

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") are parties to a collective bargaining agreement that is effective from July 1, 2024 through June 30, 2027 (the "Contract"); and

WHEREAS, Section 9.11 of the Contract provides School Psychologists, Speech Language Pathologists and Social Workers with additional salary schedule lane placement credit for obtaining Masters Degrees which exceed thirty (30) credit hours; and

WHEREAS, some School Psychologists, Speech Language Pathologists and Social Workers are off the salary schedule due to their status as "repeaters" but are moving from the MA lane to the MA + 32 lane in accordance with Section 9.11; and

WHEREAS, the Board and the Union have met and negotiated over the issue of enhanced salary schedule lane placement for these employees, and have fully negotiated all issues relating thereto, and have agreed to the terms set forth below; and

NOW, THEREFORE, 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. If a School Psychologist, Speech Language Pathologist or Social Worker has a step available, after considering the enhancement provided by Section 9.11, they shall be moved to that step.
3. If a School Psychologist, Speech Language Pathologist or Social Worker does not have a step available, then their salary will increase from the prior year's salary by the difference between the final step of the previous year and next step in the next lane for the current year.
4. This Memorandum of Agreement is applicable only to those School Psychologists, Speech Language Pathologists and Social Workers who are classified by the Board as "repeaters" and who are entitled to enhanced salary schedule lane credit per Section 9.11.
5. 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: 

Its: President

Date: 10-10-24

PALOS EDUCATION ASSOCIATION

By: 

Its: PEA President

Date: 10/10/24