

**AMENDMENT AND EXTENSION
OF
COLLECTIVE BARGAINING AGREEMENT
BETWEEN**

**THE BOARD OF EDUCATION OF
OAK LAWN – HOMETOWN
SCHOOL DISTRICT 123**

AND

DISTRICT 123 TEACHERS' COUNCIL

FOR THE

**SOUTHWEST SUBURBAN FEDERATION OF
TEACHERS, IFT-AFT LOCAL 943**

2020 – 2021

AMENDMENT AND EXTENSION OF COLLECTIVE BARGAINING AGREEMENT 2020-2021

This Amendment and Extension of the Collective Bargaining Agreement 2020-2021 (hereinafter the "AECBA") is entered into between the Board of Education of Oak Lawn – Hometown School District 123 (hereinafter "the Board") and the District 123 Teachers' Council for the Southwest Suburban Federation of Teachers, IFT-AFT Local 943 (hereinafter "the Union") to amend and extend the current Collective Bargaining Agreement for years 2017-2018, 2018-2019, and 2019-2020 (hereinafter "the CBA"). The Board and Association agree as follows:

1. The CBA is hereby amended and extended through the 2020-2021 school year. It is agreed that all terms and conditions of the current CBA shall be extended through the 2020-2021 school year except as provided herein.
2. **Article IV. Salary and Fringe Benefits, Section 5.** Health Insurance is amended as follows:

A. Coverage

For all full-time employees, the Board will pay the cost of the annual premiums up to the following amounts towards the employee's choice of coverage:

	2020-2021
HMO Single	All
HMO Employee + 1	\$ 13,875.00
HMO Family	\$ 20,400.00
PPO Single	All
PPO Employee + 1	\$ 14,900.00
PPO Family	\$ 21,750.00

3. **Article IV. Salary and Fringe Benefits, Section 10. Salary**

- A. The salary schedule pertaining to the 2020-2021 school year is attached to this AECBA as Appendix A. Teachers will move one (1) step from their placement on the 2019-2020 salary schedule, except for those teachers who have topped out in the BA and BA+15 lanes.

4. **Article IV. Salary and Fringe Benefits, Section 13. Retirement Program** is amended as follows (in red):

- A. To be eligible to participate in the District 123 Retirement Program, an employee must meet the following criteria:
1. Must apply and be eligible for a retirement annuity within six (6) months of the last day of teaching for which retirement contributions were required (per P.A. 94-0004, amendments thereto, or TRS rules);
 2. Must have completed at least fifteen (15) years of full-time employment as a teacher in District 123, including final year;
 3. Must meet all eligibility requirements for the receipt of a retirement annuity under the Illinois Teachers' Retirement System ("TRS") and;
 4. Within the life of this contract, must submit in writing an irrevocable statement of intent to retire to the Superintendent by May 1st prior to the school year in which benefits are to begin. Such irrevocable statement of intent to retire may be submitted by June 1, 2020 if submitted during the 2019-2020 school year.
 5. Must retire by June 30, 2025.

5. Article VII. Union and Board Rights and Responsibilities, Section 12. Duration

- A. This Agreement shall be effective on July 1, 2020 and shall remain in full force and effect until August 15, 2021. It shall be renewed automatically from year to year thereafter unless either party shall notify the other in writing no later than January 14, 2021 that it desires to modify, change, amend or terminate this Agreement.
- B. In the event of such notice to modify, change, amend or terminate this Agreement, negotiations shall begin no later than February 15, 2021 or until such further date as the parties may jointly agree.

Dated this 26th day of May, 2020.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives.

For the Board of Education
School District No. 123

For the District 123 Teachers' Council
for the Southwest Suburban Federation
of Teachers, IFT-AFT, Local 943

DocuSigned by:
Brian Nichols
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President

DocuSigned by:
S. M. La
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Secretary

Deanne Bell

Alvin

Appendix: 2020-2021 Salary Schedule

Salaries include TRS Contribution - All Licensed Staff except PT,OT,BCBA

STEP	BA	BA+15	MA	MA+15	MA+30	MA+45
0	\$45,466	\$48,876	\$54,008	\$56,579	\$59,153	\$62,578
1	\$46,141	\$49,602	\$54,810	\$57,419	\$60,032	\$63,508
2	\$46,827	\$50,339	\$55,624	\$58,272	\$60,923	\$64,451
3	\$48,218	\$51,834	\$57,276	\$60,003	\$62,733	\$66,365
4	\$48,934	\$52,604	\$58,127	\$60,894	\$63,665	\$67,351
5	\$49,912	\$53,656	\$59,290	\$62,112	\$64,938	\$68,698
6	\$50,911	\$54,729	\$60,475	\$63,354	\$66,237	\$70,072
7	\$51,929	\$55,823	\$61,685	\$64,621	\$67,561	\$71,473
8	\$52,448	\$56,382	\$62,302	\$65,267	\$68,237	\$72,188
9	\$53,913	\$57,847	\$63,767	\$66,732	\$69,702	\$73,653
10	\$55,378	\$59,311	\$65,231	\$68,197	\$71,167	\$75,118
11		\$60,776	\$66,696	\$69,662	\$72,632	\$76,582
12		\$62,241	\$68,161	\$71,127	\$74,096	\$78,047
13		\$63,706	\$69,626	\$72,592	\$75,561	\$79,512
14		\$65,171	\$71,091	\$74,056	\$77,026	\$80,977
15		\$66,636	\$72,556	\$75,521	\$78,491	\$82,442
16			\$74,020	\$76,986	\$79,956	\$83,907
17			\$75,485	\$78,451	\$81,420	\$85,371
18			\$76,950	\$79,916	\$82,885	\$86,836
19			\$78,415	\$81,380	\$84,350	\$88,301
20			\$79,880	\$82,845	\$85,815	\$89,766
21			\$81,345	\$84,310	\$87,280	\$91,231
22			\$82,809	\$85,775	\$88,745	\$92,696
23			\$84,274	\$87,240	\$90,209	\$94,160
24			\$85,739	\$88,705	\$91,674	\$95,625
25			\$87,204	\$90,169	\$93,139	\$97,090
26			\$88,669	\$91,634	\$94,604	\$98,555
27			\$90,134	\$93,099	\$96,069	\$100,020
28			\$91,598	\$94,564	\$97,534	\$101,485
29			\$93,063	\$96,029	\$98,998	\$102,949
30			\$94,528	\$97,494	\$100,463	\$104,414
31			\$95,993	\$98,958	\$101,928	\$105,879
32			\$97,458	\$100,423	\$103,393	\$107,344
33			\$98,923	\$101,888	\$104,858	\$108,809
34			\$100,387	\$103,353	\$106,323	\$110,274

Those individuals who are frozen on the last step of any column will receive a 1% increase over prior year salary.

Appendix: 2020-2021 Salary Schedule
Salaries include IMRF Contribution - PT,OT & BCBA Only

STEP	BA	BA+15	MA	MA+15	MA+30	MA+45
0	\$43,133	\$46,368	\$51,237	\$53,675	\$56,119	\$59,368
1	\$43,774	\$47,057	\$51,998	\$54,473	\$56,952	\$60,250
2	\$44,425	\$47,756	\$52,770	\$55,282	\$57,798	\$61,144
3	\$45,744	\$49,174	\$54,337	\$56,924	\$59,515	\$62,960
4	\$46,423	\$49,904	\$55,145	\$57,769	\$60,398	\$63,895
5	\$47,351	\$50,903	\$56,248	\$58,925	\$61,606	\$65,173
6	\$48,298	\$51,920	\$57,372	\$60,103	\$62,838	\$66,476
7	\$49,265	\$52,960	\$58,520	\$61,305	\$64,095	\$67,806
8	\$49,757	\$53,489	\$59,106	\$61,918	\$64,736	\$68,484
9	\$51,146	\$54,879	\$60,494	\$63,308	\$66,126	\$69,873
10	\$52,536	\$56,268	\$61,884	\$64,698	\$67,515	\$71,263
11		\$57,658	\$63,274	\$66,088	\$68,905	\$72,653
12		\$59,047	\$64,664	\$67,477	\$70,295	\$74,043
13		\$60,437	\$66,053	\$68,867	\$71,684	\$75,433
14		\$61,827	\$67,443	\$70,257	\$73,074	\$76,822
15		\$63,217	\$68,833	\$71,646	\$74,463	\$78,212
16			\$70,223	\$73,036	\$75,853	\$79,602
17			\$71,613	\$74,425	\$77,243	\$80,991
18			\$73,002	\$75,815	\$78,633	\$82,380
19			\$74,391	\$77,205	\$80,022	\$83,770
20			\$75,781	\$78,595	\$81,412	\$85,160
21			\$77,171	\$79,984	\$82,802	\$86,550
22			\$78,560	\$81,374	\$84,191	\$87,940
23			\$79,950	\$82,764	\$85,581	\$89,329
24			\$81,340	\$84,154	\$86,970	\$90,719
25			\$82,730	\$85,543	\$88,360	\$92,109
26			\$84,120	\$86,932	\$89,750	\$93,498
27			\$85,509	\$88,322	\$91,140	\$94,887
28			\$86,898	\$89,712	\$92,529	\$96,277
29			\$88,288	\$91,102	\$93,919	\$97,667
30			\$89,678	\$92,491	\$95,309	\$99,057
31			\$91,067	\$93,881	\$96,699	\$100,447
32			\$92,457	\$95,271	\$98,088	\$101,836
33			\$93,847	\$96,661	\$99,477	\$103,226
34			\$95,237	\$98,050	\$100,867	\$104,616

Those individuals who are frozen on the last step of any column will receive a 1% increase over prior year salary.