

**MEMORANDUM OF AGREEMENT TO  
EXTEND THE 2024—2027 COLLECTIVE  
BARGAINING AGREEMENT**

Between

NEW LENOX SCHOOL DISTRICT 122 BOARD OF EDUCATION

and

THE NEW LENOX PROFESSIONAL SUPPORT STAFF  
COUNCIL, AFT LOCAL 604

This Memorandum of Agreement (“Extension”) is made and entered into by and between the Board of Education of New Lenox School District 122 (“Board”) and the New Lenox Professional Support Staff Council, AFT Local 604 (“Union”), collectively referred to as the “Parties.”

**1. PURPOSE**

The Parties have determined that it is in their mutual interests to extend the 2024-2027 collective bargaining agreement for an additional three-year term, with all terms and conditions being the same other than the revisions set forth below, which have been ratified by the Union.

**2. TERM OF EXTENSION**

The extension, incorporating the ratified revisions, shall become effective upon the expiration of the 2024-2027 collective bargaining agreement and shall remain in effect until 11:59 p.m. on the day preceding the first faculty institute of the 2030–2031 school year.

**3. SALARY**

**A.** No Change to Current Contract Pay Rates. There shall be no changes to the current contract pay rates for the 2024–2025 through 2026–2027 contract years.

**B.** Contract Pay Rates for the Extension Term. Contract pay rates for the three-year extension period (2027–2028 through 2029–2030) shall be implemented as outlined in Appendix A of this document.

**4. BENEFITS**

All benefits shall remain as the 2027 benefits outlined in the current collective bargaining agreement through the expiration of the extended agreement.

This Memorandum of Agreement shall become effective on March 19, 2026.

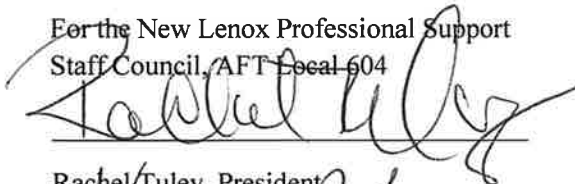
## SIGNATURE PAGE

This document, signed and dated below, extends the agreement in effect from August 15, 2024 until 11:59 p.m. on the day preceding the first faculty institute of the 2027-2028 school year. The extension, incorporating the ratified revisions, shall become effective on March 19, 2026 and shall remain in effect until 11:59 p.m. on the day preceding the first faculty institute of the 2030-2031 school year.

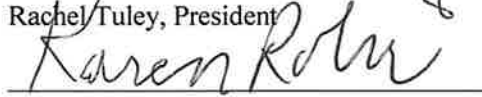
This agreement is signed this March 19, 2026.

In Witness Whereof:

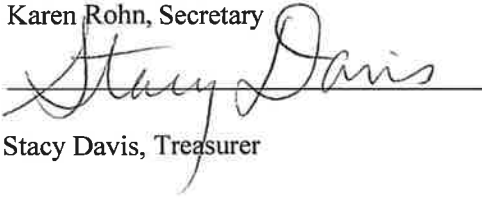
For the New Lenox Professional Support  
Staff Council, AFT Local 604



Rachel Tuley, President

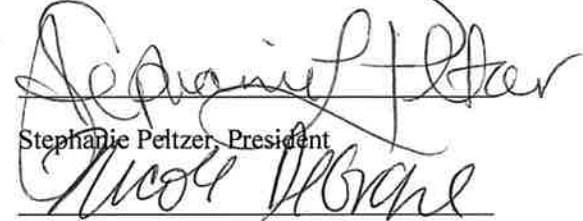


Karen Rohn, Secretary




Stacy Davis, Treasurer

For the Board of Education District 122



Stephanie Peltzer, President



Nicole DeGrave, Secretary

**Appendix A - Financial Terms**

**Work Schedule**

NLPSSC Employee Category	Category (Months)	Work Days	Paid Holidays	Total Paid Contract Days	Paid Hours Per Day	Paid Hours Per Year	Includes Paid Lunch (Y/N)	Payroll Calendar (Summer Checks**)
12-Month Secretary (Category A)	12	245	15	260	8.00	2,080	Y	12-month
10-Month Secretary (Category B)	10	201	9	210	8.00	1,680	Y	9-month
Non-Certified Nurse (Category C)	9	180	9	189	7.25	1,370	Y	9-month
Non-Certified Classroom Nurse (Category D)	9	175	9	184	6.75	1,242	N	9-month
Paraprofessional (Category E)	9	175	9	184	6.75	1,242	N	9-month
Paraprofessional (Category F) (LRC/Intervention)	9	175	9	184	6.75	1,242	N	9-month
Custodian (Category G)	11	225	11	236	8.00	1,888	Y	12-month
OT & PT Assistant (Category H)	9	180	0	180	7.25	1,305	Y	9-month

The list of holidays for the upcoming school year will be finalized and communicated once the Board of Education approves the school calendar.

**Paid Time Off**

**Sick Day Incentive Program**

NLPSSC Employee Category	Base Sick Days + Incentive*	Personal Days	Vacation Days (Y/N)	Condolence (Y/N)	* Extra Sick Days Per Year		
					Years of Service	Sick Days Per Year	Days Per Year
12-Month Secretary (Category A)	10	3	Y, Per 5:330*	Y	0-10	10	1
10-Month Secretary (Category B)	10	3	N	Y	11-15	10	2
Non-Certified Nurse (Category C)	10	3	N	Y	16-20	10	3
Non-Certified Classroom Nurse (Category D)	10	3	N	Y	21+	10	4
Paraprofessional (Category E)	10	3	N	Y	*If employee uses less than 10 days the previous year, then an extra amount is awarded the following year. *NLS122 Board Policy 5:330 for Vacation Days		
Paraprofessional (Category F) (LRC/Intervention)	10	3	N	Y			
Custodian (Category G)	10	3	N	Y			
OT & PT Assistant (Category H)	10	3	N	Y			

**Yearly Raises**

NLPSSC Employee Category	FY28 Raise %	FY29 Raise %	FY30 Raise %
12-Month Secretary (Category A)	4.0%	4.0%	4.0%
10-Month Secretary (Category B)	4.0%	4.0%	4.0%
Non-Certified Nurse* (Category C)	4.0%	4.0%	4.0%
Non-Certified Classroom Nurse* (Category D)	4.0%	4.0%	4.0%
Paraprofessional (Category E)	4.0%	4.0%	4.0%
Paraprofessional (Category F) (LRC/Intervention)	4.0%	4.0%	4.0%
Custodian (Category G)	4.0%	4.0%	4.0%
OT & PT Assistant (Category H)	4.0%	4.0%	4.0%

**Annual Raise Notes:**

No current employee can make less than the annual starting wage rates  
 Raises for eligible employees are effective on the first day of the new contractual work year.  
 See annual contractual work year calendar.  
 See annual payroll schedule (note 9-month v 12-month payroll schedule).

**Starting Wage Rates (No Degree)**

NLPSSC Employee Category	FY28 Minimum Starting Hourly Rate	FY29 Minimum Starting Hourly Rate	FY30 Minimum Starting Hourly Rate
12-Month Secretary (Category A)	\$ 18.00	\$ 18.50	\$ 19.00
10-Month Secretary (Category B)	\$ 18.00	\$ 18.50	\$ 19.00
Non-Certified Nurse* (Category C)	\$ 27.50	\$ 28.50	\$ 29.50
Non-Certified Classroom Nurse* (Category D)	\$ 27.50	\$ 28.50	\$ 29.50
Paraprofessional (Category E)	\$ 18.00	\$ 18.50	\$ 19.00
Paraprofessional (Category F) (LRC/Intervention)	\$ 18.00	\$ 18.50	\$ 19.00
Custodian (Category G)	\$ 18.00	\$ 18.50	\$ 19.00
OT & PT Assistant (Category H)	\$ 33.50	\$ 34.50	\$ 35.50

\* Starting Rate shown for RN. Add \$3 per hour for BSN. Deduct \$3 per hour for LPN.

No years of service outside of NLS122 awarded to new employees.

**Starting Wage Rates (Bachelor's Degree)**

NLPSSC Employee Category	FY28 Minimum Starting Hourly Rate	FY29 Minimum Starting Hourly Rate	FY30 Minimum Starting Hourly Rate
12-Month Secretary (Category A)	\$ 19.00	\$ 19.50	\$ 20.00
10-Month Secretary (Category B)	\$ 19.00	\$ 19.50	\$ 20.00
Non-Certified Nurse* (Category C)	\$ 28.50	\$ 29.50	\$ 30.50
Non-Certified Classroom Nurse* (Category D)	\$ 28.50	\$ 29.50	\$ 30.50
Paraprofessional (Category E)	\$ 19.00	\$ 19.50	\$ 20.00
Paraprofessional (Category F) (LRC/Intervention)	\$ 19.00	\$ 19.50	\$ 20.00
Custodian (Category G)	\$ 19.00	\$ 19.50	\$ 20.00
OT & PT Assistant (Category H)	\$ 34.50	\$ 35.50	\$ 36.50

\* Starting Rate shown for RN. Add \$3 per hour for BSN. Deduct \$3 per hour for LPN.

No years of service outside of NLS122 awarded to new employees.