

## **MEMORANDUM OF UNDERSTANDING**

THIS AGREEMENT is made this 25th day of January, 2021, by and between the Board of Education of Fremont School District No. 79, Lake County, Illinois (“Board of Education” or “District”), and the Fremont Education Association, IEA/NEA (“Association”).

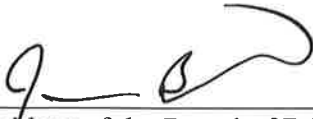
**WHEREAS**, the Board of Education and the Association are parties to a Contractual Agreement (“Agreement”) covering the period 2017-2022; and

**WHEREAS**, the parties desire to extend the duration of the 2017-2022 Contractual Agreement for a period of one year.

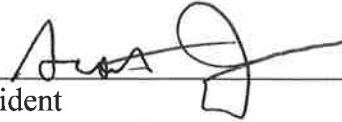
**NOW THEREFORE**, the Board of Education and the Association agree as follows:

1. Section 10.6 of the Agreement is changed to provide, “This Agreement shall be effective as of August 19, 2017, and shall continue in effect until July 31, 2023.”
2. Appendix C – Fremont School District 79 Certificated Pay Matrix will remain unchanged and in effect and, for the 2022-2023 school year, members of the bargaining unit will receive a pay increase according to said Matrix.
3. Section 3.11 – Fair Share will be deleted, in its entirety, from the Agreement as having no force and effect.
4. Section 8.3 – Shall be amended to provide that for 2022-2023 the Board’s monthly premium payment for individual health, vision, and dental insurance coverage will be \$1,562.02.
5. Section 8.12 – Retirement shall be amended so that the dates reflected in that section reflect the terms of the parties one-year extension.
6. Except as noted above, for the duration of this extension, all other provisions, terms and conditions of the parties 2017-2022 Contractual Agreement remain unchanged and in full force and effect.

**IN WITNESS WHEREOF**, the Board of Education of Fremont School District 79, Lake County, Illinois and the Fremont Education Association, IEA/NEA by their duly authorized representatives and agents, have signed and executed this Agreement on the date first set forth above.



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President of the Board of Education of  
Fremont School District No. 79  
Lake County, Illinois



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President  
Fremont Education Association



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Secretary of the Board of Education of  
Fremont School District No. 79  
Lake County, Illinois



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President  
Fremont Education Association