

MEMORANDUM OF AGREEMENT

I. INTRODUCTION

The Board of Education of Glenview School District 34 (Board), and the Glenview Professional Association IEA/NEA (GPA), are presently parties to the collective bargaining agreement covering the period 2017-2020. The Board and the Association convened in February, 2020, to begin negotiations for a successor bargaining agreement.

After several meetings, the parties realized that recent events of national and international import significantly affected the ability for the school district to operate. In fact, the schools were closed and meetings of small and large groups of individuals were prohibited by the Executive Order of the Governor.

Given the magnitude of the events leading to the closing of schools, the Board and the Association believe it is in the best interests of all involved to extend the 2017-2020 collective bargaining agreements pursuant to the terms and conditions noted below.

II. PROCESS

1. The Parties used virtual bargaining for the negotiations over the successor agreement to the Parties' 2017-2020 contract.
2. Virtual bargaining is only agreed to due to the social distancing recommended to avoid the spread of COVID-19 and may not be used as evidence of any past practice as to how future bargaining between the Parties will be conducted.
3. The virtual platform that was used was the FMCS' Ring Central account.
4. Virtual bargaining sessions were not recorded.

III. TERMS AND CONDITIONS OF CONTRACT EXTENSION

Duration

The collective bargaining agreement will be extended to June 30, 2021. All relevant dates in each agreement will be changed to accommodate the extension to June 30, 2021.

Fair Share

The language found in Article 2, Section I (Fair Share/Maintenance of Membership) will be deleted by operation of law.

Salary

The GPA Salary Schedule to be implemented for 2020-2021 will be the schedule attached to this Agreement as Appendix A. The implementation of this schedule will be retroactive to July 1, 2020. This schedule reflects a newly-created schedule for Associates. All other employees will receive a salary increase of 2.3% over the 2019-2020 salary PLUS an additional amount of \$400 applied to the employees' base salaries.

New Work Day Hours

Effective in the 2020-21 school year the length of workday for the following Bargaining Unit Positions shall be as listed below.

Primary and Intermediate School Secretary - MTWRF: 4 hours

Educational Associates, Bi-Lingual Liaison, IEP Health Support (LPN), Medical Health Aid (CNA), Primary and Intermediate school Nurses and Health Coordinators (excluding unpaid duty free lunch):

MTRF: 7 hours and 5 minutes

WED: 6 hours and 5 minutes

Middle School Nurses (excluding unpaid duty free lunch):

MTRF - 7 Hours and 20 Minutes

Wed - 6 Hours and 20 Minutes

Insurance

The following new language will be added to Article 12 (Compensation and Benefits) of the parties' Agreement:

Health Insurance

a. Single Health Insurance Options for Eligible Employees

Eligible Employees are those who regularly work at least twenty-five (25) hours per week.

Effective December 31, 2020, the PPO 500 Plan option will be eliminated. No new enrollees will be allowed to choose PPO 500. Support Staff currently enrolled in PPO 500 will be allowed to continue in that plan until December 31, 2020, after which they may enroll in another plan option.

Effective January 1, 2021, the Board contribution for single insurance coverage for Support Staff will be an amount not to exceed the total cost of the single premium for the PPO 1000 plan option.

Effective January 1, 2021, for those Support Staff hired prior to the 2020_21 school year who choose PPO 1000 single coverage, the Board will annually reimburse the support staff member for up to \$250 of incurred expenses which are subject to the plan deductible. This Board contribution will be paid after the Support Staff member pays the first \$750 of the annual deductible expense.

For Support Staff choosing the Health Savings Account (HSA) plan option and the Board premium contribution is less than the Board maximum contribution noted above, the Board will contribute up

to \$500 annually into the Support Staff's HSA account. This HSA contribution will be paid into the account on a monthly basis (i.e. \$41.66 for each full month of plan enrollment.) —

For those Support Staff members choosing the HMO plan option and the Board premium contribution is less than the Board maximum contribution noted above, the Board will contribute an amount up to \$500 annually into the Support Staff's Flexible Spending Account (FSA) account. The actual amount of this Board contribution will be the difference between the noted Board maximum contribution and the actual single premium, up to a difference of \$500. This FSA contribution will be paid into the account on a monthly basis.

b. Employee Plus Spouse/Civil Union Partner/Employee Plus Children/Family Health Insurance Options

For each school year of this Agreement, the Board will pay the amount the Board contributes for single premium coverage (noted above in subparagraph "a" toward the cost of one of the "Family Plans" for Support Staff electing such coverage. Any remaining cost for the "family" plan coverage chosen shall be the sole responsibility of the Support Staff member.

All other terms and conditions of the parties collective bargaining agreements will remain in full force and effect until June 30, 2021.

Approved:

**Board of Education of Glenview School District 34, Cook County,
Illinois**

By: _____
Natalie Jachtowycz, Board President

Dated: _____

District 34 Glenview Professional Association IEA/NEA

By: _____
Meg Macfadden, GPA President

Dated: _____

APPENDIX A

Associates 2020-21	
Step 1	\$15.52
Step 2	\$15.76
Step 3	\$16.00
Step 4	\$16.27
Step 5	\$16.56
Step 6	\$16.85
Step 7	\$17.15
Step 8	\$17.48
Step 9	\$17.96
Step 10	\$18.48
Step 11	\$19.04
Step 12	\$19.61
Step 13	\$20.17
Step 14	\$20.79
Step 15	\$21.41
Step 16	\$22.03
Step 17	\$22.69
Step 18	\$23.37
Step 19	\$24.07
Step 20	\$24.80

Translating Current (19-20) Step to 2020-21 Step			
2019-20 Step Placement		Associates 2020-21	
Steps 1, 2, 3, 4, 5	→	Step 1	\$15.52
Step 6	→	Step 2	\$15.76
Step 7	→	Step 3	\$16.00
Steps 8, 9	→	Step 4	\$16.27
Step 10	→	Step 5	\$16.56
Step 11	→	Step 6	\$16.85
Step 12	→	Step 7	\$17.15
Step 13	→	Step 8	\$17.48
Step 14	→	Step 9	\$17.96
Steps 15, 16	→	Step 10	\$18.48
Step 17	→	Step 11	\$19.04
Step 18	→	Step 12	\$19.61
Step 19	→	Step 13	\$20.17
Step 20	→	Step 14	\$20.79
Step 21	→	Step 15	\$21.41
Step 22	→	Step 16	\$22.03
Step 23	→	Step 17	\$22.69
Step 24	→	Step 18	\$23.37
Step 25	→	Step 19	\$24.07
Steps 26, 27, 28, 29, 30, 31, 32	→	Step 20	\$24.80

Job Grade	12	14A
	Cooks	Custodians
Step 1	\$11.33	\$13.40
Step 2	\$11.51	\$13.55
Step 3	\$11.68	\$13.72
Step 4	\$11.86	\$14.15
Step 5	\$12.00	\$14.29
Step 6	\$12.13	\$14.43
Step 7	\$12.30	\$14.60
Step 8	\$12.52	\$14.82
Step 9	\$12.73	\$15.04
Step 10	\$12.94	\$15.33
Step 11	\$13.14	\$15.56
Step 12	\$13.37	\$15.86
Step 13	\$13.63	\$16.12
Step 14	\$13.85	\$16.42
Step 15	\$14.14	\$16.73
Step 16	\$14.40	\$17.07
Step 17	\$14.83	\$17.60
Step 18	\$15.28	\$18.16
Step 19	\$15.76	\$18.71
Step 20	\$16.24	\$19.28
Step 21	\$16.76	\$19.91
Step 22	\$17.29	\$20.54
Step 23	\$17.80	\$21.17
Step 24	\$18.37	\$21.82
Step 25	\$18.93	\$22.53
Step 26	\$19.53	\$23.21
Step 27	\$20.12	\$23.95
Step 28	\$20.76	\$24.72
Step 29	\$21.40	\$25.49
Step 30	\$22.06	\$26.30
Step 31	\$22.74	\$27.14

Job Grade	15	16	16A	17	18	19	20
	Health Coordinator or Senior Secretary	Maintenance Worker	RN	School Administrative Asst.	District Administrative Asst. or Accts Payable	Maintenance Electrician	Medical Aide
Entry	\$16.53	\$18.54	\$32.38	\$21.37	\$22.22	\$24.59	\$17.03
Maximum	\$27.08	\$31.39	\$36.84	\$36.13	\$39.28	\$41.62	\$21.74

2020-2021

CATEGORY	Work Year	Work Days Per Year	Additional Work Days	Additional Prof. Dev.	Paid Holidays	TOTAL Paid Days*	Hours Per Day excluding unpaid duty free lunch	Unpaid Duty Free Lunch	Total Hours Per Day including unpaid duty free lunch	Hours Paid Per Year*	Hours Paid Per Week
CENTRAL OFFICE											
Central Office Admin Asst	12 Month	260	0	0	Included	260	7.5	1 hour	8.5	1950	37.5
Accounts Payable	12 Month	260	0	0	Included	260	7.5	1 hour	8.5	1950	37.5
SCHOOL ADMINISTRATIVE ASSISTANTS											
Primary & Intermediate	Teacher Year	185	25	0	8	218	7.5	1 hour	8.5	1635	37.5
Middle School	Teacher Year	185	37	0	8	230	7.5	1 hour	8.5	1725	37.5
Senior Secretary ^											
Primary	Teacher Year	185	25	0	8	218	4.0	none	4.0	872	20
Intermediate	Teacher Year	185	25	0	8	218	4.0	none	4.0	872	20
FOOD SERVICE											
Full Time:											
Primary	Student Year	176	5	2	8	191	5	1/2 hour	5.5	955	25
Intermediate	Student Year	176	5	2	8	191	6	1/2 hour	6.5	1146	30
Middle School	Student Year	176	5	2	8	191	6	1/2 hour	6.5	1146	30
Middle School Lead	Student Year	176	5	2	8	191	7.5	1/2 hour	8.0	1432.5	37.5
Part-Time:	Student Year	176	5	2	8	191	varies	none	varies	varies	varies
CUSTODIANS & MAINTENANCE											
Custodians	12 Month	260	0	0	Included	260	8	1/2 hour	8.5	2080	40
Maintenance Worker	12 Month	260	0	0	Included	260	8	1/2 hour	8.5	2080	40
Maintenance Electrician	12 Month	260	0	0	Included	260	8	1/2 hour	8.5	2080	40
EDUCATIONAL ASSOCIATE											
Associate++	Student Year	176	0	6	8	190	MTRF: 7 hrs, 5 min W: 6 hrs, 5 min	1/2 hour 1/2 hour	7 hrs, 35 min 6 hrs, 35 min	1308 hrs, 50 min	34 hrs, 25 min
BILINGUAL LIAISON											
Bilingual Liaison	Student Year	176	0	6	8	190	MTRF: 7 hrs, 5 min W: 6 hrs, 5 min	1/2 hour 1/2 hour	7 hrs, 35 min 6 hrs, 35 min	1308 hrs, 50 min	34 hrs, 25 min
MOBILE LIAISON/RECEPTION											
Mobile Liaison/Reception	Student Year	176	0	6	8	190	7	1/2 hour	7.5	1330	35
HEALTH COORDINATOR 15 - RN 16A											
Primary++	Student Year	176	6	6	8	196	MTRF: 7 hrs, 5 min W: 6 hrs, 5 min	1/2 hour	7 hrs, 35 min 6 hrs, 35 min	1351 hrs, 20 min	34 hrs, 25 min
Intermediate++	Student Year	176	6	6	8	196	MTRF: 7 hrs, 5 min W: 6 hrs, 5 min	1/2 hour	7 hrs, 35 min 6 hrs, 35 min	1351 hrs, 20 min	34 hrs, 25 min
Middle School++	Student Year	176	6	6	8	196	MTRF: 7 hrs, 20 min W: 6 hrs, 20 min	1/2 hour	7 hrs, 50 min 6 hrs, 50 min	1400 hrs, 20 min	35 hrs, 40 min
IEP Health Support (LPN)	Student Year	176	0	6	8	190	MTRF: 7 hrs, 5 min W: 6 hrs, 5 min	1/2 hour 1/2 hour	7 hrs, 35 min 6 hrs, 35 min	1308 hrs, 50 min	34 hrs, 25 min
Medical Aide (CNA)	Student Year	176	0	6	8	190	MTRF: 7 hrs, 5 min W: 6 hrs, 5 min	1/2 hour 1/2 hour	7 hrs, 35 min 6 hrs, 35 min	1308 hrs, 50 min	34 hrs, 25 min

* Inclusive of paid holidays noted in Article 12.

176 student days breaks down into 37 (6 hr 5 min days) plus 139 (7 hr 5 min days)

++ Additional work days, PD days, and Holidays are considered (7 hr 5 min days) or (7 hr 20 min days)

^ Senior Secretaries working full-time (1.0 FTE) between two buildings will have a total of 218 paid days, at 7.5 hours per day (3.75 hours per building) excluding unpaid duty free lunch