



Special Meeting Agenda

Township High School District 214 Board of Education
Friday, May 24, 2024, 8:00 AM
Forest View Educational Center
2121 South Goebbert Road
Arlington Heights, IL 60005

1. **Call to Order**

1.1. Roll Call

2. **Pledge of Allegiance**

3. **Public Comments**

Members of the public, especially residents of District 214, are welcome to contribute during public comments. To do so, you must sign up before the start of the meeting.

4. **Roll Call Action Items**

4.1. Approval of the Education Association Contract Agreement for 2024-2029

Motion to approve the 2024-2029 Collective Bargaining Agreement between the Board of Education and the D214 Education Association, subject to final review and approval of legal counsel.

5. **Adjournment**



Tentative Contract Terms

3.524 “Non-Traditional” teaching: Teachers may be assigned “non-traditional” classes with adequate notice and support. This includes blended learning and/or distance learning.

3.524 Bell Schedule: A block schedule with 85-minute classes (Appendix A) is adopted for the 2024-2025 school year and will remain unchanged for at least the 2025-2026 school year.

3.600 #5 Salary Increase: Base increase
Year 1: 4%, Year 2: 4%, Year 3: CPI (1%-4%), Year 4: CPI (1%-4%), Year 5: CPI (1%-4%)

3.612 Stipends: Teachers who earn EL, Special Education or specifically designated CTE endorsements (not previously held) will be paid a one-time stipend of one thousand, five hundred dollars (\$1500) upon the district receiving approval/certification through ISBE.

3.700 Co-curricular Payment Schedule: New steps (7-10) will be phased in to incentivize coaching/sponsoring longevity. New steps are as follows: Year 1 2025: step 6, Year 2 2026: step 7, Year 3 2027: step 8, Year 4 2028: step 9, Year 10 2029: step 10. Increments in steps 7-10 are 50% of steps 1-6.

3.803 FMLA: Upon the birth or adoption of a child or placement of a child from foster care, EA members are eligible for Parental Leave for up to 12 weeks. The leave time will come from the employee's accrued benefits time provided that the employee returns to part or full-time employment. In the instance the employee does not have accrued benefits or "sick time", the time would be unpaid. These 60 days must be used consecutively at any time within the 12-month period and will not be diminished because of any staff non-attendance days or because school is not in session (e.g., summer, winter, or spring breaks). If both parents are employed by the District, each staff member may each take a total of 12 weeks (60 work days) for parental leave. During parental leave and FMLA, all work responsibilities, including teaching, coaching, sponsoring activities, clubs, etc., shall cease.

3.840 Voluntary Retirement Program: Teachers receive a 6% increase in their final 4 years of service with a letter outlining an intent to retire. During the previous contract, the district offered a 3% incentive with additional years of service contributions, equaling an approximately 6% incentive. This is a change in practice to align with the updated law and is not intended to change the district's financial commitment.

3.840 Voluntary Retirement Program: Tier 2 members will receive matching contributions for their 403b/457 plans, capped at \$1,000 annually.

3.850 #3 Premiums: The District 214 Insurance Committee, representing the Board of Education, the administration, and all employees covered by the medical/dental program, will meet quarterly during the school year, or as determined by the committee, to confer and review recommendations and changes to the program regarding coverage and cost-containment strategies. In the calendar year 2026 the Board contribution for premium increases shall be capped at 7% per plan year. Any additional increase above the 7% shall result in adjustments to the insurance plan by the District's Insurance Committee to bring the projected increase in costs back to the capped amount or less. If changes result in an increase still greater than 7%, the balance will be paid by the employees through adjusted employee share rates.