

EXTENSION
of
CONTRACTUAL AGREEMENT
BETWEEN
PAEC GOVERNING BOARD - SEJA #803
AND
TEACHERS AND PROGRAM ASSISTANTS
PAEC COUNCIL LOCAL 571, IFT-AFT

2021-2022

**EXTENSION OF
CONTRACTUAL AGREEMENT
2021-2022**

This Extension of Contractual Agreement 2021-2022 is entered into between the GOVERNING BOARD of the Proviso Area for Exceptional Children Special Education Joint Agreement #803, Cook County, hereinafter referred to as the BOARD, and the PAEC Council of Teachers, West Suburban Teachers Union, Local #571, IFT-AFT, AFL-CIO, hereinafter referred to as the UNION, to amend and extend the current Contractual Agreement for years 2018-2019, 2019-2020, and 2020-2021 (hereinafter "the CBA"). The Board and Union agree as follows:

1. The CBA is hereby amended and extended through the 2021-2022 school year. It is agreed that all terms and conditions of the current CBA shall be extended through the 2021-2022 school year except as provided herein. Due to the uncertainty surrounding the COVID-19 pandemic, both parties believe they are best served by extending the current contract by one year, through August 15, 2022, without precedent or prejudice to their future negotiations.
2. The salary schedule for the 2021-2022 school year grants a 3% increase on the current base salary as follows:
 - a. The salary schedule for the Teacher, Social Worker and Speech Language Pathologist position is:

2021-2022 SALARY SCHEDULE

	BS	BS+15	BS+30	MS	MS+15	MS+30
1	\$42,027	\$43,283	\$44,579	\$45,913	\$47,287	\$48,703
2	\$42,999	\$44,285	\$45,610	\$46,976	\$48,382	\$49,830
3	\$43,995	\$45,310	\$46,666	\$48,063	\$49,502	\$50,984
4	\$45,013	\$46,359	\$47,746	\$49,175	\$50,647	\$52,164
5	\$46,055	\$47,432	\$48,851	\$50,313	\$51,820	\$53,371
6	\$47,121	\$48,529	\$49,982	\$51,478	\$53,019	\$54,606
7	\$48,211	\$49,653	\$51,139	\$52,669	\$54,246	\$55,870
8	\$49,324	\$50,799	\$52,319	\$53,885	\$55,499	\$57,160
9	\$50,462	\$51,972	\$53,527	\$55,130	\$56,780	\$58,480
10	\$51,633	\$53,179	\$54,771	\$56,410	\$58,099	\$59,839
11	\$52,833	\$54,414	\$56,043	\$57,721	\$59,449	\$61,230
12	\$54,060	\$55,678	\$57,345	\$59,063	\$60,830	\$62,653
13		\$56,971	\$58,678	\$60,435	\$62,244	\$64,108
14		\$58,295	\$60,041	\$61,840	\$63,690	\$65,598
15		\$59,649	\$61,436	\$63,276	\$65,170	\$67,123
16		\$61,035	\$62,863	\$64,747	\$66,685	\$68,684
17				\$66,252	\$68,236	\$70,280
18				\$67,792	\$69,822	\$71,914
19				\$69,368	\$71,444	\$73,586
20				\$70,981	\$73,105	\$75,298
21				\$72,631	\$74,805	\$77,049
22				\$74,320	\$76,544	\$78,840
23				\$76,048	\$78,324	\$80,673
24				\$77,816	\$80,146	\$82,549
25				\$79,625	\$82,009	\$84,468
26				\$81,477	\$83,916	\$86,433
27				\$83,372	\$85,868	\$88,443
28				\$85,312	\$87,864	\$90,500
29				\$87,295	\$89,907	\$92,606
30				\$89,326	\$91,999	\$94,759
31				\$91,404	\$94,138	\$96,963
32				\$93,529	\$96,329	\$99,218

The 9.40% Teachers Retirement System contribution which is sheltered by PAEC is included in the salary schedule amount.

The following longevity applies to teachers hired prior to the 1999-2000 school year.

After completing 2 years of teaching at PAEC, \$100 will be added to salary
 After completing 4 years of teaching at PAEC, \$200 will be added to salary
 After completing 8 years of teaching at PAEC, \$300 will be added to salary
 After completing 12 years of teaching at PAEC, \$300 will be added to salary
 After completing 16 years of teaching at PAEC, \$300 will be added to salary
 After completing 20 years of teaching at PAEC, \$400 will be added to salary
 After completing 24 years of teaching at PAEC, \$400 will be added to salary
 After completing 26 years of teaching at PAEC, \$500 will be added to salary

The above are cumulative so that it is possible to have \$2,500.

b. The salary schedule for the Program Assistant position is:

Start	After 1Yr.	After 2Yrs.	After 3Yrs.	After 4Yrs.	After 5Yrs.	After 6Yrs.	After 7Yrs.	After 8&9Yrs.	After 10Yrs.	After 11Yrs.	After 12Yrs.	After 13Yrs.	After 14Yrs.	After 15 Yrs.
\$18.82	\$19.26	\$19.70	\$20.16	\$20.62	\$21.10	\$21.59	\$22.08	\$22.59	\$23.08	\$23.59	\$24.10	\$24.62	\$25.11	\$25.66
\$20,327	\$20,797	\$21,278	\$21,771	\$22,275	\$22,790	\$23,318	\$23,852	\$24,398	\$24,931	\$25,479	\$26,026	\$26,587	\$27,120	\$27,709

The 4½ percent Illinois Municipal Retirement Fund contribution which is sheltered by PAEC is included in the salary schedule amount.

Program Assistant Longevity

Longevity will apply only to program assistants who began work at PAEC before November 1, 2007.

- After completing 1 year as PA at PAEC, \$200 will be added to employee's salary
- After completing 3 years as PA at PAEC, \$300 will be added to employee's salary
- After completing 5 years as PA at PAEC, \$300 will be added to employee's salary
- After completing 7 years as PA at PAEC, \$400 will be added to employee's salary
- After completing 9 years as PA at PAEC, \$400 will be added to employee's salary
- After completing 11 years as PA at PAEC, \$400 will be added to employee's salary
- After completing 13 years as PA at PAEC, \$400 will be added to employee's salary
- After completing 15 years as PA at PAEC, \$400 will be added to employee's salary
- After completing 17 years as PA at PAEC, \$400 will be added to employee's salary
- After completing 19 years as PA at PAEC, \$400 will be added to employee's salary
- After completing 21 years as PA at PAEC, \$500 will be added to employee's salary
- After completing 23 years as PA at PAEC, \$500 will be added to employee's salary

The above are cumulative so that it is possible to have \$4,600.

c. For the 2021-22 school year, secretaries employed prior to July 1, 2021 will receive a 3.0% increase to their 2020-21 salary. For the 2021-22 school year, the Board will continue to pay longevity to secretaries who were previously eligible to receive longevity.

3. Article VI.G shall be amended as follows:

G. Health Insurance

1. Individual Coverage.

Full-time employees shall be eligible to participate in a hospitalization and major medical program.

- a. HMO Plan. For HMO individual coverage, the Board shall pay one hundred percent (100%) of the premium for each school year of this Agreement.
- b. PPO Plan. For each school year of this Agreement, Teachers and Program Assistants shall pay the following amounts towards PPO individual coverage and the Board shall pay the remainder of the individual premium.

<u>School Year</u>	<u>Teachers</u>	<u>PAs</u>
2018-2019	\$460	\$230
2019-2020	\$480	\$250
2020-2021	\$500	\$270
2021-2022	\$500	\$270

2. Dependent Coverage.

a. Full-Time Teachers.

2018-2019 School Year. PAEC shall pay fifty percent (50%) of the dependent premium for full-time teachers in their first two (2) years of employment and eighty-five percent (85%) of the dependent premium for teachers in their third or more years of employment. The full-time teacher shall pay the remaining dependent premium under his/her choice of plan.

2019-2020 and, 2020-2021, and 2021-2022 School Years. PAEC shall pay the following percentages of the dependent premium for full-time teachers who elect coverage under the Blue Cross Blue Shield HMO-Illinois insurance plan ("BC/BS HMO-IL") or the Blue Cross Blue Shield PPO insurance plan ("BC/BS PPO"):

	BC/BS HMO-IL	BC/BS PPO
2019-2020	90%	80%
2020-2021	90%	77%
2021-2022	90%	77%

The full-time teacher shall pay the remaining dependent premium under his/her choice of plan.

b. Full-time Program Assistant

2018-2019 School Year. Full-time program assistants in their first two (2) years of employment shall be

responsible for the full payment of the dependent premium. For full-time program assistants in their third or more years of employment, PAEC shall pay thirty-five percent (35%) of the dependent premium and the full-time program assistant shall pay the remaining dependent premium under his/her choice of plan.

2019-2020 and, 2020-2021, and 2021-2022 School Years. PAEC shall pay thirty-five percent (35%) of the dependent premium and the full-time program assistant shall pay the remaining dependent premium under his/her choice of plan.

- c. A teacher must work at least one hundred twenty (120) days during a school term in order for such year to count towards a year of employment for purposes of increasing or obtaining a Board contribution towards the dependent premium.

For program assistants, employment must commence by a date before November 1 and continue through the end of the school year in order to count as a year of employment for purposes of increasing or obtaining a Board contribution towards the dependent premium.

- d. Employee contributions towards health insurance shall be tax sheltered following the Board's establishment of a Section 125 Plan.

4. Article VI.S.2.a. shall be amended as follows:

S. Teacher Retirement Incentive

- 1. It shall be a goal of the Governing Board to provide an incentive for teachers eligible to retire under this Section.
- 2. Upon reaching 55 years of age, completing twenty (20) consecutive years of full-time employment with PAEC and its member districts, and becoming eligible for retirement under the Illinois Teachers' Retirement System, a teacher may elect to retire from PAEC at the end of a specified school term, and request that the Board approve the payment of a retirement incentive. Approved leaves will not be considered a break in employment and will not be counted towards years of full-time employment.

An eligible teacher electing to participate in the retirement incentive shall submit a written notice advising the Board of his/her retirement under TRS. For the 2018-2019 school year,

an eligible teacher shall submit his/her written notice no later than April 30, 2019. For subsequent school years, such written notice shall be submitted by no later than January 15 of the school year prior to the first year of his/her receipt of pre-retirement increases (e.g., by January 15, ~~2021~~ 2022 for retirement on June 30, ~~2025~~ 2026).

5. Article VI.T.1.a. shall be amended as follows:

T. Program Assistant Retirement Incentive

1. Upon reaching fifty-five (55) years of age, completing twenty (20) consecutive years of full-time employment with PAEC, and becoming eligible for retirement under the Illinois Municipal Retirement Fund, a program assistant may elect to retire from PAEC at the end of a specified school term, and request that the Board approve the payment of a retirement incentive. Approved leaves will not be considered a break in employment and will not be counted towards years of full-time employment.
 - a. An eligible program assistant electing to participate in the retirement incentive shall submit a written notice advising the Board of his/her retirement under IMRF. For the 2018-2019 school year, an eligible program assistant shall submit his/her written notice no later than April 30, 2019. For subsequent school years, such written notice shall be submitted by no later than January 15 of the school year prior to the first year of his/her receipt of pre-retirement increases (e.g., by January 15, ~~2021~~ 2022 for retirement on June 30, ~~2025~~ 2026).

6. Article IX shall be amended as follows:

Article IX. Term of Agreement

This Agreement shall remain in full force and effect from August 16, 2018, to August 15, ~~2021~~ 2022, and shall remain in full force and effect from year to year thereafter, unless either party notifies the other in writing on or before January 15 of the final year of this Agreement that it desires to modify, change, amend, or terminate this Agreement.

Negotiations for a successor agreement shall begin no later than the last Wednesday in February of the final year of this Agreement.

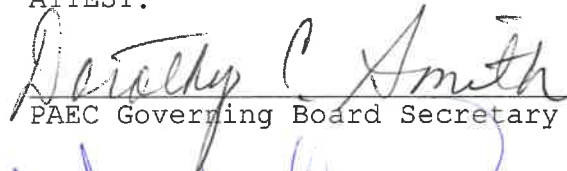
IN WITNESS WHEREOF, the Board and the Union, by their duly authorized representative(s), have signed this Extension of Contractual Agreement on the date(s) indicated below.



PAEC Governing Board President

5-20-21
Date

ATTEST:



PAEC Governing Board Secretary

5-20-21
Date



President of PAEC Council, Local #571

5/27/21
Date