

MEMORANDUM OF UNDERSTANDING
RE: RN HOURLY RATES

The Board of Education of Elmwood Park Community Unit School District No. 401 (“the Board”) and the Elmwood Park PSRP Council, West Suburban Teachers’ Union, Local No. 571, IFT-AFT (“PSRP”) hereby agree as follows:

1. The Board and PSRP are parties to a collective bargaining agreement for the time period from 2022 to 2025 (“the CBA”).
2. Section 11.1 of the CBA addresses hourly rates for support staff employees.
3. The Board and PSRP agree that the starting hourly rates for Registered Nurses shall be increased to the following rates, effective November 16, 2023:

<u>Position</u>	<u>Starting Hourly Rates</u>	
	<u>11/16/2023-6/30/2024</u>	<u>2024-2025</u>
Nurse (RN with IEP Privileges)	\$39.00	\$39.50
Nurse (RN without IEP Privileges)	\$38.00	\$38.50

4. Also, the Board and PSRP agree that the hourly rates for all Registered Nurses currently employed in the PSRP bargaining unit shall be increased by \$8.50 per hour, effective November 16, 2023.
5. In addition, effective November 16, 2023, the following sentence is added at the end of Section 11.1.1 of the CBA: “For Registered Nurses (with or without IEP Privileges), at the discretion of the Superintendent and the Board of Education, a higher starting hourly rate may be assigned to a newly-hired employee based upon the employee’s prior experience. In that event, the Superintendent will notify PSRP of the assigned rate.”
6. The Board and PSRP agree that this Memorandum of Understanding shall not obligate the Board or PSRP to agree to a similar arrangement in the future or in another case, shall not negate or modify any provision of the CBA except as specifically stated herein, and shall not require either party to bargain over any provision of the CBA during the term of the CBA, unless such bargaining is otherwise required by law.
7. The terms and provisions of this Memorandum of Understanding shall not be deemed a violation or misapplication of the terms of the CBA.
8. To the extent of any conflict or inconsistency between this Memorandum of Understanding and the CBA, the provisions of this Memorandum of Understanding shall control.

Signature page follows.

BOARD OF EDUCATION OF ELMWOOD PARK
COMMUNITY UNIT SCHOOL DISTRICT NO. 401

By: _____
President

Date: _____

Attest: _____
Secretary

Date: _____

ELMWOOD PARK PSRP COUNCIL, WEST SUBURBAN TEACHERS' UNION,
LOCAL NO. 571, IFT-AFT

By: _____
President

10/30/2023 | 11:22 AM CDT

Date: _____

Attest: _____
Vice President

10/30/2023 | 11:22 AM CDT

Date: _____