

**MEMORANDUM OF UNDERSTANDING**  
**“Date of Hire”**

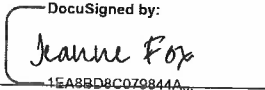
The Board of Education of Elmwood Park Community Unit School District 401 and the Elmwood Park PSRP Council, Local 571, IFT/AFT hereby agree as follows:

1. The Board and the Union are parties to a Collective Bargaining Agreement from July 1, 2022 until June 30, 2025.
2. Section 7.2 of the CBA states, *“For purposes of this Agreement and reduction in force of support staff under the Illinois School Code, the seniority of each employee shall date from the employee’s last date of hire by the Board and an employee’s seniority shall be measured by the employee’s length of continuous service with the Board since the employee’s last date of hire. Date of hire shall be the date on which the employee actually begins work.”* For the purposes of Section 7.2, “date of hire” shall refer to the date on which the employee actually begins work in a bargaining unit position, regardless of whether the employee was previously serving in a position within the District but outside of the bargaining unit.
3. Section 7.3 of the CBA states, *“The Board shall maintain and keep current a seniority list by category of position, noting the employee’s date of hire. The District shall distribute the seniority list to the Union on or before February 1 of each school year. Seniority shall not be broken when employment is terminated at the end of the school term and then resumed at the start of the next school term. Otherwise, seniority shall be broken upon termination of employment.”* For the purposes of Section 7.3, “date of hire” shall refer to the date on which the employee actually begins work in a bargaining unit position, regardless of whether the employee was previously serving in a position within the District but outside of the bargaining unit.
4. Section 5.3 of the CBA states, *“The probationary period for a new employee shall begin on the first day of work.”* For the purposes of Section 5.3, “first day of work” shall refer to the first day of work performed by an employee in a bargaining unit position, regardless of whether the employee was previously serving in a position within the District but outside of the bargaining unit.
5. Section 11.1.2 of the CBA states, *“For purposes of the hourly rate increases set forth below: Group 1 consists of each employee who was hired between July 1, 2013 and December 31, 2021. Group 2 consists of each employee who was hired before July 1, 2013.”* The reference to hire dates in this section shall refer to the first day of work performed by an employee in a bargaining unit position, regardless of whether the employee was previously serving in a position within the District but outside of the bargaining unit.
6. Section 14.1 of the CBA states, *“No vacation is accrued by or awarded to an employee until the employee completes two full months of service.”* Those two months of service will be measured from the first day of work performed by an employee in a bargaining unit

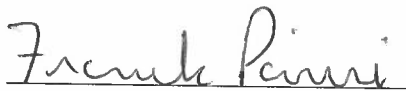
position, regardless of whether the employee was previously serving in a position within the District but outside of the bargaining unit.

7. At the time of the signing of this Memorandum of Understanding, all existing bargaining unit members who were formerly employed within the District but outside the bargaining unit, and who were transferred into a bargaining unit position with no break in service, shall have no reduction in their present levels of compensation or benefits as a result of the implementation of this Memorandum of Understanding.
8. At the time of the signing of this Memorandum of Understanding, all existing bargaining unit members who were formerly employed within the District but outside the bargaining unit, and who were transferred into a bargaining unit position with no break in service, shall be considered as continuing employees.
9. This Memorandum of Understanding will be effective for the remainder of the term of the current Collective Bargaining Agreement.
10. The provisions described herein are subject to the grievance procedure in the Collective Bargaining Agreement.

For the UNION:

President:  1EA89D8C0Z9844A...  
Date: 3/29/2023 | 3:13 PM CDT

For the BOARD:

President:   
Date: 4/5/23