MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made and entered into by and between the South Berwyn Education Association (Union) and the Board of Education of Berwyn South School District 100 ("Board"), and sometimes referred to collectively as the Parties:

WHEREAS, the Board and the Union agreed to a tentative TA for a proposed collective bargaining agreement ("Agreement"), for 2026 through 2029, that addresses wages, hours, and working conditions for bargaining unit members; and

WHEREAS, the Agreement applies for the 26-27 school year, but was not ratified until after the school year started, which affects the implementation of several portions of the Agreement; and

WHEREAS, the preceding 22-26 collective bargaining agreement remained in effect while the Parties negotiated the Agreement; and

WHEREAS, in order to begin the 26-27 school year without disruption, the Board was required to base certain benefits, wages, schedules, and protocols on the preceding 22-26 collective bargaining agreement; and

WHEREAS, the Parties propose this Memorandum of Understanding to address the manner in which several provisions of the Agreement will be implemented during the 26-27 school year.

NOW THEREFORE, IT IS HEREBY AGREED by the Union and the Board as follows:

1. The Board shall apply all rate / salary changes that require a pay differential retroactively from August 17, 2026 for work submitted via timesheets, and updated step and lane placements.

2. Bargaining unit members that started their employment prior to the 26-27 school year, shall have their step adjusted on or before November 15, 2026.

3. Bargaining unit members first hired for the 26-27 school year have been placed at the proper step, and do not require a step adjustment, but they will receive a salary increase based on the salary grid set forth in the Agreement.

4. All approved lane change requests submitted on or before September 1, 2026, shall be processed on or before November 15, 2026.

5. Sick and personal days will be adjusted for bargaining unit members on or before November 15, 2026.

6. The District shall remit the retroactive pay differential to the applicable bargaining unit members on or before the November 15, 2026, payroll.

7. Bargaining Unit Members shall receive their step and lane contract summary on or before November 15, 2026.

8. Starting October 30, 2026, bargaining unit members that are eligible for a stipend must submit a time log that includes the following: date of the work, description of the work, and the times of day the work was performed. Time logs must then be submitted to the building principal or supervising administrator for approval.

9. The District shall provide a mid-year open enrollment period to allow bargaining unit members to select benefits based on the new Agreement. The District will communicate with the Union regarding the dates for open enrollment.

10. The new benefits will become effective on or before January 1, 2027.

11. Bargaining unit members seeking to opt out of the District's insurance during the mid-year open enrollment period shall be eligible for a prorated amount of the $3,000.00 insurance reimbursement for the 26-27 school year.

12. The funds in the Insurance Pool will be divided into two categories. Category 1 includes employees eligible for the pool at the start of the 26-27 school year. Category 2 includes employees that became eligible for the insurance pool after the mid-year open enrollment. The Insurance Pool will be prorated and divided by the number of employees in each category.

13. Adjusted plan times, supervision schedules, and the middle school schedule shall become effective on October 26, 2026, which is the start of second quarter.

14. Contractual language that does not contravene the provisions set forth herein shall remain in full force and effect.

15. This MOU shall expire upon the ratification of a new collective bargaining agreement between the parties.

IN WITNESS WHEREOF, the Parties have executed this Agreement.