

**FOR ACTION**

**Lisle Community Unit School District No. 202  
Board of Education Meeting  
June 23, 2025**

**SUBJECT:** Collective Bargaining Agreement between the Classified Employees Association of Lisle (CEAL) and the Board of Education from 2025/2026 to 2026/2027

**RECOMMENDATION:** The Administration recommends that the Board of Education approve the 2025-2027 Agreement between CEAL and the Board of Education.

**BACKGROUND DATA:** The attached contract reflects the modifications to the Collective Bargaining Agreement with the Classified Employees Association of Lisle (CEAL) for the 2025-2026 and 2026-2027 school years. The following is a summary of the significant changes over the current agreement:

- Two-year agreement with the Association
- The classified employees voted and ratified the contract on June 13, 2025
- Salary increase:
  - Year 1: 12-month employees will receive a 5.5% increase over the base rate for 2024-2025; less than 12-month employees will receive a 6.5% increase over the base rate for 2024-2025.
  - Year 2: All employees will receive a 4% increase over the base rate for 2025-2026
- Longevity has been increased as follows:

Years of Service	Previous Amount	New Amount
Full Time – 12-month employees		
10-14 years	\$1,250	\$1,500
15-19 years	\$1,500	\$2,000
20+ years	\$2,000	\$2,750
Full Time – Less than 12-month employees		
10-14 years	\$1,000	\$1,250
15-19 years	\$1,250	\$1,750
20+ years	\$1,750	\$2,500

- Uniform allowance for custodial/maintenance employees have been increased from \$150 to \$250 per year.
- During a previous negotiation process, CEAL and the Administration did a major language clean-up. Consequently, there are only very minor language changes to this agreement.

**FINANCIAL IMPACT:** Total salaries AND benefits are projected to increase by approximately \$253,000 for 2025-2026, and \$218,000 for 2026-2027.

**SUGGESTED MOTION:** That the Board of Education approve the 2025-2027 Agreement between the Classified Employees Association of Lisle and the Board of Education as presented.