

**Memorandum of Understanding
Between
Oak Park and River Forest High School District 200 and
Service Employees International Union, Local 73, Classified Personnel Association**

This Memorandum of Understanding (MOU) serves to acknowledge that Oak Park and River Forest High School District 200 (the "District") and the Service Employees International Union, Local 73, (the "Union") (collectively, the "Parties") have agreed that due to the need for internal substitution in emergency situations, Article XXI, Section 3 ("Substitute Pay") of the 2017-2022 Classified Personnel Association Collective Bargaining Agreement will be extended to apply to any Union Members who are legally qualified to work as a substitute teacher in Illinois.

The Parties have agreed that internal substitution by eligible Union members should be reserved for emergency situations and subject to their direct supervisor approval.

This MOU 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 MOU shall be binding upon the Parties hereto unless reduced to writing and duly authorized and signed by each of them.

This MOU is effective immediately upon execution.

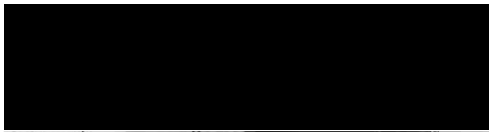
The District and Union respectively represent that the person signing this MOU is duly authorized to do so on its behalf.

This MOU 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.

IN WITNESS WHEREOF, the Parties have executed this MOA on the date(s) set forth below.

**Service Employees International Union
Local No. 73, Classified Personnel**

By:



Kimarie Allen, Union Representative

Date:

10/22/21

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

By:



Dr. Greg Johnson, Superintendent

Date:

10.22.21