

Memorandum of Agreement
Between The Board of Education of Coal City Community Unit School District #1
And
The Coal City Community Unit Education Association, IEA/NEA

Extension of 2023-2027 Collective Bargaining Agreement

The Board of Education of Coal City Community Unit School District #1 ("District") and the Coal City Community Unit Education Association, IEA/NEA ("Union") are presently parties to a 2023-2027 collective bargaining agreement that is set to expire at 11:59 p.m. on the day preceding the first employee workday of the 2027-2028 school term. The parties mutually desire, however, pursuant to this Memorandum of Agreement, to modify and extend their collective bargaining agreement as follows:

- 1) The District and Union agree to extend their current collective bargaining agreement for two (2) additional years, until 11:59 p.m. on the day preceding the first employee workday of the 2029-2030 school term.
- 2) All financial provisions of the parties' current agreement specifically pertaining to the 2025-2026 school year shall be replicated for the 2026-2027, 2027-2028, and 2028-2029 school years; provided, however:
 - a. For the 2026-2027 school year, returning teachers COLA increase shall be 5%, not 2.85% (as presently reflected in Appendix A of the parties' current agreement).
 - b. For the 2027-2028 school year, returning teachers COLA increase shall be 4%.
 - c. For the 2028-2029 school year, returning teachers COLA increase shall be 3%.
 - d. Article 13, Section 2 ("Retirement Incentives / Notice Requirement") shall be replaced and revised to state:

To participate in this retirement program, an eligible certified staff member must submit to the Superintendent an irrevocable notice of retirement by June 30 of the school year immediately before the school year in which the benefits set forth below begin to be provided to the certified staff member. The certified staff members irrevocable notice must state a retirement date at the end of a school year no later than June 30, 2034. This notice must be received by the Superintendent by June 30th of any year of this Agreement but no later than June 30, 2030. Participating certified staff members who elect to retire under the provisions of this program will receive only the benefits of this program and will not be entitled to receive any benefits under any retirement program negotiated in a successor bargaining agreement.

3) All language provisions of the parties' current agreement specifically pertaining to the 2025-2026 school year shall be replicated for the 2026-2027, 2027-2028, and 2028-2029 school years; provided, however:

a. Section 4.1 ("Personal Leave") shall be replaced and revised to state:

Personal leave shall consist of two (2) days per year. Personal leave may only be used for transacting personal or legal business of a pressing or inflexible nature that cannot be fulfilled at any other time than during normal school hours; these days are not to be used for vacation purposes.

1. Except in the case of emergencies, request for the use of personal leave shall be made to the human resources office VIA: the attendance software at least five (5) calendar days
2. Except in the case of emergencies, no more than ten (10) association members in the district combined may take personal leave on the same day.
3. If personal leave days are not taken, they shall be added to the accumulated sick days at the end of the year. If the certified staff member begins the year with two (2) accumulated personal leave days, the two (2) personal leave days afforded by the contract shall automatically become sick days at the beginning of that year.
4. For a personal leave request to be considered an emergency/special occasion, a request must be submitted in writing to the Superintendent or designee and be accompanied by an explanation of the request. Approval or denial of such is at the discretion of the Superintendent or designee and any approval or denial shall not be precedential regarding any other such request. Emergency/special occasions can include an immediate family event of significant importance (e.g. taking child to college for the first time; child's college graduation; child's wedding) that is scheduled outside of the certified staff member's control.

b. Section 4.2 ("Sick Leave") shall be replaced and revised to state:

Each full-time certified staff member shall be granted sick leave days per school year without loss of pay according to the sum of awards below:

Years of Service (YOS) Award:

0-5 YOS:	6 days
6-10 YOS:	7 days
11-15 YOS:	8 days
16-20 YOS:	9 days

21+ YOS: 10 days

Accumulated Award:

<75 days: 6 days

75-124 days: 7 days

125-174 days: 9 days

175-224 days: 10 days

225+ days: 11 days

If after 28 YOS a certified staff member has between 200 and 250 days accumulated due to the certified staff member having a board approved medical leave of 30 or more consecutive days during his/her tenure with the district, the certified staff member will be awarded 25 days per year until year 33 of service. This provision only applies to Tier I TRS staff.

All certified staff members will move to the new sick day language in this contract.

1. Sick leave shall accumulate to a maximum of 450 days.
2. Sick leave shall be interpreted to mean personal illness or injury, mental or behavioral health complications, quarantine at home or serious illness or death in the immediate family or household. The immediate family or household shall be interpreted to mean husband, wife, father, mother, son, daughter, sister, brother, and corresponding in-laws and steps from the preceding list. Additional immediate family includes grandchildren, grandparents, legal guardian, aunt, uncle, niece and nephew. A household can include anyone living on a permanent basis in the immediate household of the person employed.
3. Sick leave shall also be interpreted to mean birth, adoption, placement for adoption, and the acceptance of a child in need of foster care. Certified staff members are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth. Paid sick leave because of the birth of a child may be used absent medical certification for up to 30 working school days, which days may be used at any time within the 12-month period following the birth of the child. The use of up to 30 working school days of paid sick leave because of the birth of a child may not be diminished as a result of any intervening period of nonworking days or school not being in session, such as for summer, winter, or spring break or holidays, that may occur during the use of the paid sick leave. For paid sick leave for adoption, placement for adoption, or the acceptance of a child in need of foster care, the Board may require that the certified staff member provide evidence that the formal adoption process or the formal foster care process is underway, and such sick leave is limited to 30 days.

Paid sick leave for adoption, placement for adoption, or the acceptance of a child in need of foster care need not be used consecutively once the formal adoption process or the formal foster care process is underway, and such sick leave may be used for reasons related to the formal adoption process or the formal foster care process prior to taking custody of the child or accepting the child in need of foster care, in addition to using such sick leave upon taking custody of the child or accepting the child in need of foster care.

4. The Board shall maintain a complete accounting of each certified staff member's sick leave days and shall make this information available on each certified staff member's electronic paycheck stub.
5. Each school year the Board will grant excused paid absence up to three (3) days for Bereavement Leave. Any other days after the certified staff members use of the three (3) bereavement days, the certified staff member can use sick days. Per statute sick leave can be used for bereavement. Certified staff members will submit documentation electronically via shared form, within 2 school days of the certified staff members return to work.
6. Certified staff members will be required to submit to the Superintendent a certificate from a physician licensed in Illinois to practice medicine and surgery in all its branches, a mental health professional licensed in Illinois providing ongoing care or treatment to the teacher or employee, a chiropractic physician licensed under the Medical Practice Act of 1987, a licensed advanced practice registered nurse, a licensed physician assistant, or if the treatment is by prayer or spiritual means, a spiritual advisor or practitioner of the teacher's or employee's faith as a basis for pay during leave after an absence of 3 days for personal illness or as the school board may deem necessary in other cases. Section 24-6 of the Illinois School Code. The certificate needs to state the dates the employee is under physician's care, and that the employee is excused from work. Documentation will be submitted electronically using the district form within one (1) business day upon employee's return in the following circumstances:

- 3 consecutive days automatically require documentation

The district reserves the right to require documentation when there is a pattern of absences or there is reasonable cause to do so.

- c. A new Section 9.8 ("Class Size") shall be added to the parties' agreement as follows:

1. Every effort will be made to maintain the following class size limits:

Grade Level	Maximum
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K-4	25
5-8	28
9-12	30

If class sizes other than physical education, general music, library, art, and lab classes exceed the guidelines listed above, the Board of Education will attempt to remedy by either adding appropriate levels of support or an additional section.

In lab classes, including HS science labs, HS art, computer labs, FACS, and industrial arts every effort will be made to not exceed the designated lab stations or limit enrollment to 26 students per class.

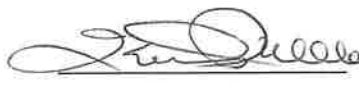
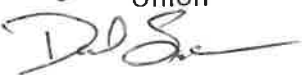
Special Classes---Physical Education

K-4	30
5-8	35
9-12	40

Special Classes-Art, General Music, Theatre Tech

K-4	30
5-8	30
9-12	30 (except for the lab classes listed above)

2. If class sizes exceed section 1 above, the Board of Education will attempt to remedy this by either adding an aide to the class or adding an additional section. If class sizes in special classes exceed 150% of the guidelines listed above, another certified staff member or aide will be added to that class, or an additional section will be added.
3. Each year in March, the superintendent, building administration (chosen by the superintendent), will meet with representatives of the Association (chosen by the association) to discuss class size and discuss any non-binding suggestions which the association might have with respect to balancing class sizes. The superintendent will summarize the suggestions and email them to the Board of Education and courtesy copy the committee members.
- 4) All other provisions of the parties' current agreement not inconsistent herewith, including all existing memoranda of agreement and understanding, shall remain in full force and effect until 11:59 p.m. on the day preceding the first employee workday of the 2029-2030 school term.

	<u>6/22/26</u>		<u>5/27/26</u>
Union	Date	District	Date
	<u>6/22/26</u>	5	

