

Des Plaines Community Consolidated School District 62
and
Des Plaines Educational Support Personnel Association, IEA-NEA

**MEMORANDUM OF UNDERSTANDING REGARDING EXTENDING THE 7/1/2021-6/30/2026
COLLECTIVE BARGAINING AGREEMENT**

Through the Amendment, the parties agree to extend the 7/1/2021-6/30/2026 Collective Bargaining Agreement ("Agreement") through June 30, 2028 with the following modifications:

1. Article XIV - Compensation and Fringe Benefits (Sections A, B, L, N, P)

A. Starting Compensation

1. No new non-paraeducator will be hired at an hourly rate that exceeds the highest hourly rate of a bargaining unit member with five (5) years experience within that same job classification.
2. The starting rates for DPESPA positions are set at the following:

	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
Paraeducator	\$17.00	\$18.00	\$18.54	\$19.10	\$19.67
10 month Health Clerk, LMC Assistant	\$17.00	\$18.00	\$18.54	\$19.10	\$19.67
11 month Admin Assistant	\$19.00	\$20.00	\$20.60	\$21.22	\$21.85
12 month Admin Assistant	\$21.50	\$22.50	\$23.18	\$23.87	\$24.59

*If a current employee changes job type and their starting salary is over the starting salary for their new job type, that employee will receive an increase equal to the differential between the starting salary of their current job type and the job type of their new position

Examples:

A 10-month Health Clerk making \$19.21 per hour accepts a position as a 11-month Admin Assistant. The starting salary for the Admin Assistant position is

\$19.00 per hour. The differential in starting salary is \$2 per hour, therefore the new salary for this person is \$21.21

A 10-month Health Clerk making \$17.50 per hour accepts a position as a 11-month Admin Assistant. The starting salary for the Admin Assistant position is \$19.00 per hour. Therefore the new salary for this person is \$19.00

*\$1 will be added to the starting salary for all new hires who have a Bachelors degree or at least 3 years of paraeducator experience for paraeducators

2023-2024 compensation adjustments are retroactive to July 1, 2023

B. Compensation Rate Increase and Adjustments

	2023-2024**	2024-2025***	2025-2026	2026-2027	2027-2028
Yearly Increases	See note below	\$1/hour <u>or</u> 4.5%	4.5%	4.5%	4.5%

** DPESPA Members employed during the 2022-2023 school year received a 4% increase on 7/1/2023 and will receive an additional \$1 per hour for 2023-2024. This applies only to DPESPA members who were working in the district prior to July 1, 2023. 2023-2024 compensation adjustments are retroactive to July 1, 2023.

Any DPESPA Members employed during the 2022-2023 school year making less than the current new starting salary (after adding the \$1 increase for SY23-24) will be adjusted upward to the new starting rate for 2023-2024.

*** In 2024-2025, DPESPA members will receive a 4.5% increase or \$1 per hour increase in pay, whichever is greater.

L - Early Retirement

4. Retirement Incentive Plan

a. Retirement benefit and limitation as defined below:

In lieu of the retirement benefit increase of 5.16% as outlined in section 8.13.2, the employee can elect to receive 35% of their base salary, excluding any fringe benefits or supplemental pay, in the final year of employment, paid in two monthly accounts

payable checks starting within 60 days of retirement and spanning three years.

b. Eligibility

- 1) In order to participate in the Voluntary Early Retirement Program, the employee shall have served satisfactorily for a minimum of ten (10) years immediately preceding their retirement.
- 2) The employee shall be eligible to collect an IMRF retirement pension upon leaving the district
- 3) The employee shall give written notice to the Superintendent of their desire to participate in the program by November 1st prior to the end of their full year of employment. The Board shall approve or disapprove participation and shall notify the applicant of its decision before December 1st. The employee must submit a letter of resignation by February 1 of the retirement year.

c. Notice

The employee shall give written notice using the form provided in Appendix D of the Agreement to the Superintendent of their desire to participate in the program by November 1st prior to the end of their full year of employment. The Board shall approve or disapprove participation and shall notify the applicant of its decision before December 1st. The employee must submit a letter of resignation by February 1 of the retirement year.

N - Personal Care Attendant

Para-educators who are assigned to the pre-school structured autism classrooms, pre-school instructional special education classrooms, preschool blended classrooms, special needs kindergarten classrooms and educational life skills classrooms shall be paid an annual stipend as noted in the chart below. This annual stipend shall also be paid to para-educators who are assigned to serve students in grades pre-school through eighth that have toileting and personal care needs identified in their Individualized Education Program (IEP), their 504 plan, or who have been otherwise identified by the District as needing daily personal care.

2023-2024	2024-2025	2025-2026	2026-2027	2027-2028
\$1,000	\$1,050	\$1,100	\$1,150	\$1,200

P. Para-Educator Mentor Program

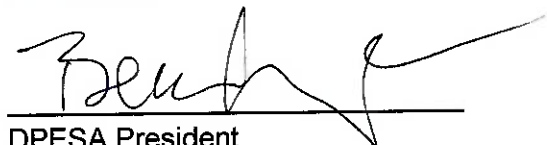
The District has established a para-educator mentor program. Mentors in this program shall be paid an extra-duty stipend for a required commitment of 60 hours. The rate is \$24 per hour unless there is a higher hourly non-instructional rate in the DPEA contract for performing the extra duty and then the non-instructional hourly rate shall be the rate stated in the DPEA contract. Refer to the extra duty list in the DPEA contract, located on the D62 website.

This Amendment shall become effective September 18, 2023 and continue in effect through June 30, 2028. All other provisions of the Agreement shall remain in full force and effect through June 30, 2028.

This Amendment is signed this 18th day of September 2023.


In Witness Whereof:

For the Des Plaines Education Association:

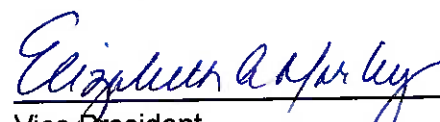


DPESA President
P

For the Board of Education District 62:



President



Vice President



Secretary