

MEMORANDUM OF AGREEMENT

I. INTRODUCTION

The Board of Education of Glenview School District 34 (Board) and the Glenview Professional Association IEA/NEA (Association) are presently parties to collective bargaining agreement covering the period 2017-2021. Included within the term of that agreement was a one-year extension agreement covering the 2020-21 school year. The Board and the Association representatives met on several occasions in May and June, 2021, to begin negotiations for successor collective bargaining agreement.

After several meetings, the parties agreed that it is the best interests of all involved to extend the 2017-2021 collective bargaining agreement and extension agreement 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' 2017-2021 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 used was the FMCS' Ring Central account and the negotiations were facilitated by an FMCS mediator.
4. Virtual bargaining sessions were not being recorded.

III. TERMS AND CONDITIONS OF CONTRACT EXTENSION

1. Duration

The collective bargaining agreement, and extension agreement, will be extended to June 30, 2022. All relevant dates in each agreement will be changed to accommodate the extension to June 30, 2022.

2. **Salary**

The GPA Salary Schedules to be implemented for 2021-2022 will be the schedules attached to this Agreement as Appendix A. The implementation of these schedules will be retroactive to July 1, 2021. Each employee will receive a personalized salary letter indicating the employee's salary for the 2021-22 work year. Other than Associates, these schedules reflect a newly-created salary schedules/ranges for each, relevant employment category.

The schedule for Associates reflects an increase to the starting salary of .7 (seven-tenths) of 1 (one) %. After the increase is added to the starting salary, each salary step will be adjusted and for 2021-22 each Associate will receive the annual step increase noted on the new schedule.

3. **Salary Placement for New Hires**

The following language will be added to Article 12 (Compensation and Benefits):

“Before a new person is hired beyond the salary midpoint of the relevant salary schedule, written notice and an explanation will be given to the Association President”

4. **Health Insurance**

Article 12 of the parties' collective bargaining agreement shall include the following language:

“Insurance Programs

During the term of this Agreement and any extension thereto, the Board will pay for the following insurance coverage for those eligible employees: 1. Full single premiums for the District Dental Plan.

2. Term life insurance equal to the employee's annual contract salary rounded to the nearest ~~\$1000~~. (replacing Article 12, part I.) <next higher thousand dollars>

3. Employee Assistance Program available to all staff.
4. Employee Only; Employee Plus Spouse/Civil Union Partner; Employee Plus Children; Family Health insurance in accordance with Article 12.

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 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 or the plan chosen, whichever is less. Annually thereafter, the maximum Board contribution for single coverage will increase by an amount up to 6.25%.

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.”

- 5. All other terms and conditions of the parties 2017-2021 collective bargaining agreement and extension agreement will remain in full force and effect until June 30, 2022.

Approved:

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

By:  _____
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Dated: 8/10/2021

Approved:

District 34 Glenview Professional Association IEA/NEA

By:  _____
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Dated: 8/7/2021

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Translating Current (20-21) Step to 2021-22 Step

2020-21 Placement		COOKS 2021-22	
Steps 9, 10, 11	→	Step 1	\$15.00
Steps 13, 14	→	Step 2	\$15.75
		Step 3	\$16.50
Step 16	→	Step 4	\$17.25
Step 17	→	Step 5	\$18.00
Step 18	→	Step 6	\$19.75
Step 19, 20, 21	→	Step 7	\$20.50
Step 23	→	Step 8	\$21.25
Step 26	→	Step 9	\$22.00
Step 29	→	Step 10	\$22.75
		Step 11	\$23.50
		Step 12	\$24.25
Step 31	→	Step 13	\$25.00
		Step 14	\$25.75
		Step 15	\$26.50

Translating Current (20-21) Step to 2021-22 Step

2020-21 Placement		CUSTODIANS 2021-22	
Step 11	→	Step 1	\$17.07
Steps 13, 14	→	Step 2	\$17.60
		Step 3	\$18.16
		Step 4	\$18.71
Steps 17, 18	→	Step 5	\$19.28
		Step 6	\$19.91
Step 20	→	Step 7	\$20.54
Step 21	→	Step 8	\$21.17
Step 22	→	Step 9	\$21.82
		Step 10	\$22.53
Step 24	→	Step 11	\$23.21
Step 25	→	Step 12	\$23.95
Step 26	→	Step 13	\$24.72
		Step 14	\$25.49
		Step 15	\$26.30
		Step 16	\$27.14
		Step 17	\$27.94
		Step 18	\$28.74
		Step 19	\$29.54
		Step 20	\$30.34

2021-2022	Job Grade	15	16	16A	17	18	19	19	20	20	
		Senior Secretary or Health Coordinator	Maintenance Worker	RN	School Administrative Asst.	District Administrative Asst. or Accts Payable	Maintenance Specialist - Electrician	Maintenance Specialist - HVAC	Medical Aide CNA	Medical Aide LPN	Interpreter/Translator (Bilingual Liaison)
	Entry	\$18.00	\$25.00	\$33.00	\$27.00	\$24.00	\$26.50	\$26.50	\$17.27	\$25.00	\$20.00
	Maximum	\$35.00	\$40.00	\$45.00	\$42.00	\$45.00	\$45.00	\$45.00	\$22.04	\$30.00	\$40.00

APPENDIX A

Associates 2021-22	
Step 1	\$15.63
Step 2	\$15.87
Step 3	\$16.11
Step 4	\$16.38
Step 5	\$16.68
Step 6	\$16.97
Step 7	\$17.27
Step 8	\$17.60
Step 9	\$18.09
Step 10	\$18.61
Step 11	\$19.17
Step 12	\$19.75
Step 13	\$20.31
Step 14	\$20.94
Step 15	\$21.56
Step 16	\$22.18
Step 17	\$22.85
Step 18	\$23.53
Step 19	\$24.24
Step 20	\$24.97
Step 21	\$25.72