

35528

**ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
JUNE 5, 2025**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
COUNTY OF COOK AND STATE OF ILLINOIS**

**RESOLUTION
TO APPROVE TENTATIVE AGREEMENTS
FOR A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF TRUSTEES OF
COMMUNITY COLLEGE DISTRICT NO. 508 AND
THE AMERICAN FEDERATION OF STATE, FEDERAL, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL 31, AFL-CIO AND ITS LOCAL 3506
THE OFFICE OF THE GENERAL COUNSEL**

WHEREAS, the Board of Trustees of Community College District No. 508, Cook County, Illinois (the “Board”) and the American Federation of State, Federal, County and Municipal Employees, Council 31, AFL-CIO and its Local 3506 (“AFSCME 3506”) are parties to a collective bargaining agreement effective July 1, 2023 through June 30, 2028 concerning coordinators;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of AFSCME 3506 as required by law and have reached a tentative agreement with respect to changes in wages and other terms and conditions of employment for coordinators represented by AFSCME 3506;

WHEREAS, AFSCME 3506 has advised the Board representatives that each of the tentative agreements between the Board and the coordinators has been ratified by AFSCME 3506 membership;

WHEREAS, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and AFSCME 3506 concerning coordinators as summarized in the Executive Summary attached as Exhibit A, and (ii) the execution of a collective bargaining agreement concerning coordinators with AFSCME 3506 by the Chair on behalf of the Board.

NOW, THEREFORE BE IT RESOLVED, that the Board of Trustees of Community College District No. 508, County of Cook and State of Illinois, hereby:

1. Approves the tentative agreements between the Board and AFSCME 3506 including those set forth on the Executive Summary attached as Exhibit A;
2. Authorizes the Chancellor or his designee to draft a collective bargaining agreement consistent with Exhibit A and authorizes the Chair, upon final approval of the General Counsel of the legal form of such agreement, to execute such collective bargaining agreement on behalf of the Board.

EXHIBIT A

Executive Summary – AFSCME 3506 Adult Educators

Provision	Tentative Agreement
Term	5-year agreement – July 1, 2023 to June 30, 2028
Annual Wage Increases	July 1, 2023 – 5%; July 1, 2024 – 4%; July 1, 2025 – 3.5%; July 1, 2026 – 3.25%; July 1, 2027 – 3%
Wage Tiers	Effective the first full pay period after ratification, wage tiers will be eliminated and all Coordinators will be placed on a single wage schedule
Performance Incentive Plan	Beginning in 2024, the Performance Incentive Plan will be broken into two separate components: post-test rate and level gains
Holidays	Added Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Saturday after Thanksgiving, Martin Luther King, Jr. Day, Presidents Day, Memorial Day, Juneteenth, Veterans Day, and Indigenous Peoples Day as paid holidays
Seniority	Seniority will be defined as an employee's length of continuous service as a Coordinator or successor title
Vacation Accrual	Effective July 1, 2024, vacation time will accrue at the rate of 1.10 hours for every 35 hours worked, to a maximum of 43 hours per fiscal year
Sick Leave Accrual	Effective July 1, 2024, sick time will accrue at the rate of 1.00 hours for every 35 hours worked, for a maximum of 40 hours per fiscal year
Personal Care Payments	Personal Care Payments will be increased from \$275 per month to \$325 per month
Anti-Discrimination	Gender Identity will be added as protected class
Professional Development Funds	The total pool for professional development for Coordinators will be \$50,000 and the amount available per person, per fiscal year, will be \$3,500.
Professional Development for Coordinators	Coordinators shall have access to any professional development offered to Adult Educators with prior approval of their supervisor. Coordinators participating in approved professional development activities shall be allowed to do so without interruption. With prior approval of their supervisor, coordinators shall be permitted to flex their time to participate in approved professional development

Provision	Tentative Agreement
	occurring outside their regular working hours provided it does not increase the Coordinator's total scheduled hours for the week.
New Employee Orientation	Within 10 days of a new employee's hire, Union representatives will be allowed to provide a union orientation to that employee for up to one hour

Generally, terms and provisions of the collective bargaining agreement that are not expressly revised pursuant to a tentative agreement shall remain the same.