

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Board of Education of Minooka School District No. 201, Will, Grundy and Kendall Counties, Illinois (“Board” or “District”) and the Minooka Elementary Education Association, IEA-NEA (“Association”), collectively referred to as the “Parties.”

WHEREAS, the Board and the Association are parties to a collective bargaining agreement (“Contract”), which commenced on the first teacher work day of the 2022-23 school year and shall continue in effect until the day prior to the start of the 2025-2026 school year; and

WHEREAS, the Parties have agreed that it is in the best interests of the Parties to attract qualified candidates by establishing a stipend paid to a Behavior Interventionist who possesses an active Board Certified Behavior Analyst (BCBA) certification issued through the Behavior Analyst Certification Board.

NOW THEREFORE, in consideration of the mutual promises and covenants contained herein and other good and valuable consideration, the receipt of which is hereby acknowledged, the Parties agree as follows:

1. **RECITALS:** The recitals set forth hereinabove are true and correct and are incorporated in this Agreement by reference.
2. **MODIFICATION OF VIII. Salary Provisions, D. Placement on the Salary Schedule, pgs. 28-29:** Language is modified to add the language as follows:
 - A. “If upon hire, a Behavior Interventionist possesses an active Board Certified Behavior Analyst (BCBA) certification issued through the Behavior Analyst Certification Board, the following stipend schedule will be applied to the horizontal lane placement based upon an examination of the employee’s transcripts and educational experiences. (Vertical lane placement is independent of the horizontal lane placement decision.)
 1. If the employee has earned a MA30, the stipend range is \$8,000-\$10,000.
 2. If the employee has earned a MA45 or beyond, the stipend range is \$2,000-\$5,000.
3. **COMPLETE UNDERSTANDING:** This Agreement sets forth all of the promises, agreements, conditions and understandings between the Parties relative to the subject matter hereof and no other promises, agreements or understandings whether oral or written, expressed or implied exist between the Parties.
4. **AMENDMENTS:** No provisions or requirements expressed in this Agreement may be altered, modified, changed and/or canceled after the effective date of this Agreement, except upon the express written consent of all Parties.

- 5. **EFFECT OF AGREEMENT:** This Agreement shall inure to the benefit of and bind the Board and its respective Board members, administrators, agents, employees, insurers, successors and assigns and the Association and its officers, agents, representatives, successors and assigns.

- 6. **EXECUTION:** This Agreement may be executed in multiple counterparts, and a set of counterparts bearing the signatures of the Parties hereto shall constitute the Agreement as fully as if the Parties had signed a single document. The Parties agree to accept electronic copies of this Agreement as if original copies.

IN WITNESS WHEREOF, the Parties have executed this Agreement on this 16th day of June, 2025.

MINOOKA SCHOOL DISTRICT NO. 201

**MINOOKA ELEMENTARY
EDUCATION ASSOCIATION,
IEA-NEA**

By: *[Signature]* Date: 6-16-25
Its: Superintendent

By: *[Signature]* Date: _____
Its: President