MEMORANDUM OF UNDERSTANDING REGARDING
COLLEGE & CAREER ADVISORS AND DISTRICT TRANSLATOR/INTERPRETER

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 District is restructuring its College and Career Center staffing and job duties, including converting current "College and Career Supervisors" to "College and Career Advisors" and modifying their job duties; and

WHEREAS, the District intends to hire a new District Translator/Interpreter to support the District office with various Spanish-language translating and interpreting duties; and

WHEREAS, the Parties met and reached certain agreements regarding working conditions and compensation for these new and newly restructured positions, and the Parties wish to memorialize the understandings reached between them.

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

1. **College and Career Advisors.** In consideration for the modified job duties assumed by the College and Career Supervisors, whose job titles will now be changed to College and Career Advisors, the four employees in that position as of the effective date of this MOU (a) will receive a one-time, non-compounding stipend of $1,000, payable at the end of the current 2021-2022 work year, and (b) for the 2022-2023 work year, will be placed on a newly created fourth lane in the applicable wage scale in Appendix A of the collective bargaining agreement between the Parties, as set forth below:

	2022-2023 Coll./Car. Adv. and Dist. Transl./Interp. Hourly
1	21.88
2	22.36
3	22.86
4	23.36
5	23.88
6	24.41
7	24.95
8	25.50
9	26.07
10	26.64

11	27.23
12	27.84
13	28.45
14	29.08
15	29.72
16	30.38
17	31.05

2. **District Translator/Interpreter.** Beginning with the 2022-2023 work year, the District intends to hire for a newly created District Translator/Interpreter position, which is non-exempt under the *Fair Labor Standards Act.* The new hire for that position will be placed on this newly created fourth lane in the applicable wage scale in Appendix A of the collective bargaining agreement between the Parties, as set forth in Paragraph 2 above.

This position and rate of pay is separate and distinct from the pay differential for other CHESS bargaining unit members in other positions who periodically provide translating and/or interpreting services on an ad hoc basis. The District Translator/Interpreter will not receive the additional pay differential afforded for ad hoc translating/interpreting services, and employees who provide ad hoc translating/interpretating services will receive the pay differential but not be placed on the fourth lane of the wage schedule.

In the event the District Translator/Interpreter position begins as a 10-month position but is later converted to a 12-month position, the vacation-conversion calculation set forth in the final paragraph of Section 4.6 of the CBA will be followed.

3. **Fourth Lane.** It is the intent of the Parties that the fourth lane on the wage schedule created by this MOU for the College and Career Advisors and the District Translator/Interpreter will be merged into the Parties' successor collective bargaining agreement in the next round of negotiations in 2023.

4. **Non-Precedential and Non-Grievable.** This MOU is non-precedential, does not establish a past practice, and is not grievable by CHESS or its individual members.

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

Signature page to follow

Community High Education Support Staff,
IEA-NEA

By: _Kimberly Bozner_
　　　President

Date: _5-13-2022_

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

By: _____
　　　Board President

Date: _5/17/22_

Attest

By: _Andrea Miller_
　　　Board Secretary

Date: _5/17/2022_