

EQUITY PLAN AND PROCEDURES**ASSURANCE AND COMPARABILITY**

It shall be the policy goal of this district to ensure equivalence in teachers, administrators, auxiliary personnel curriculum materials and instructional supplies within reasonable identifiable differences which exist among academic disciplines and grade levels.

Procedures to ensure that comparable services are provided throughout Lincoln Elementary School District 156 are:

- a. The district administration shall make every effort to maintain comparable conditions in all similar programming.
- b. Grade level assignments of students shall be coordinated by district administrators to maintain a balance of class size throughout the grade level.
- c. A district teacher salary schedule shall be implemented with only longevity and degree(s) of education accounting for variance in annual salary. No additions to salary shall be provided for special class assignments.

The following procedures shall be implemented to ensure comparability:

- a. Determine what area is causing the program to not be comparable.
- b. If the student/teacher ratio is determined to be the problem, one of the following option(s) shall be selected:
 - 1) The transfer of students to bring class size into balance.
 - 2) The assignment of additional personnel to the school.
- c. If it is determined that the teacher education placement on the salary schedule is a problem, the reassignment of staff shall be used to ensure comparability.

The comparability report shall be submitted to the Lincoln Elementary School District 156 Board of Education prior to its submission to the Illinois State Board Education.

BOARD APPROVED _____

LINCOLN ELEMENTARY SCHOOL DISTRICT 156
CALUMET CITY, IL

ADOPTED: November 15, 2010