

Summary of AEA and ACUSD Contract Language Changes 2022-2025

Article 1.2 Definitions

Clarification of teacher, certified and licensed employee groups.

Clarification of school service employee group.

Added definition of probationary employee.

Article 3.14 Minority Clause

Added sexual orientation, pregnancy, gender identity, and genetic information.

Article 3.9 Preparation Period

Added language for Special Education that hold an IEP meeting and General Education teachers that attend during their plan time, and compensation.

Article 4.5 Names of New Employees

Corrected language to match Illinois School Code.

Article 4.6 Association Leave

Modify the reimbursement method for the Association's President release time.

Article 4.9 Association Notification of Building Assignment

Removed "upon request"

Article 6 and 7 Assignments, Vacancies, Transfers and Reduction in Force

Combined the two articles on assignments, vacancies, transfers and reduction in force to provide consistent language for both licensed and school support employees.

Added ESL Assistants and corrected Safety Aides and Safety/Security Officers.

Change of language for the process of filling vacancies for both Certified and Licensed employees and Educational Support Personnel. (See details in full language changes)

Change Instructional/teacher assistants to Paraprofessionals.

Agreement to add Administrative Procedures for how extra duty assignments are posted and filled.

Article 7.2 Sick Leave (changes article number)

Added 2 additional sick leave days per year.

Added a provision that allows employees to receive an allotment of 35 sick days in the year in which they have 135 sick days to begin the year, and 55 sick days in the year they begin with 225 sick days. (See language changes for full details)

Added language from previous Memorandum of Understanding regarding payment of sick leave to avoid payment being counted as creditable earnings for an employee to IMRF.

7.2h Bereavement Leave (change article number)

Added the word household and provided Superintendent authority to grant bereavement for exceptional circumstances.

7.3 Personal Leave

Clarified vacation/school year break.

Added provision for Superintendent to grant an exception to use of personal leave.

7.6 Paid Holidays (Educational Support Professionals)

Added Juneteenth, Election Day and the day after Thanksgiving

7.7 Vacations (Educational Support Professionals)

Deleted reference to eleven month employees, as it was not applicable for the section.

7.9 Educational Credits

Deleted requirement credits must be approved for certification by the Illinois Teacher Certification Board.

7.10 National Board Certification

Added Certificate of Clinical Competence, Nationally Certified School Psychologist, and Licensed Clinical Social Workers would qualify for one time payment of \$1,000 and granted 6 credit hours on the salary schedule.

8.12 Working on an Emergency/Act of God Day

Clarified the staff covered by this provision.

Dental Insurance

Changed language for if two bargaining members are employed by the District that they can combine their payment to a family plan.

9.2 Other Job Items

Deleted the word individual

Principals' Temporary Substitute

Add a payment for staff working as a substitute for a principal or assistant principal.

E-Learning Days, Performance Trial Period (Employee Transfer), Probationary Period (New Employee), Educational Support Professionals Seeking a Professional Educator License

Added language