

**AMENDMENT TO
APRIL 29, 2021, MEMORANDUM OF UNDERSTANDING
HIRING GRID FOR SOCIAL WORKERS, PSYCHOLOGISTS,
SPEECH LANGUAGE PATHOLOGISTS, AND BOARD
CERTIFIED BEHAVIOR ANALYSTS (“BCBAS”)**

This Amendment to the April 29, 2021, Memorandum of Understanding Extending Collective Bargaining Agreement for Two Years is entered into by and between the Board of Education of Keeneyville Elementary School District No. 20 (the “District”) and the Keeneyville Education Association, an affiliate of the Illinois Education Association and National Education Association (the “Association”) (collectively, the “Parties”).

WHEREAS, on April 29, 2021, the Parties entered into a Memorandum of Understanding (“MOU”) extending the 2017-2022 Collective Bargaining Agreement (“CBA”) and setting forth the compensation for teachers¹ during the 2021-2022 through 2023-2024 school years, including the salary increases for returning teachers and the hiring grids for new teachers; and

WHEREAS, social workers, psychologists, speech language pathologists and board-certified behavior analysts (“BCBAs”), are covered by the CBA and the April 29, 2021, MOU; and

WHEREAS, the Parties agree that the social workers, psychologists, speech language pathologists and BCBAs are hard-to-fill positions; and

WHEREAS, the Parties have agreed to a separate hiring grid for the social workers, psychologists, speech language pathologists and BCBAs in order to enable the District to attract candidates and retain employees for these hard-to-fill position; and

WHEREAS, the purpose of this Amendment to the MOU is to memorialize the Parties’ agreement as to the hiring grid for the social workers, psychologists, and BCBAs; and

WHEREAS, speech language pathologists currently employed by the District will be placed on the respective hiring grid retroactive to the start of the 2022-2023 school year.

NOW THEREFORE, the Parties agree as follows:

1. **Hiring Grid for Social Workers, Psychologists, Speech Language Pathologists and BCBAs.** Newly hired social workers, psychologists, speech language pathologists and BCBAs 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.

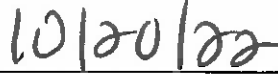
¹ Section 2.2 of the CBA defines “teacher” as “all employees represented by the Association in the negotiating unit” as determined in the Recognition clause, which includes “all regularly certificated teachers, social workers, psychologists, speech and language pathologists and nurses.”

2. **Effective Date and Term.** This Amendment to the MOU is effective immediately upon the receipt of signatures by the Parties and shall terminate on the day preceding the first day of the 2024-2025 school year.
3. **Effect of this MOU.** Except as relates to Paragraph 1 above, the April 29, 2021, MOU shall remain in full force and effect, and nothing contained in this Amendment to the MOU shall be construed or is intended to operate otherwise.


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



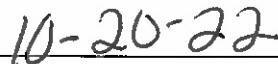
President, Board of Education



Date



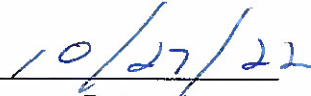
Secretary, Board of Education



Date



KEA President



Date

Exhibit A

2021-2022 Hiring Grid	
	Hiring Grid Social Workers, Psychs, SLPs & BCBA
0	59,141
1	59,720
2	60,307
3	60,901
4	61,502
5	62,110
6	62,726
7	63,350
8	63,982
9	64,622
10	65,269

2022-2023 Hiring Grid	
	Hiring Grid Social Workers, Psychs, SLPs & BCBA
0	60,620
1	61,213
2	61,814
3	62,423
4	63,039
5	63,663
6	64,295
7	64,934
8	65,582
9	66,237
10	66,901

2023-2024 New Hiring Grid	
	Hiring Grid Social Workers, Psychs, SLPs & BCBA
0	62,135
1	62,744
2	63,360
3	63,984
4	64,615
5	65,255
6	65,902
7	66,557
8	67,221
9	67,893
10	68,574