

MEMORANDUM OF UNDERSTANDING

Elmwood Park Community Unit School District No. 401 (“the School District”) and the Elmwood Park Educational Team (“EPET”) hereby agree as follows:

1. The School District and EPET are parties to a collective bargaining agreement for the time period from 2024 to 2028 (“the CBA”).
2. Article XII of the CBA addresses compensation for coaches.
3. The School District wishes to add the following positions at the high school level, beginning with the 2026-2027 school year: Flag Football Head Coach, and Flag Football Assistant Coach.
4. The parties agree that the Flag Football Head Coach position will be added to Group III of the High School Head Coaches Salary Schedule in Article XII of the CBA, as follows:

Head Coach – High School

Level ⇨	0	I	II	III	IV	V	VI	VII
Years ⇨	1	2-3	4-5	6-7	8-9	10-11	12-13	14+
<u>GROUP I</u> Basketball Football	.130	.142	.154	.176	.188	.200	.212	.224
<u>GROUP II</u> Wrestling Track	.110	.122	.134	.156	.168	.180	.192	.204
<u>GROUP III</u> Baseball Boys Cross Country Girls Cross Country Softball Tennis Volleyball Soccer Cheerleading Golf <u>Flag Football</u>	.090	.102	.114	.136	.148	.160	.172	.184

5. The parties agree that the Flag Football Assistant Coach position will be added to Group VI of the High School Assistant Coaches Salary Schedule in Article XII of the CBA, as follows:

Assistant Coach – High School

Level ⇨	0	I	II	III	IV	V	VI	VII
Years ⇨	1	2-3	4-5	6-7	8-9	10-11	12-13	14+
<u>GROUP IV</u> Basketball Football Track	.075	.087	.099	.121	.133	.145	.157	.169
<u>GROUP V</u> Wrestling	.065	.077	.089	.111	.123	.135	.147	.159
<u>GROUP VI</u> Baseball Cross Country Tennis Softball Volleyball Soccer Cheerleading Golf Flag Football	.055	.067	.079	.101	.113	.125	.137	.149

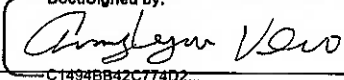
6. The School District and EPET agree that this Memorandum of Understanding shall not obligate the School District or EPET to agree to a similar arrangement in the future or in another case, shall not negate or modify any provision of the CBA except as addressed herein, and shall not require either party to bargain over any provision of the CBA during the term of the CBA, unless such bargaining is otherwise required by law.
7. The terms and provisions of this Memorandum of Understanding shall not be deemed a violation or misapplication of the terms of the CBA.
8. To the extent of any conflict or inconsistency between this Memorandum of Understanding and the CBA, the provisions of this Memorandum of Understanding shall control.
9. This Memorandum of Understanding is subject to the grievance/arbitration provisions of the parties' CBA.

ELMWOOD PARK COMMUNITY UNIT SCHOOL DISTRICT NO. 401

By: Frank Perini

Date: 2/18/2026

ELMWOOD PARK EDUCATIONAL TEAM

By: 

Date: 2/12/2026 | 2:24 PM PST