



**CONTRACT**

**BETWEEN**

**THE BOARD OF EDUCATION OF BERWYN NORTH SCHOOL  
DISTRICT 98, COOK COUNTY, IL**

**AND**

**THE BERWYN NORTH PARAEDUCATORS' ASSOCIATION**

**IEA/NEA**

**2022-2026**

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## **ARTICLE I - RECOGNITION**

The Board of Education of Berwyn North School District 98, Cook County, Illinois (hereinafter referred to as the "Employer" or the "Board") recognizes the Berwyn North Paraeducators' Association IEA/NEA for all full time and part time Regular Education, Special Education, English Learner Program and Media Center Assistants (hereinafter referred to as the "Employee" or "Bargaining Unit Member") exclusive of supervisors, as defined by the Illinois Educational Labor Relations Act (115 ILCS 511, et. seq.)

The Berwyn North Paraeducators' Association members are important contributors to the education process and enhance the quality of instruction and other activities to help implement the teacher's education plan.

## **ARTICLE II - WORK YEAR**

- A. All paraeducators will start the school year on the same day as the licensed staff. The work year will consist of all pupil attendance days and paraeducators will be paid their individual per diem for any days in excess of 174 pupil attendance days.
- B. The work year shall be 178 days which includes 174 pupil attendance days and 4 Institute Days which will be paid at the per diem rate.
- C. In addition, the Board shall grant the following days as non-work days:
  - Labor Day
  - Indigenous Peoples' Day
  - Martin Luther King's Birthday
  - Thanksgiving Day
  - Day After Thanksgiving
  - Memorial Day
  - New Year's Eve Day
  - New Year's Day
  - Christmas Day
  - Christmas Eve Day
  - President's Day
  - Selected Spring Friday
  - 2 Conference Exchange Days
- D. \*Labor Day becomes a non-workday only if it falls after the opening of school.
- E. The first Tuesday in November will become a non-workday if Election Day is made a State holiday.
- F. The Association President(s) and/or designees and the Superintendent and/or designees will plan the forthcoming school year's Institute Days trainings and communicate the plans to the bargaining unit members prior to the end of each school year.

## **ARTICLE III - WORK DAY**

The workday shall consist of six (6) and one-half (1/2) hours for all Regular Education, Special Education, English Learner Program and Media Center Paraeducators, excluding the lunch period. The actual workday schedule for Paraeducators may vary by the specific attendance center assignment: Early Childhood, Elementary K-5 or the Middle School. Each employee shall be entitled to receive one fifteen (15) minute break to be determined in cooperation with the classroom teacher's schedule.

Paraeducators are expected to be on duty between the hours of 8:10AM and 3:10PM.

### **Daily Attendance Procedures:**

Beginning in 2022-2023 school year, paraeducators are required to submit their daily attendance using the Crisis-Go application to begin each school day. Attendance must be submitted within fifteen (15) minutes after the school day begins. This daily attendance system's primary purpose is to verify that employees are present and to ensure student safety. It is not a time-clock system; however, the information gathered from this system may be used as a basis to determine tardiness of an employee. If any information gathered from the attendance system is used for disciplinary purposes, such discipline shall be progressive (verbal, written, paid suspension, unpaid suspension, discharge), reasonable in nature, and based on just cause.

The terms and/or procedures of the Daily Attendance System may be modified at any time during this Agreement by mutual consent. The Daily Attendance System described above will sunset upon the expiration of this collective bargaining agreement.

- Four (4) Teacher Institute Days (5.5 hours each day)
- Two (2) School Improvement Days (Regular contractual hours)
- All Wednesday Faculty Meetings or Professional Development Meetings attendance will be optional for paraeducators and paid at the \$25 hourly rate with a duration of 1 hour per meeting.

## ARTICLE IV - LEAVES

### A. Sick Leave

1. Each paraeducator will be allowed annually twelve (12) days sick leave at full pay. If any member does not use the full amount of annual sick leave thus allowed, the unused amount shall be allowed to accumulate up to an unlimited amount of days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. Sick leave days will be prorated for employees hired during the school term in half-day increments rounded up to the nearest half-day.
2. Any full-time paraeducator using three (3) or less full days of sick leave in one fiscal year shall be given \$150.00 incentive pay at the end of the year. Any full-time paraeducator having 100% attendance during any school year shall be given \$250.00 incentive pay at the end of the year. A paraeducator with perfect attendance may only collect the perfect attendance incentive of \$250.00.

### B. Personal Leave

The Board shall annually grant to each paraeducator two (2) days leave for personal business subject to pre-approval of the Superintendent, which approval shall not be unreasonably withheld. The purpose of such leave shall be to attend to personal business which may not reasonably be otherwise conducted during non-school days or hours. Such leave may not fall on the day preceding or following a holiday day or during the first five or the last five days of the school term. Requests shall be made and approved at least forty-eight hours before the personal leave day is taken. Exceptions will be made in emergency situations when forty-eight hours' notice is not possible. In such emergency situations, the request for the leave shall be made to the employee's building principal, with a contemporaneous email sent to the Superintendent. Personal leave days will be prorated for employees hired during the school term rounded up to the nearest half-day.

Personal leave not used in any year may accumulate as sick leave.

C. Bereavement Leave

All employees shall be allowed up to three (3) work days of absence, without loss of pay or the reduction of sick leave, in the event of the death of a member of the immediate family. Immediate family shall include parents, spouse, brother, sister, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, domestic partner as defined by law, and legal guardians. In the event of death of relatives not in the immediate family, an employee shall be granted a one (1) day absence without loss of pay. Bereavement leave shall not be cumulative.

Employees are required to provide proof of the relative's date of death by submitting a death certificate or an obituary. The use of bereavement leave shall be used immediately after the death of an individual as noted above unless good cause is shown for use of the leave at a time which is not immediately after the death (i.e. memorial service later in time). If the employee needs to use the bereavement days at a later date, they shall inform the building administration and HR in writing stating the reason for the request.

The employee is responsible for notifying a Building Administrator and HR immediately when they learn of the need for bereavement leave.

D. Association Leave

The Association shall be granted three (3) days of paid leave annually for the purpose of attending Association State and National Conferences or Conventions.

E. Court Leave

The Board Policy on Court leave shall be incorporated into this CBA and shall be subject to grievance and arbitration procedures outlined in this CBA. Any modifications to this Board Policy is subject to bargaining with the Association.

F. Family and Medical Leave Act 1. Definition

As used in this section:

The Board Policy on FMLA leave shall be incorporated into this CBA and shall be subject to grievance and arbitration procedures outlined in this CBA. Any modifications to this Board Policy is subject to bargaining with the Association.

G. Leaves

1. Eligible employees may be granted a total of 1 year of unpaid leave during any academic year for one or more of the following reasons:
  1. the birth of a child and to care for such child;
  2. the adoption of a child or the placement of a foster child and to care for such child;
  3. to care for spouse, son, daughter, or parent who has a serious health condition;  
and
  4. a serious health condition that makes the employee unable to perform his/her job functions.

H. Notification

In any case in which the necessity of leave is based upon an expected birth or placement, the eligible employee shall provide the Superintendent at least thirty (30) days' notice before the date the leave is to begin, of the employee's intention to take leave under such subparagraph. Where due to unforeseen circumstances, such notice not practicable, said employee is shall provide as early a notice as practicable.

In any case in which the necessity for leave is based upon illness or a serious health condition, the eligible employee shall make every reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the District, subject to the approval of the health care provider. The eligible employee shall provide the Superintendent with not less than thirty (30) days' notice before the date the leave is to begin, of the employee's intention to take the leave. Where due to unforeseen circumstances such notice is not practicable, the employee shall provide as early such notice as practicable. An eligible employee requesting leave shall, concurrently with the required notification, provide written certification from a health care provider of the reasons for the employee's request for family and medical leave.

I. Repealer

In the event the *Family and Medical Leave Act* is repealed, then this section of this Article shall, as of the date of repeal, no longer be in force and effect



**ARTICLE V - SALARY AND RELATED ITEMS**

- A. Salary schedules for duration of this Agreement are listed as Appendix "A" Salary percentage increase each year for four years (201822-202226) is as follows:

<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
New Salary Schedule with placement based on experience in-district	2.5% for existing employees, 1.25% increase to starting salaries	2.5% for existing employees, 1.25% increase to starting salaries	2.5% for existing employees, 1.25% increase to starting salaries

1. Any paraeducator who has completed twenty four (24) years of experience in the District will receive an additional \$300.00 during each additional year of service.
  2. Beginning in the 2022-2023 school year, all newly-hired paraeducators will be given up to seven (7) years service credit for salary schedule placement for any comparable outside service as a paraprofessional or as a licensed teacher. A newly-hired paraeducator will be given three (3) years of service credit for salary schedule placement for individuals who possess a Bachelor's degree from an accredited university but lack any paraeducator or teaching experience. The Superintendent and/or designee will notify the Association President(s) within ten (10) days of employment and salary schedule placement for all new hires.
- B. Pay dates shall be every other Friday of each month.
- C. Authorization for payroll deductions, other than those required legally and by this agreement, shall be authorized by written consent of the paraeducator on a form supplied by the District.
- D. Paraeducators shall have the option of selecting either a ten (10) month (September through June) salary payment schedule or twelve (12) month (September through August) salary payment schedule. For those who select the 12 month payment schedule, all remaining payments of the current school year will be issued with the final pay period in June. Once the initial request for assignment to a particular payment schedule is made, employees will be required to remain on that schedule until the next re-assignment period prior to the next school year.

- E. Any Paraeducator who performs any service in a before or after-school extra-curricular program, including State or District mandated training modules shall be compensated at their or a rate of \$25.00 per hour. Under no circumstances whatsoever shall any Paraeducator perform any services in any after-school extra-curricular program without the express, prior consent of an administrator.
- F. For the purposes of after school program stipends, the FOB system will be required to determine the number of hours submitted for payment of the stipend activity. This system will replace the paper time-sheet submission system. Paraeducators are expected to scan in at the beginning of the activity and scan out at the conclusion of the activity.
- G. Working Conditions Personal Care Assisting ADL Support Stipend
- H. Duties: Under the direction of a licensed special education teacher and/or related services staff, paraeducators provide assistance and support, as needed to students in accomplishing activities of daily living (ADL) and health related functions, including but not limited to: eating, diapering, toileting, grooming, dressing, cleaning, transferring, mobility, lifting, positioning and use of any mechanical equipment.
- I. The following ADL stipends shall apply to the following paraeducators in the respective tiers:

ADL Stipends:

1. Tier 1 DLP K-8 = \$600 per semester for each paraeducator assigned to a DLP classroom with ADL responsibilities.
2. Tier 2 EC, PreK, 1-on-1, Cross-categorical = \$400 per semester. If more than one paraeducator is assigned to a classroom with ADL responsibilities, the stipend will be split proportionately among the paraeducators who performed the ADL duties.
3. Tier 3 = \$250 summer school paraeducator for each paraeducator assigned to a classroom with ADL responsibilities.
4. The supervising teacher and building administrator will determine the ADL tiers and notify the business office of the applicable stipends for paraeducators working with students with ADL needs. The stipends will be paid in two installments in the corresponding pay periods in December and June.

## **ARTICLE VI - SENIORITY**

- A. Seniority shall be defined as the length of continuous service in the bargaining unit in District 98 and shall be applied district-wide in the bargaining unit. Upon employment in the bargaining unit, each employee shall receive a seniority date which shall be the date the Board approved his/her employment or the first day of actual work whichever is earlier. If two or more employees have the identical seniority the Superintendent shall retain the employee best qualified for the position.
- B. Continuous service is broken only by one of the following:
  - 1. Voluntary quitting or resignation
  - 2. Discharge for proper cause
  - 3. Failure of the employee to return to work at the expiration date of an approved leave of absence or recall to work after a layoff when a notice of ten or more work days has been delivered to the employee by certified mail at the last address filed by the employee with the Board office.
  - 4. Retirement
- C. Continuous Service shall not be broken and shall continue to accumulate during an approved leave of absence, layoff or disability.
- D. A seniority list shall be prepared annually by the employer and delivered to the Union President no later than March 1st of each school year.
- E. Where qualifications and job classification are not of issue the employer will make job assignments based on seniority.
- F. Employees shall receive an employment status sheet (salary explanation sheet) by August 1st, with the following info: 1) annual salary for current year 2) years of completed service.
- G. Employees shall be given written notice of termination of employment for the forthcoming school year as soon as possible but no later than June 1st.

## **ARTICLE VII - CLASSIFICATION OF EMPLOYEES**

### **Reduction in Force:**

1. The parties recognize that within the bargaining group are four separate classifications of employees as follows: (The designated classification for each employee will be included on the seniority list prepared and distributed annually)
  - a) Media Center Paraeducators
  - b) Special Education Paraeducators
  - c) Regular Education Paraeducators
  - d) English Learner Paraeducators

In the event of reduction in force, qualified paraeducators may be reassigned, possibly changing their classifications. Qualified employees shall be allowed the choice of voluntarily changing classification, upon availability of open assignments, before the district will involuntarily reassign them.

Upon request for reassignment, an employee must have all the requisite skills for the position which he/she is attempting to assume (for example: having adequate foreign language skills to be a bilingual paraeducator). If two or more equally qualified employees, as determined by the Superintendent, request the same reassignment, the district shall use seniority to determine who shall be assigned the position.

2. If the Board determines to reduce the number of employees in the bargaining unit all first-year employees, by classification, shall be terminated.
3. If a vacancy occurs for the following school term or within one calendar year from the beginning of the school term following a *staff* reduction, the Board shall first *offer* re-employment to the employee(s) released in the reverse order of the reduction, provided the employee to be recalled is determined to possess the current skills, qualifications and abilities necessary to perform the work in the job to which recalled. Any employee so recalled shall not be deemed to have suffered a break in employment as a result of the *staff* reduction, but the employee shall not accrue any benefits, including seniority, for the period of the reduction.

## **ARTICLE VIII - FRINGE BENEFITS**

### **A. INSURANCE**

1. The Board shall contribute 100% of the premium required for enrollment for single plan coverage with the District's insurance carrier. In addition the Board shall pay \$1,000 toward the cost of the premium for staff selecting family plan coverage with the Board's carrier. Insurance coverage begins on the employee's first day of work.
2. Staff employed in the District prior to June 30, 2008, and who have elected to not participate in the District health insurance plan, shall be entitled to an amount not to exceed \$4,600 for reimbursement of medical expenses. Requests for reimbursement must be submitted per the procedures established by the District's Agent.
3. The health insurance carrier, plan and benefits provided for the members of this Unit shall be subject to change at any time, without negotiations, to provide the same health insurance coverage and terms provided for teachers.
4. An employee with twenty (20) or more years of continuous service in the District, who qualifies for and elects retirement through IMRF, and has attained sixty (60) years of age, may continue membership in whatever health coverage program the District currently provides for its employees. Such enrollment may continue until the retiree first becomes eligible for Medicare and shall be contingent upon a monthly pre-payment of the then current cost to the District.

### **B. RETIREMENT PAY**

1. Any Paraeducator with eight (8) years of experience in the District shall receive retirement pay equal to \$25.00 times the number of unused sick leave days. The maximum number of unused sick days that a Paraeducator can be compensated for under this provision is fifty (50). In order to qualify for the incentive, a paraeducator must have accumulated a minimum of 20 days of sick leave. To be eligible for the benefit, the paraeducator must submit to the Superintendent proof of application for retirement.

2. An association member in District 98 who has served in the District for fifteen (15) years or more and who submits an irrevocable letter of resignation to the Superintendent by February 1<sup>st</sup>, of the school year preceding the school year of retirement with evidence of application and qualification for IMRF retirement benefits, shall receive a post retirement bonus of \$2,000, to be paid no sooner than 30 days subsequent to the member's receipt of his/her final paycheck. This amount is in addition to the \$300 paid to an employee who has attained 24 years of service during their last year of employment.

C. LIFE INSURANCE

1. The employer will provide each member of the bargaining unit a group, term life insurance policy in the amount of \$25,000.

D. TUITION REIMBURSEMENT

1. After two years of continuous employment a Paraeducator becomes eligible for application for tuition reimbursement. Paraeducators may apply for tuition reimbursement for courses taken relating to their assignment in the District, and approved by the Superintendent, at a rate not to exceed \$125.00 per semester hour to a maximum of \$500 per year. Reimbursement will be contingent upon submission of proof of receipt of a passing grade not less than a "B". The District will support this program to a maximum expenditure of \$5,000 per year with allocation being made on the basis of first come, first approved.

## **ARTICLE IX - EVALUATION**

One purpose of the evaluations is to improve job performance. An evaluation shall be conducted at least once per year during the first five (5) years of employment. After five (5) years of employment, employees will be evaluated at least once every two (2) years. The administrator and any immediate supervisor designated by the Superintendent of Schools shall evaluate the performance of all paraeducators. All monitoring shall be conducted openly and with full knowledge of the employee. No such evaluation shall be submitted to the district office, placed in the employee's file, or otherwise acted upon without prior conference with the employee.

## **ARTICLE X - JOB DESCRIPTIONS**

The Board shall provide each paraeducator with a written job description. Prior to making any changes in the job description, input shall be solicited from the paraeducators. At any time changes are made in job descriptions, a current copy shall be distributed to all paraeducators affected. The Association President(s) will meet as needed with the Superintendent whereby the Association will provide recommendations regarding updating job descriptions for each paraeducator classification. The Superintendent will take the recommendations into consideration and will notify the Association of any changes to the job descriptions.



**ARTICLE XI - JOB ASSIGNMENTS, VACANCIES, TRANSFERS AND PROMOTIONS**

- A. Definition of Vacancies - A vacancy shall be defined as a newly created position or a present position that is not filled.
- B. Posting of Vacancies - All vacancies shall be posted on the district's website for a period of five (5) work days. Said posting shall contain the following information:
  - 1. Type of work
  - 2. Location of work
  - 3. Minimum requirements
- C. Application - Interested bargaining unit members may apply in writing to the Superintendent, or designee, within the five (5) day posting period.
- D. The employer will take into consideration the issue of seniority with respect to all vacancies, transfers and promotions as per Article VI, section 6 of this agreement.

All employees covered by this agreement will be notified of their job assignment two weeks before the start of the school year.

## **ARTICLE XII - PROFESSIONALISM**

Paraeducators represent District 98 in their contacts with students, peers, teachers and community members. Accordingly the parties agree that professional and appropriate appearance is expected of District personnel. Specifically, this means tattered, torn, soiled or clothing considered too revealing will not be worn in the workplace. For purposes of this provision "too revealing" is defined as clothing revealing body parts that are not ordinarily exposed in a school setting.

The parties will make every effort to reconcile differences that occur as a result of this language through a conference between the Administration, Union and Paraeducator. Should the parties be unable to reconcile their differences, progressive disciplinary action may commence. Exceptions to these provisions may be made on a case-by-case basis by the Administration for special events, celebrations, weather contingencies and the like.

## **ARTICLE XIII - DISCIPLINE OR DISMISSAL**

### **EMPLOYEE DISCIPLINE**

- A. At least two (2) attempts should be made by the supervisor to correct deficiencies including, but not limited to a remediation plan before termination proceedings become necessary.
- B. Employees may be recommended for dismissal for cause by the Superintendent upon recommendation of the employee's supervisor. Prior to recommending dismissal, the supervisor must schedule at least one conference with the employee, at which time, reasons for dismissal shall be discussed.
- C. Employee discipline shall, in the usual case, follow progressive discipline concepts with the disciplinary steps being:
  - Verbal Warning with documentation provided to employee
  - Written Reprimand
  - Suspension (with or without pay)
  - Discharge
- D. Each employee shall have the right, upon request, to review the contents of the District personnel file and to respond in accordance with the law to its contents.
- E. Rules and regulations governing employee discipline shall be reasonable and enforcement shall be fair and exercised with just cause.
- F. Suspension with or without pay and dismissal from employment for disciplinary reasons shall be for just cause. This provision shall not apply to dismissal or changes in employment status that occur for no disciplinary reasons, such as a reduction in the workforce. In cases where an employee is placed on paid administrative leave while the District conducts its investigation, the District will conclude the investigation in a timely manner.

## **ARTICLE XIV- PROBATIONARY EMPLOYMENT PERIOD**

### **Employment during Probationary Period:**

- A. Initial employment shall be a period of three (3) months from their first day of work and shall be considered the probationary period. At the end of this probationary period, the employee's supervisor shall submit an evaluation report accompanied by a recommendation for continued employment or termination to the Superintendent.
- B. The Initial Evaluation Report – a copy of the supervisor's performance report shall be given to each employee forty-eight (48) hours prior to the meeting between the supervisor and employee, to discuss the report, and prior to being placed in an employee's file. As always, the employee shall have the right to respond to any evaluation. This response shall be appended to the supervisor's evaluation report.
- C. Upon completion of the probationary period, the employee shall be placed on the list as a continuing employee and immediately credited with the service and seniority which accumulated during the probationary period. Having passed the probationary period, such an employee will be considered a continuing employee from year to year unless the employee is terminated in accordance with RIF in Article VII.
- D. A newly hired probationary employee may be discharged without recourse any time prior to the end of the probationary period. The discharge of a newly hired probationary employee shall not be subject to the grievance article herein and shall not be otherwise challengeable under any other of the provisions of this Agreement.

## ARTICLE XV- GRIEVANCE PROCEDURE

### A. DEFINITIONS

1. A grievance is a complaint that there has been an alleged violation, misinterpretation or misapplication of any provision of this Agreement.

### B. Basic Principles

1. Any employee or group of employees shall have the right to present grievances in accordance with these procedures. A group shall consist of paraeducators who hold the grievance in common.
2. All discussions shall be kept confidential by all parties involved during the first stages of the grievance.
3. A paraeducator who participates in the grievance procedure shall be free from disciplinary action or reprisal because of such participation.
4. The administration has the responsibility to consider and take prompt action within authority delegated to it, on grievances presented.
5. The failure of the Association to act within the time limits here-in-set forth will act as a barrier to any further appeal. The administrator's failure to render a decision within the time limits shall permit the grievant to proceed to the next step. The time limits may be extended by mutual consent.
6. Hearings and conferences held in the nature of executive sessions under this procedure shall be conducted in one of the school offices at a time that will afford a fair and reasonable opportunity for all persons, including witnesses, to be present.
7. Any paraeducator has a right to be represented in the grievance procedure. The aggrieved member shall be present at any grievance discussion when the administration deems it necessary. When the presence of a member at a grievance hearing is requested by either party, illness or other incapacity of the paraeducator shall be grounds for any necessary extension of grievance procedure time limits. No other Union organization shall represent the paraeducator.
8. Class grievances involving more than one paraeducator or more than one supervisor and grievances involving an administrator above the building level may be initially filed by the Association at Step #2.

C. PROCEDURES

The parties hereto acknowledge that it is usually most desirable for a paraeducator and his immediately involved supervisor to resolve problems through free and informal communications. If such informal processes fail to resolve the grievance, the grievance may be resolved as follows:

1. STEP ONE - The grievance shall be presented within ten (10) days of the event complained of or of the date when the grievant might reasonably have known of such event. The supervisor will arrange for a meeting to take place within ten (10) days following receipt of the grievance. The written grievance should state the nature of the grievance, should note the specific clause or clauses of the agreement allegedly violated, and should state the remedy requested. The aggrieved member, an Association representative and the immediately involved supervisor shall be present for the meeting. The Supervisor shall provide a written answer with reasons to the aggrieved member, the Association and the Superintendent within ten (10) days.
2. STEP TWO - If the grievance is not resolved at Step #1, then the member shall refer the grievance to the Superintendent within ten (10) days after receipt of the Step #1 answer. The Superintendent or his designee shall arrange for a meeting with the member and the Association representative to take place within ten (10) days of his receipt of the appeal. The Superintendent shall file an answer within ten (10) days of the Step #2 grievance meeting and communicate it in writing to the member, and the Association.
3. STEP THREE - If the grievance is not resolved satisfactorily to the member and the Association within ten (10) days after receipt of the written reply from Step #2, the Association may submit in writing a request to enter into binding arbitration. The American Arbitration Association will be requested to provide a panel of arbitrators.
  - a) The Arbitrator, in his opinion, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School Board and the Association and his decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the Agreement.

- b) Expenses for the Arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the Board and the Association. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.
- c) Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the Arbitrator which was not previously disclosed to the other party.
- d) The parties shall jointly request the American Arbitration Association, the Federal Mediation and Conciliation Service or the Illinois Education Labor Relations Board to submit to them a list of five (5) arbitrator's names and qualifications. Either party may reject one list in its entirety and request that another list be submitted. From such list, the party initially requesting the arbitration shall strike two names and the other party shall then strike two names. The persons whose name remains shall be the arbitrator. The arbitrator selected shall be jointly notified of his respect to setting up a time for a hearing.

## **ARTICLE XVI - NO STRIKE**

There shall be no strike, work stoppage, slowdown, boycott, picketing or other interruption or impeding of work during the term of this Agreement. No officer or representative of the Association shall authorize, instigate, aid, condone or participate in such activities. No employee shall participate in any strike, work stoppage, slowdown, boycott, picketing or other interruption or impeding of work. The Association shall inform all bargaining unit members of their obligation to adhere to this provision.



**ARTICLE XVII - DURATION OF AGREEMENT**

This agreement shall be effective August 31, 2022 and shall continue in effect until August 31, 2026.

In witness thereof:

For the Board of Education:

Adam Z Meunice  
President, Board of Education  
03/09/2022  
Date

Dr. Michelle Smith  
Secretary, Board of Education  
2/24/22  
Date

For the Berwyn North Paraeducators Association:

John E. P.  
Association (Co)President  
3-9-22  
Date

Carla Anfuso  
Association (Co)President  
3/9/22  
Date

## SALARY MATRIX FOR TERM OF AGREEMENT

STEP	2021-22	Adjustment Scale
	Salary Matrix	Increased by \$120 each yr experience
1	\$20,463	9800
2	\$21,282	9920
3	\$22,133	10040
4	\$23,018	10160
5	\$23,474	10280
6	\$23,645	10400
7	\$24,114	10520
8	\$24,592	10640
9	\$24,955	10760
10	\$25,324	10880
11	\$25,588	11000
12	\$26,083	11120
13	\$26,591	11240
14	\$27,106	11360
15	\$27,903	11480
16	\$33,212	11600
17	\$34,289	11720
18	\$34,289	11840
19	\$34,289	11960
20	\$35,993	12080
21	\$35,993	12200
22	\$35,993	12320
23	\$35,993	12440
24	\$35,993	12560
25	\$39,284	12680

Salary Matrix BNPA				
STEP	2022-23	2023-24	2024-25	2025-26
1	\$30,000	\$30,375	\$30,755	\$31,139
2	\$30,263	\$30,750	\$31,134	\$31,524
3	\$31,202	\$31,020	\$31,519	\$31,913
4	\$32,173	\$31,982	\$31,795	\$32,307
5	\$33,178	\$32,977	\$32,782	\$32,590
6	\$33,754	\$34,007	\$33,802	\$33,601
7	\$34,045	\$34,598	\$34,858	\$34,647
8	\$34,634	\$34,896	\$35,463	\$35,729
9	\$35,232	\$35,500	\$35,769	\$36,349
10	\$35,715	\$36,113	\$36,387	\$36,663
11	\$36,204	\$36,608	\$37,016	\$37,297
12	\$36,588	\$37,109	\$37,523	\$37,941
13	\$37,203	\$37,503	\$38,037	\$38,461
14	\$37,831	\$38,133	\$38,440	\$38,988
15	\$38,466	\$38,777	\$39,086	\$39,401
16	\$39,383	\$39,428	\$39,746	\$40,064
17	\$44,812	\$40,368	\$40,413	\$40,740
18	\$46,009	\$45,932	\$41,377	\$41,424
19	\$46,129	\$47,159	\$47,081	\$42,411
20	\$46,249	\$47,282	\$48,338	\$48,258
21	\$48,073	\$47,405	\$48,464	\$49,547
22	\$48,193	\$49,275	\$48,590	\$49,676
23	\$48,313	\$49,398	\$50,507	\$49,805
24	\$48,433	\$49,521	\$50,633	\$51,769
25	\$48,553	\$49,644	\$50,759	\$51,899

Longevity after step 25 = 2.5% over previous salary