

**MEMORANDUM OF UNDERSTANDING BETWEEN  
BOARD OF EDUCATION OF WINNETKA PUBLIC SCHOOLS DISTRICT NO. 36 AND  
SERVICE EMPLOYEES LOCAL #73**

The Winnetka Public Schools District No. 36 (the "District") Board of Education (the "Board") and Service Employees Local #73 (the "Association") hereby enter into the following Memorandum of Understanding (the "MOU"):

**WHEREAS**, in the recent negotiations, the percentage increases to the starting salary was not discussed and/or negotiated; and

**WHEREAS**, the Board and Association have negotiated and agreed upon the following starting salary increases; and

**NOW THEREFORE**, the Board and the Association agree to the following:

1. To amend Article 13, Subsection B as follows:

For an employee who begins his/her employment on or after July 1, 2023, the base pay shall be as follows for the 2023-2024 school year ~~shall be~~:

<u>Custodial</u>	
Custodian	\$17.29
Assistant Head Custodian	\$18.81
Elementary Head Custodian	\$19.98
Middle School Head Custodian	\$20.50

<u>Maintenance</u>	
Journeyman Maintenance	\$21.09
Skilled Maintenance	\$21.98

**For each subsequent contract year of this Agreement, the starting salary for each classification of employee shall be increased by one-half (1/2) of the percentage increase for the applicable contract year as provided Article 13, subsection A (i.e. for the 2024-2025 school year, the starting salary shall be increased by 2.25% (4.5%/2=2.25%).**

For the second year of employment and each year thereafter under this Agreement, such employee's increase shall be determined based on the applicable increase for the school year as specified in subsection B. above and as governed by the evaluation rubric.

2. This MOU shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this MOU.
3. All other provisions of the Agreement between the Board and the Association shall remain in effect except to the extent such provisions have been durationally modified by this MOU.
4. This MOU has been duly approved by each of the parties and has been executed by authorized representatives of the Board and the Association.

For the Association

Jess Medina

Date: 12/21/23

For the District

[Signature]

Date: 12/22/23