

Collective Bargaining Agreement 2025 – 2028

Question and Answer

NOTE: Many questions about the 7 hour paraprofessional day have been asked. We have tried to use the questions that seem to answer questions that had same general meaning.

Q: I am currently in my first of 3 years of retirement with a 6 percent benefit. How does this raise affect that benefit?

A: Employees that have entered their retirement agreement are not affected by any financial changes to the proposed contract.

Q: If we vote no to this proposal, can bargaining still be done for a higher increase in salaries or is this the best we can get since a "tentative agreement" was made?

A: If there is a sudden influx of money from the state or federal government that is made available to the district, then your local would definitely be prepared for impact bargaining mid contract raises. At this time, and given the current political climate in Springfield and Washington, we do not forecast such an opportunity, but things can change.

The current TA was bargained based on current budgetary realities. And that this is the most aggressive compensation structure negotiated into a contract in Region 6 in this current bargaining season.

Q: Can there be a zoom option for Tuesday's meeting? I am unsure if I will have childcare.

A: At this time we cannot guarantee a stable, Zoom option. We are looking into the ability to offer childcare, and will update ASAP. Please submit any questions through the form.

Q: Please provide clarification on this regarding ESP's change in hrs per work day:

“Once the initial 7 hour positions are established, employees will bid on a shift in their current assigned building based on District seniority.”

Will ESP's who currently work less than 7 hrs/day have to bid on their current position?

A: Educational Support Professionals (that are paraprofessionals) will not have to bid to maintain their regular job during the school day. The use of seniority is for determining start and end time for individuals. Not all Educational Support Professionals (paraprofessionals) will have the same start and end time, but will still all have a (7) hour day.

Q: Will there be a change on what the stipend will be for extra duties? Will it remain at \$15.00 per supervision, or will it increase next year?

A: The Association does not have bargaining rights for any extra duty positions or stipends.

Q: With the addition of 1 day for Special Education teachers to write/prepare IEPs, does the new contract language state that we no longer receive “meeting pay” (entered into Red Rover) for the IEP meeting based on what has been removed/crossed out from the previous contract?

Are gen ed teachers no longer getting compensated when required to lose prep time for IEP & 504 meetings?

A: The changes to the language in 3.9 Preparation Period (Teacher) after lengthy discussion. The ability to pay individuals for attending an IEP/504 meeting during the school day had some challenges for the district. A compromised was made moving forward.

Any educator can request the need for additional time if an unusual workload deems it necessary.

Q: After our last contract (mid contract) , safety received a \$3 an hour raise, while paras did not. Looks like safety and paras both received the same raises this contract. So safety is still making g more than paras. Why did paras not recieve raise to get inline with safety?

A: It was determined after the events at Alton High School at the start of the 2023 - 2024 school year that our safety team was understaffed, primarily because of low wages for their position and demands of their job. The choices was to raise wages or potential outsource security in our schools. Since that time we have maintained a fully staffed safety team.

We value all of our Educational Support Professionals, and the District and Association believes we were overall able to fairly compensate all employee groups during this collective bargaining agreement. We do recognize that some isolated positions require unique job duties and skills, for those we will continue to evaluate the category, hours and pay for those positions.

Q: Will there no longer be extra duty for certified staff?

A: Extra duty will likely be different moving forward, but how many may not be needed is to be determined. Extra duty has never been a part of our collective bargaining agreement, and is determined at the will of the district.

Q: The Certified/Licensed Proposal states that there will be a 6% increase to the base. The math does not seem to be 6% on all cells. Is there potentially a math error or is something else going on?

A: The 6% is applied to the base (Step 1/A) of all lanes. The actual increase for an employee is determined by the increase from previous year salary to future year salary. The total difference is the amount of step movement and the percentage as it has moved up the salary schedule.

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Q: 3.8 Does this mean students could be returned to class in 10 minutes if the administration thinks they are safe to return?

A: If the administrator deems it appropriate for a student to return to class, the administrator would have that right. The staff person would also have the right to request a meeting to hear why reengage was seen as the correct course of action. It is important that administration and staff develop a strong relationship to make sure classroom management is strong in all settings.

Q: Regarding student discipline section, as of right now I can have a disruptive student removed from my room for the balance of the hour. The student is usually processing with the social skills tutor for about 15-20 minutes. New proposal has taken out the portion of a balance of the hour time frame for returning to class. If there's not a specific time, then what is the process for handling disruptive students during my lessons. If it's left up to admin, then what if those disruptive students are sent back to class after 5 minutes. Will we be stuck dealing with more disruptions on our own as if we don't have enough already?

A: School Code says you cannot have predetermined consequences for students. The administrator is given the ability (through due process) to make a determination of what should happen with. The full language addresses if a disruptive behavior continues and how it must be addressed. It is important that staff have accurate documentation of behaviors to engage in a productive conversation for reengagement for a student.

Q: How is the retirement agreement of 6% any different from any other employee? Please explain the reason to put in writing 3 years prior, to get the 6% increase for your last 3 years of service, if the 6% is for everyone now. Shouldn't the 3 year retirement agreement increase higher than the current 6%? Thank you

A: The current salary schedule has a 6% increase to the base and step movement. The combination of the base amount and step determine the actual percentage raise. Licensed staff will increase in dollar amount each step movement, but the percentage does not stay the same moving through 25 steps. Please see [example](#).

Q: If you are putting in for retirement in June of this year the 6 percent still stands for 3 years but they will use average of highest 4 years ending with 2024-2025 salary to go off of.

A: TRS determines what your retirement payout will be based on Tier and other factors. [Home | Teachers' Retirement System of the State of Illinois](#)

Q: Why do people who reach longevity receive less than everyone else?

A: A person cannot earn over 6% average in their final years. We have increased the payout for longevity from \$500 per year to \$1,000 per year last contract (2022-2025), and the percentage plus longevity increased from 1% plus TRS, to 4.5% and TRS is included and the additional \$1,000 longevity.

Please see [example](#).