BOARD APPROVED

MAY 1 3 2025

SCHOOL CITY OF EAST CHICAGO

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, 2025 through December 31, 2027

AMENDMENTS

1. **Retirement Benefits**

   According to the maintenance contract.

2. **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. Paraprofessionals shall submit a claim sheet at the end of the quarter.

3. **E-learning Days**

   For the life of the contract, Paraprofessionals in the bargaining unit shall receive their hourly pay for all E-Learning days, whether students are present or not.

4. **Para-Professionals Appreciation Week**

   The week following spring break will be para-professionals appreciation week. paraprofessionals will work with their principal on scheduling activities.

5. **Substitution Pay**

   Paraprofessionals will receive a stipend for ($100) when working a full day as a substitute When a paraprofessional works a half day as a substitute, that paraprofessional will receive a stipend of ($50).

6. **Emergency School Closing**

   If school(s) are closed due to an emergency, paraprofessionals will have the option of working the full day or leaving at the scheduled closing time designated by the school district

7. **Notice of Discipline**

   The employer must submit any discipline notice to employees and Union within five (5) days of the alleged infraction

MEMORANDUM OF UNDERSTANDING

Three Percent Raise and One-Time Stipend ($1100.00)

Paraprofessional employee(s) employed by the School City of East Chicago before signing of this contract, shall receive a three percent (3%) wage increase based on his/her 2024-2025 school year base salary and a one-time stipend of eleven hundred dollars ($1100.00).