

**IECC COUNTER IN RESPONSE TO IECCEA'S PROPOSED MODIFICATIONS TO IECC'S  
DECEMBER 13, 2024 LAST, BEST AND FINAL PACKAGE OFFER**

Based on discussions held during several side bars held with the IECCEA and IECCEA's proposed edits to the Last, Best and Final Package Offer (LBF) that IECC presented on December 13, 2024, IECC is willing to modify its LBF in the following manner. IECC is willing to do so, in part, because IECCEA's proposed modifications will not increase the overall financial cost of the LBF during its three-year duration.

The provisions offered herein are a package proposal and must be accepted or rejected in its entirety. Individual components of this package cannot be accepted by themselves. IECC reserves the right to revert back to its December 13, 2024, LBF if IECCEA rejects the following terms.

1. Unless otherwise modified below, all terms of IECC's December 13, 2024, LBF will be accepted by the parties as part of their 2023-26 collective bargaining agreement (CBA).

2. At the request of the Association, section 12.0 of the current CBA will be modified to read as follows: "Section 12.0. Tenure. A full-time faculty member shall be eligible for tenure in accordance with the provisions of Chapter 122, Section 103:B1-B6, Illinois Revised Statutes." The additional language proposed for Section 12.0 in IECC's LBF will not be added to the parties' CBA.

3. At the request of the Association, section 12.2.2 of the current CBA will be modified to read as follows: "Section 12.2.2. Reduction in Force. The reduction in force of faculty members shall be in accordance with the provisions of 110 ILCS 805/3B-5." The additional language proposed for Section 12.2.2 in IECC's LBF will not be added to the parties' CBA.

4. At the request of the Association, IECCEA's July 12, 2024 proposal for "Stipends and Release Time for Extracurricular/Non-Instructional Duties" (currently referenced as bullet point 8 and Exhibit B in the LBF) will be withdrawn and removed from the LBF. In turn, those terms will not be added to the parties' CBA.

5. The wage provision found in the LBF (currently referenced as bullet point 5 (Section 9.9.1) in the LBF) will be changed to read as follows: "All full-time faculty who are employed on the date that this contract is executed by both parties will receive the wages identified in Exhibit xxx to this Agreement." The wage chart attached hereto as Exhibit C will

then be added to the back of the parties' CBA (the final Exhibit number to be determined at a later date).

---

IECC Signature                      Date/Time

---

IECCEA Signature                      Date/Time