



# Oak Park Elementary School District 97

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260 Madison ▪ Oak Park ▪ Illinois ▪ 60302 ▪ ph: 708.524.3000 ▪ fax: 708.524.3019 ▪ www.op97.org

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

From: Dr. Carrie Kamm, Senior Director of Equity

Re: Teacher Leadership Role Committee Recommendations for School Year 2021-2022

Date: April 13, 2021

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The OPTA Collective Bargaining Agreement outlines leadership roles for District 97 teachers. These leadership roles are based on the recognition of teachers' expertise and belief in the importance of having practitioners in positions of leadership. Specific roles are designed to achieve several purposes:

- Support increased student growth and attainment
- System development and program implementation
- Support implementation of the district's Educational and Racial Equity Policy
- Establish and support collective leadership at the district and school level
- Maximum support for the classroom teacher
- Innovation
- Increase leadership and development opportunities

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

Adrienne Court – OPTA Member  
James Zander – OPTA Member  
Gina Herrmann – Senior Director of Human Resources  
Dr. Ebony Lofton-Chief Academic and Accountability Officer  
Dr. Carrie Kamm – Senior Director of Equity  
Angelica Love – Brooks Middle School, Assistant Principal

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 of types of roles and whether to make any adjustments in the tiered pay level 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 commitments.

The Committee has met to review and discuss the needed roles for the 2021-2022 school year and has engaged relevant district and school administrators in role review.

Please see the attached SY 2020-2021 Teacher Leader Roles Recommendations document for a summary of role recommendations and stipend amounts.

### **Financial Impact**

For the 2021-2022 school year, the projected financial impact of the proposed roles is \$667,500.00.