



GENEVA COMMUNITY UNIT SCHOOL DISTRICT 304
FROM THE OFFICE OF HUMAN RESOURCES

TO: Board of Education
FROM: Dr. Adam Law
RE: GSSA Collective Bargaining Agreement
DATE: November 26, 2018

Representatives of the Board of Education and the Geneva Support Staff Association (GSSA) reached tentative agreement on a new two-year contract on November 6, 2018. The GSSA ratified the new agreement on November 15, 2018.

The Board has been provided with the full tentative agreement for review. A summary of changes to the new agreement are below.

1. Compensation

- Year One (2018/19)
Elementary Unit Members = 3.0% increase
Secondary and Library Unit Members = 2.75% increase
Retroactive Pay to July 1, 2018
- Year Two (2019/20)
Elementary Unit Members = 3.0% increase
Secondary and Library Unit Members = 2.75% increase
- Substitute Pay
30 minutes to 3 hours = \$60 in lieu of typical half-day per diem pay
More than 3 hours = \$120 in lieu of typical full-day per diem pay

2. Working Conditions

- Dues Deductions for New Hires

The previous GSSA contract states that authorization for dues deductions must be provided to Business Office no later than September 15. The following new language will be added to the contract: "New employees hired after September 15 will have fifteen (15) calendar days after date of hire to submit a dues deduction form to the Business Office, and the prorated membership dues amount shall be deducted by the Business

Office in equal installments over the remaining portion of the ten-month period described above.”

- **Definitions**

Language regarding the four categories of classifications of positions will be added to the contract under Definitions. These categories include Library Assistant, Secondary Special Education Assistant, Elementary Special Education Assistant, and Kindergarten Assistant.

- **Involuntary Transfers**

Language will be added to the contract under Involuntary Transfer to clarify that the Board will attempt to obtain voluntary transfers from Unit Members currently employed in the same category as the vacancy before involuntarily transferring Unit Members.

- **Professional Development**

The previous contract stated that the Association leadership may request professional development for Unit Members. New language will be added to the contract articulating that professional development requests can include “behavior modification or verbal de-escalation training.”

Additionally, new language will be added stating that “each building will provide information to Unit Members about the safety protocols of that building.”

- **Technical Clean-Up**

The new agreement will reflect some technical clean-up revisions to correct minor errors in the previous agreement. The changes are as follows: capitalizing defined terms (i.e. “Unit Member”) and uncapitalizing undefined terms (i.e. “employee” instead of “Employee”); correction of spelling errors or irregularities; and clarifying language that is unintentionally ambiguous.

3. Evaluation

- The previous GSSA contract included the support staff evaluation plan and the evaluation instrument as an appendix in the contract. The new agreement will remove the support staff evaluation plan as well as the evaluation instrument from the contract.

I am requesting that the Board take action on the tentative agreement at its November 26th meeting.

Thank you to the members of the Board who invested their time and energy in the negotiation process with the GSSA.