

MEMORANDUM OF UNDERSTANDING
RE: HOURLY RATES FOR IDENTIFIED EMPLOYEES

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. Section 11.1.2 of the CBA provides for hourly rate increases and states: “Each bargaining unit employee will receive the following increase in his/her hourly rate, for each indicated school year, provided that the employee begins work prior to January 1 of the preceding school year.”
4. Notwithstanding the above-quoted sentence in Section 11.1.2 of the CBA, the Board and PSRP wish to adjust the hourly rates of the employees identified below, as follows:

<u>Employee Name</u>	<u>Hourly Rate Effective</u>
Cynthia Hatfield	\$19.50 Effective August 28, 2023
Daniela Iliopoulos	\$19.50 Effective August 28, 2023
Stephanie Paris-Colon	\$21.50 Effective January 8, 2024
Patrick Szwankowski	\$19.50 Effective August 28, 2023

5. If an employee is hired between January 1, 2024 and June 30, 2024, and if the District hires another employee in the same category (defined by Section 11.1.1 of the CBA) at any time between July 1, 2024 and June 30, 2025, then the original employee shall receive a \$0.50 increase in hourly rate effective the date that the newer employee begins work with the District.
6. The Board and PSRP agree that this Memorandum of Understanding shall not waive any other provision of the CBA, 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 on the limited basis identified 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.
9. Section 11.1.2 of the CBA is waived only as set forth above, for the four employees identified above and any employees to which paragraph 5 applies. All terms of the CBA shall otherwise remain in full force and effect.

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

By: Frank Perrini
President

Date: 2/28/24

Attest: Susan Capriano
Secretary

Date: 3/20/24

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

DocuSigned by:
By: [Signature]
9AD8FB063CAD466... President

Date: 2/8/2024 | 9:56 AM CST

Attest: _____
Vice President

Date: _____