

**AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE BOARD OF EDUCATION OF OAK PARK ELEMENTARY SCHOOL  
DISTRICT NO. 97 AND THE OAK PARK EDUCATIONAL SUPPORT  
PROFESSIONALS ASSOCIATION  
2009-2010 THROUGH 2011-2012  
RE: ONE YEAR EXTENSION OF CONTRACT**

The following Amendment is entered into on the date shown below between the **BOARD OF EDUCATION OF OAK PARK ELEMENTARY SCHOOL DISTRICT NO. 97, Cook County, Illinois (“Board”)** and the **OAK PARK EDUCATIONAL SUPPORT PROFESSIONALS ASSOCIATION (“Association”)** (hereinafter collectively referred to as the **“Parties”**).

**W I T N E S S E T H**

**WHEREAS**, the Board and the Association are parties to a Collective Bargaining Agreement for the 2009-2010 work year through the 2011-2012 work year (the “Agreement”); and

**WHEREAS**, the Parties desire to extend the duration of the Agreement through the end of June 30, 2013, in accordance with the terms and conditions set forth herein.

**NOW, THEREFORE**, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. **Article IX – Salary and Other Compensation** shall be amended as follows:

A. Section 9.1, Salaries, “2010-2011” shall be repeated for 2011-2012. 2011-2012 shall be renamed 2012-2013. The parties agree to a “hard freeze” which includes a base freeze and no step movement for the 2011-2012 school year.

2. **Article X – Insurance Fringe Benefit** shall be amended as follows:

A. Section 10.2, Health Insurance Fringe Benefit, The Board shall provide to full time employees who are eligible to participate according to the Plan document, single and family medical insurance coverage from a health maintenance plan and a health insurance plan. For the 2009-2010 through the 2012-2013 school years, the Board shall contribute an amount equal to the single HMO annual premium for eligible employees who elect single coverage and an amount equal to sixty percent (60%) of the family HMO annual premium for eligible employees who elect family coverage or Employee + 1 coverage in any district plan. Domestic partners are eligible for coverage. A joint employee/Board benefits committee will submit recommendations to the Board for approval. For the 2011-2012 school year, eligible employees shall annually pay the following premiums for medical insurance coverage:

|           | HMO        | HMO Blue Advantage | PPO       |
|-----------|------------|--------------------|-----------|
| Single    | \$0        | \$0                | \$1560.26 |
| Single +1 | \$1,553.50 | \$1,109.68         | \$4733.56 |
| Family    | \$5,416.32 | \$4795.18          | \$9826.96 |

If the Board changes its medical insurance contribution for the certified staff, eligible full-time employees covered by this contract will receive the same benefit.

- B. Section 10.3, Dental Insurance, The Board shall provide to full time employees who are eligible to participate according to the Plan document, single and family dental insurance coverage from a dental health maintenance plan and a dental health insurance plan. For 2009-2010 through 2012-2013, the Board shall contribute an amount equal to the single HMO annual premium for eligible employees who elect single coverage and an amount equal to sixty percent (60%) of the family HMO annual premium for eligible employees who elect family coverage or Employee + 1 coverage in any district plan. Domestic partners are eligible for coverage. A joint employee/Board benefits committee will submit recommendations to the Board for approval. For 2011-2012 school year, teaching assistants shall annually pay the following premiums for dental insurance coverage:

|           | HMO      | PPO      |
|-----------|----------|----------|
| Single    | \$0      | \$189.12 |
| Single +1 | \$62.88  | \$449.52 |
| Family    | \$231.84 | \$876.72 |

If the Board changes its dental insurance contribution for the certified staff, employees covered by this contract will receive the same benefit.

**3. Article XII – Retirement Benefits** shall be amended as follows:

- A. Section 12.4, Salary Enhancement: 6% Per Year, One Two, Three or Four Year Alternative, add sub section e, Eligible employees may submit, on or before April 29, 2011, an early irrevocable letter of intent to retire at the end of the 2015-2016 or 2016-2017 school year. An eligible employee who submits his/her irrevocable letter of intent to retire on or before April 29, 2011, but whose participation in the Retirement Enhancement Program will not start until after the 2011-2012 school year, shall not be subject to the scheduled salary freeze for the 2011-2012 school year set forth in Article IX, but instead shall receive the original salary as noted in the original 2011-2012 school year and if applicable a 3% increase for the 2012-2013 school year.

4. **Article XVII – Duration** shall be amended as follows:
  - A. This Agreement shall remain in full force and effect from July 1, 2009 through June 30, 2013, inclusive. It shall automatically renew itself thereafter from year to year unless notice is given in writing by one party or the other, stating the desire to change, terminate, or negotiate a successor Agreement no later the 120 calendar days prior to the expiration date or anniversary date of a yearly extension. Official negotiations will be scheduled to begin within thirty (30) days of such notification. In the event such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date until a new Agreement has been reached or until either party shall give the other party twenty (20) calendar days written notice to cancellation thereafter.
5. **Memorandum of Understanding 1**, 2009-2012 shall be replaced with 2009-2013
6. **Memorandum of Understanding V**, 2009-2012 shall be replaced with 2009-2013

**-SIGNATURE PAGE FOLLOWS-**

**IN WITNESS WHEREOF**, the Parties have executed this Amendment by their duly authorized representatives.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2011.

**OAK PARK EDUCATIONAL  
SUPPORT PROFESSIONALS  
ASSOCIATION, IEA-NEA**

**BOARD OF EDUCATION OF  
OAK PARK ELEMENTARY  
SCHOOL DISTRICT NO. 97**

\_\_\_\_\_  
**President**

\_\_\_\_\_  
**President**

\_\_\_\_\_  
**Secretary**

\_\_\_\_\_  
**Secretary**