

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the Board of Education of Minooka School District No. 201, Will, Grundy and Kendall Counties, Illinois ("Board" or "District") and the Minooka Elementary Education Association, IEA-NEA ("Association"), collectively referred to as the "Parties."

WHEREAS, the Board and the Association are parties to a collective bargaining agreement ("Contract"), which commenced on July 1, 2018, and expires on June 30, 2021; and

WHEREAS, the COVID-19 pandemic and related disaster declarations have caused restrictions and changes to the normal operation of our schools and classrooms; and

WHEREAS, the Parties have determined that due to the uncertainty and restrictions caused by the ongoing COVID-19 pandemic, it is in their best interests to postpone the full bargaining of a successor agreement until the 2021-2022 school year and instead have agreed to extend the current Contract for one (1) year with only minor adjustments.

NOW THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the receipt of which is hereby acknowledged, the Parties agree as follows:

1. **RECITALS:** The recitals set forth hereinabove are true and correct and are incorporated in this Agreement by reference.
2. **MODIFICATION FOR COVID-19 SICK DAYS:** Article 3.A.2 (pg. 11) is added to read: "For the 2021-2022 School Year, full-time teachers shall be provided with two (2) additional sick days to be used for COVID-19 related absences. These days will accrue into the employee's accumulated sick leave if unused by the end of the 2021-2022 school year."
3. **MODIFICATION OF WORK YEAR:** Article 4.L.1 (pg. 24) is modified to read:

"The teacher work year shall consist of one hundred eighty-one (181) days of which one hundred seventy-four (174) days shall be student contact days, two (2) shall be parent/teacher conference days, and five (5) shall be institute or inservice days. A minimum of two and a half (2 ½) days of the five (5) institute days shall be designated as teacher work days with one and a half (1 ½) days of the two and a half (2 ½) teacher work days to be placed at the beginning of the school year. On these days the teachers shall be given time to prepare classrooms for students and/or in preparation for school closing. All School Psychologists, Speech Language Pathologists, Social Workers and School Counselors will have the same 181-day contract; however, they may exceed the 181-day contract on a per diem basis, up to 189 days, as deemed necessary by Administration. Licensed School Nurses may exceed the 181-day contract on a per diem basis up to 196 days as deemed necessary by Administration."

ATTACHMENT I - 2021-2022 MEEA Salary Schedule

4.00%

	BA	BA15	BA30/MA	MA15	MA30	MA45
1	44,330	45,390	48,156	51,023	53,235	55,332
2	45,330	46,390	49,156	52,023	54,235	56,332
3	46,330	47,390	50,156	53,023	55,235	57,332
4	47,370	48,430	51,196	54,063	56,275	58,372
5	48,452	49,511	52,278	55,145	57,357	59,454
6	49,576	50,637	53,403	56,270	58,482	60,579
7	50,793	51,852	54,620	57,487	59,699	61,796
8	52,058	52,802	55,884	58,752	60,965	63,060
9	53,375	54,329	57,200	60,067	62,281	64,376
10	54,731	55,684	58,556	61,423	63,636	65,732
11	56,127	57,079	59,952	62,819	65,032	67,128
12	57,564	58,518	61,389	64,256	66,471	68,565
13	58,750	59,702	62,575	65,442	67,655	69,751
14	59,987	60,942	63,813	66,681	68,893	70,989
15	60,962	61,916	64,788	67,655	69,867	71,964
16	61,816	62,941	65,810	68,681	70,892	73,018
17	62,668	64,174	67,102	70,026	72,282	74,449
18	63,521	65,740	68,739	71,733	74,044	76,264
19	64,374	67,028	70,087	73,139	75,497	77,762
20	65,228	68,342	71,459	74,575	76,977	79,286
21	66,662	69,846	73,034	76,215	78,670	81,031
22	68,290	71,550	74,814	78,074	80,590	83,007
23	69,492	72,810	76,132	79,450	82,008	84,469
24	70,710	74,088	77,466	80,840	83,446	86,265
25	71,948	75,384	78,825	82,259	84,909	87,455
26	74,827	78,400	81,977	85,549	88,305	90,954
27	78,193	81,931	85,667	89,400	92,279	95,049
28		86,027	89,952	93,867	96,746	99,650
29			90,447	94,364	97,245	100,162
30			90,943	94,859	97,740	100,673
31			91,439	95,358	98,235	101,183
32			91,935	95,853	98,732	101,694
33			92,426	96,349	99,227	102,205
34			92,922	96,840	99,720	102,712
35			93,418	97,337	100,214	103,221
36			93,915	97,832	100,715	103,736
37			94,409	98,328	101,209	104,245

- 4. MODIFICATION OF SALARY – ADDITIONAL SALARY:** Article 7.A.2 (pg. 34) is modified to read:

“In addition to that salary, all full-time teachers will receive an additional salary of \$1,000 payable on the first pay date in December 2018 and December 2019. Full-time teachers will receive an additional salary of \$500 on the first pay date in December 2021. Part-time teachers will receive a prorated portion of the additional salary. Teachers receiving benefits under Section 8.L of this agreement will not be eligible for this additional salary.”

- 5. MODIFICATION ALLOWING FOR INSURANCE RESERVE TRANSFER:** Article 7.F.2 (pg. 37) is modified to read:

“The parties acknowledge that notwithstanding the language contained in Section F, the Board may transfer \$1,000,000.00, from the Insurance Reserve Fund to one or more funds established by the Board (e.g. Education Fund.). In the 2021-2022 School Year, the Board may transfer an additional \$150,000 from the Insurance Reserve Fund to one or more funds established by the Board.”

- 6. MODIFICATION TO EXTEND DURATION OF CBA:** Article 10.F.1 (pg. 46) is modified to read:

“This Agreement shall be effective as of the first teacher work day of the 2018-19 school year and shall continue in effect until the day prior to the start of the 2022-23 school year.”

- 7. MODIFICATION TO ADD 2021-2022 SALARY SCHEDULE:** Appendix A (pg. I) is modified to add the 2021-2022 Salary Schedule that should provide employees with a 4% increase over the base salary of 2020-2021 (inclusive of step movement), included hereto as Attachment I.

- 8. MODIFICATION TO ADD 2021-2022 SALARY SCHEDULE:** Appendix B (pg. IV) is modified to add the following language beneath the title:

“For the 2021-2022 school year, all extracurricular stipends will be the same as shown in the 2020-2021 school year. The hourly rate for Detention, Interpreter, Homework Club and Internal Sub will increase to \$30.00 in the 2021-2022 school year.”

- 9. COMPLETE UNDERSTANDING:** This Agreement sets forth all of the promises, agreements, conditions and understandings between the Parties relative to the subject matter hereof and no other promises, agreements or understandings whether oral or written, expressed or implied exist between the Parties.

- 10. AMENDMENTS:** No provisions or requirements expressed in this Agreement may be altered, modified, changed and/or canceled after the effective date of this Agreement, except upon the express written consent of all Parties.

- 11. EFFECT OF AGREEMENT:** This Agreement shall inure to the benefit of and bind the Board and its respective Board members, administrators, agents, employees, insurers, successors and assigns and the Association and its officers, agents, representatives, successors and assigns.
- 12. EXECUTION:** This Agreement may be executed in multiple counterparts, and a set of counterparts bearing the signatures of the Parties hereto shall constitute the Agreement as fully as if the Parties had signed a single document. The Parties agree to accept electronic copies of this Agreement as if original copies.
- 13. EFFECTIVE DATE/TERMINATION DATE.** This MOU is effective immediately upon ratification and receipt of signatures of both Parties and shall terminate on the day before the beginning of the 2022-23 school year.

IN WITNESS WHEREOF, the Parties have executed this Agreement on this 17th day of May, 2021.

MINOOKA SCHOOL DISTRICT NO. 201

**MINOOKA ELEMENTARY
EDUCATION ASSOCIATION,
IEA-NEA**

By: [Signature] Date: 5/17/21
Its: Superintendent

By: [Signature] Date: 5-17-21
Its: President