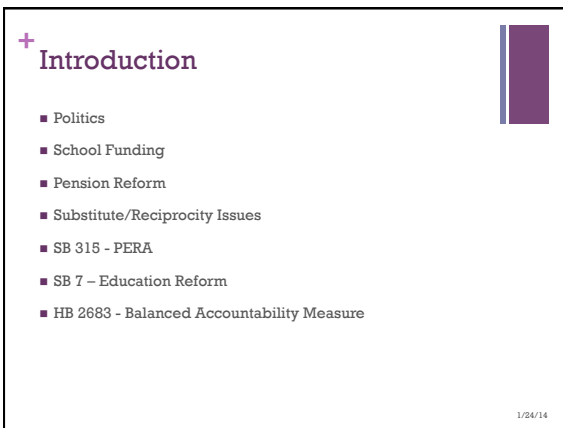




IASPA Conference
Who is on First?

Sara Groom Boucek
Associate Director/General Counsel
Illinois Association of School Administrators

The slide features a decorative header with a purple square containing a white plus sign, a yellow square, a light blue square, a light green square, and a dark purple square.

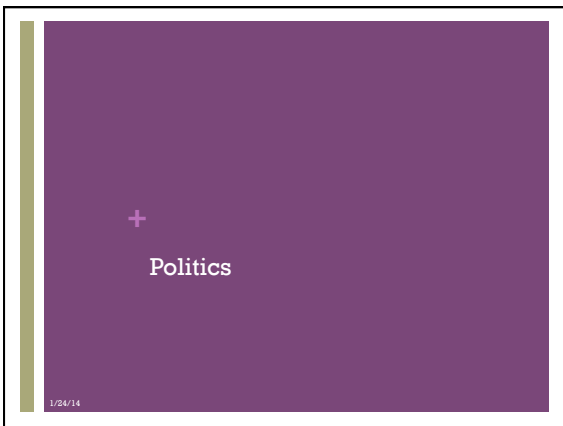


+ Introduction

- Politics
- School Funding
- Pension Reform
- Substitute/Reciprocity Issues
- SB 315 - PERA
- SB 7 - Education Reform
- HB 2683 - Balanced Accountability Measure

1/24/14

The slide includes a purple vertical bar on the right side.



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Politics

1/24/14

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School Funding/Budget

1/24/14

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Pension Reform

1/24/14

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Pension Reform

- Where are we?
- Where have we been?
- Where are we going?
- What can we expect?

1/24/14

+ Resurrection of SB 2404?

- 2404 Choice/Consideration Methodology
 - Tier 1 Current Employees Choose Between 3 Options
 - Option 1
 - Keep Future Salary Increases/Simple 3% on Original Pension
 - Access to State Retiree Health Insurance/Cash Balance
 - Forfeiture of 2 years of COLA
 - Option 2
 - Forgo Future Salary Increase/Compounded 3% COLA
 - Grandfathering Issues
 - Option 3
 - Employee Contributions Increase to 11 percent over 2 years
 - Compounded COLA
 - Forfeiture of 3 years of COLA
 - Access to State Health Insurance

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+ Resurrection of SB 2404?

- 2404 Choice/Consideration Methodology
 - Tier 1 Retiree Employees Choose Between 2 Options
 - Option 1
 - Keep Compounded 3% COLA
 - Staggered Forfeiture of 2 years of COLA
 - Access to State Retiree Health Insurance
 - Option 2
 - Simple 3% COLA on current pension
 - No access to Health Insurance

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+ Resurrection of SB 2404?

- Cost Shift?
 - Ramp
 - How does it work?
 - Will it work?
- Constitutionality?
 - *Heaton and Kanerva*

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**+ Pension Reform– Misc. Provisions
Will they Resurface?**

- **Health Care Subsidiary:** Contributions received by TRS cannot be used to provide a subsidy for the cost of participation in the retiree health care program after the effective date of the bill.
- **Defined Contribution Plan:** Defined Contribution Plan available to 5% of the total TRS membership, moving to the defined contribution plan is by election of individual members.
- **Right to Bargain:** Removes any requirement to bargain over matters affected by the changes, the impact of changes and the implementation of the changes made pursuant to SB 1, other than those affecting the "pick up" of employee contributions. This does not affect current collective bargaining agreements that are in effect on the effective date of the bill.
- **100% Full Funding:** State Payments based on actuarial data to provide for 100% full funding of pension systems by 2044.

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+ Substitute/Reciprocity Issues

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+ Substitute Issues

- Shortage
- Licensure Requirements
- Short Term vs. Long Term

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+ Reciprocity Issues

- Teacher Shortage
- New Proposed Requirements
 - Hold Valid License in another State
 - Hold Degree from Accredited University
 - Passed Basic Skills in another State
 - Passed Content Test in another State
 - Passed Evidence Based Assessment in Another State (First Year requirement)

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+ Performance Evaluation Reform Act
Senate Bill 315

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+ Joint Committees Under PERA

- Joint Committee Membership
- Responsibilities

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**+ Professional Development Plan/
Remediation Plan**

- Components
- Duration

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+ Education Reform
Senate Bill 7

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+ Joint Committees Under SB 7

- Joint Committee Membership
- Responsibilities
 - Criteria for excluding from group 2 and placing in group 3 a teacher whose last two performance evaluations included a needs improvement and either a proficient or excellent rating
 - Alternate definition for group 4, which definition must take into account prior performance ratings and may take into account other factors, but cannot include a teacher with a needs improvement or unsatisfactory rating
 - May include within the definition of performance evaluation rating a rating given to a teacher from another school district
 - Assigning performance evaluation ratings that complies with the statutory changes
 - At times, review the sequence of dismissal list to determine if there is a trend related to low evaluation scores for teachers with longer periods of contractual continued service
- New Law Change – Must meet annually by December 1

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Dismissal of Teachers

Dismissals of Probationary and Tenured Teachers have changed under SB 7

+ Important Resources for Implementation Help

- http://www.isbe.net/pera/pdf/pera_guidance.pdf
- <http://www.isbe.net/peac/>

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HB 2683
Balanced Accountability Measure

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+ Contact Information

- Sara Boucek, Associate Director/Legal Counsel
 - Email: sboucek@iasaedu.org
 - Mobile: 217.781.4877
 - Work: 217.753.2213

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