end of the school term for any tenured teacher who is being honorably discharged because of a reduction in staff or discontinuation of a program.
2. I know March can be a very unstable and restless month in the education world. Like every year, we will be making personnel decisions based on performance and need. These are very difficult decisions which affect the lives of people. Our administration and board of education take this very serious and realize the ultimate goal is to do what is in the best interest of children. I promise two things during this process: 1) Confidentiality will be a top priority and 2) I will be open, honest, and prompt with you during this process. If you have questions or concerns, please don't hesitate to contact me. There is no reason for you to worry. Just call me and I will tell you what I can without jeopardizing the confidentiality of another employee. We will have two March board meetings. March 11 = Certified Staff. March 25 = Non-Certified Staff & Extra-Curricular/Other Duties.
3. The Board of Education and Administration have made the decision to not hire a new teacher to fill Mrs. Pam Jefferson's position. As you know, Mrs. Jefferson will be retiring at the end of this school year. Instead we are going to fill her position from within the district. We will be going from three 4th grade teachers in 2012-2013 to two 5th grade teachers in 2013-2014. Which teacher will be moving to Mrs. Jefferson's 2nd grade position? This decision has not been made yet. If you would like to be considered for this position, please contact me by March 8, 2013. However, please remember that the administration is ultimately responsible for your schedule AND "the safeguards of tenure do not assure employment in a particular job assignment, grade level, or attendance center, but rather protect the individual's job as a teacher." It will be the responsibility of the administration to do what is in the best interest of our school district.
4. **All** full-time and part-time employees have completed the March 1, 2013 compliance trainings. Thank you for your attention to this matter.
5. Here is the latest on the pension issue. "Likewise, on Thursday afternoon the House took up the issue of pension reform, again allowing members to file and discuss specific amendments to a pension reform proposal which wasn't fully developed. House Speaker Michael Madigan was the sponsor of most of the amendments, none of which came even close to passing. The provisions included increasing the retirement age to 67 years old, eliminating or reducing cost of living adjustments (COLA), and increasing the pension contribution rate for employees by an additional 5% of salary. It was no surprise that each of these controversial provisions failed on an individual vote; any pension reform legislation will eventually be a carefully drafted document as part of a larger pension/budget package. A new pension reform bill was introduced this week, too. HB 3411 (Cross, R-Oswego) contains many of the provisions of the Representative Elaine Nekritz (D-Northbrook) proposal from earlier this year (HB 98) that would gradually increase the retirement age, cap pensionable salaries, reduce the amount and postpone the implementation of COLAs, and increase the employee's pension contribution rate. HB 3411 also contains a modified plan for the shifting of costs from the State to local school districts and creates a new "Tier III" pension plan for employees who begin work in a participating pension system after January 1, 2014. The bill would create a hybrid of the traditional "defined benefit" pension plan with a "401 (k)" type of pension plan. **But again, nothing was resolved this week and the debate will continue throughout the spring legislative session.**"
6. As you know, on July 1, 2013, all Illinois certificates will be exchanged for an Illinois educator license. The following PowerPoint presentation will answer many (not all) of your questions. http://www.brainshark.com/IllinoisPrincipalsAssoc/isbe_exchange.