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ADOPTED-BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
MARCH 5, 2026

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
CITY COLLEGES POLICE OFFICERS ASSOCIATION, A CHAPTER OF THE COOK COUNTY COLLEGES
TEACHERS UNION, LOCAL 1600, AFT, AFL-CIO
THE OFFICE OF THE GENERAL COUNSEL**

WHEREAS, the Board of Trustees of Community College District No. 508, Cook County, Illinois (the "Board") and the City Colleges Police Officers Association, a Chapter of the Cook County Colleges Teachers Union, Local 1600, AFT, AFL-CIO ("Local 1600") are parties to a collective bargaining agreement effective January 1, 2021 through December 31, 2024 concerning security officers;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 1600 as required by law and have reached a tentative agreement with respect to changes in wages and other terms and conditions of employment for security officers represented by Local 1600;

WHEREAS, Local 1600 has advised the Board representatives that each of the tentative agreements between the Board and Local 1600 has been ratified by Local 1600 membership;

WHEREAS, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and Local 1600 concerning security officers as summarized in the Executive Summary attached as Exhibit A, and (ii) the execution of a collective bargaining agreement concerning security officers with Local 1600 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 Local 1600 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.

March 5, 2026 – The Office of the General Counsel

EXHIBIT A

Executive Summary – Local 1600 Security

Provision	Tentative Agreement
Term	4-year agreement – January 1, 2025 to December 31, 2028
Annual Increase	Adjust 2025 wages to \$29.00/hour for Lead Security Officers, \$26.50 for Security Officers, and \$21.25 for Security Aides, then 4% wage increases each subsequent year of the agreement
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 40 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
Holiday Pay	Add Juneteenth and Labor Day as holiday pay days.
Health Insurance	Security employees who regularly work 25 hours or more will be eligible to enroll in the HMO plan (employees only) at the sole cost of the employee

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