

Pembroke School District #259

## **Collective Bargaining Agreement**

The Board of Education and the Support Staff

Pembroke Council, Local #604, IFT-AFT

2025-2027

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**Working Agreement Between  
The Board of Education  
Pembroke Community Consolidated School District #259  
and  
The Support Staff  
Pembroke Council, Local #604, IFT-AFT**

**ARTICLE I  
RECOGNITION**

**1.1. Recognition**

The Board of Education, Pembroke Community Consolidated School District #259, Hopkins Park, Illinois, hereinafter referred to as the Board, recognizes the Support Staff of the Pembroke Council, Local #604, IFT-AFT, AFL-CIO, hereinafter referred to as the Union, as the exclusive bargaining agent for all full-time cafeteria staff, custodians, paraprofessionals, and secretaries, excluding the Superintendent's secretary, the Business Manager/Bookkeeper, District Director of Facilities, Director of Food Services, Director of Early Childhood Programs and Parent Coordinator, and Director of Transportation.

**1.2. Terms of Agreement**

The Board and the Union agree that the terms and conditions of this Agreement may be modified only through written mutual agreement of the parties.

## **ARTICLE II**

### **UNION AND MEMBER RIGHTS**

#### **2.1. Information**

The Union president will be furnished with one (1) copy of the Scattergram with insurance coverage references as of January 20 of each year.

#### **2.2. Union's Rights to Information**

- (a) The Union may request to be placed on the agenda of the monthly School Improvement meeting at the discretion of the Principal.
- (b) The Union President shall have access to all School Board Meeting agendas, minutes, financial reports, and policies through the public domain of Board Docs.

#### **2.3. Use of School Equipment**

The Union shall have the use of school facilities, including the internet, for conducting its business on the third Thursday of each month at 3:30p.m. during the course of the regular school year. The Union shall be provided with a bulletin board in the teachers' lounge to display information pertaining to Union activities and business. No person except a Union designee shall add or remove material from the Union's bulletin board. In addition, the Union officers shall have the right to use district equipment in the Principal's office, such as telephones, faxes, copy machines, mail boxes (standard and electronic), audio-visual equipment etc. when not otherwise in use for the express purpose of conducting union and/or school district business as long as there is no disruption to an employee's work duties.

#### **2.4 Union Release Time**

The Union President or designee shall have three (3) days released time each year without the loss of pay to attend conventions, meetings, or workshops. The Union will reimburse the Board for the cost of a substitute, if exceeding such three(3) days.

#### **2.5. Dues Check-Off**

- (a) Dues Authorization

The Board will make Union Dues payroll deductions upon written request by the employee on the form provided by the Union. This form will be provided to the Board by the Union. The Board shall honor employees' individually authorized deduction forms and shall make such deductions in the amount certified by the Union for dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the Union. In the event that an employee revokes his or her dues in accordance with the terms in which he or she authorized the dues deduction, the Union will notify the employer after the close of the revocation window. This request must be made at least ten (10) calendar days prior to the first deduction.

The District agrees to remit these dues and/or fees to the Union twice each month that dues/fees are deducted. A list of all employees within the bargaining unit and any deductions that have been made and the amount of each deduction shall accompany each remission. Any changes in personnel from the list previously furnished shall be submitted to the Union within ten (10) working days.

(b) **Indemnify and Hold Harmless**

The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished by the Union under any such provisions.

**2.6. Copies of the Agreement**

Each employee shall be provided with a copy of this Agreement. Each new employee covered by this Agreement shall receive a copy of this Agreement upon being hired. The cost of printing this Agreement shall be borne equally by the parties.

**2.7. Fair Practices**

In the application of the terms and conditions of this Agreement, neither the Board nor the Union shall discriminate against any employee on the basis of race, creed, color, national origin, gender, or membership in or association with the Pembroke Council of AFT Local #604, IFT-AFT, AFL-CJO, or any other professional organization.

## **ARTICLE III WORKING CONDITIONS**

### **3.1. School Year**

The school year for support staff is set by position. Twelve-month employees include Secretaries in the Main Office and Custodians. Cooks and Paraprofessionals will work the same calendar as prescribed for all Certified Staff.

### **3.2. Workday**

All employees covered by this contract will work an eight-hour day with a thirty-minute lunch and two, fifteen-minute breaks.

### **3.3. Seniority**

Seniority is defined as the length of full-time, continuous service with Pembroke School District #259.

### **3.4. Reduction in Force**

In the event that the Board determines to decrease the number of employees or to discontinue a particular service provided by bargaining unit members, honorable dismissals will be made in accordance to law.

All support personnel are numbered by placement on the seniority listing within the categories of Secretaries, Paraprofessionals, Custodians, and Cafeteria Staff established by the Board of Education. If two or more support staff are in a tie, the tie is broken in the following order of priority: a) first day of service to the District; b) lottery.

### **3.5. Recall Rights**

Employees shall be entitled to recall based on state law.

Notice of recall shall be sent by certified mail to the employee's address which is on file with the District office and shall state the time and date on which the employee is to return to work. The employee has seven (7) work days from the receipt of notice to report his/her intent to return to work. The Board shall notify employees of any recall prior to posting a vacancy of such position. It is the employee's responsibility to keep his/her address up-to-date in the district office.

An employee who fails to respond timely to a proper notice of vacancy shall be deemed to have waived his/her right to recall.

### **3.6. Posting of Vacancies**

Notices for all new or vacant positions for support staff employees shall be posted in the

school and on the website as they become known or available. Employees will also receive an email of new or vacant positions for support staff.

- a) Positions will be held open for at least five (5) school days.
- b) Notification of all existing vacancies/positions will be sent to the Union President at the time the vacancies are posted.
- c) Notification of all existing vacancies/positions that occur over the summer will be sent through the District's email to each Employee or to those who have filed a stamped, self-addressed envelope with the Superintendent's Office for the express purpose of receiving notification of specific vacancies/positions.
- d) All District Employees who have filled out an application shall be entitled to a response provided they are qualified and certified for the vacancy/position.

### **3.7. Court Proceedings**

Any employee who shall be required to be absent from duties because of court proceedings or related investigations growing out of a suit against such employee or the district arising from performance of official duties shall not suffer any loss of salary or sick days because of injury, court, etc.

### **3.8 Job Descriptions**

Current job descriptions, as well as revisions to the job descriptions, will be available, upon request, in the Office of the Superintendent.

### **3.9 Personnel Files**

There shall be only one (1) file kept for each employee. Before any reports, other than credentials and letters of reference, are placed in the file, the employee shall be given the opportunity to read and initial such papers. In any case, where an employee disagrees with any such report, the employee may submit a written statement of specific objection and reason therefore. The employee's specific objection shall be filed in the folder along with the report in question.

### **3.10 Discipline and Discharge**

Where appropriate, progressive discipline will be used. An employee shall be entitled to the presence of a union representative at an investigatory review if he/she requests one and if the employee has reasonable grounds to believe that the interview may be used to support disciplinary action against him/her.

### **3.11 Professional Dress**

Employees of Pembroke District 259 shall dress in a manner that does not distract from the educational environment. Flip Flops, of the rubber sole design, are not considered professional attire. \*Physical education professional educators may dress in active wear that is professional for their activities.

### **3.12 Swipe In/Swipe Out**

All employees will be required to swipe in and out from work each day. There will be multiple access points (kiosks) throughout the District for employees

to annotate their beginning and ending time of work, as well as breaks that would cause an interruption to the employee's normal daily schedule. Each employee will have a work schedule assigned to them. The Swipe In/Swipe Out system will only annotate that the employee was present for work and on-time for the assigned day. Any and all over-time must be pre-approved by Administration in order to receive compensation.

## **ARTICLE IV GRIEVANCE PROCEDURE**

### **4.1. Definition**

A grievance is a claim by the union, an employee, or group of employees involving an alleged violation, misinterpretation, or misapplication of the terms of this Agreement.

### **4.2. General Provisions**

All time limits shall consist of school days, except that during the summer when school is not in session, time limits shall consist of all weekends.

Nothing contained herein shall be construed as limiting the rights of any employee having a grievance to discuss the matter informally with his/her supervisor and having the grievance adjusted, provided the adjustment is not inconsistent with the terms of the Agreement.

At the informal level, the Union President shall be notified in writing concerning the adjustment of the grievance.

Failure of an employee or Union to act on any grievance within the prescribed time limits will bar any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits shall be extended by mutual consent.

Any investigation, handling, or processing of any grievance by the grievant and administration shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.

Step A of the grievance procedure may be bypassed and the grievance brought directly to Step B if mutually agreed upon by the employee and the Superintendent.

Class grievances involving one or more employee or one or more supervisors and grievances involving an Administrator above the building level may be initially filed by the Union at Step B.

Employees shall have the rights to be represented by a Union representative or other representative of the employee's choice, if one is requested at all steps of the formal grievance procedure.

No reprisals shall be taken by the Board or the administration against an employee because of his/her participation in a grievance.

All records related to a grievance shall be filed separately from the personnel files of the employee.

A grievance may be withdrawn at any level without establishing precedent.

If the Union or any employee files any claims or complaint in any form other than under the grievance procedure of this Agreement, the Board shall not be required to process the said claim or set of facts through the grievance procedure.

Conferences held under this procedure shall be considered at a time and place that will afford a reasonable opportunity for all persons, including representatives, to attend. With the Superintendent's approval, the grievant and/or other employees may be released from their regular assignment without loss of pay or benefits to attend the meetings specified in the Grievance Procedure Steps A through C.

#### **4.3. Procedure**

The parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communication. If, however, such informal processes fail to satisfy the employee, a grievance may be processed as follows:

- (a) The grievant shall present the grievance in writing within twenty (20) days of the occurrence of the event giving rise to the grievance, or within twenty (20) days of the time the employee should have reasonably become aware of such event, specifying the article and clause alleged to have been violated and stating the remedy sought, to the supervisor immediately involved. The supervisor shall arrange for a meeting to take place within ten (10) days of receipt of the written grievance. The supervisor shall provide a written answer to the grievance of the aggrieved employee and Union President within ten (10) days after the meeting.
- (b) If the grievance is not resolved at Step A, the grievance may be referred to the Superintendent or official designee within ten (10) days after the receipt of the Step A answer. The Superintendent shall arrange for a meeting to take place within ten (10) days of his/her receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response; with a copy to the Union President.
- (c) In the event that the Union is not satisfied with the disposition of the grievance at Step B or the time limits expire without the issuance of the Superintendent's written reply, the Union may submit the grievance to final and binding arbitration under Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA), which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step B answer, the grievance shall be deemed withdrawn.
  - (1) The arbitrator, in the resultant opinion, shall not amend, modify, nullify, ignore, or add to the provision of this Agreement. The arbitrator's authority shall be strictly limited to deciding only the issues presented in writing by the School District and the Union, and the resultant decision must be based

only upon interpretation of the meaning or application of the express relevant language of the Agreement.

- (2) Each party shall bear the full costs for its representation in the grievance procedure.
- (3) If either party requests a transcript of the proceedings, the party shall bear full costs for that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Union.
- (3) Each party shall share equally the costs of the arbitrator and the AAA.

## **ARTICLE V LEAVES OF ABSENCE**

### **5.1. Sick Leave**

Employees shall be granted twelve (12) sick leave days per year without the loss of pay. Any unused sick days shall accumulate to two hundred forty (240) days. The Board may request a doctor's excuse after three consecutive days of absence. The Board will not reimburse employees for unused sick days.

### **5.2. Personal Business Days**

The Board shall grant two (2) days of personal business leave per year for each employee. These days shall be in addition to the annual allotment of sick days per year, and any unused personal days shall accumulate as sick leave. The following conditions shall apply:

- (a) Except in cases of emergency, these days may not be used on the day immediately preceding or the day immediately following a holiday. In such emergency instances, the employee will notify the Superintendent, in advance, if possible, and will reduce to writing the nature of the emergency and submit same to the Superintendent.
- (b) No reason needs to be given for taking such leave.
- (c) Personal leave will not be granted during the first five (5) days or the last five (5) days of the school year, except in case of an emergency.
- (d) Request for leave shall be made at least forty-eight (48) hours in advance, if possible. This request should be made in writing.

### **5.3. Bereavement Leave**

Employees shall be allowed up to three (3) days absence without loss of pay or sick days for the death of a member of the immediate family (parent, step-mother/father, mother/father in-law, grandparent, spouse, child, brother, sister, brother/sister in-law, and civil union partner). A maximum of three (3) days may be petitioned for in the case of an additional death in the immediate family (as outlined in the above), during the same school year. These petitioned days, if granted by the Administration, will be taken from sick days.

### **5.4. Child Care/Maternity Leave**

The Board of Education shall grant a leave of absence for maternity/child care purposes without pay to an employee upon the written request to the Board for such leave.

### **5.5. Family and Medical Leave**

Eligible Bargaining Unit Members are entitled to leave according to the terms of the Family and Medical Leave Act (FMLA).

## **ARTICLE VI FRINGE BENEFITS**

### **6.1. Health Insurance**

The Board shall pay 80% per month toward the health insurance premium cost. Any amount over the amounts listed here will be covered by the employee. The employee may select one of the options offered by the Board.

### **6.2. Dental and Life Insurance**

The Board agrees to provide single dental insurance and a \$50,000 term life insurance policy for each employee.

### **6.3 Vacation**

During the first year of employment, a regular, full-time twelve (12) month employee may use up to five (5) days of paid vacation after completing six (6) months of employment. During the first year of employment, the number of vacation days will be pro-rated based upon the date of hire.

After completing the first year of employment, a regular, full-time twelve (12) month employee shall receive annual paid vacation as follows:

| <b>Completed Years of Service</b> | <b>Vacation Entitled</b> |
|-----------------------------------|--------------------------|
| 1-5 years                         | 5 days                   |
| 6-10 years                        | 10 days                  |
| 10+ years                         | 15 days                  |

### **6.4 Holidays**

a) All holidays allowed under this Agreement must coincide with the official school calendar as approved by the Board of Education. Those days not recognized as a holiday on the official school calendar, or as listed below, will not be given to the employees covered under this Agreement.

The following holidays shall be paid:

|                        |                        |                  |
|------------------------|------------------------|------------------|
| Labor Day              | Christmas Eve          | Presidents Day   |
| Christmas Day          | Veterans' Day          | New Year's Eve   |
| Thanksgiving Day       | New Year's Day         | Memorial Day     |
| Day after Thanksgiving | Martin Luther King Day | Independence Day |
| Juneteenth Day         |                        |                  |

If Veteran's Day falls on a Saturday or Sunday, it shall not be observed as a holiday. President's Day shall be recognized in accordance with the school calendar. When the district is closed for winter or spring break, employees must use vacation days for time not mentioned above or not be paid. If one of the holidays listed above falls on a weekend, the day will be taken either on the Friday before or the Monday after as long as the District is not in session for instructional operations.

Independence Day only applies to twelve-month employees.

b) All twelve-month employees will receive two (2) Floating Holidays that can be used at any time except for Winter and Spring breaks.

**6.5 Salary**

New employees will follow the Salary Schedule listed in Appendix A. AU current employees will follow the Salary Schedule listed in Appendix 8. All support staff employees covered by the Union will receive their wages over twenty-four (24) pay periods to occur twice monthly on the 10<sup>th</sup> and 25<sup>th</sup> of each month. If a pay date occurs on a weekend or a holiday, the pay date will be the previous Friday or the last day of school before a vacation/holiday begins.

**6.6 Before/After School Activities**

Support Staff members who come before or stay after school at the request of administration to supervise children will be compensated at a rate of \$30 an hour. This does not include events such as athletics or extracurricular activities included on the Extracurricular Stipend schedule as outlined in the Teachers Collective Bargaining Agreement.

**6.7 Weather-related Early Dismissals**

When school is dismissed early because of weather (heat, snow, or other issues) staff will be allowed to leave the building 15 minutes after the student buses depart.

**6.8 Insurance Committee**

An insurance committee made-up of teachers, support staff, and administration will meet in the Spring, no later than April 1st, to discuss insurance options for the district's employees and make recommendations to the Board of Education.

## **ARTICLE VII**

### **SCOPE AND DURATION**

#### **7.1 Successor Agreements**

Negotiations for any successor agreement shall commence in the final year of this Agreement upon notification in writing by either party that it desires to modify, change, amend, or terminate this Agreement. Such notification is to be given on or before March 1 of the year in which this Agreement is to expire. Upon receipt of such written notice, the parties shall agree upon a time and date for the first negotiations meeting.

#### **7.2 Maintenance and Amendment of Contract**

This Agreement constitutes the entire and complete commitment and agreement between the parties concerning wages and terms and conditions of employment for the duration of the Agreement. The parties hereby agree that the Agreement is in full settlement of all outstanding issues between the parties and that this Agreement may be altered, changed, added to, deleted from, or modified only through the mutual consent of the parties in a written, executed amendment to this Agreement.

#### **7.3 Savings Provision**

If any provision of the Agreement is declared by the proper judicial or legislative authority to be unlawful, unenforceable to unconstitutional, all other provisions of the Agreement shall remain in full force and effect for the duration thereof.

#### **7.4 No Strike**

During the term of this Agreement, neither the Union nor any Employee on the behalf of the Union or acting in his/her own shall engage in any strike, work stoppage, slowdown, or refusal to provide services which will impede the operation of any school, administrative office, or facilities of the District.

#### **7.5 Duration**

This Agreement shall become effective upon approval by the Board and the Union and shall continue in effect from July 1, 2025-June 30, 2027 with a re-opener for salary in the second year.

**The Board of Education of Pembroke School District #259, and**  
**the Support Staff of Pembroke Council of Local 604 American Federation of**  
**Teachers, AFL-CIO**

**APPENDIX A: New Employee Start Salary**

| <b>Experience</b>                                         | <b>(0-3 yrs)</b> | <b>(4-7yrs)</b> | <b>(8+yrs)</b> |
|-----------------------------------------------------------|------------------|-----------------|----------------|
| <b>Principal's Secretary (12 mth, 260 days, 8-hr day)</b> |                  |                 |                |
| 2025-2026                                                 | \$32,500         | \$33,800        | \$35,152       |
| <b>Head Custodian (12 mth, 260 day, 8-hr day)</b>         |                  |                 |                |
| 2025-2026                                                 | \$33,400         | \$35,100        | \$36,800       |
| <b>Custodian (12 mth, 260 day, 8-hr day)</b>              |                  |                 |                |
| 2025-2026                                                 | \$32,000         | \$33,700        | \$35,300       |
| <b>Cafeteria (180 days, 8-hr day (6a-2p))</b>             |                  |                 |                |
| 2025-2026                                                 | \$23,000         | \$24,150        | \$25,358       |
| <b>Paraprofessional (180 days, 8-hr day (7:30-3:30))</b>  |                  |                 |                |
| 2025-2026                                                 | \$23,000         | \$24,150        | \$25,358       |

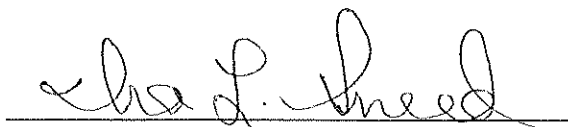
**APPENDIX B: Existing Employee Salary**

- Returning Support Staff will receive a 6.5% increase over their 2024-2025 annual base salary with the exception of the following roles.
  - Principal's Secretary – 10%
  - Paraprofessional – 13%

## SIGNATURE PAGE

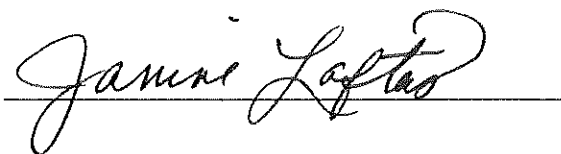
The Board of Education of Pembroke School District #259 and the Pembroke Council, AFT local 604 agree to follow the points stipulated in this agreement.

For Pembroke S.D. #259

A handwritten signature in cursive script, appearing to read "Lisa L. Shedd", written over a horizontal line.

Date: June 17, 2025

For Pembroke Council AFT Local 604

A handwritten signature in cursive script, appearing to read "Jamari Laftas", written over a horizontal line.

Date: July 17, 2025

