



Kaneland Community School District #302
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Memorandum of Understanding

The Board of Education of Kaneland Community Unit School District No. 302 (the Board) and the Support Professionals Education Association of Kaneland (SPEAK) IEA-NEA (the Association) hereby enter into the following Memorandum of Understanding, effective for the duration of the current 2022 – 2027 SPEAK Contract.

Currently, Article X – Seniority and Reduction in Force, section 10.1 and 10.7.A states:

10.1 Definitions

District seniority shall be defined as the length of an Employee's continuous employment as a full-time employee in the District. Job classification seniority shall be defined as the length of an Employee's continuous employment as a full-time Employee in a specific job classification.

10.7 Layoff / Recall Procedures

- A. Probationary followed by part-time employees shall be dismissed prior to a reduction in force of full-time Employees.

For the duration of the 2022 – 2027 SPEAK Contract, Article X Seniority and Reduction in Force, section 10.1 and 10.7.A shall read as follows:

10.1 Definitions

District seniority shall be defined as the length of an Employee's continuous employment as **an employee** in the District. Job classification seniority shall be defined as the length of an Employee's continuous employment as **an Employee** in a specific job classification.


10.7 Layoff / Recall Procedures

- B. **Probationary employees** shall be dismissed prior to a reduction in force of **other Employees**.

This Agreement shall expire at the conclusion of the 2022-2027 SPEAK Contract.



Susan Sensor, SPEAK President



Dr. Kurt Rohlwing, Superintendent



Susan Paustian, SPEAK Vice President



Dr. Chris Adkins, Director of HR