

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

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

AND

**THE OAK LAWN-HOMETOWN SCHOOL DISTRICT 123
SUPPORT STAFF COUNCIL #123**

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 Oak Lawn-Hometown School Support Staff Council #123 of Local 943, Illinois Federation of Teachers, 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, Wages, and Benefits, Section 1. Salary and Wages** is amended as follows:

C. Health Insurance

1. Coverage

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

Maintenance/Custodial Employees

| | 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 |

All Other Full Time Non-Certified Bargaining Unit Employees

| | 2020-2021 |
|------------------|--------------|
| HMO Single | All |
| HMO Employee + 1 | \$ 5,875.00 |
| HMO Family | \$ 10,125.00 |
| PPO Single | All |
| PPO Employee + 1 | \$ 6,825.00 |
| PPO Family | \$ 10,425.00 |

3. Article IV. Salary, Wages, and Benefits, Section 11. Wage Schedule

A. Employees currently on staff shall be compensated as follows:

Employees in each category will receive the percentage salary increase shown for each year below:

| | 2020-2021 |
|-----------------------------|-----------|
| Maintenance Staff | 4% |
| Maintenance Aide | 18% |
| Receptionist & Office Aides | 4% |
| Teaching Aides | 18% |
| Instructional Aides | 9% |
| Building Secretary | 4% |
| All Other Staff | 4% |

4. Appendix A – Starting Salaries shall be as shown below:

| Starting Salaries - Hourly | FY21 |
|--|-----------------------------|
| Instructional Aides | \$15.50 |
| Teacher Aides | \$13.50 |
| Building Secretary | \$14.47 |
| Office Aides/Receptionists | Cook County Minimum Wage |
| CNA | \$16.98 |
| Computer Technician Without COMPTIA A+ Certification | \$26.69 |
| Computer Technician With COMPTIA A+ Certification | \$31.14 |
| Starting Salaries - Annual | |
| Custodian | \$35,916.53 |
| Maintenance | \$37,524.74 |
| Maintenance Aide (Hourly) | \$13.50 |

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

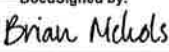
- A. This Agreement shall be effective on July 1, 2020 and shall remain in full force and effect until August 15, 2021. It shall be renewed automatically from year to year thereafter unless either party shall notify the other in writing no later than January 14, 2021 that it desires to modify, change, 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.

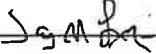
For the Board of Education
School District No. 123

For the District 123 Support Staff Council
IFT-AFT, Local 943

DocuSigned by:


President 4619AD365A5F484...



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Secretary 6F247220BD804CC...