MEMORANDUM OF UNDERSTANDING
EXTENDING COLLECTIVE BARGAINING AGREEMENT FOR ONE YEAR

This Memorandum of Understanding ("MOU") is entered into by and between the Governing Board of the Special Education District of Lake County, Illinois ("SEDOL") and the SEDOL Support Staff Association, IEA-NEA, (the "SSSA") (collectively, the "Parties").

WHEREAS, the SSSA is the sole and exclusive bargaining representative of all regularly employed full-time and part-time paraprofessionals, job coaches, bilingual interpreters, sign language interpreters, community experience coaches, transition coaches, program attendants, vocational facilitators, occupational therapists, certified occupational therapist assistants, physical therapists and physical therapist assistants; and

WHEREAS, SEDOL and the SSSA are Parties to a collective bargaining agreement (the "Agreement") set to expire on June 30, 2026, which sets forth the terms and conditions of employment for all bargaining unit members; and

WHEREAS, the Parties have agreed to extend the term of the Agreement until June 30, 2027, because it is in their best interests to postpone the bargaining of a multi-year successor agreement until the 2026-2027 school year.

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

1. **Recitals.** The recitals set forth above are incorporated into this Section as if fully set forth herein.

2. **One-Year Extension.** The Agreement, including all language and any memoranda of understanding that were due to expire on June 30, 2026, is extended one year, up to and including June 30, 2027.

3. **Amendments.** For the 2026-2027 school year, the Agreement is amended as follows:

a. **Salary Increases:** Section 15.2 of the Agreement shall be amended as follows:

15.2 PAY SCHEDULES:

A. Hourly Employees

The hourly rate schedules for the 2023 – ~~2026~~ 2027 school years are attached as **Appendix B** and explained below.

For 2023-2024 Year
Tracks I and II:

Increase base by 8%, plus Step
***Track III and IV:**
Increase base by 3.05%, plus Step

Longevity for all Track I-II Employees (Year 1):
6% or lane movement
Longevity for all Track III-IV Employees (Year 1):
3.75% or lane movement
Longevity for all Track I-IV Employees (Year 2+):
3.25% or lane movement

For 2024-2025 Year
Tracks I and II:
Increase base by 8%, plus Step
Track III and IV:
Increase base by 2.3%, plus Step

Longevity for all Track I-II Employees (Year 1):
6% or lane movement
Longevity for all Track III-IV Employees (Year 1):
3.75% or lane movement
Longevity for all Track I-IV Employees (Year 2+):
3.25% or lane movement

For 2025-2026 Year
Tracks I and II:
Increase base by 7.9%, plus Step
Track III and IV:
Increase base by 2.3%, plus Step

Longevity for all Track I-II Employees (Year 1):
6% or lane movement
Longevity for all Track III-IV Employees (Year 1):
3.75% or lane movement
Longevity for all Track I-IV Employees (Year 2+):
3.25% or lane movement

For the 2026-2027 Year
Tracks I and II:
Increase base by 3%, plus Step
Tracks III and IV:
Increase base by 5%, plus Step

Longevity for all Track I- IV Employees:
3.5% or lane movement

*Beginning with the 2023-2024 school year, Tracks III and IV will be combined into one track. All employees who were on Track IV under the 2022-2023 Contract shall become Track III, and Track V shall become Track IV. The increases for Tracks III and IV are based on the Tracks IV and V schedules from the 2022-2023 Contract.

Track I:

All Employees hired with a minimum of a high school diploma or General Education Development (G.E.D.) with ISBE (Illinois State Board of Education) State Approved paraprofessional approval will be placed on the Track I hourly rate schedule.

Track II:

All Employees hired with a minimum of a high school diploma or General Education Development (G.E.D.) with a Bachelor's Degree or higher and Illinois State Board Education (ISBE) paraprofessional approval/Substitute Certificates will be placed on Track II.

Track III:

Sign language interpreters who have ISBE interpreter approval will be placed on Track III hourly rate schedule.

All new hourly Vocational Facilitators or Transition Specialists with a Bachelor's degree will be placed on Track III.

Track IV:

All new hourly Vocational Facilitators or Transition Specialists with a Master's degree will be placed on Track IV.

Note: Because of the need to re-adjust employees' positions on the pay schedule due to an overall "market adjustment" to SEDOL's pay levels for the 2016-2017 school year, employees' step placement on the pay schedule in Tracks I, II, and III may not have been reflective of the employee's years of experience in the District, or of the employee's years of experience in the education industry (e.g. an employee's placement at Step 2 may not have equaled "2" years of experience). Beginning with the 2023-2024 school year, employees whose step placement was re-adjusted, or who were placed on a step upon their initial hiring that did not reflect their years of eligible education experience, will be realigned on the pay schedule so that their step placement reflects their years of eligible educational experience.

B. Salaried Employees

The salary schedules for the 2023-~~2026~~-2027 school years are attached as Appendix C and explained below.

For the 2023-2024 Year
Increase base by 3.05%
Increase longevity by 3.75% or lane movement

For the 2024-2025 Year
Increase base by 2.3%
Increase longevity by 3.25% or lane movement

For the 2025-2026 Year
Increase base by 2.3%
Increase longevity by 3.25% or lane movement

For the 2026-2027 Year
Increase base by 2.5%
Increase longevity by 3.5% or lane movement

OT/PT and COTA/PTA employees may choose to receive a "step/longevity increase" or lane movement, but not both, except that one time only during a three year period, an employee may receive a step/longevity and lane increase during the same year. To illustrate: To receive both during the 2023-2024 contract year, an employee must not have received both a step/longevity and lane increase during either the 2021-2022 or 2022-2023 school years.

b. **Extended School Year**: Section 15.11 of the Agreement shall be amended as follows:

15.11 EXTENDED SCHOOL YEAR:

Daily payment for extended school shall be as follows:

Paraprofessionals and coaches:	**Sign language interpreters:**
$83.21 (Summer 2024)	$104.99 (Summer 2024)
$85.71 (Summer 2025)	$108.14 (Summer 2025)
$88.28 (Summer 2026)	$111.38 (Summer 2026)
$98.28 (Summer 2027)	$121.38 (Summer 2027)

Vocational Facilitators (BA):	**OT/PT/COTA/PTA:**
$113.75 (Summer 2024)	$182.61 (Summer 2024)
$117.16 (Summer 2025)	$184.44 (Summer 2025)
$120.67 (Summer 2026)	$186.28 (Summer 2026)
$130.67 (Summer 2027)	$196.28 (Summer 2027)

Such payment shall be based on a four (4) hour day and four (4) day week. The

Administration retains the right to extend the program. Partial employment work weeks will be offered dependent upon student attendance.

The District shall process all Employees' extended school year pay on June 30 and July 31.

Staff working ESY shall also be compensated for a total of 2 hours of preparation time based on the applicable daily rate.

c. **Retirement Incentive:** Section 15.19 of the Agreement shall be amended as follows:

15.19 RETIREMENT INCENTIVE

Employees who have been continuously employed with SEDOL for at least ten (10) years and who submit to the Assistant Superintendent of Human Resources an irrevocable letter of resignation for the purpose of retirement under the provisions of the Illinois Municipal Retirement Fund (I.M.R.F.) on or before January 1st with their resignation effective on the last day of the work year for their position will receive the following benefit:

The District will pay each full-time employee who meets the eligibility requirements, a one-time lump sum payment of $2,000, less applicable state and federal withholdings, to be paid by the fifteenth (15th) day of the month after the month following the employee's resignation. For example, if an eligible employee's resignation is effective on June 2, 2024, the lump sum payment would be paid by August 15, 2024.

Eligible part-time employees will receive a pro-rated retirement incentive based on their official FTE on file in the District office at the time they submit their letter of resignation for the purpose of retirement.

This retirement incentive shall sunset on June 30, ~~2026~~2027.

d. **Appendix B:** Appendix B of the Agreement shall be amended to include the hourly rate schedule attached hereto as **Exhibit A.**

e. **Appendix C:** Appendix C of the Agreement shall be amended to include the hourly rate schedule attached hereto as **Exhibit A.**

f. **Lump Sum Bonus:** The Agreement shall be amended to add Section 15.20 as follows:

15.20 LUMP SUM BONUS

All Employees on longevity status as of the start of the 2026-2027 school year shall receive a one-time only lump sum bonus of $500 to be paid on December 1, 2026. The lump sum bonus contained herein shall be prorated for part-time Employees.

SEDOL				
FY-27 SSSA Hourly Salary Schedule				
	FY27	FY27	FY27	FY27
	Para	Para-BA	Voc-BA/SLI	Voc-MA
Step	Track I	Track II	Track III	Track IV
1	$21.67	$23.03	$26.21	$37.44
2	$22.22	$23.58	$26.86	$38.38
3	$22.77	$24.13	$27.54	$39.33
4	$23.34	$24.70	$28.22	$40.31
5	$23.93	$25.29	$28.94	$41.31
6	$24.52	$25.88	$29.66	$42.35
7	$25.14	$26.50	$30.41	$43.41
8	$25.65	$27.01	$31.02	$44.28
9	$26.16	$27.52	$31.63	$45.16
10	$26.68	$28.04	$32.26	$46.06
11	$27.21	$28.57	$32.91	$46.98
12	$27.75	$29.12	$33.56	$47.92
13	$28.31	$29.67	$34.23	$48.88
14	$28.88	$30.24	$34.92	$49.86
15	$29.31	$30.68	$35.45	$50.61
16	$29.76	$31.12	$35.98	$51.37
17	$30.20	$31.56	$36.52	$52.13
18	$30.65	$32.01	$37.07	$52.92
19	$31.12	$32.48	$37.62	$53.71
20	$31.58	$32.94	$38.19	$54.52
21	$32.05	$33.41	$38.76	$55.34
Longevity = 3.50%				

OT/PT SALARY SCHEDULE - 26-27

Step	BA/BS	BA/BS+15 25 CEU's	BA/BS+30 50 CEU's	BA/BS+45 75 CEU's AMS	BA/BS+60 100 CEU's AMS+15	BA/BS+75 125 CEU's AMS+30	BA/BS+90 150 CEU's AMS+45	BA/BS+105 175 CEU's AMS+60	DOCTORATE
1	$53,871	$56,294	$58,720	$61,142	$63,565	$65,992	$68,415	$70,839	$73,845
2	$55,864	$58,378	$60,892	$63,405	$65,917	$68,434	$70,946	$73,460	$76,577
3	$57,959	$60,567	$63,176	$65,782	$68,389	$70,999	$73,608	$76,216	$79,448
4	$60,144	$62,851	$65,558	$68,265	$70,968	$73,678	$76,384	$79,090	$82,443
5	$62,415	$65,223	$68,031	$70,839	$73,647	$76,457	$79,265	$82,071	$85,552
6	$63,614	$66,476	$69,340	$72,203	$75,062	$77,927	$80,792	$83,653	$87,203
7	$65,652	$68,604	$71,559	$74,515	$77,467	$80,419	$83,376	$86,331	$89,993
8	$67,754	$70,803	$73,854	$76,901	$79,948	$82,997	$86,047	$89,097	$92,872
9	$70,249	$73,412	$76,574	$79,738	$82,894	$86,057	$89,217	$92,380	$96,300
10	$75,090	$78,425	$81,694	$84,950	$88,210	$91,537	$94,810	$98,064	$102,222
11	$78,060	$81,538	$85,012	$88,558	$92,041	$95,584	$99,125	$102,606	$106,955
12	$79,271	$82,811	$86,355	$89,896	$93,505	$97,052	$100,594	$104,199	$108,612
13	$79,962	$83,569	$87,099	$90,779	$94,314	$97,921	$101,531	$105,132	$109,590
14	$80,645	$84,248	$87,917	$91,520	$95,127	$98,727	$102,396	$106,000	$110,499
15		$85,004	$88,670	$92,403	$96,064	$99,675	$103,337	$107,059	$111,605
16		$85,886	$89,543	$93,276	$96,878	$100,667	$104,392	$108,061	$112,653
*Longevity		3.50%							

COTA/PTA SALARY SCHEDULE - 26-27

Step	COTA/PTA	COTA/PTA +15/25 CEU's	COTA/PTA +30/50 CEU's COTA/PTA+BA	COTA/PTA +45/75 CEU's COTA/PTA+BA15	COTA/PTA +60/100 CEU's COTA/PTA+BA30	COTA/PTA +75/125 CEU's COTA/PTA+MS	COTA/PTA +90/150 CEU's COTA/PTA+MS +15	COTA/PTA +105/175 CEU's COTA/PTA+MS +30
1	$40,403	$42,221	$44,040	$45,856	$47,674	$49,494	$51,310	$53,129
2	$41,898	$43,784	$45,669	$47,554	$49,438	$51,325	$53,210	$55,095
3	$43,469	$45,425	$47,383	$49,336	$51,292	$53,249	$55,207	$57,162
4	$45,108	$47,139	$49,168	$51,199	$53,226	$55,259	$57,288	$59,318
5	$46,811	$48,917	$51,023	$53,129	$55,235	$57,343	$59,449	$61,553
6	$47,711	$49,858	$52,005	$54,153	$56,296	$58,444	$60,594	$62,739
7	$49,239	$51,454	$53,670	$55,887	$58,100	$60,314	$62,531	$64,747
8	$50,815	$53,102	$55,391	$57,676	$59,960	$62,248	$64,535	$66,823
9	$52,687	$55,058	$57,430	$59,804	$62,170	$64,543	$66,913	$69,285
10	$56,318	$58,819	$61,270	$63,713	$66,159	$68,652	$71,108	$73,548
11	$58,545	$61,153	$63,759	$66,418	$69,031	$71,689	$74,343	$76,954
12	$59,453	$62,108	$64,767	$67,421	$70,128	$72,789	$75,445	$78,149
13	$59,972	$62,677	$65,324	$68,085	$70,736	$73,441	$76,148	$78,849
14	$60,483	$63,186	$65,938	$68,640	$71,345	$74,045	$76,797	$79,500
15		$63,753	$66,502	$69,302	$72,048	$74,756	$77,502	$80,294
16		$64,414	$67,158	$69,956	$72,658	$75,500	$78,294	$81,046
Longevity	3.50%							

4. **Remaining Terms Still in Effect.** All other terms of the Agreement remain as they are and are in full force and effect through the extended term of the Agreement.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Understanding by their duly authorized representatives.

SEDOL SUPPORT PROFESSIONALS ASSOCIATION, IEA-NEA

By: _____
SSSA President

Date: 9-9-25

GOVERNING BOARD OF THE SPECIAL EDUCATION DISTRICT OF LAKE COUNTY, ILLINOIS

By: _____
Board President

Date: August 6, 2025

ATTEST

By: Joanne Osmond
Board Secretary

Date: August 6, 2025

1387227.1