



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

TO: Board
Dr. Andrew Barrett, Superintendent

FROM: Dr. Adam Law, Assistant Superintendent of Human Resources

RE: Addendum to the Educational Support Service Working Agreement 2024-2026

DATE: February 24, 2025

The Working Agreement between the Board of Education and the Educational Support Service Employees is in place through June 30, 2026. Currently, the Working Agreement states the following:

“Employees with working assignments of 30 hours or more each week are eligible for medical/dental insurance and/or life insurance benefits, but must pay the full premium cost for one summer month (nine month and ten month employees) if they are not employed on a 12-month basis. Summer insurance premiums will be deducted during the school year for those employees not employed on a 12-month basis.”

In order to ensure equity among support staff groups, District Administration recommends that the Board approve an addendum to Article XXI “Insurance” in the Educational Support Service Working Agreement that applies the standard employer/employee insurance premium percentage sharing to all twelve calendar months for eligible nine-month and ten-month support staff beginning with the 2025-26 school year.

I ask that the Board approve the attached addendum to the Educational Support Service Working Agreement at its meeting on February 24, 2025.

**ADDENDUM #1 TO EDUCATIONAL SUPPORT SERVICE WORKING AGREEMENT
JULY 1, 2024 – JUNE 30, 2026**

This Addendum modifies certain terms of the Educational Support Service Working Agreement, July 1, 2024 – June 30, 2026 (the “Agreement”). The terms of this Addendum shall control and take precedence over conflicting terms in the Agreement.

Article XXI. Insurance, is amended to add the following to the end of the first paragraph:

Beginning with the 2025-2026 school year, Educational Support Service Employees covered by the Agreement shall no longer be required to pay the full premium cost for one (1) summer month and the standard employer/employee percentage sharing shall apply to all twelve (12) months.

Approved on the 24th day of February 2025.