

**MEMORANDUM OF AGREEMENT
ROLLOVER OF 2018-2023 AGREEMENT**

THIS MEMORANDUM OF AGREEMENT is made and entered by and between the Board of Education of Calumet City School District No. 155, Cook County, Illinois (the "District") and the Wentworth Wilson Council 155 Southwest Suburban Federation of Teachers AFT Local 943 (the "Union") (collectively, "the Parties"), to memorialize the agreements between the District and the Union concerning a rollover of the Parties' 2018-2023 Agreement.

WHEREAS, the Union is the exclusive bargaining representative for the District's certificated teachers, certificated librarians, certificated nurses, certificated psychologists and certificated social workers;

WHEREAS, the District and the Union executed an Agreement on October 4, 2018, which is effective and in full force until the day preceding the first teacher employment day of the 2023-2024 school term (the "2018–2023 CBA");

WHEREAS, the Parties have agreed to rollover the terms and conditions of the 2018-2023 CBA for a period of one year as set forth below; and

NOW THEREFORE in consideration of the promises and mutual undertakings and agreements of the parties hereto, it is hereby agreed by the District and the Union as follows:

1. Rollover of 2018-2023 CBA

All terms and conditions under the 2018-2023 CBA, except those specifically addressed in this Memorandum of Agreement, shall continue in full force and effect until the day preceding the first teacher employment day for the 2024-2025 school term.

The first teacher employment day of the 2023-2024 school term through the day preceding the first teacher employment day for the 2024-2025 school term shall be referred to as the "Rollover Period."

2. "TRS Included" Salary Increase

The Parties understand and agree that each teacher who was employed by the District during the 2022-2023 school year and who will return as a teacher with the District for the 2023-2024 school year will receive an increase of five and one-quarter percent (5.25%) over their 2022-2023 "TRS Included" salary for the 2023-2024 school year.

This is memorialized in the 2023-2024 salary schedule attached hereto as Exhibit A. Beginning at Step 2 for all lanes, the salary amounts reflect an increase of five and one-quarter percent (5.25%) over the teacher's prior year salary. For example, at teacher at BA – Step 7 for the 2022-2023 school year will move to BA – Step 8 for the 2023-2024 school year and earn a "TRS Included" annual salary of \$48,205 for the 2023-2024 school year. The Step 1 salary shall be as indicated

on the applicable salary schedule. A teacher off the salary schedule will receive the percentage increase as set forth above.

3. Health Insurance Contributions

Employees will make the following annual contributions toward insurance contributions for the 2023-2024 school year:

Employee Only	Employee + Spouse	Employee + Children	Family
8%	12%	12%	12%

4. Extracurricular Activities Rate and Internal Substitution Rate

Extracurricular activities (student council, drama club, science club, art club and any other similar activities occurring outside of the regular school day which are approved by District Office: \$35/hour for the 2023-2024 school year, subject to pre-approval by the Superintendent or designee of the activity sponsor's estimate of total time on task including preparation and planning time. Hours beyond the approved total rate estimate must be approved by the District Office.

Internal substitution/students added to classroom (due to teacher absence): \$35 per hour for the 2023-2024 school year.

Unless otherwise identified above, the hourly rates in Appendix C of the 2018-2023 CBA remain unchanged for the 2023-2024 school year.

5. Exploratory Committee for Teacher Schedules/Plan Time at the Junior High

The District and Union shall establish an exploratory committee for Teacher Schedule/Plan Time at the Junior High. The committee members shall include Joe Zotto, Andrew Morgan, Tara Lawrence, Denise McField, the Union President and 6-10 representatives from the Jr. High building as mutually selected by the District and the Union to ensure student services and grade level representation on the committee. The purpose of the exploratory committee is to study and work collaboratively in an effort to find ways to maximize instructional time for students within the negotiated teacher workday.

The committee's work shall begin over summer 2023 and shall continue at least until the District's winter break period during the 2023-2024 school year. This shall be a compensated committee for non-administrative members. As such, attendance at committee meetings occurring outside of normal work hours shall be compensated at a rate of \$25.00 per hour. Any other tasks related to the committee occurring outside of normal work hours shall also be compensated at the same rate, provided such tasks are jointly pre-approved by the Superintendent or designee and the Union President.

The goal of the committee is to jointly determine by February 2024 teacher schedules/plan time at the Junior High building effective with the beginning of the 2024-2025 school year. If the committee cannot reach a joint determination, the

committee shall prepare a brief written report on their work, areas of consensus and areas of non-consensus to be shared with the District's and Union's respective negotiating teams for reference during the next successor contract negotiations.

6. Effect of Agreement

This Memorandum of Agreement applies specifically to the Rollover Period.

7. Effective Date

This Memorandum of Agreement is effective immediately upon execution.

8. Counterparts

This Memorandum of Agreement 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.

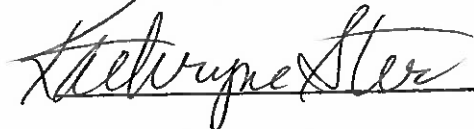
IN WITNESS WHEREOF, the Union and the District have caused this Memorandum of Agreement to be executed by the signatures of their authorized representatives as set forth below.

**Wentworth Wilson Council 155
Southwest Suburban Federation
of Teachers AFT Local 943**



Date: 3-31-2023

**Board of Education
Calumet City School District #155
Cook County, Illinois**



Date: 4/24/23

ATTEST:



Date: 4/24/23

2023-2024 Salary Schedule

	BA	BA +10	BA +20	BA +30	MA	MA +10	MA +20
1	\$ 41,749	\$ 41,917	\$ 42,074	\$ 42,467	\$ 43,614	\$ 43,759	\$ 43,925
2	\$ 43,941	\$ 44,118	\$ 44,283	\$ 44,697	\$ 45,904	\$ 46,056	\$ 46,231
3	\$ 44,467	\$ 44,644	\$ 44,809	\$ 45,223	\$ 46,430	\$ 46,583	\$ 46,757
4	\$ 45,007	\$ 45,185	\$ 45,350	\$ 45,764	\$ 46,970	\$ 47,123	\$ 47,298
5	\$ 45,564	\$ 45,741	\$ 45,906	\$ 46,318	\$ 47,527	\$ 47,678	\$ 47,853
6	\$ 46,135	\$ 46,313	\$ 46,478	\$ 46,890	\$ 48,098	\$ 48,251	\$ 48,424
7	\$ 47,078	\$ 47,257	\$ 47,422	\$ 47,834	\$ 49,041	\$ 49,193	\$ 49,369
8	\$ 48,205	\$ 48,382	\$ 48,557	\$ 48,855	\$ 50,184	\$ 50,343	\$ 50,523
9	\$ 49,362	\$ 49,546	\$ 49,723	\$ 49,906	\$ 51,362	\$ 51,528	\$ 51,712
10	\$ 50,555	\$ 50,742	\$ 50,926	\$ 51,114	\$ 52,576	\$ 52,811	\$ 52,937
11	\$ 51,784	\$ 51,976	\$ 52,167	\$ 52,356	\$ 53,826	\$ 54,006	\$ 54,200
12	\$ 53,047	\$ 53,246	\$ 53,442	\$ 53,636	\$ 55,115	\$ 55,303	\$ 55,497
13	\$ 54,353	\$ 54,552	\$ 54,752	\$ 54,952	\$ 56,437	\$ 56,634	\$ 56,836
14	\$ 55,715	\$ 55,921	\$ 56,127	\$ 56,334	\$ 57,829	\$ 58,029	\$ 58,235
15	\$ 57,137	\$ 57,347	\$ 57,564	\$ 57,773	\$ 59,275	\$ 59,485	\$ 59,697
16	\$ 58,627	\$ 58,842	\$ 59,062	\$ 59,279	\$ 60,788	\$ 61,007	\$ 61,226
17	\$ 60,154	\$ 60,380	\$ 60,601	\$ 60,826	\$ 62,347	\$ 62,569	\$ 62,794
18	\$ 61,729	\$ 61,959	\$ 62,190	\$ 62,417	\$ 63,949	\$ 64,178	\$ 64,408
19	\$ 63,330	\$ 63,571	\$ 63,813	\$ 64,054	\$ 65,609	\$ 65,848	\$ 66,091
20		\$ 65,340	\$ 65,595	\$ 65,851	\$ 67,420	\$ 67,677	\$ 67,932
21			\$ 67,545	\$ 67,810	\$ 69,407	\$ 69,673	\$ 69,943
22			\$ 69,668	\$ 69,953	\$ 71,571	\$ 71,855	\$ 72,140