

**MEMORANDUM OF UNDERSTANDING
EXTENDING COLLECTIVE BARGAINING AGREEMENT FOR TWO YEARS**

This Memorandum of Understanding (“MOU”) is entered into by and between the Board of Education of Keeneyville Elementary School District No. 20 (“the Board”) and the Keeneyville Education Association (“KEA”), hereafter collectively referred to as the “Parties.”

WHEREAS, the KEA is the sole and exclusive bargaining representative of all regularly employed certified teachers, social workers, psychologists, speech and language pathologists and nurses as defined by Section 2.1 of the 2017-2022 collective bargaining agreement (“CBA”) entered into by the Parties; and

WHEREAS, the CBA is set to expire on the day preceding the first day of the 2022-2023 school year; and

WHEREAS, the Parties desire to extend the duration of the CBA by two (2) years until the day preceding the first day of the 2024-2025 school year.

NOW THEREFORE, the Parties agree as follows:

1. **Duration.** The CBA, including all language except as otherwise addressed below, and any memoranda of understanding attached to the CBA that were due to expire, shall be extended for two (2) calendar years through the day preceding the first day of the 2024-2025 school year.
2. **Fair Share.** The Parties acknowledge that at the time this MOU was entered into, the requirements of Section 4.2 of the CBA have been deemed unconstitutional and, as a result, will not be enforced.
3. **Early Release.** For the 2021-2022, 2022-2023 and 2023-2024 school years, Section 7.8 shall be revised as follows:

“Each Wednesday students shall be released fifty (50) minutes early and teachers will remain forty (40) minutes beyond the end of the normal school day to provide a 90-minute block of time to be used as set forth below. Teachers will have the right to leave at the end of ninety (90) minutes.

Four (4) Wednesdays per month shall be set aside for team planning and professional development with activities related to district and school improvement priorities determined by the Administrative Leadership Team in collaboration with the Instructional Leadership Teams. At the discretion of the building principal, a portion of this time may be used for faculty meetings.

In months with five (5) Wednesdays, activities on the fifth (5th) Wednesday shall be set aside for personal planning time for teachers.

Effective the 2018-2019 school year, the first Wednesday following each trimester shall be set aside as time to be used by teachers to manage student data and report cards, without requiring teachers to choose between this early release day and other competing interests (such as training being planned on the same day). This early release time shall be recognized as extra planning time for teachers.

The Administrative Leadership Team shall, collaboratively and on an annual basis, determine the specific calendar order of Wednesdays as defined above.”

4. **Teacher Compensation.** Teacher compensation increases for the 2021-2022 school year through the 2023-2024 school year shall be as follows:

2021-2022: Each teacher who was employed as a teacher for the 2020-2021 school year and returns to employment as a teacher for the 2021-2022 school year shall receive a base salary increase of 5.0%.

2022-2023: Each teacher who was employed as a teacher for the 2021-2022 school year and returns to employment as a teacher for the 2022-2023 school year shall receive a base salary increase of 5.0%.

EXHIBIT A

Hiring Grid (2021-2022)

		BA	BA+15	MA	MA+15	MA+30
0	A	43,431	44,456	49,456	51,456	55,956
1	B	43,539	44,564	49,689	51,739	56,351
2	C	44,083	45,108	50,233	52,283	56,896
3	D	44,634	45,659	50,784	52,834	57,447
4	E	45,192	46,217	51,342	53,392	58,005
5	F	45,757	46,782	51,907	53,957	58,569
6	G	46,329	47,354	52,479	54,529	59,141
7	H	46,908	47,933	53,058	55,108	59,720
8	I	47,494	48,519	53,644	55,694	60,307
9	J	48,088	49,113	54,238	56,288	60,901
10	K	48,689	49,714	54,839	56,889	61,502
11	L	49,298	50,323	55,448	57,498	62,110
12	M	49,914	50,939	56,064	58,114	62,726
13	N	50,538	51,563	56,688	58,738	63,350
14	O	51,170	52,195	57,320	59,370	63,982
15	P	51,809	52,834	57,959	60,009	64,622
16	Q	52,457	53,482	58,607	60,657	65,269
17	R	53,113	54,138	59,263	61,313	65,925
18	S	53,776	54,801	59,926	61,976	66,589
19	T	54,449	55,474	60,599	62,649	67,261
20	U	55,129	56,154	61,279	63,329	67,942

EXHIBIT A-continued

Hiring Grid (2022-2023)

		BA	BA+15	MA	MA+15	MA+30
0	A	44,517	45,568	50,693	52,743	57,355
1	B	44,627	45,678	50,931	53,032	57,760
2	C	45,185	46,236	51,489	53,590	58,318
3	D	45,750	46,801	52,054	54,155	58,883
4	E	46,322	47,372	52,626	54,727	59,455
5	F	46,901	47,951	53,205	55,306	60,034
6	G	47,487	48,538	53,791	55,892	60,620
7	H	48,081	49,131	54,384	56,486	61,213
8	I	48,682	49,732	54,985	57,087	61,814
9	J	49,290	50,341	55,594	57,695	62,423
10	K	49,906	50,957	56,210	58,311	63,039
11	L	50,530	51,581	56,834	58,935	63,663
12	M	51,162	52,212	57,466	59,567	64,295
13	N	51,801	52,852	58,105	60,206	64,934
14	O	52,449	53,499	58,753	60,854	65,582
15	P	53,104	54,155	59,408	61,509	66,237
16	Q	53,768	54,819	60,072	62,173	66,901
17	R	54,440	55,491	60,744	62,845	67,573
18	S	55,121	56,171	61,425	63,526	68,254
19	T	55,810	56,860	62,114	64,215	68,943
20	U	56,507	57,558	62,811	64,912	69,640

EXHIBIT A-continued

Hiring Grid (2023-2024)

		BA	BA+15	MA	MA+15	MA+30
0	A	45,630	46,707	51,960	54,061	58,789
1	B	45,743	46,820	52,204	54,358	59,204
2	C	46,315	47,392	52,776	54,930	59,776
3	D	46,894	47,971	53,355	55,509	60,355
4	E	47,480	48,557	53,941	56,095	60,941
5	F	48,073	49,150	54,535	56,688	61,534
6	G	48,674	49,751	55,136	57,289	62,135
7	H	49,283	50,360	55,744	57,898	62,744
8	I	49,899	50,976	56,360	58,514	63,360
9	J	50,522	51,599	56,984	59,138	63,984
10	K	51,154	52,231	57,615	59,769	64,615
11	L	51,793	52,870	58,255	60,409	65,255
12	M	52,441	53,518	58,902	61,056	65,902
13	N	53,096	54,173	59,558	61,711	66,557
14	O	53,760	54,837	60,221	62,375	67,221
15	P	54,432	55,509	60,893	63,047	67,893
16	Q	55,112	56,189	61,574	63,728	68,574
17	R	55,801	56,878	62,263	64,416	69,262
18	S	56,499	57,576	62,960	65,114	69,960
19	T	57,205	58,282	63,666	65,820	70,666
20	U	57,920	58,997	64,382	66,535	71,381

2023-2024: Each teacher who was employed as a teacher for the 2022-2023 school year and returns to employment as a teacher for the 2023-2024 school year shall receive a base salary increase of 5.0%.


5. **Salary Hiring Grid.** Newly hired teachers shall be placed on the respective hiring grid (attached hereto as Exhibit A) in accordance with the guidelines set forth in Section 12.2 of the CBA.

6. **Tuition Reimbursement.** Effective July 1, 2021, the following language shall be added to the current contractual language:

“If the teacher resigns from employment with the District before completing one (1) complete school year of employment with the District after the school year during which the teacher received a reimbursement payment, the teacher must repay the full reimbursement amount back to the District and such repayment may be deducted from the teacher’s final paycheck with the District provided the teacher signs a repayment agreement at the time of the deduction in accordance with the *Illinois Wage Payment Collection Act*.”

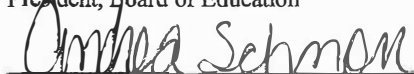
7. **Effective Date / Termination Date.** This MOU is effective immediately upon ratification and receipt of signatures of both Parties and shall terminate on the day preceding the first day of the 2024-2025 school year.

IN WITNESS WHEREOF, the Parties hereto have set their hands and seals as of the dates written below.



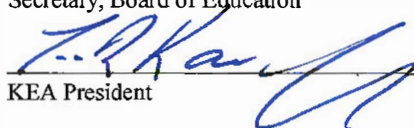
President, Board of Education

4-29-21
Date



Secretary, Board of Education

4-29-21
Date



KEA President

4-28-21
Date