

TIA  
B.B

Amendments  
To the  
COLLECTIVE BARGAINING AGREEMENT

between the  
SCHOOL CITY OF EAST CHICAGO

and

LOCAL 73  
SERVICE EMPLOYEES INTERNATIONAL UNION  
on behalf of the Paraprofessional Unit

January 1, 2022 through December 31, 2024

**AMENDMENTS**

**1. Article VI, Section 6 – Donation of Sick Days**

Effective January 1, 2024, employees shall be allowed to donate sick days to fellow members of their collective bargaining unit if said employee has exhausted all sick, personal, and vacation leave time. Employees may only receive as many days as needed, for a maximum of five (5) donated days per fiscal year. A request for such a donation must be made through their Union. Completed forms will be submitted to the Director of Human Resources for review. A doctor's certificate must confirm the illness and be submitted with the donation form. The donated days have no value and cannot be bought or sold.

**2. Article V, Section 1, Paragraph C – Holiday Pay (Re-Lettering Remaining Paragraphs)**

Beginning January 1, 2024, Paraprofessionals shall be paid for the following holidays:

Martin Luther King Day

President's Day

Good Friday

Memorial Day

Juneteenth

Labor Day

Veteran's Day

Thanksgiving Day

Day after Thanksgiving

Christmas Eve

Christmas Day

New Year's Eve

New Year's Day

When students are in session on a holiday, employees will be given a different day off and will not be given holiday pay for working the day in questions.

**3. Article XII, Section 9 – Professional Development**

Effective January 1, 2024, the Superintendent or their designated representative has the authority to decide when mandatory CPI training will be offered to employees, and the District will cover the associated costs. Additionally, it is a requirement that all service employees undergo at least one training specific to their field, and the District will bear the expenses of this training. This training will be facilitated during the scheduled workday.

**4. Quarterly Attendance Bonus**

Employees with zero attendance call-offs during a given quarter will receive a one hundred dollar (\$100.00) bonus for that quarter.

**5. E-learning Days**

For the life of the contract, Paraprofessionals in the bargaining unit shall receive their hourly pay for all E-Learning days. Paraprofessionals are required to be in the building unless inclement weather.

**6. Para-Professionals Appreciation Week**

The week following spring break week will be deemed para-professionals appreciation week.

**MEMORANDUM OF UNDERSTANDING**

**Three Percent Raise and One-Time Stipend**

The Board of School Trustees of the School City of East Chicago and Local 73 of the Service Employees International Union, hereby agree that each Paraprofessional employee employed by the School City of East Chicago on January 1, 2024, shall receive a three percent (3%) wage increase based on his/her 2023-2024 school year base salary and a one-time stipend of seven hundred dollars (\$700.00). The one-time stipend shall be paid to the employee on the second pay date of 2024.

**TERM OF AGREEMENT**

The effective date for these amendments shall be January 1, 2024.

This Agreement shall be in full force and effect from January 1, 2024 through December 31, 2024.

This Agreement has been approved by:

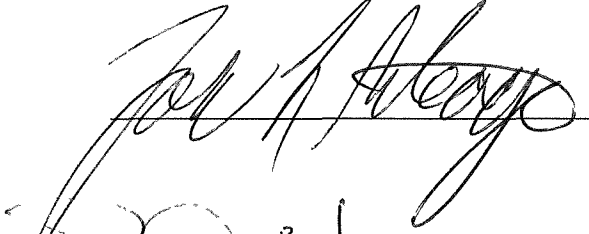
Local 73  
Service Employees International Union

\_\_\_\_\_  
President

Secretary  
\_\_\_\_\_  
Representative

5-28-24  
Date

Board of School Trustees  
of the School City of East Chicago

  
\_\_\_\_\_  
5-28-24  
Representative