




Oak Park Elementary School District 97

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TO: District 97 Board of Education
Dr. Carol Kelley, Superintendent

FROM: Steve Cummins, Senior Director of Human Resources 

DATE: May 6, 2016

RE: Roles Committee Recommendations for the 2016-2017 School Year

The OPTA Collective Bargaining Agreement established Leadership Roles for OPTA members within Appendix C of the agreement. In the Appendix C language the parties agreed to establish the Leadership Roles Committee consisting of two (2) OPTA members appointed by the OPTA Executive Board and three (3) members selected by the Superintendent. The Leadership Roles Committee that convened during the current school year consisted of the following individuals:

Beth Barton – OPTA Vice President
Steve Cummins – Senior Director of Human Resources
Angela Dolezal – Longfellow Principal
Todd Fitzgerald – Julian Principal
Veena Rajashekar – OPTA Vice President

The OPTA Agreement states that the Leadership Role Committee shall annually meet, by no later than April 30 of each year, to discuss whether to recommend that the Board add, delete, reduce the number or types of roles and whether to make any adjustments in the Tier Level pay of a specific role based on new initiatives and/or whether the actual time commitments made by teachers in a specific leadership role exceeds or falls short of the initial estimated time commitments.

The Leadership Role Committee sought input from OPTA members and also from the Ad Leadership team. The Leadership Role Committee also took into organizational structures (most notably the PLC teams for the 2016-17 school year) noted within the Superintendent's Phase 1 Reorganizational Plan presented to the Board of Education. Alignment was sought between the initiatives for the 2016-17 school year outlined within the organizational plan and the roles outlined in the OPTA agreement.

Below is a synopsis of the recommendations for 2016-2017 school year that is being presented to the Board of Education for consideration and approval.

PreK to 5 Team Leaders

The PreK to 5 Team leaders will increase to Tier 2 stipend, as these individuals will have responsibility for leading the building PLCs teams in the common grade levels. Team leaders will be involved in professional development to build their capacity as PLC leaders. Additionally, two additional team leaders for PLC teams are being recommended (Early Childhood and Spanish Immersion team leaders).

K-5 Grade Level Chairs

These district wide grade level positions would be on sabbatical for the 2016-17 school year as the focus will be on the building level PLC teams. The role of grade level chairs leading professional development for an entire grade level will be conducted in the 2016-17 school year through the use of external consultants as outlined in the reorganization plan. This role would be revisited for the 2017-18 school year.

Grade 6-8 Team Leaders and Grade 6-8 Department Chairs

The 6-8 grade level team leaders will reduce to Tier 1, as this group will meet less frequently and the focus will shift to the work of teams with common content. The increase in focus to the common content PLC teams necessitated the recommendation to increase the number of 6-8 Department Chairs (from 6 to 11). One department chair will be in each building in the following areas (LA, Math, Science, Humanities, and World Language). The Design area will remain with one Chair (as this group totals 5 teachers as a PLC at both schools).

PBIS Team

The number of roles per building is recommended to increase from 3 to 4 people to align towards the MTSS model in the organizational plan presented by Dr. Kelley. The MTSS process outlined in plan would be better served through broader team representation at each school.

Summer School Coordinators & Summer Math Enrichment Coordinator

An increase to \$4,000 for the Summer School Coordinators is being recommended to differentiate the position from the summer school teachers. The summer coordinators for Prep for Success and Extended School Year serve in a year-long role and have significantly greater time commitments. Additionally, a fourth summer coordinator is recommended for the Math Enrichment program; providing an opportunity for OPTA leadership in a role currently performed by one of the Teaching and Learning Directors.

Financial Impact

Overall the projected financial impact of the proposed roles is approximately \$800K for the 2016-17 school year. This represents an increase of approximately \$14,000 more (1.8%) than the total amount agreed to in the initial 2014-15 school year of the Appendix C document.

Please let me know if you have any questions or comments.

