

**AMENDMENT NO. 3**  
**TO 2022-2027 COLLECTIVE BARGAINING AGREEMENT**

**THIS AMENDMENT** was made this   19th   day of   November  , 2024, 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 are in the midterm of a five-year collective bargaining agreement (the “2022-2027 CBA”); and

**WHEREAS**, the Parties have agreed to amend the 2022-2027 CBA regarding the CW Team Leader Stipend; and

**WHEREAS**, the Parties have also agreed to amend the 2022-2027 CBA regarding the calculation of supplemental job stipends for employees participating in Part VIII, Retirement Benefits for Certified Staff, of the 2022-2027 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. **CW Team Leader Stipend.** Effective as of the 2024-2025 school year, the stipend for the CW Team Leader shall be \$4,982.22 (instead of \$4,981.50).
3. **Stipend Rate Increases for Employees Participating in the Certified Staff Salary Enhancement Retirement Plan.** In addition to the Certified Staff Stipend List contained on Appendix D of the 2022-2027 CBA, a separate list shall be established each year for employees entering into the Certified Staff Salary Enhancement Retirement Plan and such list will apply a 6% increase to each supplemental job on the list beginning with the individual employee’s first year of the five year retirement track for the purpose of establishing rates that offer the flexibility for said employee to change supplemental jobs without losing the compounding 6% increases. The list shall be provided to each individual employee entering the Certified Staff Salary Enhancement Retirement Plan. To receive the full 6% in total creditable earnings, an employee who is changing supplemental jobs must choose a job(s) that have an equal stipend(s) amount to the stipend(s) for the job(s) the employee will no longer be performing. The employee may not move to a job(s) that will cause the employee’s total TRS creditable earnings to exceed 6% over the prior year’s total creditable earnings. If the employee chooses a job(s) that has a stipend(s) that is/are lower than the job(s) the employee is no longer

performing, then the employee's earnings will be reduced by the difference in the rate(s) at issue. The benefits outlined above only apply to those having submitted for retirement

prior to February 1, 2026. For those submitting on February 1, 2026 or after, the compounding increase shall be set at 5.5% for each supplemental job. However, an employee may choose to take on additional work to earn their full 6% earning potential for supplemental work under TRS. The employee may not move to a job(s) that will cause the employee's total TRS creditable earnings to exceed 6% over the prior year's total creditable earnings.

**4. Complete Understanding.** This Amendment constitutes a complete understanding by the Parties as to the matters referenced herein and can only be modified by both Parties in writing.

**5. Effective Date.** Upon signature of the Parties, this Amendment shall be effective immediately and shall terminate on the termination date of the 2022-2027 CBA.

**6. Choice of Law.** This Amendment shall be governed by the laws of the State of Illinois.

IN WITNESS WHEREOF, the Parties have executed this Agreement by their duly authorized representatives on this 19th day of November, 2024.

WINNETKA EDUCATION ASSOCIATION

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

BY: Elizabeth Jelzeli

BY: [Signature]

Association President

Superintendent