

**Carol Stream Education Association (CSEA)
and the
Board of Education Community Consolidated School District 93**

Three Year Contract Extension (July 1, 2018 - June 30, 2021)

Continuation of Terms and Conditions and Benefits

This successor Professional Agreement will contain and will continue all other terms, conditions and benefits found in the 2013-2018 Professional Agreement. Where appropriate, dates in the successor Professional Agreement will be brought current.

Salary

1. For the 2018-2019 contract year, the salary schedule base (BA 1) shall be increased by 2.1%, which is the Consumer Price Index adjustment, ("CPI") authorized by the Illinois Property Tax Extension Limitation Law (PTELL) which establishes the extension limitation applicable to the tax extension for the levy year prior to the contract year. The CPI for the 2018-2019 contract year was determined in December, 2016 and was published in January, 2017. An actual salary schedule will be prepared and presented to the Association by prior to ratification.
2. For the 2019-2020 and 2020-2021 contract years, the salary schedule base (BA 1) shall be increased by 100% of the Consumer Price Index adjustment, ("CPI") authorized by the Illinois Property Tax Extension Limitation Law (PTELL) which establishes the extension limitation applicable to the tax extension for the levy year prior to the contract year. The CPI for the 2019-2020 contract year will be determined in December, 2017 and published in January, 2018. The CPI for the 2020-2021 contract year will be determined in December, 2018 and published in January, 2019. Provided, however, the actual salary increase for any teacher not on L-Step shall be a step increase plus an increase in base of not less than 2%. Nor shall the actual salary increase for any teacher be more than 5%, notwithstanding the amount otherwise payable from the teacher's salary schedule placement. An actual salary schedule will be prepared and presented to the Association by February 15, 2019 for the 2019-2020 contract year, and by February 15, 2020 for the 2020-2021 contract year.
3. Each bargaining unit member who is on the L-Step, or who goes on L-Step during the term of this Agreement, will receive an increase of 4.0% on their pay for each year of the contract, unless there is a property tax freeze, as out lined below. In the event of a property tax freeze in any of the contract years, licensed staff on L-Step will receive a 2% increase on their pay.

Stipends

1. The increase for stipends will be 2% a year for the next three years.
2. The summer committee rate of \$42.84 will be decreased by \$2.84 per hour to a rate of \$40.00 per hour. This rate of \$40.00 per hour for summer committees will remain the same for each of the three years of the contract extension.
3. The stipend for PBIS Internal Coach (Tier 1) and the PBIS Internal Coach (Tier2) will be adjusted to the same rate of \$3,390 beginning the 2018-19 school year. For the next two years of the extension, these stipends will be increased by 2%

Property Tax Freeze

If any year of this extension of the Agreement is affected by a property tax freeze that negatively impacts the levy, there will be no increase in the base for the salary schedule. Available step movement and lane changes will take place.

However, if in any of the three years of the extension, along with a property tax freeze, the State provides additional money to mitigate the loss of property tax revenue, the base will increase by the proportionate percentage of dollars provided in mitigation. "Additional money" shall include any public dollars from the State, including Federal dollars sent to the State, for which supplantive allocation to teachers' salaries is not prohibited. The phrase "for which supplantive allocation to teachers' salaries is not prohibited" means that the District will not be forced to apply monies to all teachers' salaries if the application of said monies would cause the District to lose them.

Example: CPI is 2%, a property tax freeze reduces revenue by \$2,000,000 and the State provides \$400,000 in additional General State Aide in mitigation. The \$400,000 increase is 20% of the lost \$2,000,000. The base increase would be 20% of the 2% CPI = 0.4%. The base would increase 0.4%.

Property Tax Reduction

If the District's property tax extension for educational purposes is reduced by referendum for the 2018 or 2019 levy year, pursuant to SB 1947, the Board may opt not to implement the salary provisions of this Addendum at the end of the contract year during which the affected levy was made. The parties will reopen negotiations for any remaining contract year(s) on the issue of salary only.

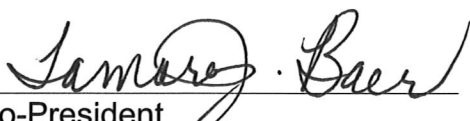
Signed and dated this 13 day of December, 2017.

FOR THE BOARD OF EDUCATION,
COMMUNITY CONSOLIDATED
SCHOOL DISTRICT 93



President
Board of Education

FOR THE CAROL STREAM
EDUCATION ASSOCIATION



Co-President
Carol Stream Education Association



Superintendent of Schools



Co-President
Carol Stream Education Association