

AGREEMENT EXTENDING THE 2017-2021 CONTRACTUAL AGREEMENT

This Agreement between the Board of Education of Community High School District 94, DuPage County (“Board”), and the West Chicago High School Teachers Association, Inc. (“WCHSTA”) is effective July 1, 2021 and extends the terms of the 2017-2021 Contractual Agreement (the “Collective Bargaining Agreement” or “CBA”) for one (1) additional year (i.e., the period of July 1, 2021 through June 30, 2022). Except as modified by the following terms of this Agreement, all of the terms and provisions of the CBA shall remain in force as though fully set forth herein through June 30, 2022:

1. Amend **Article 6.B.1** as follows:

- a. For the 2021-22 school year, the base salary for the prior school year shall be increased by .50%.
- b. In relation to the paragraph regarding legislation that negatively impacts the tax levy – Add “2021” and “2021-22” so that the paragraph reads as follows:

Notwithstanding anything contained in this Agreement to the contrary, if the State enacts legislation that negatively impacts the District’s 2017, 2018, 2019, 2020, or 2021 tax levies, there will be no base salary increase for the 2018-19, 2019-20, 2020-21, or 2021-2022 school years. Step movements and lane changes will take place.

2. Amend **Article 6.F** to add the following:

A Member of the Bargaining Unit who has been rated “Unsatisfactory” and is placed on remediation pursuant to Article 10 (Member of the Bargaining Unit Evaluation) for the 2020-21 school year shall not receive the salary compensation outlined in Article 6 for the 2021-22 school year. If such Member of the Bargaining Unit is rated “Proficient” at the conclusion of the period of remediation and prior to the start of the 2022-23 school year, he/she shall be eligible to receive any Appendix A salary increase under this Article 6 negotiated for the 2022-23 school year. If such Member of the Bargaining Unit is rated “Excellent” at the conclusion of the period of remediation and prior to the start of the 2022-23 school year, he/she shall receive the salary compensation outlined in Article 6 for the 2020-21 school year and shall be eligible to receive any Appendix A salary increase under this Article 6 negotiated for the 2022-23 school year.

3. Amend **Article 8** to add the following hourly rates:

- a. Internal Substitution Rate - 2021-2022 - \$36.00 per period
- b. Curriculum Writing Rate - 2021-2022 - \$36.00 per period.
- c. Summer School Teaching Rate - 2021-2022 - \$42.00 per period

- d. Staff Development Teaching Rate - 2021-2022 - \$42.00 per period
4. The terms of **Article 17**, as modified by the parties' August 20, 2019 Memorandum of Understanding, are extended through June 30, 2022.
5. Amend the first paragraph of **Article 18.A.** as follows:

The parties agree the plan set forth in this Article 18, including but not limited to the TRS-creditable earnings increases described in Section A. and the insurance benefit described in Section B., will cease to exist and otherwise be null and void as of the last student attendance day of the 2021-22 school year. Provided, however, all Members of the Bargaining Unit who have elected to participate in this plan as of said date, and whose election has been approved, shall receive the benefits set forth in this plan, to the extent that they may be provided without obligating the Board to pay any new or additional employer contribution, charge, or penalty to the Illinois Teachers' Retirement System ("TRS") or any other State entity.

6. This Agreement has been duly approved by each of the parties and has been executed by authorized representatives of the WCHSTA and the Board.

BOARD OF EDUCATION OF COMMUNITY
HIGH SCHOOL DISTRICT 94, DUPAGE
COUNTY

BY: _____

President

Date: 10-20-2020

WEST CHICAGO HIGH SCHOOL
TEACHERS ASSOCIATION, INC.

BY: _____

President

Date: 10-16-20