



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

TO: Board of Education
Dr. Andrew Barrett, Superintendent

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

RE: Educational Support Service Working Agreement 2024-2026

DATE: April 22, 2024

The Working Conditions Agreement between the Board of Education and the Educational Support Service personnel expires on June 30, 2024. Representatives of the Board and District Administration met with a group of Educational Support Staff members throughout this school year to seek their input on proposed updates for a new Educational Support Service Working Agreement.

Pending approval by the Board, the new agreement will be effective July 1, 2024, and it will expire after June 30, 2026.

A summary of changes to the Working Agreement is attached with this memo and the updated agreement is attached in BoardBook. I reviewed these changes with the Board during Executive Session on April 8, 2024. I welcome your questions regarding any changes to the Working Agreement.

In the event that the updates to the Educational Support Service Working Agreement are acceptable to the Board, I ask that the Board approve the attached agreement at its Board meeting on April 22, 2024.

District 304 Board/Administration/Educational Support Personnel Working Agreement Changes

Issue: Annual Compensation Increases
Resolution: Increases for the length of the agreement are as follows:

School Nurses

2024-25 Flat dollar increase of \$6.50/hour
2025-26 4.5% increase

10-month Support Staff

2024-25 Flat dollar increase of \$2.25/hour
2025-26 4.5% increase

12-Month and All Other Educational Support Service Personnel

2024-25 5.25% increase
2025-26 4.5% increase

Issue: Vacation
Resolution: 12-month support staff vacation allotment increased by 4 days (32 hours)

Issue: Retirement Bonus for Class I, II, and III support staff
Resolution: Change retirement bonus structure

10-19 years of service	10% of last annual salary
20-24 years of service	15% of last annual salary
25+ years of service	20% of last annual salary

Issue: Language Updates
Resolution: Updated language for the following topics:

- Summer hours: Allow 30-minute variation for start/end time from stated summer hours in the Working Agreement
- Per the 2023-24 Staffing Plan, update the titles below.
 - “Building Technician” changed to “Technology Support Technician”
 - “District Technician” changed to “Technology Support Specialist”