

**AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT
 BETWEEN THE BOARD OF EDUCATION OF OAK PARK ELEMENTARY SCHOOL
 DISTRICT NO. 97 AND THE OAK PARK TEACHERS' ASSISTANTS ASSOCIATION
 2008-2009 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 TEACHERS' ASSISTANTS ASSOCIATION ("Association")** (hereinafter collectively referred to as the **"Parties"**).

WITNESSETH

WHEREAS, the Board and the Association are parties to a Collective Bargaining Agreement for the 2008-2009 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 – Employee Compensation** shall be amended as follows:
 - A. Section 9.1, Salary Schedule, "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.
 - B. Section 9.5 B, Health Insurance, The Board shall provide single and family medical insurance coverage from a health maintenance plan and a health insurance plan. For the 2008-2009 through the 2012-2013 school years, the Board shall contribute an amount equal to the single HMO annual premium for teaching assistants who elect single coverage and an amount equal to sixty percent (60%) of the family HMO annual premium for teaching assistants who elect family coverage or Employee + 1 coverage in any district plan. For the 2011-2012 school year, teaching assistants 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, employees covered by this contract will receive the same benefit.

In lieu of a contribution towards the cost of health insurance, the Board will provide a cash payment alternative of \$500 which will be added to the employee's salary.

- C. The Board shall provide single and family dental insurance coverage from a dental health maintenance plan and a dental health insurance plan. For 2008-2009 through 2012-2013, the Board shall contribute an amount equal to the single HMO annual premium for teaching assistants who elect single coverage and an amount equal to sixty percent (60%) of the family HMO annual premium for teaching assistants who elect family coverage or Employee + 1 coverage in any district plan. 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. An employee receiving the cash alternative may participate in the dental insurance plan at his/her own expense.

- D. Section 9.10 Retirement Benefits, D-1-a, add this paragraph in subsection a, Teaching assistants 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. A teaching assistant 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, paragraph 1.0, 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.

2. **Article XIV – Effect of Agreement** shall be amended as follows:

- A. 14.3, Term of Agreement, This Agreement shall be effective the first day of the 2008-2009 school year and shall remain in effect until the end of the day before the first scheduled day of the 2013-2014 school year. The parties agree to confer regarding the limitation on the number of non-economic issues each party will bring to negotiations in 2013.

3. The articles and Appendix set forth above are amended effective on the date shown below and shall replace and supersede the corresponding Articles and Appendix in the 2008-2012 Agreement. This Amendment shall be appended to the 2008-2012 Agreement.

-SIGNATURE PAGE FOLLOWS-

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

Dated this _____ day of _____, 2011.

**OAK PARK TEACHERS’
ASSISTANTS ASSOCIATION, IEA-NEA**

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

President

President

Secretary

Secretary