

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**THE BOARD OF EDUCATION
OF
ROCKDALE SCHOOL DISTRICT NO. 84
ROCKDALE, ILLINOIS**

AND

**ROCKDALE DISTRICT 84
SUPPORT STAFF COUNCIL
AMERICAN FEDERATION OF TEACHERS
LOCAL 604, IFT-AFT, AFL-CIO**

2016-2017

2017-2018

2018-2019

TABLE OF CONTENTS

	<u>PAGE</u>
ARTICLE I - RECOGNITION	1
Section 1.1 - Recognition.....	1
Section 1.2 - Definition of "Employee"	1
Section 1.3 - Conflict Between Policy and Contract	1
ARTICLE II - UNION-BOARD RELATIONS	1
Section 2.1 - Union Right to Meet with Superintendent.....	1
Section 2.2 - Use of School Equipment and Facilities.....	1
Section 2.3 - Agreement Printing and Distribution	2
Section 2.4 - Management Rights.....	2
ARTICLE III - EMPLOYEE RIGHTS	3
Section 3.1 - Personnel Files.....	3
Section 3.2 - Vacancies.....	3
Section 3.3 - Notification of Dangerous Environment or Health Hazards	4
Section 3.4 - Employee Assignments	4
Section 3.5 - Extra-Curricular Posting.....	4
Section 3.6 - Job Descriptions	4
Section 3.7 - Seniority.....	4
Section 3.8 - Reduction-in-Force and Recall	5
Section 3.9 - Probationary Period, Discipline and Discharge.....	5
Section 3.10 - Right to Organize.....	6
ARTICLE IV - GRIEVANCE PROCEDURE	6
Section 4.1 - Definitions	6
Section 4.2 - Procedures	6
ARTICLE V - EVALUATION	8
ARTICLE VI - LEAVES, VACATIONS, AND HOLIDAYS	8
Section 6.1 - Sick Leave	8
Section 6.2 - Leave of Absence	9
Section 6.3 - Professional Leave.....	9
Section 6.4 - Personal Leave.....	10
ARTICLE VII - COMPENSATION, BENEFITS & RETIREMENT	10
Section 7.1 - Medical and Life Insurance Benefits.....	10

Section 7.2	- Attendance Bonus.....	11
Section 7.3	- Catastrophic Sick Day Donation Program.....	11
Section 7.4	- Payroll Procedures and Deductions.....	12
Section 7.5	- Overtime	13
Section 7.6	- Extra-Curricular Stipends.....	13
Section 7.7	- Starting Pay Rates and Annual Increases	13
Section 7.8	- Retiree Health Insurance Reimbursement.....	14
 ARTICLE VIII - EFFECT OF AGREEMENT AND DURATION		14
Section 8.1	- Maintenance and Amendment of Contract.....	14
Section 8.2	- Savings Provision	15
Section 8.3	- No Strike Provision	15
Section 8.4	- Waiver of Mid-Term Bargaining.....	15
 SIGNATURE PAGE.....		16
 APPENDIX A - HOURLY RATES.....		17

ARTICLE I RECOGNITION

1.1 Recognition

The Board of Education of Rockdale District 84, Will County, Illinois, hereinafter referred to as the "Board" hereby recognizes the Rockdale District 84 Support Staff Council of American Federation of Teachers, Local 604, IFT-AFT, AFL-CIO, hereinafter referred to as the "Union," as the sole and exclusive bargaining representative for all full and part-time Paraprofessionals and Cafeteria Personnel/Night Custodians. The following positions and/or categories are excluded from the bargaining unit: all supervisory, managerial and short-term employees as defined in the Act, and all other employees, including clerical employees, custodians/maintenance employees, nurse, technology director, and lunchroom employees.

1.2 Definition of "Employee"

When used hereinafter in this Agreement, the term "Employee" shall refer to a member of the educational support staff bargaining unit as described in Section 1.1 above, except as expressly stated otherwise.

1.3 Conflict Between Policy and Contract

In the event any policy, rule, or regulation of the Board conflicts with any provision of this Agreement, the provisions of this Agreement shall prevail.

ARTICLE II UNION-BOARD RELATIONS

2.1 Union Right to Meet with Superintendent

The Superintendent or designee shall meet at mutually agreeable times, during non-work hours, with representatives of the Union for Labor-Management meetings on a quarterly basis or as otherwise agreed upon. Additional meetings to discuss special circumstances may be held.

2.2 Use of School Equipment and Facilities

A. The Union shall have the reasonable use of photocopy machines, computers, telephones, and communication systems, including email and bulletin boards for the conduct of its business as long as there is no interference with the normal operation

of the school, does not occur during Employee work hours, and complies with the District's acceptable technology use policy.

- B. Upon request made to the Principal, and provided that it does not interfere with the educational program and there is sufficient space available, the Union shall be permitted the use of a school building room for the purpose of holding meetings during non-working hours. The Union shall promptly reimburse the District for any damage or other reasonable expense incurred by the District as a result of the meeting, including all janitorial services, utilities, or supplies related to the use.

2.3 Agreement Printing and Distribution

- A. The Agreement shall be reproduced by the Union as soon as possible after the date of ratification by both parties.
- B. The Board shall provide an electronic copy of the Agreement and post it on the District's website.

2.4 Management Rights

The Board retains and reserves the ultimate responsibility for proper management of the School District conferred upon and vested in it by the statutes and Constitution of the State of Illinois and the United States including but not limited to the responsibility for and the right:

- A. To maintain executive management and administration control of the school district and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.
- B. To hire all employees and subject to the provisions of the law to determine their qualifications and the conditions for their continued employment, or their dismissal, or demotion, their assignment, their training, and to promote and reassign all such employees.
- C. To determine the organized structure, number of personnel, type of personnel to be employed at any time in carrying out the district's mission and to determine the work schedules, the hours of work, including the requirement of overtime assignments, and the duties, responsibilities and assignments of employees with respect thereto.
- D. To plan, direct, control, and determine the operations or services to be conducted by the district including, but not limited to, the methods of services and the selection, change or elimination of equipment, materials or facilities.

The exercise of the foregoing powers, rights, authorities, duties and responsibilities by the Board, the adoption of policies, rules, regulations and practices in furtherance thereof, shall be limited by the specific and express terms of this Agreement.

ARTICLE III EMPLOYEE RIGHTS

3.1 Personnel Files

- A. Only one official file shall be kept for each Employee in the District. Such file shall be in the Central Administration Office and shall be available to the Employee except for confidential materials exempt by law, such as letter of reference and documents that disclose personal information about a person other than the Employee. (*Personnel Record Review Act*, Section 10)
- B. Each Employee shall have reasonable access to his/her file and may, with approval of the Superintendent or his/her designee, insert materials relevant to his/her service in the District or his/her qualifications in general.
- C. Employees shall have the right, at their expense, to have photocopies of any material, except the confidential material. Neither an Employee's complete file nor any of its contents shall be copied nor made known to any unauthorized person without his/her permission.
- D. No disciplinary material shall be placed in the file unless the Employee receives a copy of said material and notification that said material is being placed in the file. The Employee shall be asked to sign and date the material. The signature indicates that the Employee has read the materials; however, it does not imply agreement with its content. If the Employee refuses to sign and date the copy, a notation to that effect will be placed in the Employee's file with the material.
- E. The Employee shall have the right to attach dissenting materials to any item in his/her file.

3.2 Vacancies

If there are any vacancies that occur in the support staff positions, the position will be posted and communicated via phone, like Alert-Now, and email to all staff so that current staff members may apply. It will be the administration's responsibility to notify the membership of this vacancy within five (5) days of the official date of the vacancy. When a vacancy occurs, current staff members shall be given consideration in filling the position

provided the current staff member is qualified for the position and desire to fill the position. Interested, qualified staff will be granted an interview for the position.

3.3 Notification of Dangerous Environment or Health Hazards

The Superintendent shall notify any Employee promptly of any environmental or health risk which exists on district property in accordance with existing state and federal laws and regulations. These risks would include, but are not limited to, health conditions covered by the Will County Health Department's list of communicable and infectious diseases.

3.4 Employee Assignments

All Employees shall be advised of tentative assignments and hours for the upcoming year by August 1. Assignments may be changed by the Superintendent prior to or during the school year. If there are any such changes to the assignment, the Employee shall be notified of such as soon as practicable.

3.5 Extra-Curricular Posting

All extra-curricular openings for the upcoming school year will first be made available to all teaching staff employed by Rockdale Public School and then to Employees by way of communicating via phone, like Alert-Now, and email to all staff members and posting in the staff lounge for two (2) weeks prior to public posting of any kind. Employees will be reimbursed at the rate specified in the extra-curricular/clubs schedule in the teachers' contract. Extra-duty pay, commonly call chaperoning, will be paid at the rate specified in the extra-curricular/clubs schedule of the teachers' contract.

3.6 Job Descriptions

All Employees will be given an updated copy of their job descriptions upon ratification of this contract. All new employees will receive a copy of their job descriptions upon hiring. Any proposed changes to an Employee's job description will be discussed with the Union at a Labor Management Committee meeting before the job description is officially changed. The District retains it right to make the final decision regarding changes to job descriptions subject to its obligations under the IELRA.

3.7 Seniority

Seniority shall be defined as the length of consecutive service in the District within the respective category of bargaining unit position and shall accumulate from the date of original hire in that respective category. The original date of hire shall be deemed to be the first day worked in that category. In the event of any ties, in seniority, then the total duration of an Employee's continuous consecutive years of service in the district,

regardless of category of positions, shall be used to determine seniority ranking. If a tie still exists then total years of non-consecutive service in the district shall be used as the deciding seniority factor.

The district shall maintain a seniority list for all Employees, categorized by positions. Annually, but no later than January 20, the District shall post a seniority list for Employees and provide a copy to the Union President. Employees shall be afforded at least five (5) work days to submit corrections to the seniority list to the Superintendent or designee; no further correction to the list shall be made until the following year. Final copies of the seniority list shall be prepared by each February 1st for posting, with a copy provided to the Union.

3.8 Reduction-in-Force and Recall

Reduction-in-Force and Recall shall be in accordance with School Code of the State of Illinois, *105 ILCS 5/10-23.5*.

3.9 Probationary Period, Discipline and Discharge

New employees shall have a ninety (90) work day probationary period during which there will be at least one informal progress report to the employee regarding the new employees' performance. If any performance issues are communicated to the employee during the initial ninety (90) work day probationary period, the Board may extend the probationary period by an extra ninety (90) work days. The Board shall be the sole judge as to whether any probationary employee shall be retained or continued in employment. During an employee's probationary period the Board shall have the sole right to lay off, discipline or discharge an employee and the Board's exercise of such right shall not be subject to the grievance and arbitration procedure.

The Board agrees with the tenets of progressive and corrective discipline for non-probationary employees. Disciplinary action or measure may include, but not necessarily be limited to the following:

- Oral reprimand
- Written reprimand
- Corrective training
- Suspension without pay (notice to be given in writing)
- Discharge/Nonrenewal/Termination (notice to be given in writing.)

With the exception of an oral reprimand to which this paragraph shall not apply, prior to disciplinary action being taken against an Employee, the Administration shall meet with the Employee and inform him/her of the reasons for any contemplated disciplinary action. The Employee shall be given the opportunity to present the Employee's side of the incident and

to rebut any testimony. The Employee may have Union representation or any other representation as provided for in the Weingarten Rights.

3.10 Right to Organize

Employees shall have the right to organize, join and assist the Union, and to participate in professional negotiations with the Board. The Board shall not discriminate against any Employee with respect to hours, wages, terms and conditions of employment or reasons of his/her membership in the Union, participation in negotiations with the Board, or the institution of any grievance, complaint or proceeding under this Agreement. This provision is not subject to the grievance procedure.

ARTICLE IV GRIEVANCE PROCEDURE

4.1 Definitions

- A. Any claim by an Employee of the Union that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement shall constitute a grievance.
- B. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) working days before the close of the current school year, time limits shall consist of all work days.
- C. All grievances must be filed in writing within ten (10) workdays of the occurrence of the event giving rise to the grievance or within ten (10) workdays from the time the Union should have been aware of the occurrence of the event giving rise to the grievance.

4.2 Procedures

The parties hereto acknowledge that it is usually most desirable for an Employee and his/her immediately involved supervisor to resolve problems through free and informal communications. When requested by the Employee, a Union representative may accompany the Employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the Employee or the Union, a grievance may be processed as follows:

Step 1

The Employee or the Union may present the grievance in writing to the principal who will arrange for a meeting to take place within seven (7) days after receipt of the grievance. A

union representative, if desired by the Employee, and the principal shall be present for the meeting. Within seven (7) days of the meeting, the grievant shall be provided with the principal's written response, including the reason for the decision.

Step 2

If the grievance is not resolved satisfactorily at Step 1, then the grievant may refer the grievance to the Superintendent or his/her official designee within six (6) days after the receipt of the Step 1 answer. The Superintendent shall arrange with the grievant or the Union for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting, the Employee or the Union shall be provided with the Superintendent's written response, including the reason for the decision.

Step 3

Should the grievant not be satisfied with the disposition of the grievance at Step 2, the grievant may within ten (10) working days of receiving the decision appeal to the Board of Education. This appeal, directly to the secretary of the Board, will be in writing and will be accompanied by a copy of the complaint and the decision rendered at Step 2. The Board will meet on the matter at the regularly scheduled board meeting, providing the appeal is received by the Board Secretary at least forty-eight (48) hours before the regularly scheduled meeting of the Board. This meeting will consist of the Board, Superintendent, Complainant, and his/her Union representative, if desired. Within five (5) working days after the meeting, the Board will provide a written decision, with supporting reasons, to all parties involved.

Step 4

If the Union is not satisfied with the disposition of the grievance at Step 3, the Union and/or Board may submit the grievance to final and binding arbitration. If a request for arbitration is not filed within thirty (30) days of the date for the Step 4 answer, then the grievance shall be deemed withdrawn. Expenses for the Arbitrator's services shall be born equally by the Board and Union. The arbitration proceeding shall be conducted by an Arbitrator to be selected pursuant to the arbitrator selection process of the American Arbitration Association of 225 N. Michigan Ave., Suite 2527, Chicago, Illinois, 60601, ph. 312-616-6500.

His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the District and the Union, and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

- A. No Employee shall be required to discuss any grievance in the absence of a representative unless said Employee so desires.

- B. No reprisals of any kind shall be taken by the Board or the Union against an Employee because of his/her participation in this grievance procedure.
- C. All records dealing with this process of a grievance shall be filed separately from the personnel files of the participants.
- D. The time limits at the steps of this grievance procedure may be extended by written mutual agreement.
- E. A grievant may withdraw a grievance at any time without prejudice.

ARTICLE V EVALUATION

An Evaluation Committee will be established upon ratification of this Agreement with representatives from the District and the Union. The Committee will develop the procedures and tool for the annual evaluation of Employees. The parties agree that the substantive aspects of both the Evaluation Plan (including the criteria and standards) and an Employee's individual evaluation (including the evaluator's assessment, judgments and ratings) are not mandatory subjects of bargaining and are not grievable or arbitrable.

The original evaluation form should be signed by the Employee. The Employee's signature does not indicate concurrence, but merely that the Employee has seen the completed form. An Employee may file a signed statement on his/her behalf relating to any evaluation in his/her personnel file with which he/she does not concur. Such dissenting statements shall be attached to the original material.

ARTICLE VI LEAVES, VACATIONS AND HOLIDAYS

6.1 Sick Leave

Employees who work at least 600 hours per year shall be entitled to fifteen (15) days of paid sick leave per school year, which may accumulate to two hundred forty (240) days including the leave of the current year. Employees will receive sick leave pay equivalent to their regular workday. Sick leave may not be used in increments of less than one-half day.

Sick leave shall be interpreted to mean personal illness, quarantine at home, illness, or death in the immediate family or household. The immediate family for purposes of this section shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parent-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, and legal guardians. Sick leave is also available for use for birth, adoption or placement for adoption in accordance with School Code of the State of Illinois, 105 ILCS 5/24-6.

An Employee who is sick and/or disabled and thus physically unable to work as a consequence of his/her illness and/or disability, shall be entitled to utilize accumulated sick leave during such periods of illness or disability provided a doctor's certification is filed with the office. If any Employee shall have exhausted all accumulated sick leave, the Employee may request of the Board a leave of absence without pay for illness and disability.

6.2 Leave of Absence

A leave of absence without pay may be granted to an Employee who has been in the employment of the district for at least four (4) years for any absence the Board deems valid. The request for such leave shall be in writing at least sixty (60) days prior to the date of the leave requested and shall include such information as the reason for the request and the length of the leave desired. The Superintendent may waive the sixty (60) day notice requirement in instances of an emergency nature.

An Employee granted leave may be eligible to remain on the group health insurance plan provided the Employee pays the entire premium for the length of the leave. It will be the Employee's responsibility to make payments on the monthly premium due date in a timely fashion. Premium costs are payable directly to the school district. Failure to pay on time will result in a loss of coverage. Employees granted leave are subject to the conditions of the master contract with the district's insurance carrier and should familiarize themselves with all requirements for eligibility on the group's plan.

An Employee granted such leave shall not accrue seniority for the leave period.

6.3 Professional Leave

The Superintendent may grant as many days of professional leave to each Employee as he/she deems fit and proper. Professional leave days may be used for any professional purpose including but not limited to conferences or workshops related to the employee's job category. The Employee shall request the use of professional leave at least one (1) week in advance of use of the professional day.

6.4 Personal Leave

Employees who work at least thirty (30) hours per week on a regular ongoing basis during their work year shall be provided with three (3) personal days per year. All requests for personal leave must be submitted in writing to the principal on the approved form "Application for Personal Leave" except in emergency situations. All requests for personal leave must be submitted at least three (3) working days prior to the requested day. Each Employee may request up to three (3) personal days per year. No requests will be approved if the operation of the school will be adversely affected because of the lack of available substitute personnel. No reason need be given for personal day use unless such day is requested on an early release training day. Personal leave may not be used in increments of less than one-half day. No personal leave may be taken at the following times:

- during the first five (5) days of the school year
- at any time which would extend a school vacation period as scheduled in the school calendar
- at any time which would extend a holiday, as scheduled in the school calendar
- during the last five (5) days of the school year unless a child or spouse of the Employee may be graduating from a grade school, college or other advanced school. If this situation occurs, all efforts should be made by the Employee and the Principal to ensure that the Employee is absent no more than one (1) day.

The above constraints may be waived by the Superintendent. Unused personal days may be rolled over to the following year as sick leave days. In the event a request for personal leave is denied, the Employee will be notified in writing, with a specific reason for denial as far in advance as possible, but no later than the second to last working day prior to the requested personal day. The reason for denial shall be final and not subject to the grievance and arbitration procedure.

These three (3) personal days will be retroactive for the 2016-2017 school year for any employees who did not receive them in that school year.

ARTICLE VII COMPENSATION, BENEFITS & RETIREMENT

7.1 Medical and Life Insurance Benefits

Employees who work at least thirty (30) hours per week on a regular ongoing basis are eligible to participate in the Board's health and life insurance plan. The Board will pay for single eligible Employee medical and life insurance benefits at an 80/20 percent ratio. The Board will pay 80% of all costs and the Employee will pay 20% of all costs. The Board

will pay family coverage at a 77/23 percent ratio. These ratios will be in effect for the term of this contract.

7.2 Attendance Bonus

Employees with no used sick time (whole or partial days) will be given an incentive bonus of two hundred dollars (\$200) at the end of the school term (June 30). Sick days used due to death in the immediate family, *School Code 122-24-6* will not be recorded against the incentive bonus provision. This benefit will be retroactive for the 2016-2017 school year.

7.3 Catastrophic Sick Day Donation Program

The purpose of this program is to permit Employees who have a "catastrophic" condition as defined below to request donations of sick days from other Employees. Employees may donate no more than nine (9) total sick days in a year to others with a catastrophic condition, and may donate no more than three (3) days to a particular person in a year. This donation program serves as a way to bridge the gap from the point the Employee has exhausted all sick days and personal days to the point the Employee returns to work or is on disability leave or other leave approved by the Board or this collective bargaining agreement.

A. Eligibility to Receive Sick Days

This program is available to Employees who are eligible to receive sick leave days pursuant to Article 6.1 of this Agreement and who have exhausted all of their accumulated sick leave, used their personal days, and suffer from a personal illness, disability, or hospitalization of a "catastrophic" nature. Catastrophic refers to life-threatening, extraordinary, or chronically debilitating medical conditions and is not intended to include commonplace or ordinary medical conditions. Examples of catastrophic medical conditions include certain cancers and pregnancy/child-birth complications that are hazardous to the life of the mother and/or unborn child. In contrast, the flu, broken leg, and routine pregnancies are not considered catastrophic medical conditions. Generally, catastrophic medical conditions must be considered both long-term in nature and require long-term recuperation periods. A physician's statement certifying that the medical condition is life-threatening, extraordinary, or chronically debilitating must be submitted with the staff person's request to access this program. The Catastrophic Leave committee shall determine whether a staff person qualifies for this program.

B. Eligible to Donate Sick Days

All Employees are eligible to donate sick days under this program. Individuals can decide, within each of their own discretion, whether they would like to participate in

this program since it is purely voluntary. No person may donate more than three (3) sick days in a year to a person with a catastrophic condition and no more than nine (9) sick days in the aggregate in that same year to others with a catastrophic condition. Employees who elect to donate sick days will remain anonymous and will inform the Superintendent of their intentions to participate in the program. The recipient of the donated days shall not know the identity of those donating sick days; only the Superintendent and Bookkeeper will have knowledge of those staff members donating days for record-keeping purposes.

C. Procedure

An Employee wanting to receive sick days under this program must first make a written request that includes the physician's statement referenced in B to the Superintendent asking to solicit sick days from others. Within three (3) days of receiving the written request, the Superintendent shall convene the Catastrophic Leave Committee to determine whether the requesting person is eligible for this program. Within one (1) day of when the committee determines that the person is eligible, the Superintendent shall deliver a copy via email and via mailbox to the staff eligible to donate sick days. A staff person should respond to the request within ten (10) school days by contacting the Superintendent and executing any forms necessary to effectuate the transfer of the sick days.

The recipient of the sick days received in connection with this program must use said days during the school year in which the sick days were donated. Any unused sick days provided to a specific Employee will go into a "sick bank" which will be reserved for the next Employee approved to receive future catastrophic need. The "sick bank" must be exhausted before participating staff will be asked to donate days to any specific Employee for that particular fiscal year.

D. Catastrophic Leave Committee

The Catastrophic Leave Committee shall be made up of four (4) members, consisting of the Superintendent, the Union President and one designee by each. The decisions of the committee shall be final and are not subject to a grievance, arbitration or other review.

7.4 Payroll Procedures and Deductions

Employees shall be paid every other Friday.

The Board shall make payroll deduction as authorized by Employees to the following:

Rockdale District 84 Support Staff Council of American Federation of Teachers-Local 604, IFT-AFT, AFL-CIO.

7.5 Overtime

Any time worked outside an Employee's normally scheduled hours that was preapproved by the Superintendent or his/her designee will be recorded on time sheets. Employees will be paid their hourly rate for these additional hours.

7.6 Extra-Curricular Stipends

Any Employee who performs duties covered by the Extra-Duties Stipends schedule under the Rockdale Teachers Collective Bargaining Agreement will be compensated at the amounts set forth in such Schedule.

Commencing on July 1, 2017, any Employee who performs crossing guard duties will be compensated at \$22.00/day.

The three (3) paraprofessionals who performed crossing guard duties during the 2016-2017 school year and whose new paraprofessional work day for 2017-2018 will not allow them to continue such duties for the 2017-2018 school year and thereafter will receive a one-time \$650.00 transition stipend during the 2017-2018 school year to be paid on the first pay date in November 2017.

7.7 Starting Pay Rates and Annual Increases

A. Starting Pay Rates:

Cafeteria/Custodial:	\$11.50
Paraprofessional:	\$11.50

B. Annual Increases

1. 2016-2017: All employees hired prior to July 1, 2016, received annual increase on July 1, 2016, before the Union was certified by the IELRB and no additional increase was agreed upon during the negotiations of this Agreement.
2. 2017-2018: All employees hired prior to July 1, 2017 shall receive a 4.25% increase over their prior year' base pay rate. The new base hourly pay rates for each employee are set forth on **Appendix A**.
3. 2018-2019: Due to uncertainty regarding the future financial status of the District, the parties agree to reopen the Agreement relating exclusively to this Section 7.B.3

to negotiate the annual increase, if any, for 2018-2019. The parties agree to commence negotiations no later than May 1, 2018.

7.8 Retiree Health Insurance Reimbursement

The Board recognizes the service of those Employees who rendered creditable service to the District immediately preceding retirement and are eligible to receive pension benefits through the Illinois Municipal Retirement Fund (IMRF).

A. Eligibility:

1. Immediately preceding retirement from District 84, the Employee must have rendered at least fifteen (15) years of credible service to Rockdale School District 84 in a position that is eligible to receive health insurance benefits from District 84.
2. Must be eligible to receive pension benefits through IMRF as of the date of retirement with District 84.
3. Must submit an irrevocable retirement notice to District 84 no later than January 1, 2019.
4. Retirement from District 84 must occur at the end of a school term.

B. Benefit:

The Board shall reimburse an eligible Employee up to 80% of the District's single health insurance premium for three (3) years after retirement for the District.

ARTICLE VIII EFFECT OF AGREEMENT AND DURATION

8.1 Maintenance and Amendment of Contract

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in a written amendment executed according to the provisions of the Agreement.

8.2 Savings Provision

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, or Congress or the Illinois legislature enacts a law in conflict with any article, section, or clause of this Agreement, said article, section, or clause, as the case may be, shall automatically be deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section, or clause.

8.3 No Strike Provision

The Union, its members, and members of the bargaining unit agree not to strike, engage in any work stoppage, or picket, any of which of the foregoing in any manner would tend to disrupt the operation of any school in the district or its administrative offices, during the term of this Agreement.

8.4 Waiver of Mid-Term Bargaining

The parties acknowledge that, during the negotiations which resulted in this Agreement and its appendices, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law or by specific agreement of the parties from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right are set forth in this Agreement. Therefore, the Board and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice, or custom to negotiate any further agreements effective for or during the term of this Agreement.

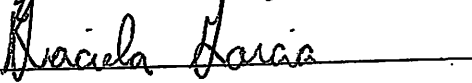
SIGNATURE PAGE

This Agreement shall be in effect from July 1, 2016, through June 30, 2019.

IN WITNESS THEREOF:

For the
Rockdale District 84 Support Staff Council of American Federation of Teachers,
Local 604, IFT-AFT, AFL-CIO

President: 

Secretary: 

Date: 9-1-17

For the
Board of Education of Rockdale School
District No. 84, Rockdale, IL

President: 

Secretary: 

Date: 8-24-17

APPENDIX A

Cafeteria/Custodial:

Agredano, Enriquita:	\$14.48/hour
Garcia, Graciella:	\$14.61/hour
Hernandez, Elvia:	\$14.48/hour
Pizano, Maria	\$12.47/hour

Paraprofessionals:

Aguirre, Jessica:	\$13.10/hour
Breen, Rachel:	\$15.57/hour
Doszak, Jean:	\$19.48/hour
Mahoney, Michelle:	\$17.97/hour
Reyes, Kathy:	\$17.91/hour