



Joliet Township High School - District 204

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To: Dr. Cheryl McCarthy
From: Chris Olson
Date: May 21, 2019
Re: Provisions of the Contractual Agreement between JTHS 204 and Council 204 Para-Professionals

Please find the attached tentative agreement between Joliet Township High School Board of Education and the Council 204 Para-Professional Employees. The agreement is from July 1, 2019 through June 30, 2022.

This agreement covers the 114 full-time ten-month employees. The following bullet points are the main areas of interest.

- Salary
 - Year 1, 2019-2020- Employees receive step plus .75%. This increase amounts to \$83,157
 - Year 2, 2020-2021- Employees receive step plus .75%. This increase amounts to \$85,651
 - Year 3, 2021-2022- Employees receive step plus .75%. This increase amounts to \$88,221
 - Years 4 and 5, re-opener for financials

- Insurance
 - Insurance percentage of contribution remains the same through June 30, 2022

- Uniforms
 - Allowance will increase from \$300.00 to \$325 per person/per year for 2019-2020, 2020-2021 and \$350.00 per person in 2021-2022

- Reimbursement for unused sick leave (Retirement incentive)
 - Year 1, 2019-2020 increase from \$40.00 per day to \$45.00 per day
 - Year 2, 2020-2021 remain at \$45.00 per day
 - Year 3, 2021-2022 increase from \$45.00 per day to \$50.00 per day
 - Employee must use maximum days toward service credit before being reimbursed

- One- Time Retirement Incentive
 - For individuals retiring with fifteen (15) years or more service, the incentive will increase from \$100/year to \$150/year of service