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ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
OCTOBER 1, 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 CONTINGENT LABOR ORGANIZING COMMITTEE (CCCLOC), IEA-NEA
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 Contingent Labor Organizing Committee (“CCCLOC”) are parties to (i) a collective bargaining agreement effective July 1, 2020 through June 30, 2024 concerning part-time faculty, librarians, and vocational lecturers;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of CCCLOC as required by law and have reached a tentative agreement with respect to changes in wages and other terms and conditions of employment for part-time faculty, librarians, and vocational lecturers;

WHEREAS, CCCLOC has advised the Board representatives that each of the tentative agreements between part-time faculty, librarians, and vocational lecturers have been ratified by CCCLOC membership;

WHEREAS, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and CCCLOC concerning part-time faculty, librarians, and vocational lecturers as summarized in the Executive Summary attached as Exhibit A, and (ii) the execution of a collective bargaining agreement, concerning part-time faculty, librarians, and vocational lecturers, with CCCLOC 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 CCCLOC including those set forth on the Executive Summary attached as Exhibit A; and
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.

October 1, 2026 - Office of the General Counsel

EXHIBIT A

Executive Summary - CCCLOC

Provision	Tentative Agreement
Term	4-year agreement – July 1, 2024 to June 30, 2028
Annual Increase	2024 – 10%, 2025 – 5%, 2026 – 5%, 2027 – 5%; Employees employed on the date of ratification are eligible for retroactive pay.
Definitions	Employees' "principal college" will be updated in each member's Personal Information section of my.ccc.edu.
Class Sizes	Class sizes are updated to mirror the sizes set forth for Full Time Faculty.
Class Cancellation and Course Development	If a class is cancelled within 10 days before the start of the assigned class, the employee will receive \$250.00. If an employee develops a new course but is not assigned to teach the course, the employee will receive \$450.
Professional Development	Six hours of professional development will be offered during Faculty Development week. Attendance at those PDs will be paid at the rate of \$25.00 per hour.
Professional Development	Union members may receive up to \$4,000 per year for approved professional development.
Seniority List	Seniority lists will include principal college.
Maximum Contact Hours	Adjunct faculty may be permitted to have courseloads of up to 14 hours at the administration's discretion. Credit hours over 12 hours will be paid at 1.3 times their contact hour rate.
Malpractice Insurance	The Board shall provide \$200,000/\$600,000 comprehensive malpractice insurance for all nursing faculty covered by the CBA.
Special Assignments	Special assignments will be paid at the rate of \$25.00 per hour.
Committee Participation	Employees shall be paid to attend up to 2 departmental meetings per semester at the rate of \$25.00 per hour.
Timing of Payments	Employees will be paid in arrears rather than in real time.
Inaccurate Payments	If an employee is paid incorrectly, the administration must notify the member within 90 days following the payment, otherwise it becomes irrevocable.
Paid Excused Absences	Upon entry into the Union, employees will receive 3 paid absences per academic semester and 1 paid day off per

Provision	Tentative Agreement
	summer term. Paid days off may not be carried over, but unused days for the Fall and Spring semesters shall be paid out at the rate of 3 hours per unpaid day.
Health Insurance	Employees will be able to select the PPO plan in addition to the previously provided HMO plan. Employees may also participate in the dental and vision plan at their own expense.
Personal Care Payments	150 employees will be eligible for monthly personal care payments in the following amounts: Pay Period After Execution: \$300; Increases \$15 for each year for the life of the CBA.
Fringe Benefits	Employees will be eligible for \$100 reimbursement for applicable homeowners/renters insurance and \$200 reimbursement for applicable auto insurance.

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