

**MEMORANDUM OF UNDERSTANDING**  
**RE: NEW CAMPUS SAFETY SUPERVISOR POSITION**

This Memorandum of Understanding (“MOU”) is entered into by and between the **Board of Education of Community High School District No. 155**, McHenry and Lake Counties (“the District”) and the **Community High Education Support Staff, IEA-NEA (“CHESS”)** (collectively, “the Parties”).

**WHEREAS**, the District intends to create an FLSA-nonexempt Campus Safety Supervisor position within the bargaining unit represented by CHESS and intends to hire a number of individuals into that position prior to the 2024-2025 school year; and

**WHEREAS**, the Parties met and reached certain agreements regarding working conditions and compensation for this new position, and the Parties wish to memorialize the understandings reached between them;

**NOW THEREFORE**, any provisions of the current collective bargaining agreement (the “Agreement”) between the Parties notwithstanding, the Parties agree to the following:

1. **Recitals.** The recitals above are incorporated into this MOU by reference.
2. **Workday and Work Year.** The position of Campus Safety Supervisor is a 10-month position and, pursuant to Section 3.1 of the Agreement, will have an 8-hour workday. This position is subject to all other parameters set forth in Section 3.1 for 10-month positions.
3. **Lunch and Breaks.** Pursuant to Section 3.3 of the Agreement, each Campus Safety Supervisor is entitled to a duty-free unpaid lunch break and two 15-minutes breaks. However, the lunch break for Campus Safety Supervisor may be adjusted between 30 minutes and one hour (with start and/or end times adjusted accordingly to ensure an 8-hour workday), as determined by the District Administration.
4. **Uniforms.** Section 5.11 of the Agreement is amended to include the following after the existing first sentence: “Campus Safety Supervisors, upon completing 60 days of active employment, shall be provided with five District polo shirts and three zip-up fleece jackets.”
5. **School Assignments.** Generally, the Board intends to station each Campus Safety Supervisor at a designated school campus. However, the Board anticipates having at least one “floating” Campus Safety Supervisor assigned at Haber Oaks Campus who fills in at each of the other high schools as needed, and the Board reserves the right to reallocate the Campus Safety Supervisors across school campuses as needed under the circumstances.
6. **Compensation Level.** The new hires for the position of Campus Safety Supervisor will be placed at newly created Level 1 Campus Safety in Article 14.1 of the Agreement

between the Parties. The Level 1 Campus Safety starting hourly rate will be \$18.27 in 2024-2025, \$18.72 in 2025-2026, \$19.19 in 2026-2027, and \$19.67 in 2027-2028.

**IN WITNESS WHEREOF**, the District and CHES have executed this Agreement on the dates written below.

**Community High Education Support Staff,  
IEA-NEA**

By: Veronica Gutierrez  
President

Date: 5/17/24

**Board of Education of  
Community High School District No. 155,  
McHenry and Lake Counties**

By: Nicole Parviz  
Board President

Date: 5/21/24

**Attest**

By: Mary Mitchell  
Board Secretary

Date: 5.21.2024

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