

**OGLESBY PUBLIC SCHOOLS**

**DISTRICT #125**

**TEACHER AIDES, MEDIA SUPPORT STAFF  
AND PARENT EDUCATOR CONTRACT**

**2023-2027**

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## PREAMBLE

This agreement is made and entered into this 1<sup>st</sup> day of September, 2023, by and between the Board of Education of Oglesby School District, LaSalle County, Illinois, hereinafter referred to as the "Board" and the Oglesby Elementary Teachers Union, Local 604, AFT, AFL-CIO, hereinafter referred to as the "Union" for the purpose of negotiating salaries, fringe benefits, and terms and conditions of employment of the Aides, Media Support Staff and Parent Educators employed in District #125.

## ARTICLE I RECOGNITION

1. For the purpose of collective bargaining with respect to wages and working conditions, the Board recognizes the Union as the sole bargaining agent for all Aides, Media Support Staff and Parent Educators employed in Oglesby District #125, excluding all administrative personnel. The Board will not bargain with any non-Union member nor any other organization on wages and fringe benefits during the term of this Agreement.
2. The provisions of this Agreement shall constitute Board policy of record for the duration hereof or until changed by mutual consent in writing. Any previous adopted policy, rule or regulation of Board, which is in conflict with a provision of this Agreement shall be superseded and replaced by this Agreement.
3. No employees covered by this Agreement shall be discriminated against for any purpose or in any respect by reason of membership in the Oglesby Elementary Teachers Union or for participation in the process of negotiations and resolving of grievances.
4. All terms and conditions of the Oglesby Elementary Teachers Union, Local 604 Aides Collective Bargaining Agreement shall apply to the Media Support and Parent Educator staff positions, unless specific items are bargained otherwise.

## ARTICLE II DEFINITIONS AND BENEFITS

1. Full-time aides work the length of the student day.

Media Support Staff's workday – six (6) hour and twenty (20) minute work day with ½ hour unpaid lunch. 8:30-3:20

Parent Coordinator's workday - 8:30-3:35 (same as teachers)

## 2. SICK LEAVE

Each full-time employee covered by this Agreement shall be granted twelve (12) sick days per year at the beginning of each school year, with unlimited accumulation. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness, mental or behavioral health complications, or death in the immediate family or household, or birth, adoption, or placement for adoption. "Immediate family" shall include parents, stepparents, spouse, domestic partner, brothers, sisters, children, stepchildren, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. At the time of retirement, any sick days not used for maximizing IMRF pension shall be paid at the rate of \$25.00 a day.

Part-time employees shall be granted prorated sick leave on the basis of the following schedule:

20 hours per week – 8 days of leave per year

15 hours per week – 6 days of leave per year

10 hours per week – 4 days of leave per year

## 3. PERSONAL LEAVE

Personal leave for business or personal matters not covered by sick leave definition, and which cannot be handled outside school hours, will be granted to all personnel covered by this Agreement upon request for such leave. Request for such leave shall be submitted in writing to the Superintendent at least two (2) days in advance of the proposed leave. Each employee covered by this Agreement shall be guaranteed three (3) salaried personal leave days each school year. Any unused personal leave day will be rolled over to the following school year's allotment with a maximum of four (4) days. Any other shall be applied toward the unlimited accumulation of individual teacher sick leave days. No more than three consecutive personal days at any given time and no more than one personal day can be taken along with holidays, extended weekends and school breaks.

## 4. EMERGENCY PERSONAL LEAVE

Emergency Personal Leave without pay shall be granted for all employees covered by this Agreement. Upon returning to work, the employee shall provide a written statement of the reason for the emergency leave to the Superintendent.

## 5. BEREAVEMENT LEAVE

- a. Death in the immediate family of a bargaining unit member shall be sufficient cause for a leave not to exceed three (3) school days, or five (5) school days if the death or burial occurs 350 miles or more (one way). For the purpose of this Section, immediate family shall include parents, stepparents, spouse, domestic partners, brothers, sisters, children, stepchildren, grandparents, grandparent-in-law, grandchildren, parent-in-law, brother-in-law, sister-in-law and legal guardian. One day of bereavement leave shall be granted in the event of the death of an aunt, uncle, niece or nephew. Such leave shall be paid and shall not decrease an employee's sick leave accumulation nor personal leave.

- b. Each employee, upon written request, shall be granted up to two (2) non-family bereavement days per school year for any death outside the teacher's immediate family which shall result in the loss of a sick leave day per day used. The Superintendent may approve up to five (5) days of employee's accumulated sick leave to be used as additional bereavement leave. This leave does not accumulate.
- c. These provisions shall be interpreted and applied in conjunction with the Illinois Family Bereavement Leave Act (820 ILCS 154/1 et seq.).

5. FMLA LEAVE FOR BIRTH/CHILDCARE

Employees may 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.

ARTICLE III  
SENIORITY

Seniority shall be designed by categories:

- A. Aides
- B. Media Support Staff
- C. Parent Coordinator

Should a position become available in the district, any Aide, Media Support Staff Personnel, or Parent Educator who is certified and qualified to fill the position shall be considered for said position upon application and verification of qualification before outside applicants.

1. REDUCTION IN FORCE

Seniority shall determine the order of the reduction in force. Those employees with the least seniority shall be the first laid off in case of a cut back. Recall rights shall be conducted in accordance with IL School Code 105 ILCS 5/10-23.5.

2. TRANSFER

An employee may apply for a vacant position in another building or grade level. Transfers shall be on the basis of seniority and qualifications (by Superintendent).

3. POSTING OF VACANCIES

- a. When openings for employees covered under this Agreement occur prior to August 1 of each year, each employee will be notified of such opening by the Administration through posting of the vacancies through District Email. A copy will also be given to the union president. Over summer break, the District will utilize electronic mail and/or an automated notification system to notify employees covered under this Agreement who are legally qualified and certified to hold the position. Employees may request notification by mail by providing a self-addressed envelope prior to or during summer break. Any employee desiring

to fill the vacancy shall, within five (5) business days of notice being sent, express his/her desire to the Superintendent's office. In filling vacancies, the Board will consider such relevant factors as the instructional needs of the District and the educational backgrounds, experiences, achievements and seniority of the candidates. When one such opening is filled by an employee covered under this agreement from within the system, no notice or any of the other privileges provided in this section will apply to the opening created.

- b. Should a teaching position become available in the district, any employee covered by this agreement who is certified and qualified to fill the position shall be considered for said position upon application and verification of qualifications before outside applicants.
4. Employees covered under this Agreement will be notified of following year assignments prior to the end of the present school year.

#### ARTICLE IV GRIEVANCE PROCEDURE

##### 1. DEFINITION OF GRIEVANCE

A grievance shall be a claim by an employee covered under this Agreement that there has been an alleged violation, misapplication or misinterpretation of the terms of this Agreement.

##### 2. STATEMENT OF BASIC PRINCIPLES

- a. Every employee, group of employees covered by this agreement, or the Union shall have the right to present grievances in accordance with the procedure.
- b. Any person who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.
- c. All parties have the responsibility to consider and take action promptly, within authority delegated to them, on grievances presented to them.
- d. If a member covered under this agreement or Union fails to pursue to the next step E, the grievance shall be dropped without prejudice. If the Board or its administration fails to respond within the time limits established in the grievance procedure which follows, the grievance shall automatically go to the next step.
- e. The term "day" in this Article shall be considered school days, except that between the end of the school term in June and the beginning of the next school term, the term "day" shall refer to days in which the administrative offices are open. Timelines may be extended upon mutual agreement of the Union and the Board.

##### 3. PROCEDURE

- a. 1st Step – Within five (5) school days of the occurrence or within fifteen (15) days of the date the “employee” knows or should know of the occurrence an attempt shall be made to resolve any grievance by means of an informal, verbal discussion between the complainant and the lowest person in the administrative hierarchy who has the authority to make a decision on the matter. This person shall be designated to be the principal.
- b. 2<sup>nd</sup> Step – If the grievance cannot be resolved at the first step, it shall be put in writing within ten (10) school days of the informal hearing, and presented to the administrator with whom the informal discussion was held. The written grievance shall be submitted on the form attached hereto and made part of this Agreement. Within ten (10) school days of receipt of the written grievance, the administrator shall confer with the aggrieved, with the Union representation if desired, and render a written decision to the aggrieved and the Union.
- c. 3<sup>rd</sup> Step – If the grievance is not resolved at the second step, the aggrieved may appeal the decision of the first step administrator to the superintendent or his designee within ten (10) school days following receipt of the written decision at the second step. Within ten (10) school days after written appeal of the grievance is filed and the aggrieved, the Union representative, the superintendent or his designee, and such other representative of the District as either part deems necessary shall meet at a mutually agreeable time to discuss the grievance. If the grievance is not resolved to the satisfaction of the aggrieved at that meeting, the superintendent or his designee shall prepare and deliver his written decision to the aggrieved and the Union within ten (10) school days following said meeting.
- d. 4<sup>th</sup> Step – Appeal to the Board. Within ten (10) school days following receipt of the Superintendent’s written decision of the grievance it shall be submitted to the Board of Education through the office of Superintendent. After the grievance has been submitted, the Board shall hear the grievance together with such parties as either party may desire. It will be the intent of the Board to consider such a grievance whenever practicable at the regularly scheduled meeting next following submission of the grievance to the Board level. In no event, however, will such grievance be considered later than the second meeting (regularly scheduled) following submission. A special meeting may be called if mutually agreed upon by both parties.
- e. 5<sup>th</sup> Step – If the grievance is not resolved in accordance with the foregoing procedures, the Union may, within thirty (30) days after the receipt of the Board’s written answer, submit the grievance to the Illinois Educational Labor Relations Board or the Federal Mediation and Conciliation Service for binding arbitration. The arbitrator shall not, however, have the power to add to, subtract from, alter or modify in any way the terms or conditions of this Agreement. The selection of the Arbitrator shall be mutually agreed upon.
- f. Payment of Expenses: Expenses for the Arbitrator and expenses which are common to both parties shall be borne equally by the Board and the Union. Each party shall be responsible for the cost of compensating its own representatives and

witnesses. If either party orders a transcript of the arbitration proceedings, the other party shall have access to the transcript.

**ARTICLE V  
WAGES AND FRINGE BENEFITS**

RATE OF PAY	PARAPRO NON-DEGREE	PARAPRO ASSOC.	PARAPRO BACHELOR
2023-2024	\$20.83	\$21.62	\$22.13
2024-2025	\$21.35	\$22.16	\$22.68
2025-2026	\$21.88	\$22.71	\$23.25
2026-2027	\$22.42	\$23.28	\$23.83

**MEDIA SUPPORT STAFF**

2023-2024	\$23.24
2024-2025	\$23.82
2025-2026	\$24.41
2026-2027	\$25.02

**MAKER ROOM COORDINATOR**

2023-2024	\$769
2024-2025	\$788
2025-2026	\$808
2026-2027	\$828

**PARENT COORDINATOR**

2023-2024	\$38,093
2024-2025	\$39,045
2025-2026	\$40,021
2026-2027	\$41,022

**OVERTIME COMPENSATION:** Any pre-approved hours by administration, over 40 hours per week shall be paid at time and ½.

**SUMMER WORK:** Administrative pre-approved work will be compensated at the time and ½ rate.

2. Duties beyond the student school day shall be paid at the normal hourly rate.
3. **SUBSTITUTE PAY:** Aides who substitute shall be paid at the substitute teacher rate.
4. Parent Coordinator and Media Support Staff employees shall work 180 days. Aides shall work a minimum of 178 days. At the Superintendent's discretion, Aides may be required to work up to two (2) additional days during the school year.
5. Employees covered under this Agreement will be paid on a bi-weekly basis on a twenty-six (26) week pay period.



6. **HEALTH INSURANCE:** The same coverage as teachers if the employee covered under this contract is a full-time employee as defined in Article II.
7. **LIFE INSURANCE:** The same coverage as teachers if employee is full-time as defined in Article II.
8. **PAID HOLIDAYS:** Aides and Media Support Staff covered under this Agreement will be paid their regular rate of pay, calculated on their regularly scheduled hours per day for the following holidays:
 

Christmas	President's Day
Thanksgiving	Labor Day
Easter	New Year's Day
Memorial Day	*Martin Luther King's Birthday

*\*If designated by the Superintendent*
9. **MILEAGE ALLOWANCE:** Employees who are required to use their personal vehicles in the course of their employment or otherwise use their vehicles in authorized services to the district shall be reimbursed at the current IRS rate.
10. **LONGEVITY PAYMENT:** Employees covered under this agreement shall receive a longevity payment in addition to their regular pay beginning in their sixth (6th) year of service to District 125. Longevity payments are as follows:

<b>2023-2024</b>					
<b>Year 6</b>	\$123	<b>Year 11</b>	\$273	<b>Year 16</b>	\$426 6.00%
<b>Year 7</b>	\$153	<b>Year 12</b>	\$304	<b>Year 17</b>	\$457
<b>Year 8</b>	\$183	<b>Year 13</b>	\$337	<b>Year 19</b>	\$488
<b>Year 9</b>	\$212	<b>Year 14</b>	\$365	<b>Year 19</b>	\$518
<b>Year 10</b>	\$243	<b>Year 15</b>	\$395	<b>Year 20</b>	\$549
				<b>Year 21+</b>	\$607
<b>2024-2025</b>					
<b>Year 6</b>	\$126	<b>Year 11</b>	\$280	<b>Year 16</b>	\$437 2.50%
<b>Year 7</b>	\$156	<b>Year 12</b>	\$312	<b>Year 17</b>	\$468
<b>Year 8</b>	\$188	<b>Year 13</b>	\$346	<b>Year 19</b>	\$500
<b>Year 9</b>	\$217	<b>Year 14</b>	\$374	<b>Year 19</b>	\$531
<b>Year 10</b>	\$249	<b>Year 15</b>	\$405	<b>Year 20</b>	\$563
				<b>Year 21+</b>	\$623
<b>2025-2026</b>					
<b>Year 6</b>	\$129	<b>Year 11</b>	\$287	<b>Year 16</b>	\$448 2.50%
<b>Year 7</b>	\$160	<b>Year 12</b>	\$320	<b>Year 17</b>	\$480
<b>Year 8</b>	\$193	<b>Year 13</b>	\$354	<b>Year 19</b>	\$512

<b>Year 9</b>	<b>\$223</b>	<b>Year 14</b>	<b>\$383</b>	<b>Year 19</b>	<b>\$545</b>	
<b>Year 10</b>	<b>\$255</b>	<b>Year 15</b>	<b>\$415</b>	<b>Year 20</b>	<b>\$577</b>	
				<b>Year 21+</b>	<b>\$638</b>	
<b>2026-2027</b>						
<b>Year 6</b>	<b>\$132</b>	<b>Year 11</b>	<b>\$295</b>	<b>Year 16</b>	<b>\$459</b>	2.50%
<b>Year 7</b>	<b>\$164</b>	<b>Year 12</b>	<b>\$328</b>	<b>Year 17</b>	<b>\$492</b>	
<b>Year 8</b>	<b>\$197</b>	<b>Year 13</b>	<b>\$363</b>	<b>Year 19</b>	<b>\$525</b>	
<b>Year 9</b>	<b>\$228</b>	<b>Year 14</b>	<b>\$393</b>	<b>Year 19</b>	<b>\$558</b>	
<b>Year 10</b>	<b>\$261</b>	<b>Year 15</b>	<b>\$426</b>	<b>Year 20</b>	<b>\$591</b>	
				<b>Year 21+</b>	<b>\$654</b>	

11. **RETIREMENT BONUS:** To be eligible, employees must have completed at least seventeen (17) consecutive years of service to District 125 immediately preceding retirement, and meet IMRF rules governing retirement.

The District, by June 1 of each year, shall notify the Union of the number of available retirement incentive opportunities for that year. The minimum shall be set at no less than two (2) per retirement year. Eligible employees may initiate a retirement plan by submitting an irrevocable letter of intent to retire, specifying the year of retirement, between June 1 and June 30 prior to the school year the retirement plan is to begin. Of those having so submitted their irrevocable notice, seniority shall rule as to the order of granting of the benefit.

Employees may select a plan length between two years and one year. If the employee selects a two year plan, his/her total creditable earnings during the second year before the retirement shall be increased by 6% over what it was the previous year. During the remaining year of employment, the employee's creditable earnings shall be 6% more than it was the previous year. Employee's selecting a plan length of one year; his/her creditable earnings shall be 6% greater than the previous year.

12. **COLLEGIATE COURSE WORK**

Completion of collegiate course for full-time aides shall not be required for continued employment by the Board of Education. To qualify for possible reimbursement, the following criteria and rules must be used:

- A. All course work must have prior approval of the Superintendent.
- B. Transcripts proving successful completion of the course work from an accredited University or College must be presented to the District before the beginning of any given school year.
- C. Course work shall be approved by meeting one of the following criteria:
  - 1. Courses in the teaching field of instruction or assignment and approved by an accredited University or College which are approved by the institution for a degree program.

2. An aide must provide proof of acceptance into a recognized degree program or the courses must be part of the aide's approved plan for coursework or otherwise approved in advance by the Superintendent or designee.
- D. Course work taken outside of an aide's field of instruction or assignment that has prior written approval from Superintendent or designee will be reimbursed. However, if an employee is reimbursed and terminates district employment within three years of reimbursement, the employee will repay the District a percentage of the tuition amount paid to the employee by the District according to the chart below:

1 year	2 years	3 years
75%	50%	25%

- E. All course work to be reimbursed to the district will be deducted at the discretion of the district from the remaining payroll of a teacher upon resignation.
- F. All tuition reimbursements will be paid to the faculty on or before June 30. The actual amount of tuition reimbursement per credit hour will be determined by dividing \$5,000 by the total faculty approved hours. Reimbursement will not exceed actual cost per college credit hour. This is different from the teacher pool.

#### ARTICLE VI NEGOTIATIONS

NEGOTIATIONS - Negotiations shall begin on or before February 1, or on a mutually acceptable date, in each school year when the end of the contract is reached. A written request for negotiations to begin shall constitute the beginning of negotiations.

Negotiations and Impasse procedures shall adhere to the School Code and the laws pertaining to collective bargaining in the State of Illinois.

NO STRIKE - During the terms of this Agreement, except as prescribed in Section 13 of the new collective bargaining law governing the circumstances under which a strike shall occur, the Union agrees there shall be no strikes, work stoppages or slow downs. No officer or representative of the Union shall authorize, institute, instigate, aid or condone such activities.

NO REPRISAL CLAUSE - No employee of the District will be penalized, discriminated against, or disciplined because of participation in or support of the strike. However, it is understood and agreed that the days lost because of the strike will not be made up.

ARTICLE VII  
SAVINGS CLAUSE

In the event that any of the provisions of this Agreement shall be or become legally invalid or unenforceable this shall not affect the remainder of the provisions hereof, and either party, upon written notice, may demand negotiations of the subject held legally invalid or unenforceable.

ARTICLE VIII  
PAYROLL DEDUCTIONS

The District shall honor employees' individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union 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 their terms in which he or she authorized the dues deductions, the Union will notify the employer after the close of revocation window.

The District agrees to remit these dues and/or fees to the Union once each month that dues/fees are deducted. A list of teachers for whom deductions have been made and the amount of each deduction shall accompany the first remission. Any changes in personnel from the list previously furnished shall be submitted to the Union with five (5) workdays.

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 rise out of, or by reason of, action taken by the Board for the purposes of complying with the Section, including any claims, demands, actions, complaints, suits or other forms of liability arising out of claims that payroll deductions made under this Section were not authorized by an employee.

ARTICLE IX  
MANAGEMENT RIGHTS

It is expressly understood and agreed that all functions, rights, powers, or authority of the administration of the School District and the Board of Education which are not specifically limited by the express language of this Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

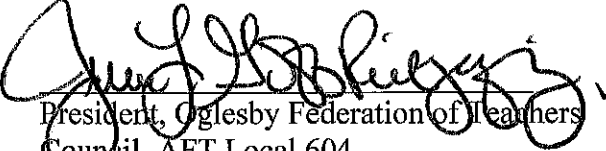
ARTICLE X  
ZIPPER CLAUSE

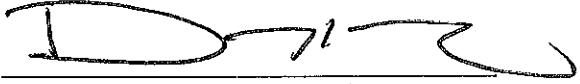
The parties agree that all negotiable items have been discussed during the negotiations of this Agreement and that no additional negotiations of this Agreement will be conducted on any item, whether contained herein or not during the life of this Agreement except by mutual consent.

ARTICLE XI  
DURATION OF AGREEMENT

This Agreement shall be effective as of September 1, 2023, and shall remain in full force and effect until August 31, 2027, and thereafter from year to year unless written notice shall be given to either party to amend or terminate this Agreement at least sixty (60) days prior to the 31<sup>st</sup> of August, 2027, or any subsequent year.

DATED THIS 22<sup>nd</sup> DAY OF August, 2023.

  
President, Oglesby Federation of Teachers  
Council, AFT Local 604  
AFT, AFL-CIO

  
President, Board of Education  
District #125, Oglesby, IL

## DRUG AND ALCOHOL FREE WORKPLACE EMPLOYEES

It is the policy of Oglesby Public Schools, District #125 that all District #125 workplaces shall be free from drugs and alcohol. All employees shall be prohibited from:

1. The unlawful manufacture, distribution, dispensation, possession, use or being under the influence of a controlled substance while on District premises or while performing work for the District.
2. The distribution, consumption, possession of or being under the influence of alcohol or cannabis while on District premises or while performing work for the District.

As a condition of employment, new employees shall:

1. Agree in writing to abide by the terms of the District policy respecting a drug and alcohol-free workplace; and
2. Agree to notify his or her supervisor of his or her conviction of any criminal drug statute for a violation occurring on the District premises or while performing work for the District, no later than five (5) days after such a conviction.

In order to make employees aware of dangers of drug and alcohol abuse, the District shall:

1. Provide each employee with a copy of the District Drug and Alcohol Policy;
2. Post notice of the District Drug and Alcohol Policy in a place where other information for employees is posted;
3. Make available materials from local, state and national anti-drug and alcohol abuse organizations.
4. Enlist the aid of community and state agencies with drug and alcohol informational and rehabilitation programs to provide information to District employees.

## DISTRICT ACTION UPON VIOLATION OF POLICY

Any employee who violates the terms of this policy may be subject to disciplinary action, up to and including termination.

The School Board shall take disciplinary action with respect to an employee conviction of a drug offense in the workplace within thirty (30) days after receiving notice of the conviction.

Should the District be a current participant in a federal educational program in which the District is the prime grantee and a direct receiver of federal funds, the Superintendent shall notify the appropriate federal agency from which the District receives grant monies of the employee conviction within ten (10) days after receiving notice of the conviction.

The District may require an employee who violates the terms of this policy to satisfactorily participate in a drug or alcohol abuse assistance or rehabilitation program which has been approved by the Board.

OGLESBY PUBLIC SCHOOLS

DISTRICT #125

OGLESBY, ILLINOIS

NAME OF EMPLOYEE \_\_\_\_\_

I acknowledge receipt of a copy of the Oglesby Public Schools, District #125 Board Policy, Drug and Alcohol Free Workplace, Employees.

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Date



Grievance RE: \_\_\_\_\_

Name of Grievant: \_\_\_\_\_

Time and Date of Submission: \_\_\_\_\_

Contract Provisions Violated: \_\_\_\_\_

Employee(s) Involved in Grievance:

Statement of Issues:

Synopsis of Facts Giving Rise to the Alleged Violation:

Action or Relief Sought:

\_\_\_\_\_  
Grievant

\_\_\_\_\_  
Union

Date and time received \_\_\_\_\_

Received by \_\_\_\_\_ Title \_\_\_\_\_