

Park Ridge-Niles School District 64 Board of Education and Park Ridge Teachers Assistants' Association (PRTAA)

CONTRACT HIGHLIGHTS

Who: District 64 employs 113 assistants, including special education program assistants, regular education teacher assistants, health assistants, and learning resource center assistants.

Timeline: Negotiations with the PRTAA were initiated on November 28, 2012. The final agreement was ratified on April 22, 2013 by both parties.

Length of Contract: 4 years (2012-13 through 2015-16), the same as District 64's contract with teachers represented by the Park Ridge Education Association.

Highlights:

- Base salary increase of 2.0 percent each year of the contract.
- No change to "step" increases that vary based on the assistant's experience.
- Assistants continue to share in the cost of their health and dental insurance coverage, including sharing in any cost increases.
- The beginning hourly rate for a new assistant entering District 64 will rise from \$13.98 per hour to \$14.26 per hour (2.0%), and remains competitive with our comparable districts.
- Agreement also has been reached on a variety of working condition items to clarify intent, compensation, procedures or communication, such as: class coverage; normal work day; definition of seniority; seniority list; layoffs; and stipends for particular assignments.
- Payments to retiring employees were modified as follows, similar to some of the changes the Board has already made with teachers, secretaries/maintenance employees, exempt staff and administrators.
 - Establish a maximum of 80 days of accumulated and unused sick leave that will be paid at retirement. The District pays \$65 for each accumulated and unused day. Currently, there is no limit to the number of days for which payment can be made.
 - The service recognition benefit paid at retirement for each year of continuous service remains \$450 per year, but the number of years is capped at 25 instead of unlimited. This provision also is to "sunset" at the end of the 2013-14 school year.
 - Payment of these benefits will be post-retirement, rather than as payment prior to retirement, to avoid financial penalties according to new State legislation effective January 2012. [PA 97-0609].

5/6/13