

**The Board team proposes the following amendments to Section 1.0 Recognition.**

**Section 1.0 Recognition.** The Board recognizes the Association as the exclusive bargaining representative for the bargaining unit described as follows:

Included are all full-time faculty including Lead Instructors those who may receive a stipend or release time for additional duties. Excluded are faculty in instructors in the Business & Industry Division (formerly Workforce Education), Radio Station Manager and Engineer, and all other employees of Illinois Eastern Community Colleges, District No. 529.

A "temporary full-time faculty member" is defined as someone employed by the Board to teach fifteen (15) credit hours or more, but not for more than two (2) consecutive regular academic semesters, with no assurance of continued employment, and who is specifically informed by the Board, in writing, that their employment relationship is temporary in nature. Nothing in this section shall be used to replace a full-time faculty position by hiring a series of temporary full-time faculty members. Such persons shall not be deemed members of the bargaining unit represented by the Association

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Original Language:

Included are all full-time faculty including Lead Instructors. Excluded are faculty in Workforce Education, Radio Station Manager and Engineer, and all other employees of Illinois Eastern Community Colleges, District No. 529.

A "temporary full-time faculty member" is defined as someone employed by the Board to teach fifteen (15) credit hours or more, but not for more than two (2) consecutive regular academic semesters, with no assurance of continued employment, and who is specifically informed by the Board, in writing, that their employment relationship is temporary in nature. Nothing in this section shall be used to replace a full-time faculty position by hiring a series of temporary full-time faculty members. Such persons shall not be deemed members of the bargaining unit represented by the Association.

**The BOT accepts the Association's proposal to maintain original language. Tentative Agreement #3:**

**September 22, 2023 at 4:33 PM at \_\_\_\_\_ : \_\_\_\_\_ PM Initials: Ry BOT AK Association**

**Section 2.2 Commencement.**

**Current Language:**

All full-time faculty members shall participate in the commencement ceremonies in academic regalia, as provided by the College, unless previously excused by the President.

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**Board of Trustees counterproposal:**

**Section 2.2 Commencement.** Both the Board and the Association expect faculty members to participate in the commencement ceremonies held at their primary campus. However, they acknowledge that certain legitimate reasons may necessitate excusal. In such cases, faculty members should submit a written request in advance to the Director of Human Resources for review and possible approval. A copy of the request should also be provided to the Association.

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**The Association rejects the Board's counterproposal.**

*The BOT has submitted a new proposal that goes beyond the scope of the proposed changes. The BOT is requiring members to work on a non-student attendance day (110 ILCS 805/3-16). Moreover, this waiver requires members to use leave (i.e., sick, personal, etc.) for this day that is not a workday. Requiring members to use leave (e.g., sick, personal) for a non-work day when the member is not paid for attending/working, is tantamount to fraud of employees' leave. It also institutes an altered and arbitrary leave process requiring approval when there is no leave approval process or procedures when taking leave during the work year. This waiver also violates members privacy and medical rights by requiring notice and reasons for leave be shared beyond the current practice (HR and immediate supervisor, and union officials). This item is contrary to the current contractual provisions and practice for taking leave, as well as requires members to attend an event beyond the work year without compensation. The BOT cannot compel or require members to disclose reasons for use of leave as a condition of employment nor require members to use said leave when the member's work year has ended. If the BOT wants members to participate and/or attend, the BOT must compensate members at members' contractual rate of pay for the day to attend this voluntary activity.*

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**The Board of Trustee team rejects the Associations counterproposal.**

**The Board team counter proposes:**

All full-time faculty members ~~shall~~ are encouraged to participate in the commencement ceremonies in academic regalia, as provided by the College. ~~If a member attends, the member shall be paid for the (work) day at his/her daily rate of contractual pay unless previously excused by the President.~~

**The Association accepts the BOT proposal. Tentative Agreement #4:**

September 22, 2023 at 4: 34 PM at \_\_\_\_\_: \_\_\_\_\_ PM Initials: RG BOT AK Association

**Current Language:**

**Section 2.6 Board Agenda.** The President of the Association or the President's designee shall be given written or electronic notice of all regular and special meetings of the Board of Trustees together with a copy of the agenda of each meeting and the open session minutes of the prior meeting at the same time items are distributed to the Board of Trustees.

**BOT counter proposes to maintain current contract.**

The President of the Association or the President's designee shall be given written or electronic notice of all regular and special meetings of the Board of Trustees together with a copy of the agenda of each meeting and the open session minutes of the prior meeting at the same time items are distributed to the Board of Trustees.

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*The Association rejects the BOT's counterproposal. The Association is entitled to not only the Board agendas and minutes of each meeting but also the BOT's board packets including financials provided to Board members at each meeting and special meeting. Per the ILERA Section 14(a)(5) Duty to Furnish Information, the Association is entitled the information provided to the BOT including but not limited to the board packets, policies, financials, etc.*

**The Association maintains its proposal:**

**Section 2.6 Board Agenda.** The President of the Association or the President's designee shall be given written or electronic notice of all regular and special meetings of the Board of Trustees together with a copy of the Board packets, attachments (including but not limited to financials), agenda, Board packet, and open session minutes of the previous meeting at the same time items are distributed to the Board of Trustees.

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**The BOT accepts the Association's proposal. Tentative Agreement #5:**

September 22, 2023 at 4:44 PM at \_\_\_\_\_ : \_\_\_\_\_ PM Initials: Ra BOT Rh Association

## Article IX – Compensation

### Current Language:

**Section 9.2 Teaching Load Formula.** Lecture hours for full-time faculty will be equated at a ratio of one-to-one (1:1). Lab hours will be equated at a ratio of eight-tenths-to-one (.8:1) except for full-time nursing faculty teaching core courses in the nursing program. Core lab hours in the nursing program will be equated at a ratio of one-to-one (1:1).

### Association proposes the following changes:

**Section 9.2 Teaching Load Formula.** Lecture hours for full-time faculty will be equated at a ratio of one-to-one (1:1). Lab hours ~~will be equated at a ratio of eight-tenths-to-one (.8:1) except for full-time nursing faculty teaching core courses in the nursing program. and~~ Core lab hours ~~in the nursing program~~ will be equated at a ratio of one-to-one (1:1).

The BOT accepts the Association's proposal.

Tentative

Agreement (#1)

September 22, 2023 at 4:34 PM Initials: RC BOT JK Association

**Current Language:**

**Section 9.7 Travel Reimbursements.** Full-time faculty will be reimbursed for approved business related travel at the Illinois state reimbursement rate as specified by the Illinois State Board of Education.

Full-time faculty will only be reimbursed for approved travel from the first work site to a second work site. When travel is from a personal residence to a second work site, travel will be reimbursed for mileage equal to the difference between the faculty member's personal residence and the first/closer work site.

**The Board team rejects the Association proposal and counter proposes the following language:**

**Section 9.7 Travel Reimbursements.** Full-time faculty will be reimbursed for approved business-related travel at the current Internal Revenue Service (IRS) standard mileage Illinois state reimbursement rate ~~as specified by the Illinois State Board of Education.~~

Full-time faculty will only be reimbursed for approved travel from the first work site to a second work site. When travel is from a personal residence to a second work site, travel will be reimbursed for mileage equal to the difference between the faculty member's personal residence and the first/closer work site.

**The Association accepts the Board's counter proposal.**  
**Agreement (#2)**

**Tentative**

**September 22, 2023 at 4 : 35 PM Initials: Ra BOT Rh Association**

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**Current Language:**

**Section 9.10 Pay Dates.** Base salary will be paid every other Friday on a bi-weekly schedule.

**First pay date of the academic year.** The first pay period of the academic year shall be no later than the first full bi-weekly pay period following the beginning of the academic year.

**Last pay date of the academic year for faculty on nine-month pay distribution.** The last pay shall occur 36 weeks following the first pay received in the academic year.

**Last pay date of the academic year for faculty on twelve-month pay distribution.** The last pay date shall occur 50 weeks following the first pay of the academic year.

The Board team accepts the proposal to maintain current language.

November 11, 2023 at 1:16 PM Initials: MM BOT RH Association

Section 9.6 Insurance Benefits.

The Board will pay the full amount towards the cost of an individual faculty member's premium on the Option 2 Qualified High Deductible Health Plan (QHDHP) and dental insurance policy premium. The Board will apply and pay the premium amount for the Option 2 (QHDHP) towards the other medical plans for any faculty member who selects the other medical plans, with the faculty member paying the premium difference through payroll deductions. The Board will also contribute \$1,000 in calendar years 2024, 2025 and 2026 ~~2020 and 2021~~ to a Health Savings Account (HSA) for each faculty member who opts for one of the Qualified High Deductible Health Plans (QHDHPs) and chooses to enroll in the HSA for 2024, 2025 and 2026 ~~2020 and 2021~~. (HSA contributions shall be prorated for eligible faculty members hired after January in a calendar year.)

Full-time faculty members may elect to carry dependent coverage at their own cost and may have the premiums for this coverage deducted through payroll deductions.

In the event an individual faculty member chooses to waive medical coverage for himself or herself on the IECC Group plan and elect coverage under a spouse's plan or private insurance, IECC will reimburse up to \$3,500 in medical out of pocket expenses, not including insurance premiums, per faculty member per year. The Board will only pay amounts billed on the spouse's plan or private insurance plan's Explanation of Benefits (EOB). A faculty member cannot choose a spouse's plan if such plan is a Health Savings Account (HSA). Qualified High Deductible plans cannot have reimbursement from any other source.

*Pat N. Mc*, 10-25-2024, 4:53 pm  
*Andrew Kordell* 10-25-24, 5:21 pm