

**Memorandum of Agreement between
Oak Park and River Forest High School District 200 and
Service Employees International Union, Local No.73,
Buildings, Grounds, Custodial and Maintenance**


This Memorandum of Agreement (MOA) between Oak Park and River Forest High School District 200 (the "District") and Service Employees International Union, Local No.73, Buildings, Grounds, Custodial and Maintenance (the "Union") serves to memorialize internal substitution pay for members of the Union.

The parties agree as follows:

1. If the employee is temporarily assigned to cover a higher level position, the employee will receive an internal substitution rate of pay equal to that of the hourly starting rate for the position in which the employee substitutes. The internal substitution rate will be in place for the duration of the assignment.
2. In the event a higher level position has a lower starting rate than the employee's current rate of pay, the employee will receive a \$2.00 per hour differential added to employee's regular rate of pay for all the hours subbed in the higher level position.
3. This MOA sets forth all the promises, agreements, conditions, and understandings between the Parties relative to the subject matter hereof and there are not promises, agreements, or undertakings, either oral or written, expressed or implied between them other than as set forth herein. No subsequent alteration, amendment, change, or addition to this MOA shall be binding upon the Parties hereto unless reduced to writing and duly authorized and signed by each of them.
4. The District and Union respectively represent that the person signing this MOA is duly authorized to do so on its behalf.
5. This MOA may be executed in two or more counterparts, in hard-copy or electronic format, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

**Service Employees International Union
Local No. 73, Buildings, Grounds,
Custodial and Maintenance**

**Oak Park and River Forest High School
District 200**

By: 
Donnell Davis, Chief Steward

By: 
Dr. Joylynn Pruitt-Adams, Superintendent

Date: November 19, 2020

Date: November 20, 2020