

Letter of Understanding Between Local 73, SEIU
and Proviso Township High School District 209

Extension of Current Agreement Four Year Agreement

The Board of Education of Proviso Township High Schools District 209, Cook County, Illinois and Local 73, Service Employees International Union reached agreement on the following changes to the current collective bargaining agreement, all other provisions shall remain the same.

1. The Agreement shall be extended for three additional years (2009-2010, 2010-2011 and 2011-2012) and shall expire on June 30, 2012.
2. The salary schedule shall increase by three (3) percent on July 1, 2009, July 1, 2010 and July 1, 2011.
3. The date in Article III(b) shall be changed to June 30, 2012, to reflect the implementation of this Agreement. (No subcontracting of services during the term of the Agreement)
4. The following paragraph is added to Article X, Insurance Programs, Section 10 (d).

7/01/09 – 6/30/10 The employee shall pay five percent (5%) of the premium for single coverage and ten (10%) of the premium for family coverage except if these percentages represent amounts that exceed an increase of more than five percent (5%) over the premium amounts paid by employees during the fiscal year ending June 30, 2009, then employee shall pay the amount of the premium paid in the previous year (July 1, 2008 – June 30, 2009) year plus an additional five percent (5%) and the District shall pay the remaining amount of the premium.

7/01/10 – 6/30/11 The employee shall pay five percent (5%) of the premium for single coverage and ten (10%) of the premium for family coverage except if these percentages represent amounts that exceed an increase of more than five percent (5%) over the premium amounts paid by employees during the fiscal year ending June 30, 2010, then employee shall pay the amount of the premium paid in the previous year (July 1, 2009 – June 30, 2010) year plus an additional five percent (5%) and the District shall pay the remaining amount of the premium.

7/01/11 – 6/30/12 The employee shall pay five percent (5%) of the premium for single coverage and ten (10%) of the premium for family coverage except if these percentages represent amounts that exceed an increase of more than five percent (5%) over the premium amounts paid by employees during the fiscal year ending June 30, 2011, then employee shall pay the amount of the premium paid in the previous year (July 1, 2010 – June 30, 2011) year plus an additional five percent (5%) and the District shall pay the remaining amount of the premium.

5. Article IV Grievance Procedure shall be amended effective upon ratification of the extension by the deletion of the following language in Section 4, Step 4 of the Article;

In the event of grievance involving an employee's discharge is not resolved satisfactorily at the hearing by the Superintendent, or his/her designated representative, a copy of the complaint and a record of the proceedings of the previous meetings held on the grievance shall be prepared by the Superintendent or his/her designee and served upon the employee as soon as practicable after the conclusion of the hearing provided for in Step 3. The Superintendent or his/her designee shall file this report with the Secretary of the Board. The employee may file this report with the Secretary of the Board. The employee may file such additional reports as he/she deems necessary with the Secretary of the Board within ten (10) school days nor more than twenty (20) school days from the date of receipt of such reports. At such meeting, all affected parties shall be present. The determination of the Board of Education on such grievances shall be final and binding upon all parties.

6. Effective upon ratification of the extension and through June 30, 2011 the following retirement incentive shall be available to bargaining unit members on payroll on the date the extension is ratified by the Union and who are eligible to retire under IMRF.

Employees with at least eight (8) consecutive years of service with the District who retire on or before June 30, 2011 may elect to (a) receive \$500.00 per year of service with the District which the employee can elect to have added to their pay in equal increment during their last four to six months of service to the District or receive in a lump sum with their final paycheck or (b) the District will subsidize the retiree's health care coverage in effect on their last work day by paying the same amount of the premium as the District pays for current employees until the retiree reaches age 65.

The retiring employee must make the election of severance pay or enhanced retiree insurance coverage at the time that he/she gives the District official notice of his/her intent to retire. Such notice must be a minimum of sixty (60) calendar days in advance, except in cases of emergency.

Effective on July 1, 2011, this retirement incentive shall expire and the provisions in effect as of June 30, 2009, regarding severance pay and health insurance for retirees shall apply for retiring bargaining unit members for the remainder of the term of this Agreement.

7. The following Letter of Understanding is added to the Agreement as "Appendix B"

The District recognizes that the Union membership has agreed to a one-time ten day furlough during the 07-08 fiscal year in order to avoid layoffs of bargaining unit members. Further, the District recognizes that the bargaining unit has already been diminished through attrition by five (5) members. In order to insure the fair and equitable treatment of bargaining unit members during the term of the extended agreement the District and the Union agree to the following:

The District will not conduct reductions in force in the SEIU bargaining unit during the term of the extended agreement;

The District agrees to make every effort to reduce any further reductions in the number of bargaining unit positions through attrition during the term of the extended Agreement. The District and the Union agree that it is important to maintain opportunities for advancement with the bargaining unit. To this end, the District will meet with Union Stewards and discuss open positions prior to making a decision on filling the vacancy. Further, the District will not change job descriptions to assign the duties of higher paid job classifications to lower paid job classifications to avoid filling a vacancy in a higher paid classification;

The District agrees to meet with the Union to discuss workload concerns and cost reductions within the Buildings and Grounds Department which can reduce non-staff departmental costs upon a written request of the Buildings and Grounds Department. Said meetings shall not exceed an interval of one time per month.

In recognition of increased workloads of bargaining unit members the District agrees that bargaining unit members will not be assigned unreasonable workloads during the term of this agreement and will not be required to skip lunch or break periods in order to complete their work. Bargaining unit members agree to continue to abide by the general regulations detailed in Article XIII of this Agreement in the performance of their duties.

For the District

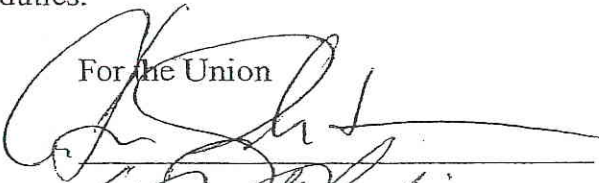




President, Board of Education



Secretary, Board of Education

For the Union



Washroom Attendant	Nite	24.76	\$51,501	25.74	\$53,544	26.51	\$55,151	27.31	\$56,805	28.13	\$ 58,509
	Day	24.56	\$51,085	25.54	\$53,128	26.31	\$54,722	27.10	\$56,364	27.91	\$ 58,055
Watchman	Nite	24.02	\$49,962	24.97	\$51,943	25.72	\$53,502	26.49	\$55,107	27.29	\$ 56,760
	Day	23.82	\$49,546	24.77	\$51,527	25.52	\$53,073	26.28	\$54,665	27.07	\$ 56,305
Regular Custodian	Nite	24.02	\$49,962	24.97	\$51,943	25.72	\$53,502	26.49	\$55,107	27.29	\$ 56,760
	Day	23.82	\$49,546	24.77	\$51,527	25.52	\$53,073	26.28	\$54,665	27.07	\$ 56,305

Night Rate Premium is .20 cents per hour.
 Night Custodians paid night rate during Winter and Spring Breaks.
 Vacation checks figured at 5/6 night rate and 1/6 day rate.

Proviso 209

Current Year

	Total Cost	Employee Cost	2008-9 *	Employee Cost	2009-10*	Employee cost
		5%				
Single	460.76	23.04	506.84	25.34	557.52	27.88
		10%				26.61
Family	1244.16	124.42	1368.58	136.86	1505.43	150.54
						143.70

* With estimated 10% increase, actual increases are not available at this time.