

MEMORANDUM OF AGREEMENT

WHEREAS, the Board of Education of Palos Community Consolidated School District 118 (the "Board") and the Palos Education Association, IEA-NEA (the "Union") have recently completed negotiations for a successor collective bargaining agreement that will be effective from July 1, 2024 through June 30, 2027 (the "Contract"); and

WHEREAS, the Board and the Union have met and negotiated over the contents of this Memorandum of Agreement, and have fully negotiated all issues relating thereto, and have agreed to the terms set forth below; and

WHEREAS, the Board and the Union wish to memorialize their agreement outside the Contract; and

NOW, THEREFORE, after having fully negotiated the issue, and in exchange for the good and valuable consideration set forth below, the sufficiency of which is acknowledged, the Board and the Union agree as follows:

1. The Whereas clauses set forth above are incorporated herein as substantive provisions of this Memorandum of Agreement.
2. Classroom teachers assigned to Functional Classrooms and Early Childhood Special Education Self-contained classrooms shall be eligible for an assisted daily living (ADL) stipend when supporting students with ADL and health related functions, including but not limited to, eating, diapering, toileting, grooming, dressing, cleaning, transferring, mobility, positioning and any use of assistive technology equipment. Additional responsibilities include overseeing paraeducators who may also provide such ADL tasks in compliance with applicable law.
3. The ADL Stipend for Functional Classroom and Early Childhood Special Education Self-contained classroom teachers with ADL responsibilities shall be \$1,500.00 twice per year (\$3,000.00 annually) and shall be effective starting July 1, 2024.
4. All other provisions of the Contract, not specifically modified herein, shall remain the same.

BOARD OF EDUCATION OF PALOS COMMUNITY
CONSOLIDATED SCHOOL DISTRICT 118

By: *Anne M. Paris*

Its: *President*

Date: *June 18, 2024*

PALOS EDUCATION ASSOCIATION

By: *Mary B.*

Its: *PEA President*

Date: _____