

**35529**  
**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 adult educators;

**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 adult educators represented by AFSCME 3506;

**WHEREAS**, AFSCME 3506 has advised the Board representatives that each of the tentative agreements between the Board and the adult educators 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 adult educators as summarized in the Executive Summary attached as Exhibit A, and (ii) the execution of a collective bargaining agreement concerning adult educators 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
<b>Term</b>	5-year agreement – July 1, 2023 to June 30, 2028
<b>Annual Wage Increases</b>	July 1, 2023 – 5%; July 1, 2024 – 4%; July 1, 2025 – 3.5%; July 1, 2026 – 3.25%; July 1, 2027 – 3%
<b>Wage Tiers</b>	Effective the first full pay period after ratification, wage tiers will be eliminated and all Adult Educators will be placed on a single wage schedule
<b>Preparation Time</b>	Upon ratification, pay for Preparation Time will increase from \$13.00 to \$17.00 per hour for every four hours of teaching time, increasing to \$17.25 on July 1, 2026, and \$17.50 on July 1, 2027.
<b>Program Documentation Pay</b>	Upon ratification, Program Documentation Pay will be increased from \$13.00 to \$17.00 per class per half-semester, increasing to \$17.25 on July 1, 2026, and \$17.50 on July 1, 2027.
<b>Performance Incentive Plan</b>	Beginning in 2024, the Performance Incentive Plan will be broken into two separate components: post-test rate and level gains
<b>Merger of Classrooms</b>	If a classroom is merged, the Adult Educator teaching that class will be paid a \$100 stipend per session teaching the merged class
<b>Holidays</b>	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
<b>Seniority</b>	Seniority, defined as an employee's length of continuous service as an Adult Educator or successor title, will be one of the factors used for the purposes of assigning new assignments
<b>Vacation Accrual</b>	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
<b>Sick Leave Accrual</b>	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
<b>Personal Care Payments</b>	Personal Care Payments will be increased from \$275 per month to \$325 per month
<b>Anti-Discrimination</b>	Gender Identity will be added as protected class

Provision	Tentative Agreement
<b>Professional Development Funds</b>	The total pool for professional development for Adult Educators will be \$200,000 and the amount available per person, per fiscal year, will be \$3,500.
<b>New Employee Orientation</b>	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
<b>I-Pathways and Bridge Courses</b>	Upon ratification, I-Pathways courses will be compensated at \$967.00 per credit hour and shall increase at the same rate as the annual wage increases; Adult Educators scheduled to teach bridge courses will be paid for all instructional and vocational observation hours.
<b>Intellectual Property Rights</b>	Work created for the Board and at the Board's expense will belong to the Board. Ownership of work created otherwise will be the employee's.

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