

**MEMORANDUM OF UNDERSTANDING
HIRING GRID FOR CERTIFIED SCHOOL NURSES**

This Memorandum of Understanding ("MOU") is entered into by the Board of Education of Keeneyville Elementary School District No. 20 (the "District") and the Keeneyville Education Association, an affiliate of the Illinois Education Association and National Education Association (the "Association") (collectively, the "Parties").

WHEREAS, the District and the Association are parties to the 2024-2028 Collective Bargaining Agreement ("CBA") in which they agreed that social workers, psychologists, speech language pathologists and BCBAs are hard-to-fill positions and, as a result, agreed to a separate hiring grid for the social workers, psychologists, speech language pathologists and BCBAs in order to enable the District to attract candidates and retain employees for these hard-to-fill position; and

WHEREAS the Parties now agree that the certified school nurse is also a hard-to-fill position and therefore should be offered a starting salary in accordance with the hiring grid used for social workers, psychologists, speech language pathologists and BCBAs;

WHEREAS, the purpose of MOU is to memorialize the Parties' agreement as to the hiring grid for certified school nurses.

NOW THEREFORE, the Parties agree as follows:

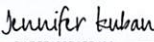
1. **Hiring Grid for Certified School Nurse.** As of the effective date of this MOU, certified school nurses when hired by the District shall be placed on the hiring grid utilized for social workers, psychologists, speech language pathologists and BCBAs in accordance with the guidelines set forth in Section 12.2 of the CBA. The certified school nurse that is currently employed with the District shall be placed on said hiring grid and will receive retroactive compensation effective as of the first workday of the 2024-2025 school year.
2. **Effective Date and Term.** This MOU is effective upon the receipt of signatures by the Parties and shall terminate on the day preceding the first day of the 2028-2029 school year.

IN WITNESS WHEREOF, the PARTIES hereto have set their hands and seals as of the dates written below.




President, Board of Education

10/17/24
Date

Signed by:


Secretary, Board of Education

10/24/2024
Date



KEA President

10/17/24
Date