



Oak Park Elementary School District 97

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

From: Dr. Carrie Kamm, Senior Director of Equity

Re: Leadership Role Committee Recommendations for 2019-20 School Year

Date: May 14, 2019

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
Dr. Amy Warke – Chief Academic & Accountability Officer
Dr. Carrie Kamm – Senior Director of Equity
Faith Cole – Mann 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 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 commitments.

The Committee has met to review and discuss the needed roles for the 2019-2020 school year. All roles and stipends remain the same with the exception of the Positive Behavior Intervention System (PBIS) Elementary Team. Under the leadership of Dr. Carrie Kamm, and in conversation with the Positive Behavior Intervention System internal coaches (elementary assistant principals and student support specialists) it was determined to create two separate teams: one team focused on PBIS Tier 1 systems and one team focused on PBIS Tier 2 systems. Each Tier 1 and Tier 2 team will have two members with the assistant principal/student support specialist supporting each team. This will allow for each team to have a greater focus on the work that is involved with facilitating the Tier 1 and Tier 2 systems. The PBIS Tier 2 team role is a Tier B stipend level (\$1500 annually). The addition of the Tier 2 role does not add any additional stipends. The Roles Committee approved the addition of the PBIS Elementary Tier 2 Team role (2 members) and modifying the PBIS Tier 1 Team roles from 4 members to 2.

Financial Impact

Overall the projected financial impact of the proposed roles is \$615,750.00 for the 2019-2020 school year.

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