

**MEMORANDUM OF UNDERSTANDING REGARDING
STIPEND FOR SCHOOL NURSE SUPPORT AND
TRANSLATOR/INTERPRETER PAY DIFFERENTIAL**

This Memorandum of Understanding (“MOU”) is entered into by and between the **Board of Education of Community High School District No. 155**, McHenry and Lake Counties (“the District”) and the **Community High Education Support Staff, IEA-NEA (“CHESS”)** (collectively, “the Parties”).

WHEREAS, the Parties wish to memorialize their agreement regarding a stipend for employees’ performance of certain duties in support of the school nurse and regarding a pay differential for Lane 3 Administrative Office Assistants performing translator/interpreter duties;

NOW THEREFORE, any provision(s) of the current Collective Bargaining Agreement (the “CBA”) between the Parties notwithstanding, the Parties agree to the following:

1. **Stipend for School Nurse Support.** During the 2021-2022 school year only, Section 5.13 of the CBA notwithstanding, employees may be assigned to support the school nurse, and employees assigned by the District to support the school nurse (not including mere symptom self-certification checks and temperature checks) and who actually work in that capacity for at least four weeks will be paid their regular rate of pay plus a one-time annual stipend of \$1,000, half of which will be paid to the employees at the end of each semester. The parties agree that this MOU supersedes Section 5.13 for the term of this MOU.

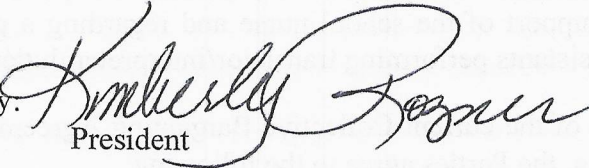
2. **Translator/Interpreter Pay Differential.** Administrative Office Assistants (i.e., Lane 3 in Appendix A only) who are designated by the Administration to perform translator and interpreter services for the District in a given school year will be paid fifty (50) cents per hour more than their current hourly wage. This differential will be applied to their hourly rate for all work, not just for time spent performing translator or interpreter services. The Administration has the sole discretion to determine the number of employees who will perform these services and receive this differential pay in a given school year. This differential is not guaranteed from year to year and will not be included when calculating the employee’s annual wage increase. To qualify for this differential, Administrative Office Assistants will be required to (a) satisfy, in the District’s sole determination, an internal written and verbal screening to assess proficiency in translation and interpretation, and (b) successfully obtain the appropriate certificate or endorsement qualifying them to provide translator and interpreter services.

The Parties explicitly understand and agree that the District has, for years, used third-party vendors for certain professional translation and interpretation services and continues to do so as of the date of this MOU. The Parties further understand and agree that the District retains the right to continue to contract out for these services without further discussion or negotiation with CHESS in the future.

3. **Effective Date and Precedent.** This MOU is effective immediately upon the receipt of signatures by both parties. This MOU is non-precedential and is not to be deemed to establish a past practice.

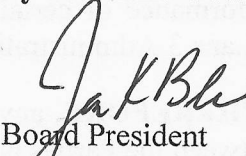
IN WITNESS WHEREOF, the District and CHESS have executed this Agreement on the dates written below.

**Community High Education Support Staff,
IEA-NEA**

By: 
President

Date: 7-26-2021

**Board of Education of
Community High School District No. 155,
McHenry and Lake Counties**

By: 
Board President

Date: 7/28/21

Attest

By: _____
Board Secretary

Date: _____

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