



## *Mid-Valley Special Education Cooperative*

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### MEMORANDUM

August 7, 2013

TO: Members of the Executive Advisory Board

FROM: Dr. Carla Cumblad, Executive Director

RE: TASC Bargaining Update

On June 30, three of the remaining four members of TASC, the IEA Uniserve Director, the MVSEC attorney, Linda Koch and I met with a federal mediator to review the tentative agreement that was reached on April 23, 2013.

Due to the reductions in the bargaining unit, minor changes were required on the original tentative agreement and in the overall language of the contract.

The following items regarding compensation are from the original tentative agreement with changes noted:

1. 7.5 hour work day; increased by 30 minutes which will allow them to provide consultation to teachers during non-instructional times.
2. 30 minute lunch; decreased by 10 minutes which will allow them more time in their day to provide service to students.
3. Work load responsibilities will align with ISBE guidelines for direct/consult service minutes and assessments. It will allow us to assign more students and minutes per week than the previous contract allowed. ~~As a result, we anticipate that with the increased caseloads, will be able to reduce 2 OT FTEs and 1 PTA. We also anticipate an early retirement that will not be filled. These staffing reductions will result in an anticipated overall cost savings of \$386,572.~~
4. Salaries: Year One and Two: step only (2.5%); off schedule CPI not to exceed 2.5%. Part-time staff will advance only when a full-time FTE is achieved which will result in a cost savings. In previous contracts, part-time staff advanced on the schedule on a yearly basis, regardless of FTE, if they worked 90 days in a school year.
5. Retirement: 6% for four-year notice; post-retirement severance reduced by 50% from \$1,000 to \$500 per year.

*The original marked-up version is attached to this memo, prior to the reduction in staff.*

The following language items were addressed due to the reduction in the bargaining unit and the reassignment of the remaining staff to MV programs (and are not included in the version of the contract supplied to you):

- 5:10 Joint Collaboration with Administration: There is no need to meet with the administrative liaisons.
- 7:3 Work Load Responsibilities: Eliminated the district liaisons on the workload committee
- 7.5 Work Environment (Issue Resolution): Reduced resolution committee membership.
- 14 Job Description and Classification: Reduced the number of committee members.

Recommendation:

It is recommended that the Professional Agreement between MVSEC and TASC be approved as presented. As a part of the approval, it is legal counsel's recommendation to accept the agreement and withhold the filing of an Unfair Labor Practice with the Labor Board at this time.