

Contract Agreement

Board of Education
Carrollton Community School District No. 1
And
Carrollton Federation of Support Personnel (Non-Certified Personnel)
Illinois Federation of Teachers, Local 3997

July 1, 2021- June 30, 2025

Table of Contents

ARTICLE I		4
RECOGNITION		4
Article 1, Section 1	4	
ARTICLE II		4
EMPLOYEE AND UNION RIGHTS		4
Article 2, Section 1	4	
Article 2, Section 2	4	
Article 2, Section 3	4	
Article 2, Section 4	4	
ARTICLE III		5
EFFECT OF AGREEMENT		5
Article 3, Section 1	5	
Article 3, Section 2- Savings Clause	5	
Article 3, Section 3- Dues Deduction	5	
Article 3, Section 4- Consultation Committee	5	
ARTICLE IV		6
Article 4, Section 3	7	
ARTICLE V		8
Article 5, Section 1	8	
reasons.	8	
ARTICLE VI		8
Article 6, Section 1- Vacancies	8	
Article 6, Section 2- Layoff Procedures	8	
ARTICLE VII		9
Article 7, Section 1- Sick Leave	9	
Article 7, Section 2- Personal Leave	9	
Article 7, Section 3- Floating Holidays	9	
Article 7, Section 4- Uniforms	10	
Article 7, Section 5- Mileage	10	
Article 7, Section 6- Holidays for Custodians	10	
Article 7, Section 7- Night Custodians	10	
Article 7, Section 8- Holiday Pay	10	
Article 7, Section 9- Vacation	10	
Article 7, Section 10- Jury Duty	10	
Article 7, Section 11- Placement on the Compensation Schedule	10	
Article 7, Section 12- List of Categories	11	

Article 7, Section 13- Retirement	11	
Article 7, Section 14- Teacher Assistants' Work Year	11	
Article 7, Section 15- Overtime	11	
Article 7, Section 16- Maternity Leave	11	
Article 7, Section 17- Regular Work Week	11	
Article 7, Section 18- Evaluations	11	
Article 7, Section 20- Interview Committee	12	
Article 7, Section 21- Pay Periods	12	
Article 7, Section 22 Request and Notification Procedures	12	
ARTICLE VII		12
Article 8, Section 1- Insurance	12	
ARTICLE IX		13
Article 9, Section 1- Compensation	13	
Article 9, Section 2- Notification of Compensation	14	
Article 9, Section 3- Creditable Earnings Limitation	14	
ARTICLE X		14
EFFECT OF AGREEMENT		14
In-Hire Rates for New Employees:	15	
All other Educational Support Personnel Employees:	15	
Head Custodian Stipend: \$4842.39	15	

ARTICLE I RECOGNITION

Article 1, Section 1

The Board of Education of Carrollton Community of Carrollton Community Unit School District No. 1 in Greene County, Illinois hereinafter referred to as the "Board" hereby recognizes the Carrollton Federation of Support Personnel Local No. 4758, affiliated with the Illinois Federation of Teacher, AFL-CIO hereinafter referred to as the "Union", as the sole and exclusive negotiating agent for all full and half time secretaries, cooks, custodians, teacher assistants, library assistants, clerks, monitors/ supervisors, and parent-educators excluding the superintendent, principals, supervisory, confidential, and hourly employees as per IELRA.

ARTICLE II EMPLOYEE AND UNION RIGHTS

Article 2, Section 1

The Board of Education and the Union recognizes that each staff member has the right to join or not to join any organization for the member's professional or economic improvement, and membership in any organization shall not be required as a condition of employment.

Article 2, Section 2

When a member of the bargaining unit is required to appear before the Board of Education concerning any matter which could adversely affect that member's position, employment or compensation, the staff member shall be given reasonable prior written notice of the reasons for such meeting and shall be entitled to have a personal representative at said meeting.

Article 2, Section 3

Members of the bargaining unit shall have the right, upon request and at a time mutually convenient to the parties, and in the presence of the superintendent to review the contents of their own personnel file as maintained by the District Office. Privileged information, such as letters of reference, shall be specifically exempted from such a review. A staff member may write a response to any material contained in their personnel file and this response will also be placed in the member's personnel file.

Article 2, Section 4

The District shall provide the Union with the official seniority list for the bargaining unit members by February 1 of each year. The bargaining unit members will be given a copy and afforded the opportunity to notify the District of any mistakes in his/her placement on the list

Seniority among bargaining unit members shall be determined using the following criteria:

- 1) The date the Board of Education approves your employment with District #1; if there are bargaining unit members with the same Board of Education approval date, then between those bargaining unit members,
- 2) The seniority date shall be the first day of work for District #1; if there are still bargaining with members with the same seniority date, then between those bargaining unit members,
- 3) The seniority date shall be adjusted for any unpaid non-FMLA related leaves of absences or any disciplinary suspensions without pay; if there are still bargaining members with the same seniority date, then between those bargaining unit members,
- 4) Seniority shall be determined by a lottery. Said lottery shall be overseen by the Superintendent, one (1) other person chosen by the Superintendent, the Union President, the Union Vice-President, and the bargaining unit members involved in the lottery process. After this step, seniority will be permanently set.

If a lottery system is utilized to determine seniority, upon completion of the lottery, the Union will notify its bargaining unit members of the outcome at a Union meeting held within fifteen (15) days of the lottery and the Superintendent will notify the Board of Education by placing the outcome of the lottery on the Board's consent agenda at the next scheduled board meeting after the Union has notified its members.

The Seniority list will be posted in categories of positions (see Article 7, Section 12). Seniority shall be obtained in all categories of positions in which a bargaining unit member works. If the employee's employment ceases with the district at any time, he/she will be taken off the seniority list; this does not apply in the case of Reductions in Force. If the employee returns to the district at a later date, he/she will be placed at the bottom of the seniority list and assume the date of new employment.

ARTICLE III EFFECT OF AGREEMENT

Article 3, Section 1

The Association and bargaining unit members agree that they will not during the period of this Agreement, directly or indirectly, engage in or assist in a strike.

Article 3, Section 2- Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction or in the event the Congress or the Legislature enacts a law in conflict with any article, section or clause of this Agreement, said article, section, clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section or clause.

Article 3, Section 3- Dues Deduction

- A. Any member of the Association shall be granted payroll deduction of dues upon receipt of a signed dues deduction request form. Executed dues deduction request forms shall be furnished to the District Office prior to the first of the month in which the deduction goes into effect. The District shall not be responsible for any make-up deductions on requests. Such authorization for dues deduction shall continue in effect unless revoked in writing by a member.
- B. The Union shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purpose of complying with the above provision of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any such provisions.

Article 3, Section 4- Consultation Committee

A Consultation Committee shall be formed composed of two members from the Board, two members from the Union and the Superintendent. The committee shall meet prior to a regularly scheduled board meeting a minimum of one time per year.

ARTICLE IV
GRIEVANCE PROCEDURE

Article 4, Section 1- Definitions

- A. A “grievance” shall be defined as a claim by an employee that there has been an alleged violation of the term of this Agreement.
- B. The term “days” as used herein shall mean days in which school is in session, except that between the end of the school year and the beginning of the next school year, "days" shall mean calendar days, excluding Saturdays, Sundays, Memorial Day, and July 4th.
- C. Nothing contained herein shall be construed as a limitation upon the right of individual employees or a group of employees to present grievances to their employer and have them adjusted without intervention of the Union as long as the adjustment is not inconsistent with the terms of this Agreement and the Union has been given the right to provide a response prior to final adjustment of the grievance.
- D. If an employee does not file a grievance in writing with his or her supervisor within fourteen (14) days of the alleged occurrence of the event giving rise to the grievance, or within fourteen (14) days of the time the grievant should have known of such event, the grievance shall be deemed waived and time barred. The Board (administration) may raise the time bar as a defense at any step of the grievance procedure.

Article 4, Section 2- Procedure

The parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the employee, a formal grievance must be processed as follows:

Step A. The grievant shall present the grievance in writing to his or her immediate supervisor within fourteen (14) days of the occurrence of the event giving rise to the grievance, or within fourteen (14) days of the time the grievant should have known of such event. The supervisor shall provide a written answer to the grievance within ten (10) days of the receipt of the grievance.

Step B. If the grievance is not resolved at Step A, the grievant may refer the grievance to the Superintendent or official designee within ten (10) days after the receipt of the Step A answer. The Superintendent shall arrange for a meeting to take place within ten (10) days of his receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response.

Step C. If the union and grievant are not satisfied with the disposition of the grievance at Step B or the time limits expire without the issuance of the Superintendent's written reply, the grievant may submit the grievance to Step D or to mediation by utilizing the services of the Federal Mediation Conciliation Service. If a demand for mediation is not filed within thirty (30) days of the date for the Step B answer, then the grievance shall be deemed withdrawn.

Step D. If the union and grievant are not satisfied with the disposition of the grievance at Step B or at mediation, or the time limits expire without the issuance of the Superintendent's written reply. the grievant may submit the grievance to final and binding arbitration under the Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step B answer, then the grievance shall be deemed withdrawn.

1. The arbitrator may interpret this agreement and apply it to the particular case submitted to him; but he shall however, have no authority to add to, subtract from, or in any way modify the terms of this agreement; nor shall he have any authority to formulate or add any policies, practices or rules, except as they involved an application of this agreement; nor shall he have any authority to formulate or add any new policies or rules; nor substitute his discretion for the Board's discretion in cases where the Board is given discretion by this Agreement.
2. Each party shall bear the full costs for its representation in the grievance procedure.
3. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript.

If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Union.

Each party shall share equally the cost of the arbitrator and the AAA.

Article 4, Section 3

- A. Failure of an employee or Union to act on any grievance within the prescribed time limits will bar any further appeal. An Administrator's failure to give a decision within the time limits shall permit that grievant to proceed to the next step. Time limits may be extended by mutual consent.
- B. Any investigation, handling or processing of any grievance shall occur at times designated by the Superintendent not to interfere with work activities and district operations.
- C. Step A of the grievance procedure may be bypassed, and the grievance brought directly to Step B if mutually agreed upon by the employee and the Superintendent
- D. If a grievance involves a class of employees, the Union may initially file the grievance at Step B.
- E. Employees shall have the right to be represented by a Union representative, if one is requested, at Steps A through C of Article 4.2.
- F. With the Superintendent's approval, the grievant may be released from his/her regular assignment without loss of pay or benefits to attend the meetings specified in Article 4.2 A- C.
- G. All records related to a grievance shall be filed separately from the personnel files of the employees.
- H. A grievance may be withdrawn at any level without establishing precedent

ARTICLE V
DISCIPLINARY ACTION

Article 5, Section 1

No employee covered by this agreement shall be subject to suspension or discharge or disciplinary action, resulting in dismissal or loss of pay due to suspension without the following:

- a. written statement of the reasons or reason.
- b. right of union representative at any conference to discuss the written statement of reasons.

ARTICLE VI
FILLING OF VACANCIES

Article 6, Section 1- Vacancies

When a full-time position becomes vacant during the course of a school year, the position shall be posted and a copy of the posting shall be given to the Union President. Each member of the bargaining unit interested in the vacant position shall notify the Superintendent's Office in writing by the application deadline listed on the posting. For bargaining unit vacancies in Secretary or Clerk position, the vacant position shall be awarded to the most qualified bargaining unit member with the longest continuing service with the District who passes a skills test related to the position job description. The determination of which applicant is the "most qualified bargaining unit member" shall be in the sole discretion of the District.

For all other bargaining unit vacancies, the position shall be awarded to the most qualified bargaining unit member with the longest continuing service with the District. The determination of which applicant is the "most qualified bargaining unit member" shall be in the sole discretion of the District.

The Superintendent shall give the Union President a copy of all the non-certified job descriptions whenever changes are made to any of the non-certified job description. The Union President shall receive a copy of the new job description at least one (1) week prior to instituting the changes to the job. On rare occasions advanced notice may not be possible due to an immediate, unforeseen need or emergency. However, on those rare occasions when advance notice was not possible, the Superintendent will notify the Union President of the change that was made via e-mail within five (5) school days.

The Union President or his/her designee shall be present for the grading of all related skills tests.

Once all bumping of currently employed bargaining unit members has taken place, any vacant positions that remain shall be offered to qualified bargaining unit members on the recall list in seniority order.

Article 6, Section 2- Layoff Procedures

- A. Reduction in Force If an employee is removed or dismissed as a result of a decision of the Board to decrease the number of employees or to discontinue some particular type of service, written notification shall be given the employee by certified mail, at least thirty (30) days before the employee's last day of service, together with a statement of honorable dismissal and the reason therefore. The employee with the shorter length of continuing service within the job category with the district shall be dismissed first.
- B. Elimination of Position - If an assignment is eliminated, the employee whose assignment is eliminated shall retain their seniority according to the Union Seniority List and shall have the right to the comparable assignment held by the person with less seniority. A comparable assignment is defined as a related job assignment less than or equal to the same number of hours as the assignment that was eliminated.

- C. Payment of Compensation - When an employee is dismissed by the Board as a result of a decrease in the number of employees or the discontinuance of the employee's job, the employee (if he/she so request) shall be paid all earned compensation by the next scheduled pay period following his or her last day of employment. Insurance benefits shall continue until the first day of the next school year for honorably dismissed employees who elect to receive their compensation within the next scheduled pay period following their last day of employment.
- D. Recall - If the Board has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions becoming available shall be tendered to the employees removed or dismissed from that assignment. It is understood the employees will have been honorably removed or dismissed.
- E. Waiver of Recall Rights - Failure of the employee to respond within five (5) calendar days after the Board or the Superintendent sends the letter of recall by certified mail to the employee's address on file with the Board recalling such employee will result in the termination of the employee's right of recall to any subsequent vacant position. It shall be the responsibility of the employee to inform the Superintendent of any change in home address.

ARTICLE VII WORKING CONDITIONS

Article 7, Section 1- Sick Leave

Nine- and twelve-month employees will be allowed a maximum of twelve (12) working days each year at full pay for sick leave. A doctor's certificate verifying the cause of the absence may be required at the employee's expense upon three (3) or more days of absence. A doctor's note required for an absence of less than three (3) days shall be at the School District's expense after placing the employee on notice of the reason(s) requiring the verification. Sick leave may be used for illness including illness of members of the immediate family or household. For the purposes of this section, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brother-in-law, sisters-in-law, and legal guardians. Sick leave may be used for absences associated with death. Full time employees shall accumulate up to a maximum of 300 sick days.

Article 7, Section 2- Personal Leave

Two (2) days personal leave shall be granted at the beginning of each school year. Bargaining unit members shall obtain prior written approval of the superintendent before using a personal leave day. At least five (5) days prior written notice must be given to the principal via Employee Access on Skyward or the District's current approved system. The principal or Superintendent will provide a written response on Skyward or the District's current approved system within two working days from the date of request. Non-Certified personnel without home internet may phone the building principal or the superintendent in the case of an immediate need for personal leave. The employee will be required to properly enter the absence upon her or his return to work. No such day shall be approved for recreational, vacation, shopping, work purposes (personal business) or where the activity may be scheduled on a non-workday. At the end of the year, unused personal leave days may be carried over to the following year. The maximum amount of accumulated unused personal leave for any bargaining unit member is four (4) days. If a bargaining unit member is unable to carry over unused personal leave to the following year due to having reached the maximum accumulation, unused personal leave days shall be accumulated as sick leave.

Article 7, Section 3- Floating Holidays

Twelve-month employees shall be granted floating holidays equal to the number of state holidays waived by the Board with prior approval of immediate supervisor.

Article 7, Section 4- Uniforms

Cooks and Custodians shall be provided with three (3) new uniforms or one (1) pair of work shoes per year at the expense of the District. Cooks and Custodians are limited to \$100 per person per year for the above expenses.

Article 7, Section 5- Mileage

Those individuals using their own vehicle in the course of their work for the district at the direction of their supervisor shall be paid the district's mileage rate. Reimbursement does not include driving to and from work.

Article 7, Section 6- Holidays for Custodians

Custodians shall have New Year's Eve, New Year's Day, the Fourth of July, Christmas Eve and Christmas Day off when those days fall on Monday through Friday.

Article 7, Section 7- Night Custodians

Night custodians shall receive pay for a one-half hour lunch break within their scheduled shift at their hourly rate of always pay and remain on the grounds at all times.

Article 7, Section 8- Holiday Pay

Hourly employees shall receive pay for holidays observed by the school district between the first and last day of school as listed on the official school calendar, excluding Christmas and New Year's.

Article 7, Section 9- Vacation

Non-certificated employees employed on a twelve-month basis shall be allocated two weeks paid vacation annually. After fifteen years of service three weeks' vacation shall be granted. All vacation schedules shall be approved by the Superintendent or his designee. Vacation shall be taken in one-week increments, unless otherwise agreed to by the employee's supervisor. Vacations shall be scheduled on a rotational basis according to seniority. All vacation schedules shall be approved by the Superintendent or his designee. Vacations shall be taken in the year that it is granted and shall not accumulate from year to year. Any vacation not taken in the year that it is granted shall be lost at the end of the year; however, employees may be allowed to carry over up to five (5) vacation days to be used during the following year or will be lost. Should a legal holiday fall on a regular workday during the employees' vacation, employees will not be charged for the vacation day.

At the employee's termination of employment, the employee or beneficiary shall receive at the daily rate of pay compensation for all unused vacation days. However, the parties agree that the payment of any earned but unused vacation days shall be limited in an amount to ensure the District is not subject to any IMRF 6% penalty. Any vacation pay that would cause the employee to exceed the 6% limit shall be paid to the employee post-employment as non-IMRF creditable earnings. The post-employment payment, if any, will be paid to the employee on or after the 65th day after the employee's last day of work.

Article 7, Section 10- Jury Duty

An employee who is serving on a jury, or an employee who is subpoenaed to appear in a matter in which said employee is not a party or party of interest, or where the employee would be providing testimony in any case where the School District is a party defendant, during his/her scheduled working hours, shall receive his/her full compensation for the time served on the jury or subpoenaed to appear in court, surrendering to the employer all payments received as juror, less payments for non-duty days, mileage allowance, meal allowance and parking fees.

Article 7, Section 11- Placement on the Compensation Schedule

No new employee hired by the district shall be placed on the compensation schedule above the base wages for

that position. Hence, no new employee shall be placed at a rate of pay for that position higher than an employee already employed by the district.

Article 7, Section 12- List of Categories

Categories for employees within the bargaining unit are as follows:

- Head Custodian/Maintenance
- Custodian
- Head Cook
- Cook
- Teacher Assistant
- Secretary
- Clerk
- Library Aide
- Parent-Educator
- Bus Monitor
- Lunchroom Supervisor
- Playground Supervisor

Article 7, Section 13- Retirement

All full time employees who retire from Carrollton Community Unit School District No. 1 eligible for Illinois Municipal Retirement pension shall receive a recognition bonus of \$150.00 per year for every full or partial year of service to the district, if the employee has been employed with CUSD #1 for 10 or more years, or \$100.00 per year for every full or partial year of service to the district, if the employee has been employed with CUSD #1 for less than 10 years, or an amount stipulated in the negotiated agreement.

Those employees who work less than full time or for any year of any portion thereof shall receive a prorated recognition bonus represented by a proportionate award of \$100.00 per year or \$150.00 per year, for every year of service to the district

The recognition bonus will be paid after the employee's last day of service to the School District and after the employee receives his or her final paycheck for services rendered. The parties agree that an eligible employee's receipt of the recognition bonus will be considered a retirement severance benefit and will be paid to the employee on or after the 65th day after the employee's last day of work. The severance payment will not be treated as creditable earnings under IMRF.

Article 7, Section 14- Teacher Assistants' Work Year

Teacher assistants shall work all student attendance days. Teacher assistants shall work two (2) teacher institute days.

Article 7, Section 15- Overtime

Approval for overtime shall be at the discretion of the building principal and/or superintendent.

Article 7, Section 16- Maternity Leave

Bargaining unit members may apply for an unpaid leave of absence of up to one year for the purpose of pregnancy, childbirth, child-rearing or related medical conditions to childbirth. Bargaining unit member shall be allowed to use up to six weeks of sick leave prior to applying for an unpaid leave of absence.

Article 7, Section 17- Regular Work Week

The regular workweek for nine-month employees is Saturday through Friday. School holidays are excluded. The regular workweek for twelve-month employees is Saturday through Friday. School holidays and those holidays as per contract are excluded.

Article 7, Section 18- Evaluations

A joint evaluation committee shall be formed to study and redesign the non-certified staff evaluation process. The committee shall consist of two (2) bargaining unit members selected by the Union and two (2) administrators selected by the District. The evaluation process shall be mutually agreed to by both the Union and the District. The mutually agreed to process shall be incorporated into this agreement. The final evaluation instrument is subject to Board approval. All evaluations are to be completed by May 1st of each year.

Article 7, Section 20- Interview Committee

When the building principal or superintendent has narrowed the field of candidates for a non-certified staff position to the finalist requiring personal interviews, a bargaining unit member shall be invited to serve on the interview team.

Article 7, Section 21- Pay Periods

Payroll and pay stubs shall be issued electronically via Employee Access or the District's current approved system on the 28th day of the month. Bargaining unit members hired by or prior to 2011-12 shall have the option of receiving their compensation over nine (9) months or twelve (12) months. On a form developed by the District the grandfathered members shall elect the distribution of their compensation (9 or 12 months) within the first week of the new school year. The election will be irrevocable for the remainder of the school year. The election shall remain in effect until the grandfathered member notifies the Board Secretary of his or her desire to make a change in this election within a week of the next school year. For example, an employee elects to take his compensation over a 12-month period during the 2012-2013 to do so contacting the Board Secretary and completing the necessary form to change from a 12-month plan to a 9-month plan for 2013-14. If the employee does not submit a new form with the change, it will be assumed that he wishes to continue being paid over 12 months. Bargaining unit members first hired for or after the 2011-12 school year must take their compensation over twelve (12) months.

Article 7, Section 22 Request and Notification Procedures

When (a) requesting personal leave or vacation, (b) notifying the District of sick leave taken, or (c) requesting overtime, bargaining unit members shall use the District's electronic software system, currently Skyward. Computers equipped with the District's electronic software system will be available for bargaining unit member's use at multiple locations at both the Grade School and High School.

Article 7, Section 23 – Required Trainings

Any trainings or meetings that the District requires a bargaining unit member to attend that occurs outside the normal workday will be compensated. A timesheet will be submitted to central office no later than the sixth (6th) day of each month in the event such a training occurs.

ARTICLE VII
INSURANCE PROGRAM

Article 8, Section 1- Insurance

The Board shall contribute 85% of the individual health insurance premium and 100% of the life insurance premium for all bargaining unit members employed full-time and working at least 6 hours or more per day (i.e. 30 hours or more on average in a work week).

The Board shall contribute 40% of the individual health insurance premium for bargaining unit members employed half-time, which shall be defined as any employee working more than four (4) hours per day but less than six (6) hours per day on average in a work week (i.e. 20 to 29 hours on average in a work week).

Employees eligible for Board paid health insurance under this provision may waive entitlement to insurance coverage and receive a monthly bonus payment of \$297.62 per month as long as they provide proof that they are enrolled in a health plan providing "minimum essential coverage." Reenrollment in the insurance plan shall be subject to the insurance carrier's policies, rules and provisions. The cash option benefit will be terminated for new employees beginning in FY05. Employees who opt out of the Board provided health insurance must provide proof that they are enrolled in another health plan providing "minimum essential coverage." Employees who currently receive the cash option are grandfathered in at the current rate. Employees who currently take the health insurance option may not switch to the cash option.

Patient Protection and Affordable Care Act

If at any time during the term of this Agreement, a change in federal or state laws or regulations becomes effective which affects the cost or availability of any of the employee benefits offered wider this agreement, the parties hereto agree to reopen the Agreement for the express limited purpose of renegotiating the affected provisions.

ARTICLE IX COMPENSATION

Article 9, Section 1- Compensation

For the 2021-2022 school year, bargaining unit members' hourly rate will increase to the legally required minimum wage on January 1, 2022. Bargaining unit members earning above the legally required minimum wage as of August 1, 2021, shall be provided a wage increase of \$0.20/hour on August 1, 2021. Those bargaining unit members receiving a \$.0.20 wage increase on August 1, 2021, will also be increased to the legally required minimum wage on January 1, 2022, if their hourly rate of pay is below the legally required minimum wage at that time.

For the 2022-2023 school year, bargaining unit members' hourly rate will increase to the legally required minimum wage on January 1, 2023. Bargaining unit members earning above the legally required minimum wage as of August 1, 2022, shall be provided a wage increase of \$0.20/hour on August 1, 2022. Those bargaining unit members receiving a \$.0.20 wage increase on August 1, 2022, will also be increased to the legally required minimum wage on January 1, 2023, if their hourly rate of pay is below the legally required minimum wage at that time.

For the 2023-2024 school year, bargaining unit members' hourly rate will increase to the legally required minimum wage on January 1, 2024. Bargaining unit members earning above the legally required minimum wage as of August 1, 2023, shall be provided a wage increase of \$0.20/hour on August 1, 2023. Those bargaining unit members receiving a \$.0.20 wage increase on August 1, 2023, will also be increased to the legally required minimum wage on January 1, 2024, if their hourly rate of pay is below the legally required minimum wage at that time.

For the 2024-2025 school year, bargaining unit members' hourly rate will increase to the legally required minimum wage on January 1, 2025. Bargaining unit members earning above the legally required minimum wage as of August 1, 2024, shall be provided a wage increase of \$0.20/hour on August 1, 2024. Those bargaining unit members receiving a \$.0.20 wage increase on August 1, 2024, will also be increased to the legally required minimum wage on January 1, 2025, if their hourly rate of pay is below the legally required minimum wage at that time.

If, at any time between August 1, 2021, and August 1, 2025, there is an amendment to the Illinois Minimum Wage Law, 820 ILCS 105/1 et seq., that reduces the legally required minimum wage, then the parties agree that they will reopen this Article and Section for further bargaining.

The parties further agree that either party may request to bargain additional language to address any 6% penalty under the Illinois Municipal Retirement Fund as a result of the increase in the legally required minimum wage.

All bargaining unit members eligible for a longevity bonus will receive their longevity bonus for the school year.

Employees shall be paid their hourly rate of pay for any hours worked beyond the number of hours scheduled in the current school year.

Article 9, Section 2- Notification of Compensation

On the first day of school, bargaining unit members will receive a personalized memo that details their base rate of pay, longevity if applicable, stipend amounts if applicable, and the minimum hours their position will work for the upcoming school year.

Article 9, Section 3- Creditable Earnings Limitation

In no event will an employee who is less than four (4) years from retirement eligibility receive an increase in reporting in excess of six percent (6%) of the prior year's reported earnings, or 1.5 times the annual increase in the Consumer Price Index-U as established by the United States Department of Labor for the preceding September, whichever is greater, unless any of the enacted statutory exceptions under Public Act 97--0609 (Senate Bill 1831) exempt such reported earnings from the payment of additional Employer contributions to the Illinois Municipal Retirement Fund. Should any such increase over six percent (6%) occur, such increase shall be paid to the employee in one lump sum as a severance payment on or after the 65th day after the employee's last day of work. The severance payment will not be treated as creditable earnings under IMRF.

ARTICLE X
EFFECT OF AGREEMENT

The entire agreement shall be effective the first day of school, August 2021 and shall continue in effect until the first day of school, August 2025.

This Agreement is signed this day 19th of July 2021. In witness thereof:

For the Carrollton Education Association

Vickie M. Wyzman
President

Vickie M. Wyzman
Secretary

[Signature]
President

[Signature]
Secretary

For the Board of Education School District #1

Compensation Schedule
2017-2021
Non-Certified

In-Hire Rates for New Employees:

Custodians/Secretaries: The legally required minimum wage.

All other Educational Support Personnel Employees: The legally required minimum wage.
Retain Current longevity Structure

4 Year Agreement

See Article 9, Section 1.

Head Custodian Stipend: \$4842.39

Longevity Bonus: (Full-time receives full amount: half-time receives half of the amount)

0-4 years:	\$0.00
Beginning 5-9 years:	\$380.00
Beginning 10-14 years:	\$660.00
Beginning 15-19 years:	\$940.00
Beginning 20+ years	\$1,200.00