

**2017-2018 AMENDMENT**

**CONTRACT EXTENSION TO THE  
2013-2017 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE NORTH SHORE SUPPORT STAFF ASSOCIATION, IEA-NEA  
AND  
THE BOARD OF EDUCATION  
OF NORTH SHORE SCHOOL DISTRICT NO. 112**

**WHEREAS**, the North Shore Support Staff Association, IEA-NEA (hereafter "NSSSA") and the Board of Education of North Shore School District No. 112, Lake County, Illinois (hereafter "Board"), have previously negotiated and agreed to the terms and conditions of a collective bargaining agreement effective for the 2013-2014, 2014-2015, 2015-2016, and 2016-2017 work years, including any prior written and signed amendments thereto (hereafter "Agreement"); and

**WHEREAS**, Section 10.1 of the Agreement provides that the Agreement may be "altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of these parties in a written and signed amendment;" and,

**WHEREAS**, the NSSSA and Board are desirous of making such amendment to the Agreement; and

**WHEREAS**, after good faith negotiations between the parties, the NSSSA and the Board have determined to extend the length of the Agreement one additional year (2017-2018) and revise additional terms and conditions of the Agreement between them as set forth below; and

**NOW, THEREFORE**, in consideration of the mutual promises and covenants contained in this Amendment and other good and valuable consideration, including the extension of the length of the Agreement for one (1) additional work year, the parties agree as follows:

1. **EXTENSION OF AGREEMENT TERM.** The duration of the Agreement set forth in Section 10.8 of the 2013-2017 Agreement shall be amended to extend its term one (1) year (2017-2018) by deleting the current language of this provision and inserting the following new language in its place:

**"10.8 DURATION**

This Agreement shall be effective the first day of the 2013-2014 work year and shall terminate at 11:59pm on the day preceding the first day of the 2018-2019 work year, except as may otherwise be provided by the express terms of this Agreement. "

2. **WORK YEAR REDUCTION.** The opening paragraph of Article V, “Working Conditions” of the Agreement shall be amended by deleting the current last sentence and inserting the following new sentence in its place:

“The right of the Board to reduce work days in a work year pursuant to this Article renews in full force and effect on the first day of the 2018-2019 work year.”

3. **FULL-TIME DEFINITIONS/BOOKKEEPER/SYSTEMS SPECIALIST.** Section 5.2.B of the Agreement shall be amended by adding the following new language:

“12. BOOKKEEPERS (Non-Confidential) – The full-time work schedule for a bookkeeper (non-confidential) shall consist of an eight (8) hour day and a forty (40) hour week.”

“13. SYSTEMS SPECIALIST – The full-time work schedule for the system specialist shall consist of an eight (8) hour day and a forty (40) hour week.”

4. **INSURANCE.** The first paragraph of Section 6.6 A of the Agreement shall be amended by deleting the current last sentence and inserting the following new last sentence in its place:

“Except that the HMO employee premium contribution will be \$0.00 for 2013-2014, \$75.00 for 2014-2015, and \$125.00 for each year thereafter.”

In addition, a new additional paragraph shall be added to Section 6.6A as follows:

“The Board and the Association agree that in the event of any state or federal imposed law that substantially impacts the cost of health insurance, either party shall be entitled to make a written demand to reopen the provisions of this Article for renegotiation. In the event such negotiation is opened, the parties also agree that all terms and conditions of this Agreement will be opened for negotiation, with the exception of length of Agreement and wage provisions. The parties expressly agree that Section 10.6 will be waived.”

5. **SALARY.** Section 6.9 shall be amended by deleting the current language and inserting the following new language in its place:

“Each employee who was employed by District 112 for the 2012-2013 year and who was reemployed in the same category of position by District 112 for the 2013-14 year shall receive an increase in his/her respective base hourly rate based on the Consumer Price Index (CPI). The percent increase shall not be less than 1.5% (floor) nor greater than 4.0% (ceiling) for the 2013-2014 and 2014-2015 work years. Effective with the beginning of the 2015-2016 work year, the percent increase shall not be less than 1.75% (floor) nor greater than 4.0% (ceiling) for the remaining years of the Agreement. The Consumer Price Index-All Urban Consumers (CPI-U) to be used in the formula above is the percentage increase in the Consumer Price Index required to be used to determine the School District’s tax levy extension under the Illinois Property Tax Extension Limitation Law (PTELL). This CPI percentage increase is the increase required by PTELL to be

applied to the School District's tax levy. All other employees shall be employed at an hourly rate no less than the minimum hourly rates indicated within the ranges below:

	<u>Category of Position</u>	<u>Hourly Range</u>
1.	**Paraprofessionals	14.93-16.58
2.	Administrative Assistants	19.72-22.11
3.	Accounts/Payroll Clerks	19.72-22.11
4.	Clerks	14.44-16.58
5.	Nurses	23.55-25.25
6.	Custodians	15.59-17.33
7.	Maintenance Workers	26.38-29.50
8.	Computer Technicians	26.38-29.50
9.	Interpreter	24.79-26.76
10.	Technology Specialists	20.00
11.	Speech Language ParaPro	22.95-24.95
12.	Database Manager	22.50
13.	Bookkeeper (Non-Confidential)	25.00-28.00
14.	Systems Specialist	29.50-32.50

The determination of minimum hourly rates within the ranges defined above shall be within the discretion of the Board, taking into consideration certification, qualifications, prior experience, prior job performance and special supplementary skills.

\* During the term of this Agreement, either party shall have the right to demand to reopen negotiations regarding minimum starting wage ranges due to fluctuating market conditions.

\*\* The pay rate for use of paraprofessionals as teacher substitutes may be found in Section 5.10.C of this Agreement.

A cap on salaries for position categories is set forth in the table following this paragraph. If an employee's hourly rate of pay meets or exceeds the cap, that employee's wage is frozen until such time as the employee's wage no longer meets or exceeds the cap. For an employee whose wages are frozen as a result of the cap, that employee will receive an annual \$300.00 non-recurring stipend. The cap for each position category will increase annually at the rate of one-half percent (.5%) of the Consumer Price Index increase, as defined above, commencing with the 2014-2015 contract year. However, any employee who currently earns more than the cap but will earn less than \$34.00 per hour will be grandfathered in this contract and receive the Consumer Price Index raises set forth in this article. The grandfathering provision expires June 30, 2018.

<u>Category of Position</u>	<u>Per Hour 2013-14 Wage Cap</u>
-----------------------------	----------------------------------

1. Paraprofessional	\$24.00
2. Administrative Assistants	\$28.50
3. Accounts/Payroll Clerks	\$28.50
4. Clerks	Inactive
5. Nurses	\$31.00
6. Custodians	\$25.00
7. Maintenance Workers	\$34.00
8. Computer Technicians	\$34.00
9. Interpreter	Inactive
10. Technology Specialists	\$28.00
11. Speech Language ParaPro	Inactive
12. Database Manager	\$33.00
13. Bookkeeper (Non-Confidential)	\$31.00
14. Systems Specialist	\$34.00

6. **CATEGORIES OF POSITION.** Section 7.3 shall be amended by deleting the current language and inserting the following new language in its place:

Employees shall be ranked by their seniority within the following categories of positions:

1. Paraprofessionals
2. Administrative Assistants
3. Registered Nurses
4. Accounts/Payroll Clerks (Non-Confidential)
5. Clerical Workers/Health Aides
6. Custodians/Day-Time
7. Maintenance Workers
8. Computer Technicians
9. Interpreter
10. Technology Specialists
11. Speech Language ParaPro
12. Database Manager
13. Bookkeeper (Non-Confidential)
14. Systems Specialist

Any employee who has worked in more than one category of position shall be ranked in each such category worked to the extent seniority has accrued in such category.

7. **RECOGNITION.** Section 1.1 shall be amended by deleting the current language and inserting the following new language in its place:

“The Board of Education of North Shore District #112, Lake County, Illinois, (hereinafter referred to as the “Employer” or the “Board”) recognizes the North Shore

Support Staff Association, IEA/NEA (hereinafter referred to as the "Association" or the "Union") as the sole and exclusive bargaining representative for all non-Illinois State Board of Education licensed employees and employees in positions requiring an Illinois State Board of Education license with stipulations for a paraprofessional educator as defined by the Illinois State Board of Education and exclusive of all Illinois State Board of Education licensed employees and all supervisors, managers and confidential employees as defined by the Illinois Educational Labor Relations Act (hereinafter "IELRA")."

8. **HISTORICAL UNIT POSITIONS/INCLUSIONS AND EXCLUSIONS.** Section 1.2 shall be amended by deleting the current language and inserting the following new language in its place:

In accordance with the parties' agreement regarding consent election procedures including the consent election agreement dated August 5, 1993, the Illinois Educational Labor Relations Board ("IELRB") approved voter eligibility, and the letter of exclusions dated August 5 1993, the parties acknowledge that the following position titles are included or excluded (as designated below) for purposes of historical reference:

**INCLUSION**

**EXCLUSION**

Paraprofessionals	All Certified Employees
Administrative Assistants	Director of Buildings and Grounds
Clerks	Assistant Business Manager
Nurses	Executive Assistant to the Superintendent
Health Aides	Administrative Admin. Assts.
Custodians	Insurance Claims Processor
Maintenance Workers	Admin. Asst. to Coordinator of Pupil Personnel Services
Payroll Clerks (non-confidential)	Payroll Clerk (Confidential)
Receptionists	Admin. Asst. to the Business Manager
Student Supervisory Positions	Tutors
Interpreter	Network Coordinator
Student Services Admin. Asst.	Director of Transportation
Computer Technician	Assistant to the Director of Transportation
Speech Language Parapro	Personnel/Technical Admin. Asst.
Technology Specialists	Business Office Insurance Admin. Asst.
Database Manager	Student Information Manager
Bookkeeper (Non-Confidential)	
Systems Specialist	

This provision of the Agreement does not preclude either party from seeking to include or exclude any positions (historical, present or future) provided such is accomplished in accordance with the IELRA.

The parties acknowledge that any decision by the Board of Education to rehire bus drivers

or sub-callers as District employees shall cause such rehires to regain their status as members of the bargaining unit.

- 9. **EFFECT OF AMENDMENT.** All other provisions of the 2013-2017 Employment Contract shall remain in effect without modification for the 2017-18 work year. This Amendment is subject to ratification by both the Association's membership and the Board of Education before it will take effect.

IN WITNESS WHEREOF, the parties have executed this Amendment this 10 day of February, 2016.

**NORTH SHORE SUPPORT STAFF ASSOCIATION, IEA-NEA**

**BOARD OF EDUCATION OF NORTH SHORE SCHOOL DISTRICT NO. 112, LAKE COUNTY, ILLINOIS**

By: Alyson Hester  
President

By: [Signature]  
President

Date: 1/25/2016

Date: 2/10/16

ATTEST:  
Michael Bragg  
Secretary

Date: 2-17-16