

Article 1: Recognition and Authorization

The Employer recognizes the Union as the sole and exclusive bargaining representative with respect to hours, wages, terms, and conditions of employment for the bargaining unit and further agrees to not discuss such matters with any other organization or with individual employees except as expressly provided for herein. The bargaining unit is as certified by the Illinois Educational Labor Relations Board in Certification Number 2007-RC-0001-S and 2024-RS-0048-C consists of the following position classifications:

Included: Nurse Practitioners, Clinic Nurses, Licensed Practical Nurses, Pharmacy Technician I's and II's, Radiologic Technologists, Radiologic Technologist Specialists, Medical Laboratory Technician II's, ~~and~~ Medical Technologist I's **and Medical Assistants (Credentialed/Certified)**.

Excluded: Managerial, supervisory and confidential employees as defined by the IELRA. The parties agree that the change in title of a position or position classification in the bargaining unit shall not remove the position or position classification from the bargaining unit as long as the type of work performed by the position remains within the parameters outlined by the Educational Labor Relations Act. Representatives from AFSCME Council 31 and the Office of Human Resources shall meet periodically to evaluate the appropriateness of inclusion or exclusion of specific positions to the bargaining unit. If the parties are unable to agree to the inclusion or exclusion of the position or position classification, the *matter* shall be decided by the Illinois Educational Labor Relations Board.

This Agreement is authorized by The Illinois Educational Labor Relations Act (115 ILCS 5/1 et seq and 110 ILCS 70/36d).

ARTICLE 19: Benefits

Section 19.05: Continuing Education/Professional Development

The University has a vested interest in attracting and retaining highly qualified and skilled health service staff. To this end the Employer supports continuing education opportunities for its employees within financial and operational constraints.

The Employer shall provide time off with pay for employees to attend continuing education and professional development meetings or workshops only under the following conditions:

- Attendance is approved by the Employer based on operational needs of the unit including but not limited to the time of year and staffing level.
- The number of days and hours will be limited to the number of days and hours outlined in the chart below.
- All paid time will be at the straight time rate of pay.
- Courses and material provided online (i.e. webinars, virtual conferences, etc.) shall be completed during academic break periods. If an exception is made to approve an online course during the academic semester, the employee shall complete the course during work hours on campus.

Any time beyond the days or hours afforded in the chart below would be voluntary training and the employee would need to take vacation and/or comp time. Unless continuing education and/or professional development meetings or workshops are designated by the Employer as “mandatory,” no overtime will be paid. In all cases, when approved, the costs of travel, lodging, and meals directly related to professional development will be reimbursed in accordance with the State per diem as outlined by the ISU Office of the Comptroller.

While not required, employees are encouraged to schedule continuing education and professional development during academic breaks (Fall, Spring & Summer) whenever possible. Time off for this purpose will not normally be approved during the first four (4) weeks of each semester. With advance notice and approval employees may use all release days consecutively.

Employees covered by this Agreement will develop and submit for approval a general annual plan for continuing education and professional development. All plans shall be submitted for approval to the employee’s immediate supervisor by May 1st for the upcoming fiscal year.

Plans for continuing education and professional development will be evaluated on the basis of the following criteria:

- Fulfills the established professional development goals for the employee as indicated in the annual plan for continuing education and professional development
- Fulfills continuing education requirements

- Benefits the department and the services to students
- Promotes positively and visibly the institution and division at the regional and national levels in pertinent professional organizations
- Provides for future services to students consistent with the department's mission, vision or values.

Full-time status employees covered by this Agreement will be provided reimbursement for documented and valid expenses incurred during attendance at approved continuing education and professional development courses in accordance with the table below. Part-time, status employees with 50% or greater FTE will be eligible for the amount indicated in the table prorated by her or his full time equivalency (FTE). (e.g. An employee whose appointment is .50 FTE will be eligible for 50% of the applicable amount indicated in the table.)

Classification(s)	Allowance/Fiscal Year/Employee	Release Days & Hours Per Year
Nurse Practitioners	\$1250	5 days or 37.5 hours
Clinic Nurse	\$500	3 days or 22.5 hours
Licensed Practical Nurses	\$500	3 days or 22.5 hours
Medical Assistant (Credentialed/Certified)	\$500	2 days or 15.0 hours
Pharmacy Technician I	\$500	2 days or 15.0 hours
Pharmacy Technician II	\$500	2 days or 15.0 hours
Medical Radiographer Technologist I	\$500	2 days or 15.0 hours
Medical Radiographer Technologist II	\$500	2 days or 15.0 hours
Medical Laboratory Technician II	\$500	2 days or 15.0 hours
Medical Technologist I	\$500	2 days or 15.0 hours

Fees associated with licensure renewal are not reimbursable expenses under this article. Employees may request reimbursement for no more than one (1) annual professional association membership per fiscal year, provided the membership resulted in cost savings to the University, such as reduced registration for continuing education.

The amounts in the table reflect a total amount for reimbursement for continuing education and professional development combined for each fiscal year. Employees may accumulate Continuing Education or Professional development reimbursement allowances not to exceed the value of two (2) years of said allowance. In the event an

employee does not utilize all release days or hours in any given fiscal year, the remaining hours will not be carried over into the next fiscal year.

At the discretion of the Director of Student Health Services, employees eligible for reimbursement may also be offered the opportunity to attend additional education/training at the University's expense.

Probationary employees shall be afforded continuing education and professional development opportunities at the discretion of the Director of Student Health Services and based on operational needs and financial considerations.

Article 21: Wages

Section 21.02: Pay Range Minimum

The following pay range minimums will apply to all classifications in the bargaining unit.

Classification	Effective July 1, 2024 Minimum	Effective July 1, 2025 Minimum	Effective July 1, 2026 Minimum
Medical Assistant (Cred/Cert)	*	\$21.38	\$21.81
Pharmacy Tech I	\$17.47	\$17.82	\$18.18
LPN II	\$23.34	\$23.81	\$24.29
Medical Lab Tech II	\$21.66	\$22.09	\$22.53
Radiographic Tech Specialist	\$25.28	\$25.79	\$26.31
Pharmacy Tech II	\$23.73	\$24.20	\$24.68
Medical Technologist	\$25.16	\$25.66	\$26.17
Clinic Nurse	\$30.47	\$31.08	\$31.70
Nurse Practitioner	\$50.15	\$51.15	\$52.17
Psychiatric Nurse Practitioner	\$10,300.00/mo	\$10,506.00/mo	\$10,716.12/mo

****Medical Assistant (Credentialed/Certified) pay range minimum: \$20.96 effective 1/22/25.***

While pay ranges provide flexibility in recruiting talented and experienced staff, no new employee will be hired at a rate greater than that paid to existing employees in the same classification with the same (or greater) number of years of experience (equivalent or higher level in the same field) with any employer, including Illinois State University, unless the current employee is brought up to the same rate of pay.

The University will maintain full-time equivalent experience for current employees. When the university is ready to fill a vacancy, full-time equivalent experience will be updated for the appropriate classification. The successful candidate's full-time equivalent work experience will be determined using the same methodology used to determine full-time equivalent experience for current employees. Once the candidate's experience is determined, the hiring department may establish a starting salary no less than the negotiated pay range minimum. Human Resources will ensure other salaries are adjusted if necessary to be in compliance with this section.

This section of the contract is not subject to the grievance process outlined in Article 7.