

AMENDMENT NO 2
TO 2022-2027 COLLECTIVE BARGAINING AGREEMENT

THIS AMENDMENT was made this 14 day of December 2022, between WINNETKA PUBLIC SCHOOLS DISTRICT 36, COOK COUNTY, ILLINOIS, hereinafter referred to as the "District", and the WINNETKA EDUCATION ASSOCIATION, hereinafter referred to as the "Association", collectively the "Parties".

WITNESSETH

WHEREAS, the Parties entered into a five-year collective bargaining agreement (the "2022-2027 CBA") during the 2021-2022 school year; and

WHEREAS, after finalizing and signing the 2022-2027 CBA, the Parties have reached a consensus to eliminate the twenty-eight (28) hours of planning time for non-certified staff and to define the non-certified staff work year as consisting of one hundred eighty (180) work days; and

WHEREAS, the Parties have agreed to amend the 2022-2027 CBA by revising the Memorandum of Understanding dated May 24, 2022, which is attached to said CBA .

NOW THEREFORE, in consideration of the mutual covenants and agreements herein contained, it is hereby agreed by and between the Parties hereto as follows:

1. **Incorporation of Recitals.** The recitals set forth above are incorporated into and made a part of this Agreement.
2. **Memorandum of Understanding, Planning Time:** The section titled, Certified Staff, shall not be revised. The section titled, Non-Certified Staff, shall be deleted in its entirety and shall be replaced with the following:

Non-Certified Staff

For the 2022-2023 school year, Associates shall work one hundred and seventy-seven (177) full work days which shall consist of all student attendance days along with two (2) August Institute Days. Associates shall have the ability to flexibly use twenty-eight (28) hours of time (equivalent to 1,260 minutes) for professional learning or planning with Certified Staff members. A schedule for use of the optional twenty-eight (28) hours shall not be pre-determined, but instead must be agreed upon by the Principal and the Associate. It is, however, important to note that all Associate pay is based on one hundred and eighty (180) work days as stated in each Associate's statement of compensation. For the 2022-2023 school year only, Associates shall have the following options with respect to working the twenty-eight (28) hours:

1. If an Associate works one hundred and seventy-seven (177) work days plus 22-28 hours for professional learning or planning with Certified Staff members and submits the Google Form document by June 2, 2023, verifying such hours, the Associate's

- final paycheck will be increased to include payment for 1 to 7 additional hours since the Associate will have worked in excess of one hundred and eighty (180) work days.
2. If an Associate works one hundred and seventy-seven (177) work days plus 21 hours for professional learning or planning with Certified Staff members and submits the Google Form document by June 2, 2023, verifying such hours, there will be no adjustments to the Associate's final paycheck since the Associate will have worked one hundred and eighty (180) work days.
 3. If an Associate works one hundred and seventy-seven (177) work days plus 0-20 hours for professional learning or planning with Certified Staff members and submits the Google Form document by June 2, 2023, verifying such hours, the Associate's final paycheck will be reduced to exclude payment for 0 to 20 hours since the Associate will not have worked one hundred and eighty (180) work days. If no Google Form document is submitted by June 2, 2023, the assumption will be that the Associate worked zero (0) additional hours; thus, there will be a deduction from the final paycheck equal to three (3) work days.

For the 2022-2023 school year, Associates may not exceed the maximum number of hours/minutes noted above in the school year. Examples of how this time may be fulfilled includes, but is not limited to, attending fall/winter in-service days, scheduled and pre-approved plan time with a Certified Staff member after school, or participating in committee work that is scheduled after school.

Commencing with the 2023-2024 school year, Associates may no longer work twenty-eight (28) hours of time (equivalent to 1,260 minutes) for professional learning or planning with Certified Staff members. Instead, Associates shall work one hundred and eighty (180) work days per school year which will include working the same days worked by teachers except that Associates will not be required to work the second day for each set of conferences in the Fall and Winter. Inservice training and/or professional development opportunities will be provided to Associates on the days that Certified Staff members are conducting conferences. On all other institute days, Associates will participate in District-wide professional development that will include trainings, professional development, articulations, and collaboration time. The work calendar will be provided to Associates in August of each school year.

IN WITNESS WHEREOF, the Parties have executed this Agreement by their duly authorized representatives on this 14 day of December, 2022.

WINNETKA EDUCATION ASSOCIATION

BY: Stacy Willman
Association President

**WINNETKA PUBLIC SCHOOLS
DISTRICT NO. 36,
COOK COUNTY, ILLINOIS**

BY: [Signature]
Superintendent